MINUTES OF THE REGULAR MEETING (04-06) 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, FEBRUARY 5, 2004

I. Call to Order – 5:00 p.m.

The Kepner Middle School drama club performed for the Board and audience.

A. Pledge of Allegiance

B. Roll Call

President Lester R. Woodward called the meeting to order at 5:07 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. Recognitions

Dr. Wartgow asked Rich Cosgrove, Director of Construction Services, to introduce the 1998 General Obligation Bond Program Project Management Team, a joint venture between J.E. Dunn Construction and Blackinton and Decker. Mr. Cosgrove said the team was being recognized for their expertise, hard work, and leadership in ensuring that the 1998 bond project was a huge success, on-time and within budget, which included an additional new school—Archuleta Elementary School. He introduced representatives of the team Mike Wonsik, Program Director, and Jose Amaya, a Team Leader.

Mr. Patterson introduced Michael Simmons, Community Specialist, to report on the accomplishments of the Black Advisory Education Council (BEAC). Mr. Patterson recognized BEAC members for their contributions and presented a Certificate of Appreciation to Alice Langley, retiring chair, for her dedication and commitment to African-American students in the Denver Public Schools.

Ms. Peña read the Proclamation for National Girls and Women in Sports Day. Ms. Peña and Mr. Hoyt introduced and recognized the academic and athletic accomplishments of the following ten outstanding female athletes: Eliana Chavez, Abraham Lincoln High School; Nova Mary Schneider, East High School; Jaime Latcham, George Washington High School; Marika Johnson, John F. Kennedy High School; Shontell Lewis, Manual High School; Celriece Law Montbello High School; Esmeralda Martinez-Ramos, North High School; Mary Loraine Colecchi, South High School; Lauren Houghton, Thomas Jefferson High School; Cassandra Archuleta, West High School.
Rev. Guzman moved adoption of the Proclamation. Mr. Patterson seconded the motion. The motion passed unanimously. A copy of this Proclamation is appended to the minutes of this meeting as Appendix 04-06, I-C-2.

II. Board Members Reports

There was none

III. Superintendent’s Reports

A. New Teacher Compensation Plan

Dr. Wartgow said that he was very excited about the innovative, creative New Teacher Compensation plan. He said that the district is at the end of a four-year pilot that garnered tremendous support from the philanthropic community, and that it was an tremendous and exemplary example of a partnership between the Board, administration, and DCTA. He said that this project is very high profile nationally, and that he looked forward to the Board and district teachers endorsing this plan.

He asked Brad Jupp, Team Leader of the Pay for Performance Design Team, and Richard Allen, Assistant Superintendent for Budget and Finance, to report on the plan. Mr. Allen stated that the joint task force on teacher compensation has produced a groundbreaking plan for reforming how teacher pay is structured. Mr. Jupp said that this plan is much more than a compensation system it is a way of connecting what teachers do with district goals and with their pay system, and that it is an important advance. He said that the Board received a confidential draft of the Teacher Compensation Plan because the plan is subject to negotiations, and input from the Board and the DCTA Bargaining Committee is needed before a there can be a public presentation of the plan.

Mr. Woodward thanked the design team for their long, hard work for an agreement the Board can support, that this is a big step forward, and it is a truly innovative plan. Mr. Patterson said that whenever he has conversations with Board members from other school districts across the nation they always ask about the teacher compensation plan; he said he is very excited about this plan and thanked everyone for their hard work. Mrs. Moss said that during the process Board members learned significant information about goal-setting, objective-setting and what impact that can have on student achievement

Mr. Cosgrove to introduce the new Program Project Management Team for the 2003 General Obligation Bond, a joint venture of Heery International, Inc., Empire Construction Services, Inc., and AMI Mechanical, Inc. He introduced team members: David Peterson, Area Manager, Heery International; Charles Roberts, President, Empire Construction Services; Bill Roberts, Empire Construction Services and Director of Colorado Black Chamber of Commerce, Director of Denver Water
Board, past General Manager of Public Works; Manual Gonzales, President of AMI Mechanical and immediate past President of Hispanic Contractors of Colorado; and Paula Riley, Vice President of AMI Mechanical.

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 that any items be held for discussion. Ms. Gantz Berman moved adoption of the Consent Agenda. Mr. Hoyt seconded the motion. The motion passed unanimously and the following items were approved:

A. Board of Education


B. Administrative Services

1. Human Resources

   a. Personnel Transaction Report – A copy of this report is appended to the minutes minutes of this meeting as Appendix 04-06, IV-B-1a.

