



SCHOOL DISTRICT NO. 1
IN THE CITY AND COUNTY OF DENVER
DENVER, COLORADO

AGENDA

BOARD OF EDUCATION MEETING

ADMINISTRATION BUILDING
900 GRANT STREET
FIRST FLOOR BOARD ROOM
October 18, 2007

OPENING OF MEETING – 5:00 p.m.

Call to Order
Pledge of Allegiance
Roll Call

SUPERINTENDENT'S REPORTS

Discipline Update for Board Action at the November 15, 2007 Board of Education Meeting
School Reform / Community Meeting Schedule and New School Update

CONSENT AGENDA*

Board of Education

Minutes of September 20, 2007

Minutes of October 4, 2007

Gift Report

Finance and Audit

Motion to Approve Agreement Between Sewall Child Development Center and Denver Public Schools – The Board of Education will be asked to approve this Independent Contractor Agreement to provide assessment, therapeutic, and special education services to students with disabilities enrolled in the Denver Head Start program and to authorize the President of the Board of Education to sign the agreement on behalf of Denver Public Schools.

Motion to Approve the Amendment to the Cooperative Agreement between Denver Public Schools and the City and County of Denver regarding Green Valley Ranch Recreation Center – The Board of Education will be asked to approve the Amendment to the Cooperative Agreement, paragraph 4 “Notice”;

* Items scheduled for action at this meeting are noted in italics

** Items for information only

paragraph 6 “Management, Operations and Staffing”; and the “Opt Out” notice requirement regarding sharing of the Green Valley Ranch Recreation Center.

Motion to Approve the Parking Lot Agreement between Denver Public Schools and National Jewish Hospital – The Board of Education will be asked to approve an agreement with National Jewish Hospital to lease the Gove Parking Lot beginning September 30, 2007.

Chief Operating Officer

Budget and Finance

Resolution Concerning the Authorization and Approval of a Fifth Amendment to a Previously Executed Lease Purchase Agreement and Related Documents and Transactions - The Board of Education will be asked to approve this resolution to amend the Lease Purchase Agreement underlying the issuance of the 1997 Taxable Pension Certificates of Participation to make a change in the order of the property release schedule.

Resolution Concerning the Preparation of Lease Purchase Transactions Affecting the Denver Public Schools Retirement System – The Board of Education will be asked to approve directing District staff to take all actions necessary and reasonable to prepare a lease purchase transaction for the purpose of making a contribution to Denver Public Schools Retirement System.

Human Resources

Motion to Approve the Personnel Transaction Report – The Board of Education will be asked to approve the Personnel Transaction Report for October 2007, which contains information regarding employee activity such as appointments, resignations, and transfers.

Motion to Approve Medical Insurance Rates for Retirees – The Board of Education will be asked to approve the Medical Insurance Rates effective January 1, 2008 for Retirees.

Motion to Ratify the Amendments to the Tentative Agreements between Denver Association of Educational Office Professionals (DAEOP) and the District (DPS) – The Board of Education will be asked to ratify the amendments to the Tentative Agreements for the following sections: 1.2.8 – General; 3.12 – Mentor Program; 3.8 – Grants for Educational Meetings; 5.2 – Grievance – Purpose; 6.1.6 – Reduction in Force (New); 6.1.5a – Reduction in Force (New); 7.4.1 – Posting of Positions; 10.3.4 – Coverage (New); 10.10 – Workplace Bullying (New); 14.1.1 (Salary Increase); 14.1.4 – Salaries and Increments; 18.1 – Property; and Appendix D – Salary Schedule.

Motion to Ratify the Memorandums of Understanding between Denver Association of Educational Office Professionals (DAEOP) and the District (DPS) – The Board of Education will be asked to ratify the Memorandums of Understanding regarding Allocation of Compensation and Duration of Agreement.

Motion to Ratify Amendments to the Collective Bargaining Agreement between Denver Classroom Teachers Association (DCTA) and the District (DPS) – The

* Items scheduled for action at this meeting are noted in italics

** Items for information only

Board of Education will be asked to ratify amendments to the Collective Bargaining Agreement for the following articles: Article 5 – Student Achievement, Instruction and Education Reform; Article 8 – Professional Standards; Article 30 – Benefits Allowance and Benefits Programs effective 7/1/07; Article 31 – Salary and Article 32 – Extra Duty Compensation, including the 2007-2008 Salary Schedule Effective 9/1/07.

Motion to Ratify the Memorandum of Understanding between Denver Classroom Teachers Association (DCTA) and the District (DPS) – The Board of Education will be asked to ratify the Memorandum of Understanding dated September 28, 2007, regarding planning days, retirement system, substitute pay rates, student promotion, student discipline, retention bonuses, contract year and other additional issues.

Denver Public Schools Retirement System

Motion to Approve Modification to Payment Terms for Qualifying Past Casual Service – The Board of Education will be asked to approve the Modification to Payment Terms for Qualifying Past Casual Service to allow more flexibility and opportunity for newly appointment or reappointed members of the Retirement System to pay for their past district part-time service for the Denver Public Schools Retirement System to be effective January 1, 2008.

OLD BUSINESS

NEW BUSINESS**

Chief Academic Officer

Student Services

Expelled Students Reports - The Board of Education will review a report on the students who have been expelled during the past month.

BOARD MEMBER REPORTS

District School Improvement Accountability Council Presentation on Charters

ADJOURNMENT

6:10 p.m. – 6:30 p.m. Dinner

PUBLIC COMMENT – 6:30 – 7:30 p.m.

* *Items scheduled for action at this meeting are noted in italics*

** *Items for information only*

**Board of Education Executive Summary
DPS Discipline Policy Proposal
Submitted by
Denver Plan Discipline Policy Writing Committee**

October 18, 2007

The Denver Plan Discipline Policy Committee was created as a result of the Denver Plan's Goal III, Component C, Objective 2: "The district and each school community will embrace a code of conduct that supports student learning." Guided by that mandate, the committee was committed to reforming the past and current disciplinary practices with DPS that have not supported student learning.

The committee recognized that effective discipline policy is essential for current and future academic reforms within DPS to be successful. As such, the committee's central purpose throughout the process was to help create discipline policy within DPS that promotes academic achievement and that will be applied fairly and uniformly.

Summary of Recommended Changes to DPS Policies JK and JK-R

- The broad intent of the proposal is to ensure a safe learning environment, reduce out-of-school suspensions and increase effective prevention and intervention efforts in order to improve academic achievement and graduation rates.
- The proposal focuses on developmentally appropriate disciplinary techniques with an emphasis on Restorative Practices.
- The proposal stresses fairness and uniformity, and the elimination of racial disparities.
- The proposal asserts that law enforcement personnel should only be involved in school discipline when there is a serious or immediate threat to safety.
- In order to standardize discipline, a detailed "matrix" was developed, divided into 5 categories, ranging from low-level misconduct that should be addressed within the classroom (Type 1) to serious misconduct that would result in a recommendation of expulsion (Type 5).

Results of Community Feedback

- In general, feedback involving students, parents, community, teachers, and administrators was positive. Positive points included consistency of discipline practices within and among all schools; emphasis on keeping students in school learning; emphasis on making discipline an opportunity for learning as opposed to punishment.
- There was overwhelming support for implementing Restorative Practices throughout the district.
- A need to monitor compliance with the discipline policy was noted.
- A need to focus on academics in in-school-suspension programs was stressed.
- The need for strong communication between school and home was emphasized.
- The most common concern is in regard to the availability of resources needed to carry out the policy, particularly staff to implement Restorative Practices and create effective, academic oriented in-school-suspension programs.

MINUTES OF THE MEETING (07-10) OF THE
BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 1,
IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO
HELD IN THE BOARD ROOM, 900 GRANT STREET
5:00 P.M., THURSDAY, SEPTEMBER 20, 2007

Presentation by the East High School Constitutional Scholars National Champions of *We the People: The Citizen and the Constitution*, a Competition on the U.S. Constitution and Bill of Rights. Sponsoring teacher, Susan McHugh, introduced the following students: Tyler Castle, Mackenzie Gilchrist, Kaitlyn Randol, and Katrina Sondermann.

I. Call to Order – 5:00 p.m.

Pledge of Allegiance

Roll Call

President Theresa Peña called the meeting to order at 5:06 p.m. The following Board of Education members were present: Rev. Lucia Guzman, Mr. Bruce Hoyt, Mrs. Jeannie Kaplan, Mr. Kevin Patterson, and Ms. Theresa Peña. Mrs. Michelle Moss arrived at 5:07 p.m. Ms. Jill Conrad arrived at 5:09 p.m.

Board Member Reports

Parent Leadership Conference

Mrs. Moss introduced Patsy Roybal, Director of Colorado Statewide Parent Coalition; Patricia Garcia, Program Administrator, Family to Family Coordinator, Denver Department of Human Services; and Terry Davalos, district Parent Liaison, who presented the report on the Parent Leadership Conference held September 8, 2007, at the Denver School of the Arts, which over 500 people attended.

Charter School Applicant Update

Mr. Sean Sanford, Charter School Liaison, introduced the following applicants:

The Guadalupe School

Dr. Vernita Valez, Principal of the Guadalupe School, and David Card, President, presented their proposal for the Guadalupe Charter School and responded to questions from Board members.

Urban League Charter School

Sharon Alexander-Holt, President and CEO, Urban League of Metropolitan Denver (ULMD); and Christopher Hall, Chief Financial Officer, presented their proposal and responded to questions from Board members.

Denver School of Science and Technology (DSST) Middle Grades Expansion

David Greenberg, Founder of the Denver School of Science and Technology; and Bill Kurtz, Head of School; and Rich Harrison, Director, presented their report and responded to questions from Board members.

Denver Venture School

Amy Slothower, Principal of Denver Venture School; Tim Szniewajs, President of the Board of Directors; and Miguel In Suk Lovato, Board member, presented their proposal and responded to questions from district Board members.

Superintendent's Report

There was none.

IV. Consent Agenda

Assistant Secretary Jacquie Lucero read the Agenda items. Mr. Hoyt moved approval of the Consent Agenda. Ms. Kaplan seconded the motion. The motion passed unanimously. The following items were approved under the Consent Agenda process:

Board of Education

Minutes of the Regular Board of Education Meeting of August 16, 2007 – Copies are appended to the minutes of this meeting.

Gift Report – A copy is appended to the minutes of this meeting.

Finance and Audit

Motion to Ratify Agreement between Princeton Review and Denver Public Schools

A copy of this motion, to provide assessment and testing services support to the Assessment and Testing Department, is appended to the minutes of this meeting.

Motion to Ratify an Agreement between Xerox Corporation and Denver Public Schools

– A copy of this motion, to approve a seventy-two (72) month lease of a highlight copier from the Xerox Corporation for the Department of Assessment and Research; the total expenditure of the five-year lease is \$511,346.16, is appended to the

minutes of this meeting.

Motion to Ratify an Agreement between the Department of Defense and Denver Public Schools - A copy of this motion, approval of an open purchase order, not to exceed \$320,000, for the purchase of fresh fruits and vegetables under the USDA Fresh Produce Program of which the Enterprise Management Department of Food and Nutrition Services is a participant, is appended to the minutes of this meeting.

Motion to Ratify an Award to Crane National Vendors #BD1222 - A copy of this motion, to approve the award to Crane National Vendors to provide health snacks to students, is appended to the minutes of this meeting.

ADMINISTRATIVE SERVICES

Chief Academic Officer

Motion to Ratify Amended Bylaws and Amended Articles of Incorporation for Southwest Early College (SEC) Charter School - A copy of this motion, to approve the amended Bylaws to provide for parent voting participation; and the amended Articles of Incorporation to ensure compliance with the States Charter School Act and to ensure that upon SEC's dissolution, assets revert back to DPS, is appended to the minutes of this meeting.

Resolution to Approve the Recommendations by the Colorado Association of School Boards (CASB) Early Childhood Task Force – Approval of two resolutions proposed by the CASB Early Childhood Task Force Committee: 1) To establish a new statewide structure with authority to ensure that all three-and four-year-old children would have quality early care and education programs; and 2) To increase resources for the professional development of appropriate learning environments, curricula, and assessment for preschool through third grade teachers. A copy of this resolution is appended to the minutes of this meeting.

Motion to Approve the Space Use Agreement for Skyland Community High School at the Cole Facility – A copy of this motion, renewal of the Space Use Agreement at the Cole Facility for Skyland Community High School, is appended to the minutes of this meeting.

Motion to Approve the Space Use Agreement for Community College of Denver (CCD) at the Cole Facility – A copy of this motion, renewal of the Space Use Agreement at the Cole Facility for CCD, is appended to the minutes of this meeting.

Chief Operating Officer

Budget and Finance

Resolution Authorizing Signatures for Banking Transactions - A copy of this resolution, to add the Chief Operating Officer as an authorized signature for deposits to and withdrawals from district bank accounts, is appended to the minutes of this meeting.

Resolution Concerning the Authorization and Approval of a Second Amendment to a Previously Executed Lease Purchase Agreement and Related Documents and Transactions – A copy of this resolution, to amend the Lease Purchase Agreement underlying the issuance of the 1996 Pension Certificates of Participation to substitute the property, is appended to the minutes of this meeting.

Human Resources

Motion to Approve the Personnel Transaction Report – A copy of this report is appended to the minutes of this meeting.

Motion to Accept the Arbitrator's Report Regarding AAA No. 77-390-0091-07, CHCA, Contract Interpretation, Grievance #6/7-19, Denver Classroom Teachers Association and School District No. 1, DCTA Grievance #6/7-19 – A copy of the motion is appended to the minutes of this meeting.

Motion to Ratify the Memorandum of Understanding between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) to Recognize DSNA Name Change – A copy of the motion, approval of the Memorandum of Understanding between DSNA and DPS to recognize the name change of the Association which went into effect June 2005, is appended to the minutes of this meeting.

