

MINUTES OF THE REGULAR MEETING (05-25) 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, OCTOBER 20, 2005

**I. Call to Order – 5:00 p.m.**

A. Pledge of Allegiance

B. Roll Call

President Lester R. Woodward called the meeting to order at 5:10 p.m. The following Board of Education members were present: Ms. Elaine Gantz Berman, Rev. Lucia Guzman, Mr. Bruce Hoyt, Mrs. Michelle Moss, Mr. Kevin Patterson, Ms. Theresa Peña, and Mr. Lester Woodward.

C. Student Board of Education Swearing-In Ceremony

Michelle Moss introduced Karen Higel and Troy Gardner, staff representatives for the Student Board of Education. County Court Judge Andre Rudolph swore in the following members of the Student Board of Education: Josh Mangiagli and Bailey Connor, East High School; Hannah Picasso-Hobin, Denver School of the Arts; Sara Joyce and Nguyen Nguyen, John F. Kennedy High School; Zerina Flores and Santiago Garcia, Manual High School; Ian Ruskey, P.S. 1; Mary Davidson, South High School; Frances Aman and Tim Mapoles, Thomas Jefferson High School; and Aleshia Jaramillo, West High School.

**II. Board Member Reports**

Mr. Patterson welcomed the following members of the Future Black Women Leaders of Colorado: Founder, former Senator Gloria Tanner; former Board of Education member Dr. Sharon Bailey; Jennie McQueary; and Joann Burrow.

A. District School Improvement and Accountability Council (DSIAC) Committee Recommendations after Review of the Charter School Applications

Toni Knight, member of DSIAC's Charter School Subcommittee, presented the report. She introduced members of the subcommittee: Marilyn Sampson, Jess Sutherland, John Schultz, Marsha Gonzales, Pam Bisceglia, Leo Smith, and Patti Pike.

In response to Ms. Peña's question regarding charter school funding cost, Mr. Smith said that students new to the district are basically a pass-through; there

is no significant cost. If a student from a traditional district school attends a charter school, there is approximately a 60 percent marginal cost. To educate a student in a traditional district school does not take the full Per Pupil Revenue (PPR) because a structure is already in place,

In response to Rev. Guzman's question regarding the sheltered immersion program which the West Denver Prep Charter School proposes to use, Ms. Knight replied that the committee had not discussed that program.

Ms. Gantz Berman noted that the Board will meet on October 28, 2005, to discuss staff recommendations.

### **III. Superintendent's Report**

Mr. Bennet formally welcomed Jamie Aquino, the new Chief Academic Officer.

### **IV. Consent Agenda**

Assistant Secretary Jacquie Lucero read the Consent Agenda items by number and sequence. Mr. Hoyt moved approval of the Consent Agenda. Mr. Patterson seconded the motion. The motion passed unanimously and the following items were approved.

#### **A. Board of Education**

1. Minutes of the Regular Board of Education Meeting of September 15, 2005; September 29, 2005; October 6, 2005; October 12, 2005 – Copies are appended to the minutes of this meeting as Appendix 05-25, IV-A-1a, IV-A-1b, IV-A-1c, and IV-A-1d.
2. Gift Report – A copy is appended to the minutes of this meeting as Appendix 05-25, IV-A-2.
3. Finance and Audit Committee
  - a. Motion to Approve the Renewal of the Volume Licensing/School Subscription Agreement with Microsoft Corporation - A copy of this motion, to allow the district to continue to install and run Microsoft Software on 17,032 computers, is appended to the minutes of this meeting as Appendix 05-25, IV-A-3a.
  - b. Motion to Approve the Award of Price Agreement #PA 060048 to Flesher Hinton Music Company - A copy of this motion, to provide schools with a local source from which musical instruments, accessories, and supplies can be purchased, is appended to the minutes of this meeting as Appendix 05-25, IV-A-3b.

