I. Call to Order - 5:00 p.m.

A. Pledge of Allegiance

B. Roll Call

President Elaine Gantz Berman called the meeting to order at 5:15 p.m. The following Board of Education members were present: Ms. Elaine Gantz Berman, Mrs. Susan G. Edwards, Rev. Lucia Guzman, Mrs. Michelle Moss, Mr. Kevin Patterson, and Mr. Lester Woodward. Mr. James Mejía was absent and excused.

C. Recognitions

There were none.

D. Approve Agenda

Mrs. Edwards moved that the Board of Education approve the agenda for this meeting. Mr. Patterson seconded the motion. A roll call vote was recorded as follows: voting "aye," Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mrs. Moss, Mr. Patterson, and Mr. Woodward. Mr. Mejía was absent and excused. The motion was declared duly carried.

II. Board Member Reports

There were none.

III. Superintendent's Reports

Superintendent Jerry Wartgow explained that New Teacher Orientation sessions were currently being conducted under a new format, the New Teacher Institute. He said that he had attended some of the sessions, as well as sessions for new principals, and that everyone he spoke with was enthusiastic and ready to work hard during the coming school year. The district, he said, has approximately 450 new teachers and that hard work and diligence on the part of personnel in the Human Resources Department has resulted in the district being in good shape in the area of staffing.

In the area of construction, he said that the Department of Facility Management reported that all schools undergoing renovations would open as scheduled, although some projects
were still in process. He assured the Board that none of the ongoing construction projects would endanger students.

Dr. Wartgow announced that the second annual gathering to strengthen the relationship between district teachers and administrators, cosponsored by the district and the Denver Classroom Teachers Association (DCTA), would be held the following Thursday at the Denver Zoo. This event, he said, would be made possible through the generous support of the Denver Public Schools Foundation, the Denver Public Schools Credit Union, and the Rose Foundation. He said that the celebration was very successful the previous year and that a large turnout was expected this year.

He asked Joseph Sandoval, Northwest Area Superintendent, and David Debus, Northwest Area Assistant Superintendent, to introduce a new principal in the Northwest Quadrant. Mr. Sandoval introduced Michael Gaither, who as been appointed as the new principal at Cowell Elementary School. He explained that Mr. Gaither is new to the district, hailing from Wichita Falls, Texas, where he had the distinction of serving as principal of two schools.

Mr. Gaither said that he is pleased to have been appointed as a new principal in the Denver Public Schools. He said that he is anxious to serve children in northwest Denver and is impressed by the innovations he has found in the district, such as the Literacy Plan, the New Teacher Institute, and in-service opportunities for new principals. He thanked the Board and district administrators for providing him with a wonderful opportunity and that he looks forward to a great school year.

Carla Santorno, Northeast Area Superintendent, stated that three new principals had been appointed to schools in her quadrant. Jai Palmer, she said, was chosen to serve as Interim Principal at Whittier Elementary School.

Mr. Palmer said that he hoped to bring three elements to his service at Whittier: (1) Staff and administration will work together as a team. (2) All work at his school would be geared toward serving the best interest of Whittier's students. (3) Hard work on the part of the Whittier team. He expressed confidence that those three elements would raise achievement levels for Whittier students and that the district's Literacy Plan would be successfully implemented. He explained that he is a Denver native and has taught at University Park and Smith Elementary Schools, as well as Gove Middle School; and that appointment as principal of a Denver school has been a longstanding career goal for him.