Motion to Ratify the Memorandum of Understanding for the 2007-2008 Salary Negotiations between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) – A copy of the motion is appended to the minutes of this meeting.

Motion to Ratify the Memorandum of Understanding to Extend the Multi-Site Manager Program for the 2007-2008 School Year between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) – A copy of the motion, approval of the Memorandum of Understanding between DSNA and DPS to revise said portion to the June 2006 Memorandum to extend the Multi-Site Manager Pilot Program for the 2007-2008 school year, is appended to the minutes of this meeting.

Motion to Ratify the Memorandum of Understanding to Add to Article 1 Definition of Full-Time Employee between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) – A copy of the motion is appended to the minutes of this meeting.

Motion to Ratify the Specified Amendments and Revisions to the following Articles of Memorandums of Understanding between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) – Approval for specified changes to the Memorandums of Understanding as follows: Article 3 – Recognition; Article 4 – Annual Negotiations; Article 7 – Association Rights; Article 8 – Selection and Assignment of Employees; Article 9 – Job Openings; Article 10 – Sick Leave; Article 11 – Personal Leave; Article 15 – Liability Insurance; Article 16 – Workers’ Compensation; Article 19 – Group Insurance Programs, relevant portions of 19-2, 19-3, 19-4, and 19-5; Article 23 – Holidays; Article 25 – Increments, Uniform Allowance, Mileage, and Manager Stipend; and Article 26 – Compensation for Unused Sick Leave at Early Retirement. A copy of the motion is appended to the minutes of this meeting.

Motion to Ratify the Specified Deletions to the following Memorandums of Understanding between Denver School Nutrition Association (DSNA) Personnel and the District (DPS) – Approval for specified changes to the Memorandums of Understanding as follows: Article 13-1 – Extended Leaves of Absence; Article 13-6 – Leaves for Health at One-Half Salary; Article 19-1-3 – Post Retirement Life Insurance Benefits; Article 19-2-1 – Definition of Total Disability; Article 19-2-3 – Coverage Effective Date; and Article 19-2-4 – Payments of Benefits. A copy of the motion is appended to the minutes of this meeting.

Facility Management

Motion to Approve Resolution for Minor Boundary Adjustments at Lowry between City and County of Denver and Arapahoe County – A copy of the motion, the proposed minor boundary adjustment in the Lowry area that intersects between City and County of Denver and Arapahoe County, authorization to perform minor boundary adjustments is pursuant to 30-6-109.7 Colorado Revised Statutes, is appended to the minutes of this meeting.

OLD BUSINESS

There was none

NEW BUSINESS

There was none

Ms. Peña adjourned the Regular Meeting at 7:29 p.m.

PUBLIC COMMENT SESSION – 7:30 P.M.

East High School Dress Policy

Erin Musso, East High School student, discussed her efforts to change the district's No-Hat policy at East High School. A copy of her research paper is appended to the minutes of this meeting.

Del Pueblo Elementary School

Karol Vigil, Del Pueblo Elementary School parent representing other Del Pueblo parents, expressed their disappointment, frustration, and anger regarding the manner in which the district closed Del Pueblo Elementary School.

Beach Court Elementary School

Juan Osorio, Beach Court Elementary School teacher representing staff and students, discussed their application for class-size relief and request for an additional teacher. A copy of the letter outlining this request is attached to the minutes of this meeting.

Benchmark Testing and Standards-Based Report Cards

Rita Kyker, Hamilton Middle School teacher and DCTA representative, discussed Benchmark Testing and Standards-Based report cards.

Social Promotion

Dr. Roger Chilewski, South High School mathematics teacher and DCTA representative, discussed social promotion of students.

School Librarians

Steve Bowley, teacher/librarian at South High School and DCTA representative, discussed the loss of district certified teacher/librarian positions.

Time to Teach

Sallie Baker, teacher, Hill Middle School and representative of DCTA, discussed the time to teach negotiation issue.

School Reform

Mike Billirakis, National Education Association's (NEA) Executive Committee member, in town for NEA business, addressed negotiations issues under discussion, including school reform.

Pam Knott, Holm Elementary School teacher and DCTA representative, discussed collaborative relationships in school reform.

Teacher Retention

Erin Stutelberg, John F. Kennedy High School teacher and DCTA representative, discussed teacher retention.

Laurel Trasky, Henry Middle School teacher DCTA representative, discussed teacher retention.

Anthony Fama, Henry Middle School teacher and DCTA representative, discussed teacher retention.

Negotiations

Michael Lund, Whittier Elementary School teacher and DCTA representative, discussed the negotiation impasse.

Joe Ploplys, Denison Montessori teacher and DCTA representative, discussed teacher compensation.

Susan Ploplys, Denison Montessori teacher and DCTA representative, discussed teacher compensation.

Teacher Salary

David Irwin, Morey Middle School teacher and DCTA representative, discussed teacher compensation.

Ability to Pay

Mark Harmon, Abraham Lincoln High School teacher and DCTA representative, discussed the district's ability to pay. His handout information is appended to the minutes of this meeting.

Health Care

Henry Roman, DCTA treasurer, discussed negotiated health care issues.

Teacher Professionalism

Amber Wilson, Grant Middle School teacher and DCTA representative, discussed teacher compensation, respect, and professionalism.

Specialized Service Providers

Diane Deschanel, school nurse at Skinner Middle School and DCTA representative, discussed compensation for specialized service provider teachers attaining national certification.

Ms. Peña adjourned the meeting at 8:52 p.m.

Executive Session

Mr. Hoyt moved that the Board of Education enter into Executive Session for the purposes of legal counsel regarding the following issues: (1) Discussions regarding personnel matters as authorized by C.R.S. 24-6-402(4)(f); (2) Real property interests. Mr. Patterson seconded the motion. The motion passed unanimously.

Ms. Peña adjourned the meeting at 8:53 p.m.

Jeanne S. Kaplan, Secretary
Board of Education

MINUTES OF THE SPECIAL TELEPHONE MEETING (07-11) OF THE
BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 1,
IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO
HELD IN ROOM 110, 900 GRANT STREET
4:30 P.M., THURSDAY, OCTOBER 4, 2007

I. Call to Order – 4:30 p.m.

Roll Call

President Theresa Peña called the meeting to order at 4:42 p.m. The following Board of Education members were present by telephone: Rev. Lucia Guzman, Mr. Bruce Hoyt, Mrs. Jeannie Kaplan, and Ms. Theresa Peña. Ms. Jill Conrad, Mrs. Michelle Moss, and Mr. Kevin Patterson were absent and excused.

IV. Consent Agenda

Assistant Secretary Jacquie Lucero read the Agenda items. Rev. Guzman moved approval of the Consent Agenda. Mr. Hoyt seconded the motion. The motion passed unanimously. The following items were approved under the Consent Agenda process:

Board of Education

Resolution Amending the Adopted Budget for the Fiscal Year Beginning July 1, 2007, and Ending June 30, 2008 – A copy of this resolution, to identify the specific adjustments to the revenues and expenditures to the district's budget adopted on June 21, 2007, is appended to the minutes of this meeting.

Resolution Authorizing the use of the Beginning Fund Balance during the Fiscal Year Beginning July 1, 2007, and Ending June 30, 2008 – Authorizing, in accordance with SB 03-149, the expenditure of the beginning fund balance of specified funds as anticipated in the amended budget, to state the purpose for which the expenditure is made, and to state the district's plan to ensure the use of the beginning fund balance will not lead to an ongoing deficit. A copy of this resolution is appended to the minutes of this meeting.

Resolution Adopting the Amended Budget for the Fiscal Year Beginning July 1, 2007, and Ending June 30, 2008 – A copy of this resolution is appended to the minutes of this meeting.

Resolution Appropriation for Expenditures During the Fiscal Year Beginning July 1, 2007, and Ending June 30, 2008 – A copy of this resolution, to appropriate the moneys to be expended in each fund, is appended to the minutes of this meeting.

Resolution Identification and Filing of Amended Budget and Appropriation Resolution and Copies Thereof – A copy of this resolution, to direct that the Amended Budget be labeled as such and signed by the Board President and to cause the Board Secretary to have this Amended Budget on file for public inspection.

Ms. Peña adjourned the meeting at 4:45 p.m.

Jeanne S. Kaplan, Secretary
Board of Education

**GIFT REPORT
OCTOBER 2007**


AMOUNT	RECIPIENT	DONOR	INTENDED USE OF GIFT
\$120,000.00	Ashley Elementary School	Phillip Garvin	For 2.5 teachers salary
\$10,000.00	Ashley Elementary School	Temple Hoyne Buell Foundation	For mathematic teachers
\$502.20	Carson Elementary School	Niketown	Physical Education Department
\$1,175.52	Doull Elementary School	OfficeMax Adopt-A-Classroom	Classroom use
\$1,175.52	Eagleton Elementary School	OfficeMax Adopt-A-Classroom	Classroom use
\$1,770.00	Lincoln Elementary School	Derek Lawrence	Elementary level library books and Montessori classroom books
\$2,394.00	Kepner Middle School	Multilift, Inc.	Purchase of dictionaries for 6th grade students home use
\$500.00	Abraham Lincoln High School	Torres Mexican, Inc.	Boys Basketball team
\$150.00	Abraham Lincoln High School	McDonalds restaurant	Boys Basketball team
\$1,000.00	Abraham Lincoln High School	Earl McCoy Estate	Boys Basketball team
\$750.00	East High School	Fallon Health, PC	Boys Basketball
\$500.00	East High School	Qwest Foundation	Boy's basketball
\$500.00	East High School	Mr. and Mrs. K. Schroeder	Softball
\$1,000.00	John F. Kennedy High School	Wal-Mart #1308	Library
\$141,417.24		It is recommended that these gifts be accepted and that appropriate letters of thanks be sent by the Board of Education President to the donors.	

MOTION

I move that the Board of Education approve the Independent Contractor Agreement for \$277,000.00 with Sewall Child Development Center to provide assessment, therapeutic, and special educational services to students with disabilities enrolled in the Denver Head Start program and to authorize the President of the Board of Education to sign the agreement on behalf of Denver Public Schools.

DENVER PUBLIC SCHOOLS
Interdepartmental Communication

To: Board of Education

From: Michael Thomas, Director of Purchasing 

Date: October 1, 2007

Subject: Independent Contractor Agreement Approval Request – Sewall Child Development Center

Scope of Procurement

Provide services to students enrolled in the Head Start Program, for the period July 1, 2007, through June 30, 2008.

Rationale for Procurement

Sewall Child Development Center has the appropriate staff and a program of services to provide assessment, therapeutic, and special educational services to students with disabilities enrolled in the Denver Head Start program.

Source of Funding

Expenditures will be paid from Federal Funds. Payments will be made monthly based upon proper invoices received from the contractor.

Procurement Process

An Independent Contractor Agreement has been initiated between Student Services and Sewall Child Development Center.

Approval Request

Approval is being requested to finalize the Independent Contractor Agreement with **Sewall Child Development Center** for **\$277,000.00**.

The agreement will be reviewed by the Finance and Audit Committee on October 15, 2007.

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MOTION

I move that the Board of Education approve the Amendment to the Cooperative Agreement with the City and County of Denver on the terms set forth herein and to authorize officers of the Board and Staff to negotiate and execute an Agreement to implement this action.

DENVER PUBLIC SCHOOLS
Interdepartmental Communication

To: Board of Education

Through: Michael Bennet, Superintendent

From: Trena Deane, Executive Director, Facility Management

Date: October 12, 2007

Subject: Amendment to Cooperative Use Agreement with the City and County of Denver for the shared use of the Green Valley Ranch Recreation Center

Purpose.

To receive approval authorizing officers of the Board and staff to negotiate and execute an amendment to the Cooperative Agreement with the City and County of Denver for the use of Green Valley Ranch Recreation Center.

Facts on the Issue.

On June 17th, 2003, the City and County of Denver ("City") and DPS entered into a Cooperative Agreement ("Agreement") to provide a framework for the sharing of the then newly built recreation center in Green Valley Ranch adjacent to the District-owned facility located at 4905 Cathay Street, which is currently being leased by Omar Blair Charter School. Subsequently, the City and the District developed a shared use agreement for the City's Green Valley Ranch Recreation Center ("Shared Facility-Addendum A"). On November 6, 2003, the District's Board of Education ("Board"), entered into a charter contract and lease agreement with Edison regarding use and operation of a charter school in the District-owned school facility located at 4905 Cathay Street, in the Green Valley Ranch/Montbello area of the City and County of Denver. Recently the Board renewed the Omar Blair Charter School application from July 1, 2007, through June 30, 2010.

Now the District and City, with the consent of Omar Blair Charter School, have agreed to and would like to amend the Agreement's Shared Facility Addendum A. Specifically, by modifying the "Notice" requirement of Paragraph Four, which identifies the parties entitled to receive notification about matters that concern their respective obligations and responsibilities under the Cooperative Agreement. The requested modification would be to add as a recipient of all future notices, the principal of Omar Blair Charter School, to assure that the school receives the same notifications as the City and the District.

Moreover, the City and the District have agreed to modify the second subparagraph of Paragraph Six - "Management, Operations and Staffing" that concerns the City's recreational staff providing physical education instruction to Omar Blair Charter School students. The proposed change would permit Omar Blair Charter School to hire physical education teachers at their own cost to provide daily instruction to its students during school hours the City Facility's gymnasium rather than pay the salary and associated

costs of Park and Recreation staff. And, although Addendum A requires the District to give a one-year notice, the City has agreed to waive this requirement and permit the District to "opt out" immediately. This change makes it the school's responsibility to provide the staff and physical education instruction. With respect to the other terms and conditions of Cooperative Agreement and Addendum A, those would remain the same.

Recommendation.