- c. Motion to Approve the Award of Invitation to Bid #1073 to Netbuilders and Technology Integration Group - A copy of this motion, to approve the stated bid which was done to solicit responses from qualified vendors to establish contracts from which schools and departments can obtain computer and printer maintenance and repair, is appended to the minutes of this meeting as Appendix 05-25, IV-A-3c.
- d. Motion to Approve Award of Request for Proposal #BD 1093 to LMC Solutions - A copy of this motion, to approve the stated award of proposal which was done to solicit responses from qualified vendors to establish a contract from which Educational Resource Services and the Bond Program can purchase library furniture, is appended to the minutes of this meeting as Appendix 05-25, IV-A-3d.
- e. Motion to Approve Award of Request for Proposal #BD 1094 to API Systems Group - A copy of this motion, to approve the stated award of proposal which was done to solicit responses from qualified vendors to establish a contract from which Facility Management can purchase fire alarm system testing and inspection services, is appended to the minutes of this meeting as Appendix 05-25, IV-A-3e.

B. Administrative Services

1. Human Resources

- a. Motion to Approve the Personnel Transaction Report – A copy of this report is appended to the minutes of this meeting as Appendix 05-25, IV-B-1a.
- b. Motion to Approve New 2005 Comprehensive Performance Evaluation Form  
A copy of this motion, which will be used to evaluate the performance of teachers and student service professionals, is appended to the minutes of this meeting as Appendix 05-25, IV-B-1b.

2. Facility Management

- a. Motion to Approve Agreement between Denver Public Schools and East West Partners - A copy of this motion, concerning their school site obligations in downtown Denver, is appended to the minutes of this meeting as Appendix 05-25, IV-B-2a.

C. Educational Services

No items

## D. Policy Review

### 1. Repeal/Reenact Policy

- a. Policy BEDA, Notification of Board Meetings – A copy of this policy, to repeal and reenact Policy BEDA to implement the new Board of Education meeting schedule, and repeal its Bylaws, and Policies BEDC, Quorum; BEDF, Voting Method; and BEDG, Minutes (because the topics will be covered in new Policy BEDA), is appended to the minutes of this meeting as Appendix 05-25, IV-D-1a.
- b. Policy BGA, Policy Development System – The Board currently has six policies that deal with policy adoption, waiver, revision, suspension, regulations, and feedback. Staff is proposing to cover all of these topics in Reenacted Policy BGA, in a more simplified manner. A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-1b.

### 2. Repeal of Policy

- a. Board of Education Bylaws – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2a.
- b. Policy BEDC, Quorum – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2b.
- c. Policy BEDF, Voting Method – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2c.
- d. Policy BEDG, Minutes – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2d.
- e. Policy BGB, Policy Adoption – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2e.
- f. Policy BGB-R, Policy Adoption (Waiver Requests) – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2f.
- g. Policy BGC, Policy Revision and Review – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2g.
- h. Policy BGD (CHB), Board Review of Regulations (and Administrative Procedures) – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2h.
- i. Policy BGE, Policy Communications/Feedback – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2i.

- j. Policy BGF, Suspension/Repeal of Policy – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2j.
  - k. Policy CHB (BGD), Board Review of Regulations (and Administrative Procedures) – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2k.
  - l. Policy BF, School Board Work Sessions and Retreats – A copy of this policy is appended to the minutes of this meeting as Appendix 05-25, IV-D-2l.
3. Revision of Policy
- a. Policy DJA, Purchasing Authority – A copy of this policy, revisions that will permit the Superintendent to designate his authority to sign contracts on behalf of the Board, is appended to the minutes of this meeting as Appendix 05-25, IV-D-3a..

## **V. Old Business**

There was none.

## **VI. New Business**

### **A. Educational Services**

- 1. Proposal to Change the Grade Configurations of Westerly Creek and Stapleton II  
A copy of this proposal, to change the planned configuration of Westerly Creek from ECE-5 to ECE-3 and Stapleton II from ECE-8 to Grade 4-8, is appended to the minutes of this meeting as Appendix 05-25, VI-A-1.

### **B. Student Services**

- 1. Expelled Students Report - A copy of this report is appended to the minutes of this meeting as Appendix 05-25, VI-B-1.

### **C. Policy Review**

#### **1. New Policy**

- a. Policy BBAA, Board Authority and Protocols for Customer Service - A copy of this policy, to formalize the Board's process for customer service, is appended to the minutes of this meeting as Appendix 05-25, VI-C-1a.