Ms. Santorno introduced Chuck Babb, recently appointed Interim Principal at Philips Elementary School. Mr. Babb said that he is very pleased to accept the appointment, that he has already spoken with the school's Collaborative Decision Making (CDM) team and parents, and that he has pledged to them to do his best to make a positive impact at Philips. His primary focus and goal, he said, is increasing student achievement, and that with the district's strategies implemented as intended, he was confident that the Philips staff and administration would make a difference in the lives of the students attending the school.
Ms. Santorno then introduced Katherine Salaz, who has been named principal at Gilpin Elementary School. Ms. Salaz greeted the Board in both Spanish and English and said that she looks forward to serving the diverse student population attending Gilpin. She said that for the coming year, Gilpin would have a staff and faculty that is new to the school and that they are committed to providing the best educational opportunities for their students, and for helping them learn to be enthusiastic about education and to take responsibility for their own behavior, education, and attitudes. She urged the Board to visit Gilpin and take part in the educational experiences occurring there.

Ms. Santorno introduced Beth Celva, former Executive Director of the Department of Assessment and Testing, who has been appointed Interim Principal at East High School. Ms. Celva said that she is excited about the chance to serve as East's principal and that she has been pleased to be able to take part in the registration process at the school, meeting many students and parents in the community. Over the past several weeks, she said, teachers have come in to prepare for the beginning of school and that they have expressed a great deal of enthusiasm and optimism for the coming year. She said that she is especially excited about the Reading/Writing Studio Course and that she planned to meet the teacher conducting it the following day. She thanked the Board for providing her with a great opportunity as she advances her career with the Denver Public Schools.

Dr. Wartgow said that he has had the pleasure of meeting and introducing new principals to the district at most of the Board of Education meetings at the end of the 2001-2002 school year and that more principals would likely be introduced at the meeting the following week. He said that he was certain that Board members would agree that the new principals are high quality and energetic educators, and that he was enthused to hear about their new ideas and commitment to hard work and success for their schools.

He stated that he also wished to introduce a project that has been in process in the district since last spring. This project, he said, is a cooperative effort between the Denver Police Department and the Denver Public Schools, and consists of two parts. He explained that the first part, Parent/Community Watch, had been very successfully piloted at Barnum Elementary School during the previous school year and is designed to bring schools, parents, and the community together to protect Denver's children from those who would prey upon them. Working cooperatively with the police department and the community, he said, a safe environment could be provided for children, allowing them to pursue their education free from worry and fear. He said that parents, school staff, and the community are being strongly encouraged to become involved in the program with the goal of sustaining this effort for years to come. The program, he said, entails parent volunteers, trained by the Denver Police Department, to patrol school grounds with cell phones and walkie-talkies, to act as the eyes and ears for children, to be on the lookout for suspicious people or events in the areas surrounding schools. He said that the program would also serve to prevent bullying among children and advance the district's support of character education as children see adult volunteers giving their time to keep them safe. These parents, he said, will monitor the safety of children before, during, and after school; and he thanked those participating for their support, as well as the Denver
Police Department and the district's Department of Safety and Security for their invaluable assistance.

Dr. Wartgow said that a companion piece to that effort is a program entitled Walk This Way, which is a project to identify traffic, road, and safety issues as a further effort to keep children safe as they go to and from school. He said that many parents with whom he has spoke have expressed concern about their children facing menace because of dangers from traffic and that this project was developed to address those concerns. This program, he said, will provide students with advice about walking to school and will also include a hotline to the Denver Police Department for parents and others to report areas where there are potential dangers or drivers who speed through school zones.

He said that he is grateful for the district's partnership with the Denver Police Department in these concentrated efforts to provide for the safety of children in the district. He expressed confidence that the two programs, in tandem, would help create a safe environment for children not only while they are in school, but as they go to and from school as well.

Ms. Gantz Berman thanked the Superintendent for his comprehensive report and said that she was certain that the Denver community would be appreciative of the increased efforts to keep their children safe from harm.

IV. Consent Agenda

Assistant Secretary Jacquie Lucero read the agenda items by number and sequence in accordance with consent agenda procedures. Members of the Board of Education did not request any items be held for discussion.

Rev. Guzman moved that the agenda be approved under the consent agenda process and Mr. Patterson seconded the motion. A roll call vote was recorded as follows: voting "aye," Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mrs. Moss, Mr. Patterson, and Mr. Woodward. Mr. Mejia was absent and excused. The motion was declared duly carried.