Approve the amendment to Cooperative Agreement's Addendum A between the District and the City and County of Denver for the shared use of the Green Valley Ranch Recreation Center based on the terms provided herein, and authorize officers of the Board and staff to negotiate and execute an agreement to implement this action.

Process.

This communication will be forwarded to all School Board members by October 12, 2007. At the next legislative meeting on October 18, 2007, this action will be presented, for approval, to the Board of Education.

The Board of Education approves amending the cooperative agreement with the City and County of Denver on the terms set forth herein. The Board of Education authorizes Officers of the Board and Staff to negotiate and execute an agreement to implement this action.

MOTION

I move that the Board of Education approve the Gove Parking lot lease with National Jewish Hospital on the terms set forth herein and authorize officers to the Board and Staff to negotiate and execute an agreement to implement this action.

DENVER PUBLIC SCHOOLS
Interdepartmental Communication

To: Board of Education

Through: Michael Bennet, Superintendent

From: Trena Deane, Executive Director, Facility Management

Date: October 12, 2007

Subject: Gove Parking Lot Lease Agreement with National Jewish Hospital

Purpose.

Approval of the DPS Board of Education authorizing Facility Management staff to negotiate and execute a Parking Lot Lease Agreement with National Jewish Hospital.

Facts on the Issue.

In March of 2007, National Jewish Hospital (“NJH”) contacted Denver Public Schools’ (“DPS”) Facility Management (“FM”) about the possibility of leasing the Gove Facility’s parking lot, which has 80 standard and 4 handicap spaces. The parties negotiated and agreed to a lease that would be for six months and thereafter it would convert to a month-to-month lease. Given the condition of the parking lot, certain repairs were necessary before NJH would lease the parking lot. According to the Operation and Maintenance department’s evaluation, the parking would need, at a minimum, to replace the light lenses on each of the two existing light poles the cost is about \$1,500, and to repair and re-seal the asphalt and re- stripe the parking spaces will cost an additional \$13,010. As of this report, most of the repairs have been completed except for the lights due to the fact the parts, which have been ordered, have not arrived.

The lease term begins September 30, 2007, and the rate is \$2,418 per month for the first six months, which is enough for the District to recover its repair costs for the Gove parking lot. After six months, the term converts to a month-to-month lease at the rate of \$1,680 each month, which will cover any ongoing operating expenses.

Recommendation.

Approve the Gove parking lot lease between the District and National Jewish Hospital based on the terms provided herein, and authorize officers of the Board and staff to negotiate and execute an agreement to implement this action.

Process.

This communication will be forwarded to all School Board members by October 12, 2007. At the next legislative meeting on October 18, 2007, this action will be presented, for approval, to the Board of Education.

The Board of Education approves the Gove parking lot lease with National Jewish Hospital on the terms set forth herein. The Board of Education authorizes officers of the Board and Staff to negotiate and execute an agreement to implement this action.

October 18, 2007

Finance

Fifth Amendment to a Previously Executed Lease Purchase Agreement

TO: Michael F. Bennet, Superintendent

FROM: Velma A. Rose, Chief Financial Officer

DATE: October 10, 2007

SUBJECT: Resolution Concerning the Authorization and Approval of a Fifth Amendment to a Previously Executed Lease Purchase Agreement and Related Documents

PRIOR BOARD ACTIONS

On July 17, 1997, the Denver School Facilities Leasing Corporation (the "Corporation") issued the "School District No. 1, in the City and County of Denver and State of Colorado, Lease Purchase Agreement with Denver School Facilities Leasing Corporation, Taxable Pension Certificates of Participation, Series 1997" (the "1997 Certificates") in the aggregate principal amount of \$384,167,520.55, pursuant to the Mortgage and Indenture of Trust dated as of July 1, 1997 (the "1997 Indenture") between the Corporation and Bank One, Colorado, N.A. (in such capacity, the "1997 Trustee"). The 1997 Certificates represent undivided interests in the right to receive certain rental payments by the District under the Lease Purchase Agreement dated as of July 1, 1997 (the "1997 Lease") between the Corporation, as lessor, and the District, as lessee.

The properties leased by the Corporation to the District pursuant to the 1997 Lease initially included 16 high school and middle school properties. The 1997 Lease contains a provision providing for the sequential release and conveyance to the District of such school properties as the principal amount of the 1997 Certificates is paid down from rental payments made by the District under the 1997 Lease.

The 1997 Lease has been amended four times. The most recent amendment, the Fourth Amendment to Lease Purchase Agreement dated as of March 24, 2005 (the "Fourth 1997 Lease Amendment") was executed by the District and the Corporation in connection with the restructuring of a portion of the District's unfunded pension obligations and the defeasance of a portion of the 1997 Certificates with the proceeds of additional certificates of participation issued by the Corporation to effect such restructuring (the "2005 Certificates"). The Fourth 1997 Lease Amendment released certain of the school properties previously leased pursuant to the 1997 Lease (which properties were then re-leased under the new lease purchase agreements executed by the District and the Corporation in connection with the issuance of the 2005 Certificates) and amended the property release schedule for the remaining school properties to reflect the principal amount of the 1997 Certificates outstanding following such partial defeasance.

Under the current provisions of the 1997 Lease, as amended, Smiley and Skinner Middle Schools are currently eligible for release from the 1997 Lease and conveyance to the District based on the principal amount of 1997 Certificates that has been amortized from rental payments by the District.

PROPOSED ACTION

Under Colorado law, the District cannot expend its own funds on property leased under a subject-to-appropriation lease such as the 1997 Lease because the investment of such funds in the leased property may effectively compel the District to continue to appropriate funds for the lease in future years so as to avoid losing that investment. The District has been making renovations to Manual to accommodate its educational programs. Consequently, the District wishes to amend the 1997 Lease to have the Manual Property released and conveyed to the District.

Since the 2005 restructuring and partial defeasance of the 1997 Certificates, \$39,570,000 in principal amount of the remaining 1997 Certificates has been paid from rental payments made by the District under the 1997 Lease. The 1997 Lease currently provides that the Smiley and Skinner Middle School properties are the next two properties subject to release pursuant to the release schedule described above and assigns a combined value of \$39,558,859 to the two properties (based on the 1997 property insurance replacement value of the buildings and the market value of the land). Accordingly, these two properties are now, as noted above, eligible for release and conveyance to the District pursuant to the partial release provisions of the 1997 Lease, as amended.

The Manual property is currently the next property eligible for release after the Smiley and Skinner properties and is assigned a value of \$32,037,800 (again, based on the 1997 property insurance replacement value of the buildings and the market value of the land). As this is less than the \$39,570,000 in principal of 1997 Certificates that has been paid, the Manual property could be currently released if it were ahead of the Smiley and Skinner properties in the release schedule. The District accordingly proposes a Fifth Amendment to Lease Purchase Agreement (the "Proposed Fifth 1997 Lease Amendment") to amend the release schedule to move the Manual property to the top of the release schedule.

Ambac Assurance Corporation, which insured the scheduled payment of the principal of and interest on the 1997 Certificates pursuant to its Municipal Bond Insurance Policy, has consented to this amendment. The Corporation approved the Fifth Lease Amendment on September 12, 2007. Once the amendment is approved by the District, the 1997 Trustee (the Bank of New York Trust Company, N.A., as successor-in-interest to Bank One Colorado, N.A.) will execute the necessary documents to effect the release and conveyance of the Manual property to the District.

MOTION

I MOVE THE APPROVAL OF RESOLUTION _____ CONCERNING THE AUTHORIZATION AND APPROVAL OF A FIFTH AMENDMENT TO A PREVIOUSLY EXECUTED LEASE PURCHASE AGREEMENT AND CERTAIN OTHER DOCUMENTS IN CONNECTION THEREWITH; AND PROVIDING CERTAIN OTHER DETAILS RELATING THERETO.

STATE OF COLORADO)
 SCHOOL DISTRICT NO. 1) ss.
 CITY AND COUNTY OF DENVER)

I, the Secretary of the Board of Education of School District No. 1, in the City and County of Denver and State of Colorado (the "District"), do hereby certify that:

1. Attached is a true and correct copy of a resolution (the "Resolution") adopted by the Board of Education (the "Board") at a regular meeting held on "October 18, 2007.

2. Notice of such meeting was posted in a public place within the boundaries of the District designated by the Board for the posting of notices of meetings of the Board no less than 24 hours prior to the holding of the meeting.

3. The Resolution was duly moved, seconded and adopted at such meeting by the affirmative vote of a majority of the members of the Board as follows:

<u>Board Member</u>	<u>Yes</u>	<u>No</u>	<u>Absent</u>	<u>Abstaining</u>
Jill Conrad	_____	_____	_____	_____
Rev. Lucia Guzman	_____	_____	_____	_____
Bruce Hoyt	_____	_____	_____	_____
Jeannie Kaplan	_____	_____	_____	_____
Michelle Moss	_____	_____	_____	_____
Kevin Patterson	_____	_____	_____	_____
Theresa K. Peña	_____	_____	_____	_____

4. The Resolution was duly approved by the Board, signed by the President of the Board, sealed with the District's seal, attested by the Secretary of the Board and recorded in the minutes of the Board.

5. The meeting at which the Resolution was adopted was noticed, and all proceedings relating to the adoption of the Resolution were conducted, in accordance with all applicable bylaws, rules, regulations and resolutions of the District, in accordance with the normal procedures of the District relating to such matters, and in accordance with applicable constitutional provisions and statutes of the State of Colorado and all other applicable laws.

WITNESS my hand and the seal of the District as of October 18, 2007.

[SEAL]

 Secretary

A RESOLUTION OF SCHOOL DISTRICT NO. 1, IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO, APPROVING AN AMENDMENT OF A LEASE PURCHASE AGREEMENT AND APPROVING CERTAIN OTHER DOCUMENTS IN CONNECTION THEREWITH; AND PROVIDING CERTAIN OTHER DETAILS RELATING THERETO.

WHEREAS, School District No. 1, in the City and County of Denver and State of Colorado (the "District") is a political subdivision of the State of Colorado (the "State") duly organized and validly existing under the laws of the State; and

WHEREAS, pursuant to Section 22-32-110(1), Colorado Revised Statutes, as amended, the District has previously entered into a Lease Purchase Agreement dated as of July 1, 1997 with the Corporation (as previously amended by the First Amendment to Lease Purchase Agreement dated as of January 1, 2002, between the District and the Corporation, the Second Amendment to Lease Purchase Agreement dated as of February 12, 2003, between the District and the Corporation, the Third Amendment to Lease Purchase Agreement dated as of January 29, 2004, between the District and the Corporation and the Fourth Amendment to Lease Purchase Agreement dated as of March 24, 2005, between the District and the Corporation, the "1997 Lease"); and

WHEREAS, the District and the Corporation desire to amend the 1997 Lease pursuant to a Fifth Amendment to Lease Purchase Agreement dated as of September 20, 2007 (the "Fifth 1997 Lease Amendment") to amend the Release and Amortization Schedule and to release a portion of the 1997 Leased Property (defined in the 1997 Lease as the Leased Property); and

WHEREAS, in connection with the amendment of the 1997 Lease pursuant to the Fifth 1997 Lease Amendment, the Corporation and Bank of New York Trust Company, N.A., as successor-in-interest to Bank One Colorado, N.A. (in such capacity, the "1997 Trustee") will enter into a Fourth Supplemental Mortgage and Indenture of Trust dated as of September 20, 2007 (the "Fourth Supplemental 1997 Indenture"), which amends and supplements the Mortgage and Indenture of Trust dated as of July 1, 1997 between the Corporation and the 1997 Trustee (as previously supplemented and amended by the First Supplemental Mortgage and Indenture of Trust dated as of February 12, 2003 between the Corporation and the 1997 Trustee, the Second Supplemental Mortgage and Indenture of Trust, dated as of January 29, 2004 between the Corporation and the 1997 Trustee and the Third Supplemental Mortgage and Indenture of Trust, dated as of March 24, 2004 between the Corporation and the 1997 Trustee, the "1997 Indenture") to reflect such purchase by the District of such portion of the 1997 Leased Property; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 1, IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO, AS FOLLOWS:

Section 1. The Board hereby approves the Fifth 1997 Lease Amendment, copies of which have been made available to the Board, authorizes the President of the Board, the Secretary of the Board and all other appropriate officers and employees of the District to execute and deliver, and to affix the seal of the District to, such Fifth 1997 Lease Amendment in the form

made available to the Board, with such changes therein, not inconsistent herewith, as are approved by the District officials executing the same (whose signature thereon shall constitute conclusive evidence of such approval) and authorizes and directs the performance by the District of its obligations under such Fifth 1997 Lease Amendment in the form in which it is executed and delivered.

Section 2. The Board hereby approves and acknowledges the Fourth Supplemental 1997 Indenture, copies of which have been made available to the Board, with such changes therein, not inconsistent herewith, as are approved by the District's Chief Financial Officer.

Section 3. The Board hereby adopts, as if set forth in full herein, all the representations, covenants, agreements, findings, determinations and statements of or by the District set forth in the Fifth 1997 Lease Amendment described in Section 1 above.

Section 4. The officers and employees of the District are authorized and directed to take all action necessary or appropriate to carry out the provisions of this Resolution and the documents referred to herein and to carry out the transactions described herein or in such documents.

Section 5. All action not inconsistent herewith previously taken by the Board and the officers and employees of the District directed toward the transactions described herein or in the documents referred to herein are hereby ratified, approved and confirmed.

Section 6. All bylaws, orders, resolutions and other instruments, or parts thereof, that are in conflict with this Resolution, are hereby repealed only to the extent of such conflict. This repealer shall not be construed to revive any bylaw, order, resolution, or other instrument, or part thereof, heretofore repealed.

Section 7. If any section, paragraph, clause or provision of this Resolution or any of the documents referred to herein shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 8. This Resolution shall be in full force and effect upon its passage and adoption.