## **NEW BUSINESS**

Nan Baumbusch, Special Assistant to the Superintendent, presented the report on the proposal to change the grade configurations of Westerly Creek Elementary School and Stapleton II School. She said that this proposal will be presented to the Board for action at their November 17, 2005, meeting.

### **VII. Adjournment**

Mr. Woodward adjourned the Regular Meeting at 5:55 p.m.

## **PUBLIC COMMENT SESSION – 6:00 P.M.**

### **Food in School**

Kelsey Eckerman, PTA President at University Park Elementary School, said that last year a group of University Park parents implemented the new district guidelines on nutrition. They have made progress in the use of non-food incentives in the classroom. They have provided parents with the recommended snack list and encouraged room parents to plan parties around activities and healthy snacks. They feel that good nutrition is one of the most fundamental aspects of creating a learning environment for every child.

Rainey Wilstrom, parent, commended the Commission on Nutrition and Physical Activity Report for the work they did on the subject of school nutrition. They would like the district to further clarify what types of food can be brought into elementary schools by parents for snacks, by teachers for rewards, and by community members for numerous holidays, birthdays, and celebrations. The district does not offer a policy or nutritional guidelines. Despite the list that they have provided for their school, inappropriate foods still arrive. The Commission has done excellent work, but they need to provide further clarification.

Maria Howard, parent, said she is concerned that her children continue to get candy as reward from teachers and other parents. She feels children are getting the wrong message. Rewards can be stickers or books. She asks that the district set standards regarding the kind of food elementary children can be given as rewards and incentives.

Ms. Gantz Berman thanked them for taking the time to come and speak about this issue. She said the Commission had discussed whether it would be appropriate to restrict what parents and teachers could bring to school. The Commission felt it would be very difficult to regulate such items. They compromised by publishing guidelines, which are available on the internet. She encouraged them to work with their school to try to educate other parents.

### **Global Village Academy Charter School**

Erin Jones, parent, said she lives in the Rosedale neighborhood and is excited about the prospect of a charter school occupying the former site of Rosedale school. She has looked into the International Baccalaureate (IB) Program and believes that it offers many benefits to students.

Information she has gathered about Global Village Academy indicates that they will offer IB along with 50 percent course work taught in a second language. Learning a second language has many advantages for children as they grow. She feels their program has a perfect combination and she would definitely enroll her children.

Dr. Carol Loadman-Copeland said she is a parent in the coalition that is the core group that helped put together the proposal for the Global Village Academy. Everyone she has talked to in the Rosedale community has been supportive and enthusiastic about using the Rosedale building for the charter school. They have 38 children whose parents have signed intent-to-enroll forms and 139 letters of community support from the Rosedale community, which they gathered in the past two weeks. That brings the total number of students with intent-to-enroll forms to 321, and the total number of support letters for the school to 242, for a grand total of 900-plus people who are waiting for the opening of the school.

Bob Davis, organizing parent, said that Global Village Academy will offer International Baccalaureate and dual-language programs. Both of these program have succeeded in a dramatic way in the district. They are also adding Farsi as a third language in the school. Research has been very definitive that language acquisition skills are best dealt with early in school.

Lynn Davis, organizing parent in the Mandarin program, said they had recently received eight letters of support from Portland, Oregon. She read excerpts from the letters regarding government support of Mandarin, Arabic, Korean, and Russian as defense languages. If enough citizens speak these languages, there is a better chance of competing economically and socially in the world.

Cynthia Ramirez said she is a Hispanic parent that does not speak Spanish. She has enrolled her children in Spanish-language classes because she wants her children to be able to speak Spanish fluently. She asked the Board to approve the Global Village Academy Charter School

### DAEOP

Mona Romero, President of the Denver Association of Educational Office Professionals (DAEOP), said that they are at an impasse in negotiations with the district for the 2005-2007 school years. The district continues to propose a three-day cut in their work year, which significantly affects Association members' salaries. They would be losing between fifty to one-hundred fifty dollars per month. A beginning secretary makes \$1,566 per month and grosses \$18,800 per year. Association members need to be treated with the monetary respect they deserve. They are hard working, valuable members of a student's learning environment, and vital members of their school communities.