The following items were approved under the consent agenda process:

A. Administrative Services

1. Facility Management

   a. Final Settlements - It was recommended that the Board of Education approve the Final Settlements for Contracted Services. A copy of this report is appended to the official minutes of this meeting as Appendix 02-13, IV-A-1a.

   b. Construction Contract for the Munroe Elementary School Playground and Learning Landscape Project - It was recommended that the Board of
Education approve the construction contract for the Munroe Elementary School Playground and Learning Landscape Project and that the firm of Colorado Designscapes, Inc. be approved for the project. A copy of the motion is appended to the official minutes of this meeting as Appendix 02-13, IV-A-1b.

c. **Agreement for a Berm at All-City Stadium** - It was recommended that the Board of Education approve an agreement with Southeast Corridor Constructors, allowing a berm to be placed on district property at All-City Stadium and authorize officers of the Board and staff to negotiate and execute this agreement. A copy of the motion is appended to the official minutes of this meeting as Appendix 02-13, IV-A-1c.

2. **Administrative Services**

   a. **Personnel Transaction Report** - It was recommended that the Board of Education approve the Personnel Transaction Report. A copy of this report is appended to the official minutes of this meeting as Appendix 02-13, IV-A-2a.

   b. **Motion - To Approve a Memorandum of Understanding Between the Association of Food Services Employees and Denver Public Schools, Including Salary Adjustments to be Effective September 1, 2002** - It was recommended that the Board of Education approve a Memorandum of Understanding between the Denver Public Schools Association of Food Services Employees and School District No. 1, and salary adjustments of 1.5 percent (Lunchroom Managers), 4.5 percent (Hourly Workers and Substitutes), and 5 percent (Hourly Managers), to be effective September 1, 2002. A copy of the motion is appended to the official minutes of this meeting as Appendix 02-13, IV-A-2b.

V. **Old Business**

There was none.

VI. **New Business**

   A. **Information Only**

      1. **Timelines for Considering Charter School Applications** - A report entitled *Timelines for Considering Charter School Applications* was submitted to the Board of Education for information only. A copy of this report is appended to the official minutes of this meeting as Appendix 02-13, VI-A-1.

      Wayne Eckerling, Assistant Superintendent for Research, Planning, and Special Programs, explained that applications for charter schools for the 2003-2004 school year must be submitted to the district no later than October 1, 2002, and
that the Board would take action upon those applications in early December. Beginning next year, he said, the timeline would be moved back so that applications would be submitted in mid-August 2003, followed by a 75-day period during which the Board would consider those applications.

The rationale for the proposed change, he said, is twofold. He explained that, given the fact that there is a Board of Education election every two years, moving the timeline back would allow the Board members in place during the consideration period to be the ones to determine approval or denial of the applications, rather than expecting newly-elected Board members to have sufficient information and time to make such decisions. The second motivation for such a change, he said, is that it would allow newly approved charter schools a longer period to prepare to open for the following school year. He said that he and his staff feel that the change would be a positive one, but that the public would be welcome to provide comments and input prior to the Board taking action on the proposal.

DISCUSSION

In response to a question from Ms. Gantz Berman, Dr. Wartgow explained that a berm is a landscaped hill, and that the purpose of erecting one at All-City Stadium is to create a visually pleasing area that also serves to mitigate noise generated by traffic on Interstate Highway 25, which runs directly behind the stadium.

RECESS AND RECONVENE

Ms. Gantz Berman recessed the meeting at 5:32 p.m. and explained that the Board would reconvene at 7:00 p.m. for the public hearing segment of the meeting.

Ms. Gantz Berman reconvened the meeting at 7:02 p.m.