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ADOPTED AND APPROVED on the date set forth in the certification attached hereto.

[DISTRICT SEAL]

SCHOOL DISTRICT NO. 1, IN THE CITY AND
COUNTY OF DENVER AND STATE OF
COLORADO

By _____
President, Board of Education

Attest:

By _____
Secretary, Board of Education

STATE OF COLORADO)
 SCHOOL DISTRICT NO. 1) ss.
 CITY AND COUNTY OF DENVER)

I, the Secretary of the Board of Education of School District No. 1, in the City and County of Denver and State of Colorado (the "District"), do hereby certify that:

1. Attached is a true and correct copy of a resolution (the "Resolution") adopted by the Board of Education (the "Board") at a regular meeting held on October 18, 2007.

2. Notice of such meeting was posted in a public place within the boundaries of the District designated by the Board for the posting of notices of meetings of the Board no less than 24 hours prior to the holding of the meeting.

3. The Resolution was duly moved, seconded and adopted at such meeting by the affirmative vote of a majority of the members of the Board as follows:

<u>Board Member</u>	<u>Yes</u>	<u>No</u>	<u>Absent</u>	<u>Abstaining</u>
Jill Conrad	_____	_____	_____	_____
Rev. Lucia Guzman	_____	_____	_____	_____
Bruce Hoyt	_____	_____	_____	_____
Jeannie Kaplan	_____	_____	_____	_____
Michelle Moss	_____	_____	_____	_____
Kevin Patterson	_____	_____	_____	_____
Theresa K. Peña	_____	_____	_____	_____

4. The Resolution was duly approved by the Board, signed by the President of the Board, sealed with the District's seal, attested by the Secretary of the Board and recorded in the minutes of the Board.

5. The meeting at which the Resolution was adopted was noticed, and all proceedings relating to the adoption of the Resolution were conducted, in accordance with all applicable bylaws, rules, regulations and resolutions of the District, in accordance with the normal procedures of the District relating to such matters, and in accordance with applicable constitutional provisions and statutes of the State of Colorado and all other applicable laws.

WITNESS my hand and the seal of the District as of October ____, 2007.

[SEAL]

 Secretary

RESOLUTION

A RESOLUTION OF SCHOOL DISTRICT NO. 1, IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO, DIRECTING DISTRICT STAFF TO TAKE ALL ACTIONS NECESSARY AND REASONABLE TO PREPARE A LEASE PURCHASE TRANSACTION FOR THE PURPOSE OF MAKING A CONTRIBUTION TO DENVER PUBLIC SCHOOLS RETIREMENT SYSTEM, TO BE SUBSEQUENTLY CONSIDERED BY THE BOARD OF EDUCATION.

WHEREAS, School District No. 1, in the City and County of Denver and State of Colorado (the "District"), desires to make an additional contribution to Denver Public Schools Retirement System ("DPSRS") and, in order to provide funds to make such contribution, to sell additional property to the Denver School Facilities Leasing Corporation (the "Corporation"), to lease such property, with an option to purchase, from the Corporation pursuant to one or more additional lease purchase agreements and, in connection therewith, to approve and acknowledge the issuance of additional certificates of participation evidencing the right to receive revenues payable by the District to the Corporation under the additional lease or leases pursuant to one or more indentures of trust, and to approve the refunding of a portion of the outstanding pension certificates of participation;

BE IT RESOLVED BY THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 1, IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO, AS FOLLOWS:

The Board of Education ("Board") acknowledging the significant preparation required in order to present such a transaction to the Board for consideration and vote, hereby authorizes the Chief Operating Officer and/or his designees, to take all reasonable actions necessary, including the appointment of legal and financial firms, to establish the financial structure of the transaction consistent with the best interests of the District.

This Resolution shall be in full force and effect upon its passage and adoption.

ADOPTED AND APPROVED on the date set forth in the certification attached hereto.

[DISTRICT SEAL]

SCHOOL DISTRICT NO. 1, IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO

President, Board of Education

Attest:

By _____

Secretary, Board of Education

October 18, 2007
HR-PR

DENVER PUBLIC SCHOOLS
SUPERINTENDENT'S REPORT ON PERSONNEL
TO THE BOARD OF EDUCATION
DEPARTMENT OF HUMAN RESOURCES

TRANSACTIONS AND REPORTS
(including retirements for informational purposes only)



October 18, 2007

Board Report

ADMINISTRATORS

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
1 MARK W. BOLLINGER		<i>Exec Dir, Facility Mgmt 235 OPERATIONS</i>	09/27/2007
2 JAMES A. MASIAS		<i>Dir, Budget 235 ADMINISTRATION</i>	09/27/2007

CHANGE IN ASSIGNMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
3 DEBORAH G. CARNEY	<i>Student Advisor, High Sch 181 NORTH HIGH</i>	<i>Principal, Asst High Sch 204 NORTH HIGH</i>	08/16/2007
4 ELWYN L. EASTERLING	<i>Principal, Asst Middle Sch 204 RACHEL NOEL MIDDLE</i>	<i>Principal, Asst High Sch 204 GEORGE WASHINGTON HIGH</i>	07/01/2007
5 PATRICIA GEFFRE	<i>Principal, Asst Elem Sch 204</i>	<i>Principal, Asst High Sch 204 MONTBELLO HIGH</i>	07/01/2007
6 VERONICA JEFFERS	<i>Principal, Asst High Sch 204 NORTH HIGH</i>	<i>Principal, Asst Elem Sch 204 GRANT RANCH ELEMENTARY</i>	08/06/2007
7 STACEY M. PAULSON	<i>Facilitator, Elem Humanities 181 SAMUELS ELEMENTARY</i>	<i>Principal, Asst Elem Sch 204 MCMEEN ELEMENTARY</i>	08/16/2007
8 EXCIER J. RODRIGUEZ	<i>Inst Staff Dev, ELA 181 EDUCATION</i>	<i>Principal, Asst Middle Sch 204 KUNSMILLER MIDDLE</i>	07/01/2007
9 MARIA URIBE	<i>Teacher, Elementary 181 GOLDRICK ELEMENTARY</i>	<i>Principal, Asst Elem Sch 204 GOLDRICK ELEMENTARY</i>	07/01/2007

RESIGNATION

	FROM Title/Location	TO Title/Location	Effect Date - End Date
10 NANETTE BAUMBUSCH	<i>Special Asst to the Supt 235 EDUCATION</i>		09/01/2007
11 ROGER CHOW	<i>Principal, Asst High Sch 204 WEST HIGH</i>		09/01/2007
12 DEBORAH L. HEARTY	<i>Dir, Curriculum/Instructn 235 EDUCATION</i>		09/01/2007

ADMINISTRATORS

RESIGNATION

	FROM Title/Location	TO Title/Location	Effect Date - End Date
13 ELIZABETH ROSS	<i>Principal, Asst Elem Sch 204 GOLDRICK ELEMENTARY</i>		09/01/2007
14 MONICA SUTULA	<i>Principal, Asst High Sch 204 CAREER EDUC CTR-MIDDLE COLLEGE</i>		07/29/2007

NURSES

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
15 CHRISTINA L. BAKER		<i>Nurse 181 EDUCATION</i>	09/14/2007
16 CHRISTINE BOUGHNER		<i>Nurse 181 EDUCATION</i>	09/14/2007

LEAVE OF ABSENCE - UNPAID

	FROM Title/Location	TO Title/Location	Effect Date - End Date
17 KELLY MAES	<i>Nurse 181 EDISON ELEMENTARY</i>		08/16/2007 01/25/2008

PSYCHOLOGISTS & SOCIAL WORKERS

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
18 JANE A. LINEMAN		<i>Psychologist 181 EDUCATION</i>	09/04/2007
19 MELANIE MIKOLAS		<i>Psychologist 181 EDUCATION</i>	09/17/2007

LEAVE OF ABSENCE - UNPAID

	FROM Title/Location	TO Title/Location	Effect Date - End Date
20 KATHLEEN S. AUBERT	<i>Speech Language Pathologist 181 EDUCATION</i>		01/09/2008 08/15/2008
21 JENNIFER KORCZAK	<i>Physical Therapist 181 EDUCATION</i>		09/26/2007 08/15/2008
22 SUSAN J. WEINSTEIN	<i>Social Worker 181 EDUCATION</i>		08/16/2007 09/26/2007
Extension Of Leave			

PSYCHOLOGISTS & SOCIAL WORKERS

REAPPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
23 LAURA TONKIN		<i>Speech Language Pathologist 181</i> EDUCATION	09/05/2007

RESIGNATION

	FROM Title/Location	TO Title/Location	Effect Date - End Date
24 LEA A. GUNNETT	<i>Psychologist 181</i> EDUCATION		01/01/2008
25 AMANDA J. REED	<i>Speech Language Pathologist 181</i> EDUCATION		08/31/2007

TEACHERS, CERTIFICATED

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
26 BRIGITTE W. BAKER		<i>Teacher Secondary (Middle) 181</i> RACHEL NOEL MIDDLE	09/01/2007
27 TANESSA L. BASS		<i>Teacher, Elementary 181</i> AMESSE ELEMENTARY	09/01/2007
28 ELIZABETH A BRAXTON		<i>Teacher, Secondary (High) 181</i> FLORENCE CRITTENTON TPEN	09/01/2007
29 CAROL CRESCENTE		<i>Teacher, Secondary (High) 181</i> EDUCATION	09/10/2007
30 JENNIFER M. DUNN		<i>Teacher, Elementary 181</i> WHITTIER ELEMENTARY	09/01/2007
31 CINDY ECKSTEIN		<i>Teacher, Secondary (High) 181</i> CLA-CONTEMPORARY LEARNING ACAD	09/01/2007
32 JAIME L. ERICKSON		<i>Teacher, Elementary 181</i> KNAPP ELEMENTARY	09/04/2007
33 LAURA A. EVANS		<i>Teacher, Spec Ed Center Prg 181</i> EDUCATION	09/12/2007
34 ALAN P FETTNER		<i>Teacher, Elementary 181</i> SABIN ELEMENTARY	09/01/2007

TEACHERS, CERTIFICATED

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
35	ANGELA M. GONZALES	<i>Teacher, Elementary 181</i> FORD ELEMENTARY	09/01/2007
36	CECILE L. JOHNSON	<i>Teacher, Elementary 181</i> COLUMBINE ELEMENTARY	09/01/2007
37	KARI N. KALOGERSON	<i>Teacher, Elementary 181</i> KAISER ELEMENTARY	09/01/2007
38	KIMBERLY KUKUCHKA	<i>Teacher, Elementary 181</i> DOULL ELEMENTARY	09/01/2007
39	AUTUMN LONGMORE	<i>Teacher, Elementary 181</i> GREENWOOD ELEMENTARY	09/01/2007
40	KAYLA MCCARNES	<i>Teacher on Special Assgnmt 181</i> EDUCATION	09/24/2007
41	MARVIN L. MEEK	<i>Military Instruction 240</i> EDUCATION	09/01/2007
42	LILIANA MELENDEZ VILLARREAL	<i>Teacher, Elementary 181</i> GREEN VALLEY ELEMENTARY	09/05/2007
43	MARCIA OMAFRAY	<i>Facilitator, Elem Humanities 181</i> STEDMAN ELEMENTARY	09/01/2007
44	MATTHEW PASS	<i>Teacher, Secondary (High) 181</i> DENVER SCHOOL OF THE ARTS	09/01/2007
45	SARAH PILLARD	<i>Teacher, Elementary 181</i> REMINGTON ELEMENTARY	09/11/2007
46	AMIE C. RAYMOND	<i>Teacher, Secondary (High) 181</i> MONTBELLO HIGH	09/01/2007
47	TAMARA E. SEAY	<i>Teacher, Secondary (High) 181</i> NORTH HIGH	09/18/2007
48	ALLISON SEIFERT	<i>Teacher, Elementary 181</i> SMEDLEY ELEMENTARY	09/01/2007

TEACHERS, CERTIFICATED

APPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
49	ARTIS R. SILVERMAN	<i>Teacher, Elementary 181</i> SLAVENS ELEMENTARY	09/04/2007
50	LORETTA SIRACUSA	<i>Teacher Secondary (Middle) 181</i> MARTIN LUTHER KING JR MIDDLE	09/01/2007
51	DEANNA SMITH	<i>Teacher, Elementary 181</i> MCGLONE ELEMENTARY	09/17/2007
52	JENNIFER M	<i>Teacher, Elementary 181</i> GREENWOOD ELEMENTARY	09/01/2007
53	MOLLY M. WEAVER	<i>Teacher, Elementary 181</i> GREENWOOD ELEMENTARY	09/01/2007
54	KATHERINE WEBER	<i>Teacher, Spec Ed Center Prg 181</i> BROWN ELEMENTARY	09/01/2007

CHANGE IN ASSIGNMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
55	TIMOTHY FITZGERALD <i>Principal, Asst Middle Sch 204</i> KEPNER MIDDLE	<i>Teacher Secondary (Middle) 181</i> KEPNER MIDDLE	09/01/2007
56	VIRGINIA M. GRUBER <i>Teacher, Elementary 181</i> FLORIDA PITT WALLER K-8	<i>Teacher, Elementary 181</i> FLORIDA PITT WALLER K-8	09/01/2007
57	SARAH WHITELOCK <i>Manager, Psychological Svc 235</i> EDUCATION	<i>Tchr Admin Asst, Elem Sch 181</i> BROWN ELEMENTARY	09/01/2007

DEATH

	FROM Title/Location	TO Title/Location	Effect Date - End Date
58	BARBARA Z. WRIGHT <i>Student Advisor, Midd Sch 181</i> SMILEY MIDDLE		09/03/2007