Brandie Thompson said she has worked for the district for five years as office support for up to 40 to 60 employees, including four teams. Aside from the usual job requirements, she provides her teams with medicine and supplies and attends out-of-office meetings without being reimbursed for mileage. There is usually very little consideration for office personnel and now she is being asked to take three-days without pay. She is already asked to pay for parking, she received little to no cost-of-living, and has had an increase in her medical costs. She is single

and depends solely on her paycheck from DPS. She said it is an insult to think that she would be okay with what is being proposed.

Kim Jacobs said she has worked for DPS just over a year. She has a B.A. degree and chooses to work in the schools because she wants to give something back to the community. The point two percent cost-of-living increase offered is ludicrous. They are not asking for more than they have; they are simply asking not to lose what little they do have. She said she is a professional, adult with a degree working for the district at poverty level. There is something wrong with that. A cost-of-living deduction is an insult that sends a clear message of disrespect. Three days is too much to ask of any employee.

Amy Grant said she has worked for the district for fifteen years and has a lot invested in DPS. District goals include attributes for high staff morale and people committed to the district. Clerical personnel are committed and qualified but the district keeps sending them a financial message that they do not matter, especially with the three-day cut. They have been bargaining with the district since June. The Memorandum of Understanding that resulted was voted down by their membership, which has never before happened. It is under these unusual circumstances that both the district and the Association have agreed to mediation. They look forward to reaching a settlement.

#### Reconfiguration of New Elementary School in Stapleton

Damita Holland, Westerly Creek Elementary School parent, said she is a supporter of the proposal to reconfigure Westerly Creek and Stapleton II schools, except for how the actual split occurs. The original proposal called for Westerly Creek to be ECE through third grade, with the grade configuration at the new school four through eight. She actually would prefer to focus Westerly Creek as an ECE center, with the grade configuration being ECE through first grade. Westerly Creek could create a great global curriculum for early childhood education and then transition students to the new school at second grade. By doing so, the population at the new school will increase.

Audrey Douthit, Co-Chair of Westerly Creek Collaborative School Committee (CSC), read the following statement from the CSC: “The Westerly Creek Collaborative School Committee supports the unified campus proposal with the reconfiguration of our school to ECE through third and the new school fourth through eighth. The Westerly Creek parents and staff believe that it is a creative solution. The desire has been expressed by the Stapleton community to have schools that collaborate for the best interests of their students. They appreciate the willingness of DPS staff and the Board of Education to work with them to meet the needs of their community. We are looking forward to working in collaboration on the next step, especially regarding educational programs that can be wrapped around the district’s core curriculum.”

Melissa Darzens, PTA Vice President of Westerly Creek Elementary School, said that the PTA membership passed a resolution in September supporting the campus model between Westerly Creek and Stapleton II schools.

Jeremy Baer-Simon, CSC parent, said he is unhappy with the fact that Westerly Creek parents are forced to change their ECE-five into a primary center that will be linked to another school that is blocks away. He is not at all comfortable having to send his fourth grade daughter to school with seventh and eighth-graders, preteens plagued by puberty and often unpleasant personality changes brought about by hormones. Another problem is that Stapleton is on the other side of the neighborhood, the south end, which is Montview Boulevard, a very busy street. He feels it would benefit everyone if the Odyssey Charter School would consider moving out of Westerly Creek to free up space.

### Odyssey Charter School Sharing Space with Westerly Creek

Bryan Webster, from the Stapleton Foundation and Chairman of the Odyssey Charter School Board, provided background information on the arrangement with Westerly Creek which began more than five or six years ago. He was involved in the construction advisory committee that helped design the building, which was designed specifically for Odyssey. Odyssey paid \$185,000 for special considerations in the building. This configuration is the only one in the country and it has been incredibly successful. He presented a letter from the Odyssey Board of Directors. It is appended to the minutes of this meeting as Appendix 05 -25, VIII-1.

Nelson Chase, Executive Director of The Odyssey School, reaffirmed that Odyssey's move to Westerly Creek was the result of much planning and organization. They were involved in the design and planning of the Westerly Creek building from the beginning. They raised and paid over \$185,000 to design the school to their specifications. Classrooms are bigger, breakout rooms were installed for their multi-age classrooms, and a climbing wall was installed in the common space. This unique opportunity, to share a facility with a neighborhood school, has worked out very well; they have a very strong relationship. They have worked in a collaborative and cooperative way to make it work and it has been a success.