VII. Public Comment (First Thursday of Each Month)

Tony Kotros, representing Amalgamated Transit Union (ATU) Local 1563, explained that he is a mechanic in the Department of Transportation and an ATU steward. Approximately four months previously, he said, ATU representatives appeared before the Board of Education to raise concerns about problems they had encountered in the Transportation Department. He said that the representatives had been under the assumption that there had been promises made to examine the circumstances and work to rectify inappropriate situations but that, four months later, nothing has changed.

Frank McLaughlin, ATU steward at the Northeast Terminal, read a letter from Bill Moland, President of ATU Local 1562, stating that ATU representatives had appeared at the April 4, 2002, Board of Education meeting asking for an investigation into Department of Transportation practices, and seeking relief for ATU members from intimidation, unfair treatment, and fear tactics by transportation managers. The letter...
further stated that the Board had promised an investigation into the matter and that André Pettigrew, Assistant Superintendent of Human Resources, had made a commitment at that time to bring in a federal mediator to assist in arriving at solutions to the problems brought forth. There was one meeting with a mediator, he said, who suggested anger management classes—an idea rejected by ATU membership because they felt that the problems raised went too deep for such classes to be effective. He said that ATU representatives feel that the action needed to resolve these problems is an investigation into the continuing, blatant violations of the district's contract with the ATU. The commitments made by the Board and district administration in April, he said, have not been met, and meetings with Mr. Pettigrew have not yielded any solutions to the issues raised.

Mr. McLaughlin said that ATU officials have been inundated with a constant barrage of unfair labor practices and petty harassments. Mr. Moland, he said, has submitted requests for arbitration to Mr. Pettigrew in at least eight grievances, dating back to January, and that there are at least four more arbitrations pending, none of which have received attention. He expressed the hope that ATU would not be forced to sue the district to get timely action as provided for in their contract.

Recently, he said, ATU entered into salary negotiations with the district, only to have the district's lead negotiator inform ATU representatives that the two percent salary increase being offered by the district was based on an analysis of last year's market, which was approximately 5.5 percent below this year's market. He explained that last year, the union had agreed to give up one percent of its pay increase to retain intervening time; however, over the summer management denied this contractually guaranteed intervening time to many ATU drivers. He explained the concept of intervening time, stating that if there is a three-piece route—meaning that if a driver does morning, mid-day, and afternoon routes—time would be paid either from the morning through the mid-day route or from the mid-day through the afternoon route. The reason for this stipulation, he said, is to avoid requiring drivers to punch in and punch out three times during a single day, and spending more time going back and forth to the terminal than the driver is actually being paid for.

Mr. McLaughlin said that in June he had informed the Board that drivers running summer routes were required to drive old buses that still had the yellow-painted tops, when new white-topped buses that are considerably cooler were not being used at all. He said that Transportation Department management does not want the newer buses used because it is preferable to add mileage to the older buses. Management, he said, stated that there was only a difference of approximately five degrees in temperature between the yellow- and white-topped buses. He said that he was pleased to be able to confirm that fact as unofficial tests conducted by drivers determined that the temperature inside a yellow-topped bus in the summer was 105 degrees and 100 degrees in a white-topped bus.

Mr. McLaughlin asked the Board when the union could expect intervention and relief from the contract violations perpetrated against ATU membership, and when the Board would demand that district representatives adhere to the ATU contract.
Roy Stock, representing Colorado State High School, said that he had appeared previously before the Board of Education trying to get funding for students of his school and demonstrating a method of empowering parents to fund private schools. At the time he presented his idea, he said, Board members questioned the legality of his idea. He said that he was present at the current meeting to state that the U.S. Supreme Court recently presented a 5-4 ruling that school vouchers are legal, allowing taxpayers to underwrite tuition at private or parochial school if parents retain wide choices of where to send their children to school.

He said that, during his initial presentation, he put forth the idea that parents enroll their children in public schools, which would receive per pupil operating costs, and then disenroll the children to re-enroll at a private school with the district allowing funding to follow the child. With the recent Supreme Court ruling, he stated his intent to seek that funding and requested that Dr. Wartgow meet with him to discuss methods of doing so. He said that he would also like to discuss such issues as Colorado Student Assessment Program (CSAP) tests, accreditation, and other educational issues, which would require more than the three minutes allotted to speakers at the Board's Public Hearing.