LEAVE OF ABSENCE - UNPAID

	FROM Title/Location	TO Title/Location	Effect Date - End Date
59	MARICA I. ARETZ <i>Teacher, Elementary 181</i> FORD ELEMENTARY		12/07/2007 01/18/2008
60	LIODMILA BELITCHENKO <i>Teacher Secondary (Middle) 181</i> GRANT MIDDLE		10/01/2007 03/21/2008
	Extension Of Leave		

TEACHERS, CERTIFICATED

LEAVE OF ABSENCE - UNPAID

	FROM Title/Location	TO Title/Location	Effect Date - End Date
61	ROCCO W. CARBONE <i>Teacher Secondary (Middle) 181 KEPNER MIDDLE</i>		09/01/2007 08/31/2007
62	VICKIE P. COLLINS <i>Teacher Secondary (Middle) 181 MARTIN LUTHER KING JR MIDDLE</i>		09/15/2007 08/31/2007
63	MELISSA A. CURRY <i>Teacher, Elementary 181 COWELL ELEMENTARY</i>		09/01/2007 08/31/2007
64	ELIZABETH S. DUNCAN <i>Teacher, Elementary 181 PARK HILL ELEMENTARY</i>		09/01/2007 08/31/2007
65	RACHEL L. DUNCAN <i>Teacher, Elementary 181 COLUMBINE ELEMENTARY</i>		08/16/2007 08/15/2008
	Extension Of Leave		
66	BOBBI L. ERNST <i>Teacher Secondary (Middle) 181 LAKE MIDDLE</i>		08/24/2007 12/21/2007
67	MILDRED HENAN <i>Teacher, Elementary 181 WHITTIER ELEMENTARY</i>		08/16/2007 12/21/2007
	Extension Of Leave		
68	SARA A. JACKSON <i>Teacher, Elementary 181 GREENLEE ELEMENTARY</i>		10/02/2007 11/16/2007
69	RONNEE M. JOHNSON <i>Teacher, Secondary (High) 181 ABRAHAM LINCOLN HIGH</i>		09/01/2007 08/31/2007
70	TIMOTHY F. JOHNSON <i>Teacher, Secondary (High) 181 ABRAHAM LINCOLN HIGH</i>		09/01/2007 08/31/2007
71	SUE A. KAISER <i>Teacher, Elementary 181 FALLIS ELEMENTARY</i>		09/17/2007 09/28/2007
	Extension Of Leave		
72	KATHLEEN E. MACLEAN <i>Teacher, Secondary (High) 181 GEORGE WASHINGTON HIGH</i>		09/01/2007 08/31/2007
73	AMANDA OGRADY <i>Teacher, Elementary 181 BEACH COURT ELEMENTARY</i>		09/01/2007 08/31/2007
74	CHRISTINA POLYCARPOU <i>Teacher, Elementary 181 CHELTENHAM ELEMENTARY</i>		09/01/2007 08/31/2007

TEACHERS, CERTIFICATED

LEAVE OF ABSENCE - UNPAID

	FROM Title/Location	TO Title/Location	Effect Date - End Date
75 ANGELICA C. RAMIREZ	<i>Teacher, Elementary 181</i> COLLEGE VIEW ELEMENTARY		08/28/2007 09/21/2007
76 MARGARET M. TURRETTINI	<i>Teacher, Elementary 181</i> GREENWOOD ELEMENTARY		01/07/2008 08/15/2008
Extension Of Leave			

REAPPOINTMENT

	FROM Title/Location	TO Title/Location	Effect Date - End Date
77 LISA ALLEN		<i>Teacher, Elementary 181</i> SLAVENS ELEMENTARY	09/01/2007
78 CASSANDRA E. CASTANON		<i>Teacher, Elementary 181</i> STEDMAN ELEMENTARY	09/01/2007
79 TAMARA J. ELTON		<i>Teacher, Elementary 181</i> HOLM ELEMENTARY	09/01/2007
80 SHERRI L. JEWBY		<i>Teacher Secondary (Middle) 181</i> HENRY MIDDLE	09/05/2007
81 LETTECIA A. KRATZ		<i>Teacher, Elementary 181</i> SCHENCK ELEMENTARY	09/01/2007
82 ERIC KYVIK		<i>Teacher Secondary (Middle) 181</i> FLORIDA PITT WALLER K-8	09/01/2007
83 MARIA L. MORENO		<i>Teacher, Elementary 181</i> SWANSEA ELEMENTARY	09/01/2007
84 HELEN R. MOZER		<i>Teacher, Itinerant 181</i> EDUCATION	09/01/2007
85 DANIEL NACHT		<i>Teacher, Secondary (High) 181</i> DENVER SCHOOL OF THE ARTS	09/01/2007
86 TRESA J. WILSON		<i>Facilitator, Elem Math/Sci 181</i> FORD ELEMENTARY	09/01/2007

TEACHERS, CERTIFICATED

RESIGNATION

	FROM Title/Location	TO Title/Location	Effect Date - End Date
87 FAWN ATENCIO	<i>Teacher, Secondary (High) 181 NORTH HIGH</i>		10/12/2007
88 JENNIFER BAILEY	<i>Teacher, Secondary (High) 181 EAST HIGH</i>		09/01/2007
89 ROSETTA BUNTON KEEL	<i>Facilitator, Sec Humanities 181 MONTBELLO HIGH</i>		10/12/2007
90 INEZ CATBAGAN	<i>Tchr Admin Asst, Elem Sch 181 SANDOVAL ELEMENTARY</i>		09/10/2007
91 JACQUELINE M. COPPOLA	<i>Teacher Secondary (Middle) 181 RACHEL NOEL MIDDLE</i>		09/12/2007
92 KAYLA T. CURTIS	<i>Teacher, Elementary 181 DEL PUEBLO ELEMENTARY</i>		09/01/2007
93 KRISTIN DERBYSHIRE	<i>Teacher, Elementary 181 FLORIDA PITT WALLER K-8</i>		10/05/2007
94 TAMARA J. ELTON	<i>Teacher, Elementary 181 HOLM ELEMENTARY</i>		09/21/2007
95 WENDY A. EMBRY	<i>Teacher, Elementary 181 WILLIAM "BILL" ROBERTS 4-8</i>		08/31/2007
96 MARY GOMEZ-ESPANA	<i>Facilitator, Elem Humanities 181 PHILIPS ELEMENTARY</i>		09/01/2007
97 KELSEY M. HADDOCK	<i>Teacher Secondary (Middle) 181 MERRILL MIDDLE</i>		01/15/2008
98 SARA HILL	<i>Teacher, Elementary 181 SANDOVAL ELEMENTARY</i>		09/21/2007
99 ANGELA HOTTINGER	<i>Teacher, Elementary 181 BROMWELL ELEMENTARY</i>		09/01/2007
100 ISABELLA J. INNIS	<i>Teacher, Elementary 181 MARRAMA ELEMENTARY</i>		09/01/2007

TEACHERS, CERTIFICATED

RESIGNATION

	FROM Title/Location	TO Title/Location	Effect Date - End Date
101 MITZI LOFFELMACHER	<i>Teacher Secondary (Middle) 181 DENVER SCHOOL OF THE ARTS</i>		08/31/2007
102 GLORIA L. LOPEZ	<i>Teacher, Elementary 181 BRYANT-WEBSTER ELEMENTARY</i>		10/01/2007
103 JULIA MARASCHKY	<i>Teacher, Elementary 181 WESTERLY CREEK ELEMENTARY</i>		09/01/2007
104 JILL C. MELKUS	<i>Teacher, Elementary 181 DORA MOORE ELEMENTARY</i>		09/27/2007
105 ANNE L. PATTON	<i>Teacher, Librarian Elem 181 KNIGHT ACADEMY</i>		10/01/2007
106 LINDA PIERCE	<i>Teacher Secondary (Middle) 181 HILL MIDDLE</i>		09/01/2007
107 JANET PIERSON	<i>Teacher, Elementary 181 EAGLETON ELEMENTARY</i>		09/01/2007
108 BARBEJOY PONZIO	<i>Teacher, Secondary (High) 181 JOHN F KENNEDY HIGH</i>		09/01/2007
109 MAYRA RAMIREZ	<i>Teacher, Secondary (High) 181 ABRAHAM LINCOLN HIGH</i>		09/08/2007
110 LORETTA SIRACUSA	<i>Teacher Secondary (Middle) 181 MARTIN LUTHER KING JR MIDDLE</i>		09/01/2007
111 KRYSTAL G. SMITH	<i>Teacher, Secondary (High) 181 EAST HIGH</i>		08/15/2007
112 JOHN D. VERDIECK	<i>Teacher, Secondary (High) 181 WEST HIGH</i>		08/31/2007
113 JENNY M. WILSON	<i>Teacher Secondary (Middle) 181 WILLIAM "BILL" ROBERTS 4-8</i>		09/21/2007
114 JEAN WRIGHT	<i>Teacher, Elementary 181 HARRINGTON ELEMENTARY</i>		01/07/2008
115 SANDRA R. ZAVALA	<i>Teacher, Elementary 181 DOULL ELEMENTARY</i>		09/01/2007

TEACHERS, CERTIFICATED

RETURN FROM LEAVE

	FROM Title/Location	TO Title/Location	Effect Date - End Date
116	REBECCA S. GAUSTAD	<i>Teacher, Elementary 181</i> SMEDLEY ELEMENTARY	08/16/2007
117	JENAN J. HIJAZI	<i>Teacher, Secondary (High) 181</i> ABRAHAM LINCOLN HIGH	08/16/2007
118	LINDA J. MATHES	<i>Teacher, Elementary 181</i> SLAVENS ELEMENTARY	09/01/2007
119	ANGELICA C. RAMIREZ	<i>Teacher, Elementary 181</i> COLLEGE VIEW ELEMENTARY	09/24/2007
120	AMALIA S. SHEFFO	<i>Teacher, Elementary 181</i> HARRINGTON ELEMENTARY	08/17/2007
121	SHELLEY K. SIMONDS	<i>Teacher, Elementary 181</i> PALMER ELEMENTARY	09/01/2007

TERMINATED BY DPS

	FROM Title/Location	TO Title/Location	Effect Date - End Date
122	SONYA BEAUMAN	<i>Teacher Secondary (Middle) 181</i> RACHEL NOEL MIDDLE	08/31/2007
123	DENISE J. BERG	<i>Teacher, Elementary 181</i> LENA ARCHULETA ELEMENTARY	08/31/2007
124	MARISA GARZA	<i>Teacher Secondary (Middle) 181</i> KEPNER MIDDLE	08/31/2007
125	JOY L. KAY	<i>Teacher, Secondary (High) 181</i> CLA-CONTEMPORARY LEARNING ACAD	09/28/2007
126	IDELLA M. LEWIS	<i>Teacher, Secondary (High) 181</i> WEST HIGH	08/31/2007
127	DOTTIA MATL	<i>Teacher, Secondary (High) 181</i> WEST HIGH	08/31/2007
128	FERNANDO SANCHEZ	<i>Teacher Secondary (Middle) 181</i> SKINNER MIDDLE	08/31/2007

Board of Education
October 18, 2007
Personnel Transaction Report

Emergency Authorization

NAME	DEPARTMENT/SCHOOL	TYPE OF AUTHORIZATION
Boor, Karen	Psychological Services	Intern Authorization
Capps, Melissa	Social Work Services	Emergency
Elison, Lauren	Psychological Services	Intern Authorization
Golden, Sonya	Speech/Language	Temporary Teacher Eligibility
Jones, Emily	Psychological Services	Intern Authorization
Leitel Kristin	Psychological Services	Intern Authorization
Meek, Marvin	JROTC	JROTC Authorization
Mikolas, Melanie	Psychological Services	Emergency
Miles, Dave	Speech/Language	Temporary Teacher Eligibility
Palmer, Julie	Special Education	Temporary Teacher Eligibility
Posey, Eric	JROTC	JROTC Authorization
Rodriguez, Maria	Psychological Services	Temporary Teacher Eligibility
Stotts, Lisa	Psychological Services	Intern Authorization

Rescind Non-Renew Contracts – August 31, 2007

Lieman, Dorrie
Purse, Anne

Sc henck Elementary School
John F. Kennedy High School

MOTION

I move that the Board of Education
Approve the Medical Insurance Rates effective
January 1, 2008 for Retirees.



To: Members, Board of Education

From: Anna Marcuerquiaga-Hughes, Senior Manager, Benefits & Compensation

Through: Carla Anthony, Chief Human Resource Officer

Date: October 9, 2007

Subject: Retired Employee Benefits Renewal Effective January 1, 2008

EXECUTIVE SUMMARY

Attached for your review is a document regarding the medical insurance coverage for retirees of Denver Public Schools. The first document summarizes the monthly rate renewals for the medical coverage for DPS retirees, effective January 1, 2008. This renewal is for medical coverage only.

Medical rates will increase as follows:

Under 65 years of age:

Kaiser:	4.82%
PacifiCare HMO:	6.3%
PacifiCare Plus:	14.0%

Over 65 years of age with Medicare Part A & B:

Kaiser:	6.1%
PacifiCare Medicare Advantage HMO	9.1%
PacifiCare Medicare Direct PFFS	10.9%

Over 65 years of age with Medicare Part B only:

PacifiCare HMO:	6.3%
PacifiCare POS:	14.0%

The PacifiCare PPO plan does not renew at this time, it was originally renewed for an 18 month renewal effective 7/1/07 – 12/31/08.

The Benefits Board, which includes a retiree representative, approved these plans and is recommending to the Board of Education their approval. The Benefits Board acknowledges that any health care increases less than 10%, especially a retiree plan, is very good. 95% of retirees will see less than a 10% increase in their health care coverage. Approximately 5% of the retirees, currently in the PacifiCare POS plan, could experience a 14% increase, however through the open enrollment process, all of the retirees will have the opportunity to change to another plan if they choose. Upon approval from the Board of Education, HR will initiate a communication plan to the retirees regarding the changes for the upcoming year and how they can make changes to their plans.