### Sweat-Free Purchasing Policy

Josh Schechterle, a member of the Ethical Trade Action Group (ETAG) and a teacher at Abraham Lincoln High School, said that the Ethical Trade group has come to discuss an important issue on how tax dollars are being spent. In countries throughout the world, manufacturers use sweat-shop labor to cut costs and increase profits. Workers, mostly young girls and women, are paid extremely low wages for long hours under unsafe and often abusive conditions. Public institutions like the Denver Public Schools spend millions of taxpayers dollars every year. They are proposing that DPS adopt a Sweat-Free Purchasing Policy to begin to put an end to these egregious labor and human rights violations. Information on this issue is appended to the minutes of this meeting as Appendix 05-25, VIII-2.

Julie Gonzales, a member of the Ethical Trade Action Group, said they are a unique coalition which includes community-based organizations, labor unions, businesses, and non-profits. ETAG is committed to informing and engaging Denver citizens, activists, teachers, students, and others around issues surrounding sweat-shop labor abuses. Their proposal to adopt a sweat-free purchasing policy is not only feasible, it is actually very advantageous for the Denver Public Schools.

Leslie Moody, President of the Denver Labor Federation and parent of a DPS student, said that it is increasingly easy for clothing manufacturers to move jobs outside the country. ETAG is proposing that local public institutions take a stand on this issue, following in the footsteps of over 70 U.S. public institutions, by adopting sweat-free purchasing policies. Public schools, universities, cities, and states, represent an enormous portion of public spending on apparel. Our money should be spent in a way that protects workers' dignity, while increasing self-sufficiency.

Mu Son Chi, member of ETAG, said that a sweat-free policy in DPS would include: Paying a livable or non-poverty wage; allowing unionization of workers; disclosure of all factory locations; independent monitoring; and a process for enforcement and remediation. Adopting sweat-free policies with these provisions will have a positive effect for workers here in the U.S. and throughout the world. This relatively small policy change would actually have a huge effect on workers' rights.

Rev. Guzman said she appreciated receiving information on their proposal. She was most interested in the fact that the Los Angeles Unified School District has adopted this sweat-free policy. This is a big issue. If the district decides to work on this, they will need a lot of time and information since they will be dealing with the budget and sometimes it is very difficult for us to make ends meet. She said she would be willing to discuss this with the Board to see if they want to move forward with it.

Mr. Schechterle said that they are not proposing to boycott anybody because, in effect, that really hurts the people they are trying to help. They are instead asking that pressure be put on them to improve things, under the threat that they will pull their money. With kind of purchasing power a big institution like DPS has, that would have an effect.

#### CP of Colorado Charter School

Yvette Plummer, parent, said that when her son was diagnosed with a disability, he attended Creative Options at the age of two. He is four now and to look at him you would not know that he has a disability. Creative Options understands the child, the whole child. She urged the Board to reexamine the information sent to them because it would be a crime if this charter school was not in existence.

Madonna Shafer, parent, said she is excited that CP of Colorado has applied for a charter. She has had personal experience with them and they have made a huge difference in her children's lives. CP of Colorado has an incredible reputation, a real level of trust, and an excellent track record with children from all walks of life. They have the background, the expertise, not only for disadvantaged and disabled children, but for all children.

Wendie Edwards, representing the parent group of CP of Colorado, said that it appears that the District School and Accountability Council (DSIAC) did not understand their application. Currently, 75 percent of the children that Creative Options serves in six centers throughout the metro area are typical children. Twenty to twenty-five have been identified with a special need. Seventy-five percent of their teachers have Bachelor Degrees and 25 percent have Associate Degrees. Their parental involvement has always been their greatest strength; their curriculum is

parent-driven. They recruit parents from all levels of socio-economic backgrounds and have been very successful in maintaining a ratio of 75 to 80 inclusive classrooms. They feel they have achieved well above their competitors. If the Board would come and visit their sites and ask questions, they would be convinced that they really have a school that is going to be one of the best in Colorado.

Mr. Woodward adjourned the Public Comment Session at 7:16 p.m.

Michelle Moss, Secretary  
Board of Education