Dr. Wartgow replied that he or an appropriate member of staff would be happy to meet with Mr. Stock to address his concerns and to explain the laws regarding administration and interpretation of CSAP tests. He asked Mr. Stock to call his office to arrange an appointment.

Julia Morgan, parent of children who attended Barnum Elementary School during the 2001-2002 school year, said that she had participated on the Parent Volunteer Task force at that school. She said that she feels that Barnum parents were misled regarding the safety of the school, and that she would like to discuss the matter with appropriate district staff.

She said that she is also concerned with the issue of choice under the No Child Left Behind act that was signed into law last year, and that she has contacted the Colorado Board of Education to get clarification on her concerns. However, she said, she wishes to request that the Denver Public Schools Board of Education consider changing policies to educate children in schools rated "low" or "unsatisfactory," especially in schools where the majority of students are English language learners. At this point, she said, in such schools, English-speaking children are not receiving the same level of attention as English language learners and are not getting sufficient opportunities to be challenged or to excel. She said that the issue of transportation must also be discussed because the schools surrounding Barnum are also rated "low" or "unsatisfactory." Each year that low standards are accepted, she said, means that more and more students are not being properly served.

Relevant information is not being transmitted to Barnum parents, Ms. Morgan said, because the school does not have a Parent-Teacher Association (PTA) and most parents are not aware of the existence of Collaborative Decision Making (CDM) groups in the
school. She said that the Barnum principal stated that the school does not have a PTA because Spanish-speaking parents cannot communicate with English-speaking parents. In an effort to rectify the situation and give parents a voice in the school, she explained that she contacted the Denver Nuggets to inquire about funds available because of the Dan Issel incident that might be used to start a PTA with the services of translators. She stated that English-speaking parents at Barnum are at a disadvantage because the vast majority of after-school activities for parents are geared toward Spanish-speaking parents. She also said that her children had been the victims of racial incidents in which they were attacked and called names because they are not Hispanic, and that these incidents are not reported to district authorities properly because her children are white.

Ms. Morgan said that the district often uses poverty as an excuse for poor student achievement but that she feels that the problem is more one of school administrators failing to ensure that students are challenged to learn. She called for more accountability on the part of school administration and for reasonable standards of education.

Clarissa Ulibarri said that her children have attended Barnum over many years and that, in that time, she has encountered many problems with the school. She said that her children have been inappropriately passed from one grade to the next, and that they have been placed in counseling programs for which she did not give permission or authorization. Barnum officials, she said, explained that the children were placed in these programs because they have demonstrated difficulty making friends with other children when, in reality, her children are persecuted and mistreated because of her family's religious affiliation.

She said that another child has bullied one of her children over a period of years and that school officials ignored the situation until the child felt forced to retaliate himself. As a punishment for that retaliation, she said, her child was forced to write an essay about bullying, and that that essay was put on display for other children and visitors to the school to see. In another incident, she said, a Barnum teacher told her son in front of other children that he was too immature to pass into the next grade. She said that she confronted the teacher about the situation and was given an inappropriate response to her questions.

Ms. Ulibarri said that the reports were exaggerated regarding the implementation and effectiveness of the pilot program to promote student safety at Barnum, and that she witnessed incidents of teachers ignoring students in unsafe situations, such as running out into the street without being stopped by someone in authority.

She said that she would like more information on the *No Child Left Behind* act and how she might be able to take advantage of it to transfer her children to another school.

Ms. Gantz Berman volunteered to speak with Ms. Ulibarri following the meeting to provide her with more information and refer her to appropriate district staff.
VIII. **Adjournment**

Ms. Gantz Berman adjourned the meeting at 7:56 p.m.

Susan G. Edwards, Secretary  
Board of Education