The second document illustrates the benefit plan design changes for each plan effective January 1, 2008. There are mandatory plan design changes imposed by Kaiser for the Kaiser plans and the Benefits Board recommended plan changes to the PacifiCare plan in order to lower the amount of increase.

**Monthly Rates effective January 1, 2008
Retirees Under Age 65**

	Kaiser	PacifiCare HMO	PacifiCare POS
Retiree Only	\$555.18	\$706.80	\$807.56
Retiree + Spouse	\$1,165.88	\$1,485.05	\$1,693.41
Retiree + Child(ren)	\$999.32	\$1,804.20	\$1,452.37
Retiree+ Family	\$1,582.26	\$2,058.81	\$2,299.83
District Subsidy	\$230.00	\$230.00	\$230.00
Retiree Cost – Retiree Only	\$325.18	\$476.80	\$577.56

Retirees Age 65 and Older with Medicare Part A & B Coverage

	Kaiser Senior Advantage	PacifiCare Medicare Advantage HMO	PacifiCare Medicare Direct Plan PFFS
Retiree Only	\$160.88	\$234.20	\$359.98
District Subsidy	\$115.00	\$115.00	\$115.00
Retiree Cost	\$45.88	\$119.20	\$244.98

Retirees Age 65 and Older with Medicare Part B Only

	PacifiCare HMO	PacifiCare POS
Retiree Only	\$706.80	\$807.56
Retiree + Spouse	\$1,485.05	\$1,693.41
Retiree + Child(ren)	\$1,804.20	\$1452.37
Retiree+ Family	\$2,058.81	\$2,299.83
District Subsidy	\$230.00	\$230.00
Retiree Cost – Retiree Only	\$476.80	\$577.56

Summary of Plan Design Changes

Retirees Under Age 65:

Kaiser has mandated the following plan changes for all groups renewing on or after January 1, 2008:

Coinsurance applies to office administered drugs and self-administered injectibles dispensed through a pharmacy. Changes to what services apply to the Annual Out of Pocket Maximum. Addition of visit limitations for outpatient physical, occupational and speech therapy. Immunizations for travel are not a covered service.

PacifiCare:

HMO and POS plans: Removal of retirees from Dividend Eligible Contract, changing prescription co-payment schedules from 15/20/50 to 20/40/60 effective January 1, 2008.

Retirees Age 65 and Older with Medicare Part A & B coverage:

Kaiser has mandated the following plan changes for all groups renewing on or after January 1, 2008:

Coinsurance applies to office administered drugs. Additional tier added for Specialty drugs dispensed through a pharmacy. Changes to what services apply to the Annual Out of Pocket Maximum. Changes to co pays for pain management injections, surgical procedures performed in the medical office, outpatient rehabilitation services and inpatient care.

Retirees Age 65 and Older with Medicare Part B coverage:

PacifiCare:

HMO and POS plans: Removal of retirees from Dividend Eligible Contract, changing prescription co-payment schedules from 15/20/50 to 20/40/60 effective January 1, 2008.



To: Members, Board of Education

From: Anna Marcuerquiaga-Hughes, Senior Manager, Benefits & Compensation

Through: Carla Anthony, Chief Human Resource Officer

Date: October 16, 2007

Subject: Retired Employee Benefits Renewal Effective January 1, 2008 – Additional information requested

Per your request, we would like to provide additional information regarding the Retired Employee Benefits Renewal motion on the Board Agenda for Thursday, October 18, 2007.

The information requested was regarding the RFP process for the Retiree Benefits and the standard increase for Retired Employee Benefits.

Request for Proposal (RFP) for Retiree Health Insurance

The RFP process for both the Active Employee and the Retired Employee Benefits was last done for the January 2007 plan year. All of the primary Colorado insurance carriers, except for Kaiser and PacifiCare, declined to quote. The main reason they cited for declining to quote was due to the risks they perceived to be associated with the retiree population, specifically the retirees under age 65 and those over 65 with Medicare Part B only. Health insurance plans are typically sent out to bid every three years unless an unreasonable and non-negotiable rate increase is presented by the carrier in the interim. Insurance carriers will generally not bid on plans that are “shopped” every year as they are not considered to be serious about establishing a relationship with the insurer.

Retiree Health Insurance Rate Increase

We asked our benefit consultant about the standard increase to retiree health plans for this year, and they pointed to a 2006 study performed by Kaiser and Hewitt Associates that indicates the national average increase to retiree contributions for health insurance for those retirees under age 65 is 15.1%.

Out of the total of approximately 4,400 retired DPS employees currently enrolled in the retiree health plans, the 14% rate increase will affect the 209 or 5% of them who are currently enrolled in the POS plan. By contrast, 1,491 of the retirees will see an increase of 4.82 – 6.1%; 631 will see an increase of 6.3%; and the remaining 1951 will see an increase of 9.1 to 10.9%. Through the open enrollment process, however, all of the retirees will have the opportunity to change to another plan if they choose to.

The Benefits Board, which includes a retiree representative, approved the plans and increases for the renewal and is recommending that the Board of Education also approve. Because of the very high rate of increase in health care costs nationally, the Benefits Board and the DPS benefit plan consultant consider that any health care increase less than 10%, especially for a retiree plan, is very good. Upon approval from the Board of Education, HR will initiate a communication plan to the retirees regarding the changes for the upcoming year and how they can make changes to their plans.

Board of Education
October 18, 2007

Human Resources – DAEOP Memorandums of Understanding 2007

MOTION

I move that the Board of Education ratify the Memorandums of Understanding between the Denver Association of Educational Office Professionals (DAEOP) and Denver Public Schools (DPS).

MOTION

I move that the Board of Education ratify the amendments to the Tentative Agreements for 2007 between the Denver Association of Educational Office Professionals (DAEOP) and Denver Public Schools (DPS).

Denver Public Schools

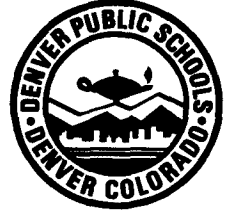
HUMAN RESOURCES

TEL 720-423-3973

FAX 720-423-3569

EMAIL HR_Info@dpsk12.org

WEB <http://hr.dpsk12.org>



To: Board of Education Members

From: Lee J. Renfrow, Human Resources Director
Stephen Finley, Manager, Risk Management
Brett Fuhrman, Director, Budget

Subject: Contract Negotiations with the Denver Association of Educational Office Professionals (DAEOP)

Date: October 11, 2007

On September 27, 2007, Denver Public Schools and DAEOP concluded negotiating changes to the existing agreement. The subject of the negotiations included monetary and non-monetary items. Specific agreement that were reached are as follows:

Article 1.2.8 – Changed to reflect that items requiring expenditure of funds will be effective September 1, 2007.

Article 3.12 – This change increases the amount paid to mentors from \$7.00 per hour to \$10.00 per hour. The revisions also set the limit on the number of mentors at 10.

Article. 3.8 – Modifies the process for awarding the educational grant.

Article 5.2 – Updates the language of the Grievance process to reflect that there are no longer CDM committees.

Article 6.1.6 – Reduces the recall period for employees in lay-off status from two years to 18 months.

New Article 6.1.5.a – This addition outlines the process that will be followed for reassigning employees impacted by a reduction in force.

Article 7.4.1 – This change states that the guideline for posting positions will be followed. It also states that the union will be notified of any changes to the guidelines.

New 10.10 - This new article reinforces that employees have a right to work in a non-hostile, professional work environment. It also outlines the basic steps to be followed, should an employee feel they are being subjected to bullying, abusive or unprofessional behavior.

New 10.3.4 – This new article reinforces the requirement to pay employees for being directed to perform work which is not clerical in nature.

14.1.1 – Reflects a 4.02% increase to the salary schedule to be effective September 1, 2007. Additionally it reflects a step increase, which will be implemented effective July 1, 2007.

14.1.1 – Reflects a modification of the process for payment of the nursing stipend, to reflect current practice.

18.1 – Updates the period of losses for property damage to be covered, to reflect the dates of the current agreement.

M.O.U. – Reflects the specific allocation of monies used to reach the 4.02% increase to the salary schedule.

New Appendix D – Adds the current salary schedule to the agreement

In addition, the parties also agreed that the duration of the current agreement would be for 3 years (September 1, 2007 through August 30, 2010).

MOTION

I move that the Board of Education ratify the Amendments to the Collective Bargaining Agreement between the Denver Classroom Teachers Association (DCTA) and Denver Public Schools (DPS).

AGREEMENT

This Agreement is entered into this 28th day of September, 2007 by and between Denver Public Schools, School District No. 1, in the City and County of Denver, State of Colorado (hereinafter "District"), and the Denver Classroom Teachers Association (hereinafter "Association"), collectively the Parties. The District and the Association hereby agree, subject to ratification by the Board of Education, to amend the Parties' Collective Bargaining Agreement, effective September 1, 2005 – August 31, 2008, as follows:

Article 5 – Student Achievement, Instruction and Education Reform

5-2 Instructional Issues Council

5-2-1 The District and the Association shall establish a District-wide Instructional Issues Council (the Council) to collaborate, review, and problem solve through an open and honest dialogue, in order to make recommendations by consensus, where appropriate, regarding the planning, implementation and ongoing improvement of the District's existing and proposed curriculum, ~~and instructional programs,~~ **and assessment tools**, including professional development. The Council shall be co-chaired by a teacher, appointed by the Association President, ~~and a designee of an administrator, appointed by the Superintendent.~~

5-2-2 Impact on Student Achievement and Teacher Time

When considering a recommended course of action, the Council will consider the impact of the proposed initiative on the:

- **estimated potential for improving student achievement; and**
- **teachers' time to teach and work week.**

5-2-3 The Council shall operate based on the guidelines below:

- a. The Council shall have a facilitator, if a source of funding other than the District or Association can be identified. The facilitator and co-chairs shall focus on District-level issues and shall jointly develop the agenda.
- b. The co-chairs shall meet monthly with the Superintendent and Association President to report on the Council's activities and progress.
- c. The Council shall be **composed of at least twenty-four (24) teachers or administrators: the Chief Academic Officer (CAO) and 12 other members, inclusive of the co-chairs: 6 teachers appointed by the Association President and 6 designees appointed by the Superintendent.** ~~The Association and District~~

~~may each make six (6) appointments to the Cabinet. All other appointments shall be agreed upon by both parties.~~

- d. The Council shall provide a joint report to the Board of Education and the DCTA Board of Directors at least annually.
- e. The Council shall meet a minimum of once a month, but may meet more often if mutually agreed upon.
- f. Participation on the Council shall be accommodated by a combination of release time, provided by the District, and voluntary time outside of the teacher work day.

Replace the entirety of Article 5.4 Professional Development Committee with the following new Article 5.4:

Article 5.4 School Leadership Team

Each school will have a School Leadership Team (SLT) consisting of a minimum of 3 teacher representatives which should represent a cross section of the faculty including grade levels, specials, department chairs and special service providers. These (SLT) members are elected by a majority of the faculty voting by secret ballot. The Association Representative or designee as well as an additional teacher appointed by the Principal and the Principal shall also be part of the (SLT). The SLT shall have responsibilities which include:

- a. Review data and collaborate with the principal in the development of the School Improvement Plans;
- b. Review and collaborate with the principal on the design of and schedule for the professional development plan;
- c. Review and collaborate with the principal on the budget for the expenditure of instructional materials;
- d. Review and collaborate with the principal on the implementation of the District's instructional program as it specifically applies to classrooms & grades at the school;
- e. Collaborate with the principal to identify strategies for increasing enrollment at the school;
- f. Collaborate with the principal to develop communication strategies for regularly reporting student progress to parents;
- g. Collaborate with the principal to implement best instructional practices.
- h. Perform additional duties as outlined in Article 8.

Article 8 – Professional Standards

~~Professional Standards Committee. Each school will have a Professional Standards Committee (PSC) consisting of a minimum of three (3) teachers, elected by a majority of the faculty voting by secret ballot of the faculty, and also consisting of an Association Representative and the principal unless otherwise agreed to by the Association~~

~~Representative and principal.~~ **School Leadership Team.** Each school will have a **School Leadership Team as described in 5-4.** The PSC SLT will be responsible for making decisions as noted in Article 8. Decisions in specified areas, except for lunch periods and secondary teaching loads, will be made by reaching mutual agreement. ~~If mutual agreement cannot be reached, then interventions will be provided by the Association and the District. If mutual agreement still cannot be reached, then the principal will make the decision.~~ **If the Principal and the SLT cannot reach agreement by consensus, including the composition of the Committee, the matter shall be referred to the Instructional Superintendent. The Instructional Superintendent shall consult with the Association prior to making a decision.**

Decisions may be made by the PSC-SLT to alter the length of the lunch period (Article 8-2) or Secondary Teaching Load (Article 8-5-1) only after applying the decision-making standards which will be supplied for this purpose, conducting a confidential vote of the majority of the faculty, and reflecting this process on a form which will be supplied for this purpose. Changes will not be made to the length of the lunch period or secondary teaching load without a positive majority confidential vote of the faculty. Information about such changes will be sent to the Instructional Issues Council for tracking purposes.

8-1-2 The length of the contract year for teachers shall be one hundred eighty-one two (181+2) days, which shall include ~~four~~ **five (5)** planning days, two (2) professional days, one (1) assessment day and one (1) parent/teacher conference day.

8-1-2-3 The assessment day will be used ~~for individual and/or small group assessments or other assessment-related activities.~~ **to administer, grade and analyze data from benchmarks and other related assessments.**

Michael F. Bennet
Superintendent
Denver Public Schools

Kimberly A Ursetta
President
Denver Classroom Teachers Association

Addendum to the DPS/DCTA Agreement

September 1, 2007

(This document includes amendments only, see the full Agreement for complete language)

Article 30 - Benefits Allowance and Benefits Programs

30-1 Benefits Allowance. The District shall provide teachers with a benefits allowance as a part of their total compensation package. The purpose of the benefits allowance is to provide teachers with a portion of total compensation that can be used to purchase benefits choices selected by the Benefits Board and contracted for by the Board of Education. The District and the Association also agree that the purpose of the benefits allowance is not to merely provide an amount equal to the premiums of health, dental and vision insurance. The long-term goal of the District and the Association is to provide teachers with a benefits allowance that plays a significant role in enhancing the District's competitive position in attracting and retaining teachers.

30-1-1 For the period of July 1, 2007, through June 30, 2008, the District shall provide all teachers based on FTE on a pro-rate basis with a benefits allowance of \$396 per month.

Article 31 - Salary

31-1 Annual Compensation Adjustments.

- 1) Effective September 1, 2007, the salary schedule shall receive a **4.0%** increase as shown on the schedule below.
- 2) Education increments will be available in January 2008 and June 2008 according to the procedures set forth in Article 31-4.
- 3) Regular experience steps shall be granted September 1, 2007.
- 4) Longevity increments shall be granted September 1, 2007 unless the anniversary date of employment is different as set forth in Article 31-5.

Schedule (see attached)

31-5 Longevity Increments.

Longevity increments awarded after the completion of 15 years of Denver Public Schools experience and each five-year period thereafter. Payment of longevity increments shall be the next month following the employee's anniversary date.

31-5-1 Effective September 1, 2007, the value of each longevity increment reflects an increase of **4.0%**. For each teacher this means that of the longevity increments earned prior to September 1, 2002, awarded after the completion of 15 years of Denver Public Schools experience and each five year period thereafter. The most recent one earned will be valued at **\$1,361** and all prior longevity increments will be valued at \$741. The value of each longevity increment earned on or after September 1, 2002, will be **\$1,361**.

Denver Classroom Teachers Association
Salary Schedule Effective 9/1/07
Includes 4% Increase over the 9/1/06 Schedule

	1.04					
	BA	BA+30	BA+60 / M.A.	MA+30	MA+60	DOCTORATE
TIR	\$33,786		\$34,283			
Step 1	\$35,568	\$35,829	\$36,089	\$37,274	\$39,756	\$42,254
Step 2	\$35,835	\$36,172	\$36,508	\$39,076	\$41,670	\$44,281
Step 3	\$35,935	\$36,402	\$37,960	\$40,657	\$43,365	\$46,094
Step 4	\$36,117	\$36,599	\$39,378	\$42,205	\$45,032	\$47,872
Step 5	\$36,446	\$38,118	\$41,051	\$43,982	\$46,931	\$49,894
Step 6	\$36,665	\$39,738	\$42,796	\$45,841	\$48,911	\$52,017
Step 7	\$38,211	\$41,423	\$44,592	\$47,806	\$50,980	\$54,251
Step 8	\$39,820	\$43,143	\$46,481	\$49,836	\$53,155	\$56,579
Step 9	\$41,486	\$44,994	\$48,462	\$51,957	\$55,482	\$59,011
Step 10	\$43,249	\$46,906	\$50,551	\$54,204	\$57,843	\$61,551
Step 11	\$45,075	\$48,869	\$52,690	\$56,482	\$60,326	\$64,209
Step 12	\$46,998	\$50,957	\$54,956	\$58,963	\$62,928	\$66,972
Step 13	\$49,400	\$53,566	\$57,874	\$61,898	\$66,085	\$70,299

DCTA AGREEMENT ARTICLE 32
Effective 9/1/07

Multiplier		1.04			
ALL RATES REFLECT 4% INCREASE EFFECTIVE 9/1/07					
Article	Duty	Current	Revised	Rate	
32-2	Curriculum Development Assignments	\$ 30.98	\$ 32.22	Per hour	
	Summer School Teaching	\$ 30.98	\$ 32.22	Per hour	
	In-service Education	\$ 20.13	\$ 20.94	Per hour	
	Hourly Teacher	\$ 20.13	\$ 20.94	Per hour	
	Long-Term Substitute	\$ 157.35	\$ 163.64	Per day	
	Daily Substitute	\$ 87.30	\$ 90.79	Per day	
	Daily Substitute identified in the district substitute system as a retired teacher from Denver or any other district	\$ 102.70	\$ 106.81	Per day	
	Daily Substitute - Hard to Serve Schools			Per day	
	Teachers for Homebound	\$ 30.98	\$ 32.22	Per hour	
	High Stage Manager (100 hrs max per bldg)	\$ 30.98	\$ 32.22	Per hour	
	Senior High Supervision at Afternoon Event	\$ 17.54	\$ 18.24	Per event	
	Senior High Supervision at Evening Event	\$ 29.22	\$ 30.39	Per event	
	In-service Presenter Assignments	\$ 30.98	\$ 32.22	Per hour	
	Mentor Assignments:				
	Per semester for one mentee	\$ 205.40	\$ 213.62	Per semester	
	Per semester for two mentees	\$ 385.13	\$ 400.54	Per semester	
	Per semester for 3 or more mentees	\$ 436.48	\$ 453.94	Per semester	
	Assistance Program:				
	Assistance Team Member:				
	For each of one or two 30-working day period(s)	\$ 523.77	\$ 544.72		
	Assistance Team Chairperson:				
	For each of one or two 30-working day period(s)	\$ 708.63	\$ 736.98		

Multiplier		1.04									
SCHEDULES 1 THROUGH 12 REFLECT AN INCREASE OF 4% EFFECTIVE SEPTEMBER 1, 2007											
Article	Item	Current	Revised	Article	Item	Current	Revised	Article	Item	Current	Revised
32-3	Sch 1	High Forensics, Band, Choir, Dramatics, Dance, Cheerleading, Building Instructional Coach		32-3	Sch 5	Asst Baseball, Softball, Track Asst Swimm, Gymn, Soccer, Volybl Asst Field Hcky, Lacrosse Head Boys Golf/Tennis		32-3	Sch 11	Building Instr. Coaches	
	Step 1	\$ 4,365	\$ 4,540		Step 1	\$ 2,421	\$ 2,518		Step 1	\$ 5,186	\$ 5,393
	Step 2	\$ 4,575	\$ 4,758		Step 2	\$ 2,631	\$ 2,736		Step 2	\$ 5,446	\$ 5,664
	Step 3	\$ 4,786	\$ 4,977		Step 3	\$ 2,841	\$ 2,955		Step 3	\$ 5,705	\$ 5,933
	Step 4	\$ 4,995	\$ 5,195		Step 4	\$ 3,051	\$ 3,173		Step 4	\$ 5,965	\$ 6,204
	Step 5	\$ 5,206	\$ 5,414		Step 5	\$ 3,263	\$ 3,394		Step 5	\$ 6,224	\$ 6,473
	Step 6	\$ 5,416	\$ 5,633		Step 6	\$ 3,472	\$ 3,611		Step 6	\$ 6,483	\$ 6,742
	Sch 2	Head Football, Basketball, Wrestling			Sch 6	Asst Boys Golf/Tennis		32-6-1		\$ 20.13	\$ 20.94
	Step 1	\$ 3,318	\$ 3,451		Step 1	\$ 2,121	\$ 2,206				
	Step 2	\$ 3,529	\$ 3,670		Step 2	\$ 2,331	\$ 2,424				
	Step 3	\$ 3,738	\$ 3,888		Step 3	\$ 2,542	\$ 2,644				
	Step 4	\$ 3,949	\$ 4,107		Step 4	\$ 2,752	\$ 2,862				
	Step 5	\$ 4,158	\$ 4,324		Step 5	\$ 2,966	\$ 3,085				
	Step 6	\$ 4,370	\$ 4,545		Step 6	\$ 3,174	\$ 3,301				
	Sch 3	Head Baseball, Softball, Track			Sch 7	Elem/Middle Vocal/Inst Music (3 concerts) Elem/Middle/High Art (3 shows)				\$ 935	\$ 972
	Step 1	\$ 2,794	\$ 2,906								
	Step 2	\$ 3,006	\$ 3,126								
	Step 3	\$ 3,216	\$ 3,345								
	Step 4	\$ 3,426	\$ 3,563		Sch 8	Middle Dramatics (2 plays)				\$ 795	\$ 827
	Step 5	\$ 3,636	\$ 3,781								
	Step 6	\$ 3,846	\$ 4,000								
	Sch 4	Head Girls Golf/Tennis, Swimming Head Cr Cntry, Gymn, Soccer, Volybl Asst Basketb, Footb, Wrestling Head Field Hockey, Lacrosse			Sch 9	Middle Forensics (3 meets)				\$ 491	\$ 511
	Step 1	\$ 2,721	\$ 2,830								
	Step 2	\$ 2,931	\$ 3,048								
	Step 3	\$ 3,141	\$ 3,267		Sch 10	DSA Perf Arts/Music/Design Tech Arts				\$ 4,887	\$ 5,082
	Step 4	\$ 3,351	\$ 3,485		Step 1	\$ 4,887	\$ 5,082				
	Step 5	\$ 3,561	\$ 3,703		Step 2	\$ 5,123	\$ 5,328				
	Step 6	\$ 3,771	\$ 3,922		Step 3	\$ 5,359	\$ 5,573				
					Step 4	\$ 5,594	\$ 5,818				
					Step 5	\$ 5,829	\$ 6,062				
					Step 6	\$ 6,064	\$ 6,307				

Includes 4% Increase over the 9/1/06 Index

	9/1/2006	9/1/2007
Procomp Index	\$34,200	\$35,568

MOTION

I move that the Board of Education ratify the Memorandum of Understanding between the Denver Classroom Teachers Association (DCTA) and Denver Public Schools (DPS).

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 28th day of September, 2007 by and between Denver Public Schools, School District No. 1 in the City and County of Denver (hereinafter "District"), and the Denver Classroom Teachers Association (hereinafter "Association"), collectively the Parties. The District and the Association hereby agree as follows:

1. The Parties acknowledge that District employees covered by the Collective Bargaining Agreement shall be afforded the protections and procedures outlined in the Collective Bargaining Agreement relating to school closures contemplated for Board of Education action on November 19, 2007. The Parties will meet following the announcement of the schools under consideration to discuss which contract provisions will apply to affected employees.
2. The Parties agree on each of the two remaining planning days in the 2007-08 school year that a minimum of six hours shall be reserved for self-directed instructional planning, allowing the remainder for any activities initiated by the school administration. The Parties agree that the one day added to the contract year in 2007-08 shall occur on May 30th. On that day, all teachers shall report to the school to which they are assigned for the 2008-09 school year for five (5) hours of self-directed planning time and three (3) hours to be decided upon by the SLT at the school.
3. The Association agrees to work with the District to educate DCTA members and the public about the unique challenges of funding the DPS retirement system and consider a multi-faceted approach to mitigating the District's pension-related expenses, including the possibility of the District executing a new pension finance transaction. Should the District successfully complete its contemplated pension finance transaction this year, the Parties agree that during negotiations for 2008-09 that one additional planning day and one student contact will be added to the contract year, (bringing the total days in the contract year to 184). One of the two additional days will be paid for by the District. Any salary increase agreed to for the 2008-2009 school year shall include consideration for the one additional paid day in addition to a cost of living increase. Of the six (6) total planning days for 08-09 two full days shall be entirely reserved for self-directed teacher planning. The use of the four existing planning days shall be reserved for four hours of self directed instructional planning and four hours as determined by the School Leadership Team.
4. The Parties recognize the importance of examining and discussing current pay rates for daily substitute teachers and to negotiate an agreement on an increase in pay for daily substitutes for all schools over the course of the next several weeks. The Parties envision that such an agreement is likely to provide for higher daily substitute pay for those schools that have more difficulty in attracting substitute teachers.

5. The Parties agree to convene a committee with parent, Association, and District representatives to evaluate and make recommendations to the Board of Education on policies regarding student promotion, retention, and acceleration.
6. The Parties acknowledge that the committee currently evaluating policy regarding student discipline will take into account the recommendations regarding student discipline included in the DCTA – Promoting School Success.
7. The Parties agree that it would be beneficial for the Parties to commence small-group discussions about issues of concern from either side in the Collective Bargaining Agreement later this fall. The purpose of such discussions would be to increase each Party's understanding of the other Party's concerns and help develop potential approaches to resolve such concerns in advance of commencement of negotiations on the Collective Bargaining Agreement in Spring 2008.
8. The Parties acknowledge that Article 10 – Teacher Evaluation, of the Collective Bargaining Agreement is being evaluated by the DPS / DCTA Joint 1338 Committee for recommended amendments. The Parties intend that amendments to Article 10 agreed to by the District and the Association will be submitted for ratification in December 2007, when the parties are also seeking to have changes in the Pro Comp Agreement ratified.
9. The Parties acknowledge and accept the findings in the Opinion and Award of Arbitrator Richard Fincher, dated August 31, 2007 in the matter of Arbitration between Denver Classroom Teachers Association and School District No.1, Case No. AAA 77-390-00091-07 CHCA, including an obligation by the District under Article 5-6 of the Collective Bargaining Agreement to provide the Association President with a more focused list of schools subject to restructuring, redesign, or program change. Absent agreement between the parties as to the scope of the more focused list of schools the district will provide a list of the “top ten schools” for discussion.
10. The Parties agree to negotiate the subject of retention bonuses for teachers whose schools are to be closed for the 08-09school year.
11. Inclusive of the extra day added to the contract year, salaries in 2007-08 school year shall be increased 4.0%, retroactive to September 1, 2007. The benefits allowance shall be increased to \$396 per month, retroactive to July 1, 2007.

This Memorandum of Understanding shall expire on August 31, 2008.

Michael F. Bennet
Superintendent
Denver Public Schools

Kimberly A. Ursetta
President
Denver Classroom Teachers Association

Action

**Board of Education
October 18, 2007
Modification to Payment Terms for Qualifying Past Casual Service
for DPSRS Plan**

Report to
the
Board of Education

Modification to Payment Terms
for
Qualifying Past Casual Service
for the
Denver Public Schools Retirement System
Effective
January 1, 2008

October 2007

Suggested Motion

I move the approval of the attached Plan language changes to the *Retirement and Benefit Plan of the Denver Public Schools Retirement System*. The approval of this motion will allow more flexibility and opportunity for newly appointed or reappointed members of the Retirement System to pay for their past District part-time service for the Denver Public Schools Retirement System to be effective January 1, 2008.

**Denver Public Schools Retirement System
Memorandum**

TO: Michael Bennet, Superintendent
Denver Public Schools

FROM: Norman L. Ruggles, Executive Director

DATE: June 5, 2007

SUBJECT: Proposed Amendments to the *Retirement and Benefit Plan of the Denver Public Schools Retirement System*

At the Denver Public Schools Retirement System Board of Trustees meeting on June 4, 2007, the Board of Trustees recommended that the Board of Education adopt amendments to the *Retirement and Benefit Plan of the Denver Public Schools Retirement System* (Plan).

The amendments are intended to modify the payment terms for qualifying casual service to allow more flexibility and opportunity for newly appointed or reappointed members of the Retirement System to pay for their past District part-time service with an immeasurable change in the contribution rate. The amendments would be effective January 1, 2008.

Enclosed is a suggested motion to implement the amendments to the *Retirement and Benefit Plan of the Denver Public Schools Retirement System*. DPSRS staff or I can be available for the June 21, 2007, Board of Education meeting should you or members of the Board of Education have questions. If you need additional information or clarification, please contact me at (303) 398-7650.

INTRODUCTION

The Charter Schools Act requires the District School Improvement and Accountability Council (District SIAC) to review Charter School applications. This responsibility was delegated to a subcommittee. This report is the result of that process for the 2007-2008 school year. The persons who participated in the subcommittee included the following:

Sherry Eastlund, District SIAC Subcommittee Chairperson
Diane Anderson, DPS Teacher, Parent, District SIAC
Marsha Gonzales, PTSA, Community, District SIAC
Dorolyn Griebenaw, PTSA, Community, District SIAC
Paula Ortlieb, DPS Parent, Chair of District SIAC
Leo Smith, Community, District SIAC
Dr. Jesse Sutherland, Community, District SIAC

Following the District's receipt of the four applications submitted on September 11, 2007, the members of the subcommittee met on September 13. The group was provided with copies of the applications and related materials, including the required components of Colorado Charter School legislation. The members then outlined the committee process and set tentative calendar dates for completing the steps that allowed for a report with recommendations to be presented to the Board of Education on October 18, 2007. The review procedures allowed members of the subcommittee to:

- Individually read and examine each application;
- Collectively discuss each application to identify the proposed school's potential strengths and determine areas in need of further explanation or clarification;
- Meet with applicants' representative(s) as a means to secure additional information concerning various facets of the application; and
- Collectively determine recommendations to be reported to the Board of Education.

On September 19 and 24, 2007, the subcommittee met and discussed the strengths of the applications and determined areas that needed further explanation.

Interviews with the four applicants were conducted on October 3 and 4, 2007. The subcommittee met on October 10 to draft and finalize the report for the Board of Education.

In developing this report, the subcommittee considered whether the proposal presented a realistic educational and operational plan, a research based and proven academic program, a distinctive educational opportunity for Denver children, and, if so, would those opportunities justify the reallocation of resources that would be required if the charter school were approved. In general,

subcommittee recommendations are based on information received on or before the applicant's scheduled interview. The following recommendations reflect the consensus of the subcommittee. The District School Accountability Council received the report at its October 16 meeting.

Note: On October 12, the subcommittee learned that Urban League of Metropolitan Denver has officially withdrawn its application to operate a charter school, and accordingly, our report does not include any discussion or recommendation with regard to that proposal.

Denver School of Science and Technology Middle School Expansion

The Denver School of Science and Technology (DSST) has submitted this application for the purpose of expanding its existing high school program to include the middle school grades of 6-8. Under the proposal the school would add approximately 120 students per year beginning with 6th grade in 2008 such that it would ultimately have enrolled about 800 students in grades 6 thru 12. The middle school would be housed in a facility to be built at DSST's present campus in Stapleton. A capital campaign to pay for the \$7 million facility is underway and has obtained commitments of \$6 million. DSST would follow the same approach in regard to school design, curriculum, and culture that is presently being used in the high school. Students would be chosen by a lottery designed to assure that approximately 40% of the students are from lower socio-economic families.

Discussion and Recommendation

This application is unique in that it represents an expansion of an existing charter, and that school is demonstrably successful in producing high levels of student achievement. Also, DSST's school leadership is very capable and has instituted many policies and practices that help the school in its mission of preparing students for college. Moreover, it has substantial financial and community support. All of these positive elements make it very likely that expansion of DSST to the middle grades will be advantageous for the enrolled students and their families.

Our only concerns with regard to this school center on its enrollment policies. As structured, the DSST lottery selection process for potential students operates to produce a school population of about 40% free and reduced lunch students. The manner in which the lottery operates makes this percentage of at-risk students virtually constant even if the applicant pool has a significantly higher percentage of potential enrollees from families of limited financial resources. District SIAC believes it would be more reflective of the spirit of the Charter School Act if this

lottery process were changed so that the enrollment at DSST could mirror the economic diversity of DPS.

In addition, DSST presently gives enrollment preference to children of families living in the Stapleton development boundaries. This means that potential enrollees living in close proximity to the school but outside Stapleton, e.g., Ashley students, are virtually precluded from attending the school in favor of students who may live several miles away but are within the Stapleton enclave. District SIAC urges that, if a geographic preference is to be accorded potential enrollees, then that preference should be one in which the school is more or less at the center of any neighborhood of preference.

These concerns do not outweigh the many positive features of the school, and accordingly,

District SIAC recommends that the application to expand the Denver School of Science and Technology to include grades 6-8 be granted.

As a side note, we further would urge that the term granted for this expansion should be set such that renewal of the DSST charter for all grades should be at the same time.

The Guadalupe School

If this application is granted, the existing private Catholic school, Escuela de Guadalupe, would be closed at the end of this school year, and a dual language elementary school would be opened in the same facility beginning in the fall of 2008. In its first year of operation the school would enroll students in grades K-5, but in subsequent years students would be admitted only in kindergarten and 6th grade, and the school would move to a different location. Total school enrollment is planned to be 365 students in grades K-8, with a maximum capacity of 432 students. The school culture would be focused on each student achieving bi-literacy, and specific steps would be taken to assure that both Spanish and English are treated with equal value.

Discussion and Recommendation

The leadership of Escuela de Guadalupe (which will remain the same in the proposed school) has implemented a well-designed plan for assuring that its students truly graduate as fully fluent in both English and Spanish. Further, the committee was singularly impressed with the dedication, passion, and professionalism of the school leadership. Moreover, the dual language model has great popularity in the community and the school would likely complement the existing programs at Academia Sandoval and Bryant Webster. However, critical concerns about the application outweigh its positive features and cause us to recommend against granting this charter school application.

In the view of District SIAC, any reasonable analysis of this proposal leads to the conclusion that it represents the conversion of a private school into a charter school. Filing an application for such a conversion is specifically prohibited under the Charter School Act. Thus, we believe it would be violation of the controlling statute for the Board to grant this application.

In regard to the conversion issue, the applicant points out that the private school would be closed permanently this spring and the charter would then open in the fall. However, the leadership would be virtually the same, several of the governing board members would remain, and the charter school would operate next year in the same facility as the private school. Further, since the applicant plans next year to enroll students in the same grades as are now being served, it seems likely that a large majority of students in the private school would become the enrollees of the charter.

Another concern is the sectarian nature of the existing school. The applicant states a commitment to remove the secular elements from the school so that it could operate as a public institution. However, inasmuch as Escuela de Guadalupe has derived much of its leadership and financial support from one religious faith, we believe it would be extremely difficult to eliminate completely those influences from the public charter school. As examples of this influence we note that the Archdiocese owns the facility that would house the school and that even the name of the proposed new school has religious overtones.

A final concern arises from the applicant's plan to operate the school for its initial year in the facility at 3401 Pecos and then to move to another facility yet to be determined. The applicant indicates that such a move will be required for the school to grow its enrollment sufficiently for it to be financially viable. Further, the applicant concedes that, after next year, it would need a facility with nominal rent, such as a vacant DPS building, to continue in operation. We believe such an arrangement would ill serve those students who enroll next year and then be required to go to another location the following year. Further, it could leave the students with no school if an appropriate facility were not timely found.

As a result of these concerns,

District SIAC recommends that the application for a charter by the Guadalupe School be denied.

Although this is the consensus recommendation of the subcommittee, some members of the subcommittee find elements of this application so compelling that they would urge the District and the applicant to explore the possibility of Escuela de Guadalupe becoming a "contract school" of DPS.

Denver Venture School

This applicant proposes to establish a high school in the central Denver area. Beginning in the fall of 2008, 120 ninth graders would be admitted each year such that after 4 years, with expected attrition, there would be approximately 450 students in grades 9-12. The school would be based on an expeditionary learning model with particular emphasis on business skills. Each class would be divided into 4 "crews" of 30 students each that would work cooperatively on projects throughout the school year. Many of the expeditionary learning projects would be in a business setting, there would be extensive involvement with Junior Achievement, and juniors and seniors would be expected to design and create an operating business. At present, the applicant does not have a confirmed site for the school, but would be interested in using an available DPS building.

Discussion and Recommendation

This application reflects a truly innovative plan for a high school. The expeditionary learning model is well-established both in the District (e.g., Odyssey and RMSEL) and has proved to be generally successful as a means of fostering student achievement. The addition of the extensive focus on business in the students' projects and the integration of Junior Achievement into the curriculum plus the requirement that juniors and seniors design and implement a business plan make this school unique. The proposal has already garnered business involvement and support, and if the school could obtain an appropriate facility in central Denver it could potentially secure outstanding partnerships and support from the business community. In addition the application is presented by persons who have a very successful background in establishing successful charter schools.

These elements of the application argue in favor of granting this application. But there are concerns that need to be addressed for an expeditionary model to be successful at the high school level. Among these is the fact that many courses, particularly in mathematics and the sciences, are cumulative in nature and do not lend themselves well to being studied solely on a project-by-project basis. There is also the issue of whether in expeditionary learning the depth achieved in a narrow part of a subject comes at the expense of a breadth that is necessary for post-secondary study. Further, successful instruction in an expeditionary model is particularly dependent upon the commitment, training, and ability of the teacher.

Upon discussing these issues with the applicant's representatives, we found them to be well aware of these matters and to be committed to addressing them. Indeed, they assured us that math instruction would follow a traditional course with standard textbooks and that there would be assessments to assure that the students gain the requisite breadth of knowledge across the curriculum. They also have a person with substantial experience in expeditionary schools to assist in training and assisting the school's teachers.

The subcommittee's remaining concerns focused on the location and adequacy of the school's facility. Committee members are particularly concerned that the facility have science labs and similar amenities necessary for a full secondary program. The applicant has identified a building at 1530 W. 13th ave. that it believes with some renovation could serve as a site for the school. In addition, the applicant is interested in the possibility of using a DPS building, such as Del Pueblo or the likely soon to be vacant Wyman as a site. Thus, this issue is one that remains to be resolved.

To support this innovative concept requires a leap of faith. Nevertheless, the subcommittee believes that, given its strong leadership and support from the business community, the school, if it can find an appropriate facility, could prove to be a valued addition to the secondary schools in Denver. Accordingly,

On the condition that the applicant is able to secure an appropriate facility for a secondary school, District SIAC recommends that the application of the Denver Venture School be granted.

Additional Issues

The above recommendations fulfill District SIAC's specific charge as to charter school applications, but we believe there are other issues that need to be noted.

The impending closure of 8 traditional DPS school buildings is creating new issues in the formation of charters. Two of the charter school applicants have voiced an interest in obtaining a vacant DPS building for use by their proposed school and this is likely to become even more common in the future.

If these buildings were to be reopened as charter schools it could have a significant impact on the District. The 8 schools that are to be closed have a cumulative Adjusted Program Capacity of 3299 students and the already closed schools of Gove and Rosedale have an additional capacity of 1027 students. Hence, under the most extreme scenario in which all of these buildings were reopened as charter schools and enrolled to capacity with students who otherwise would be attending traditional DPS schools, then there would need to be a reallocation of general fund resources totaling over \$30 million per year to these schools.

Obviously, in the short term this extreme change has a vanishingly small probability, nevertheless it does serve to illustrate some of the issues that will arise soon after the proposed closures. We note that the Administration is proposing to engage the public in developing a process concerning the use or disposition of the closed buildings. We commend that commitment and strongly urge that it be given highest priority so that it is in place before next year's applications for charter schools become due.

The remaining issue of which we think the Board should be aware concerns the relationship between charter schools and the DPS Retirement System (DPSRS).

Presently, consonant with the requirements of the Charter School Act, every charter school, except two, has its employees join the DPSRS and it budgets contributions to the pension fund at the same level as does the District, i.e., 25.15% of the employee's salary. Just as this is a burdensome expense to the District it similarly strains the budgets of the charter schools.

One of the schools that does not follow this process has created an employee management company. That company is the legal employer of all members of the school's staff and those employees are leased to perform their duties at the school facility. Because of this arrangement, these employees are not members of DPSRS and instead are provided pension benefits by other means. The other school outside of DPSRS uses a similar concept.

In the future we believe that other charter schools will seek to establish this type of system for pension benefits. Accordingly, we urge the Board to investigate the financial and other implications of a loss of charter school employees from DPSRS.