2. Facility Management

   a. Motion to Approve Construction Contract - A copy of this report, to approve the contract for the Centennial Elementary School four-classroom addition and parking lot expansion, is appended to the minutes of this meeting as Appendix 04-06, IV-B-2a.

   b. Motion to Approve General Obligation Bond and Project Management Firm Selection – A copy of this report is appended to the minutes of this meeting as Appendix 04-06, IV-B-2b.

3. Purchasing

   a. Motion to Approve Contract with Qwest Corporation – A copy of this report, to approve a three-year contract with Qwest Corporation to provide high-speed data, voice and video communication lines to the following schools: Abraham Lincoln, East, George Washington, John F. Kennedy, Manual, Montbello, South Thomas Jefferson, and West High Schools, and Martin Luther King Efficacy Academy, is appended to the minutes of this meeting as Appendix 04-06, IV-B-3a.
C. Educational Services

1. **Motion – Sixth Grade at Bradley Elementary School** – A copy of this report, to approve the change from ECE-6 to an ECE-5 school, is appended to the minutes of this meeting as Appendix 04-06, IV-C-1.

D. Administrative Services

1. **Action to Accept the Arbitrator’s Report in the matter of DCTA Grievance #02-39**
   A copy of this action is appended to the minutes of this meeting as Appendix 04-06, IV-D-1.

V. Old Business

There was none.

VI. New Business

The following were presented for information.

A. Educational Services

1. **High School Transportation Report**

   Dr. Wartgow stated that the topic of high school transportation has been discussed for many years, that staff has been working collaboratively with the Regional Transportation District to gather information to modify our transportation system to give us more flexibility with educational programs, and that this topic deserves a thorough discussion over the coming weeks. He expressed his excitement for the potential of a transportation modification that would contribute directly to the three district goals.

   He introduced Wayne Eckerling, Assistant Superintendent of Research, Planning, and Special Programs; Guy Champlin, Executive Director of Transportation and Support Services; and Alan Balczarek, GOB Program Manager, to explain the High School Transportation Report. A copy of this report is appended to minutes of this meeting as Appendix 04-06, VI-A-1.

5. **Bryant-Webster K-8 Proposal**

   Dr. Wartgow asked Wayne Eckerling to present the proposed conversion of Bryant-Webster Elementary School to a K-8 school. Dr. Eckerling introduced Joe Sandoval, Northwest Area Superintendent, and Patricia Salazar, Principal of Bryant-Webster Elementary School, to explain the proposal. A copy of this report is appended to minutes of this meeting as Appendix 04-06, VI-A-5.
Rev. Guzman stated that she supported Bryant-Webster’s proposal.

3. Relocation of the Polaris Program at Crofton Elementary School – A copy of the staff recommendation is appended to the minutes of this meeting as Appendix 04-06, VI-A-3.

The Board recessed at approximately 6:50 p.m. for dinner and further Work Session. The Board reconvened at approximately 7:10 p.m.

**VII. Public Comment (First Thursday of Each Month)**

Bryant-Webster Elementary School Proposal – Renee Martinez-Stone, Terri Davalos, Carmen and Michael Ellsworth spoke in favor of the proposal. Mr./Mrs. Ellsworth wanted the option of dual language without the Montessori model that is practiced at Sandoval Elementary School.

Northwest Denver School Reform – Maureen Welch spoke on behalf of the Northwest Coalition for Parents. The Coalition is supportive of more options in the northwest but voiced some concerns about the community’s ability to support another dual language school because of the difficulty of attracting Spanish-speaking students.

Dr. Wartgow asked Wayne Eckerling to present information on the staff report: Future of Ebert Elementary School. A copy of this report is appended to the minutes of this meeting as Appendix 04-06, VI-A-2.

Ms. Berman asked several questions concerning the options neighborhood children would have in the event that Ebert is closed.

Mr. Woodward invited audience members who were there to speak on Ebert to comment on the staff proposal. A spokesperson for the group asked and was given a few minutes to organize the various individuals who had signed up to speak.

Presentation on Literacy – Teachers Deb Brennan, Courtney Claussen, and Linda Burke; paraprofessional Barbara Milash; and Jan Box, Principal, from Asbury Elementary School, spoke about their experience and success with their Lead Teacher Program, which is the district’s literacy program. Lead teacher Deb Brennan and kindergarten teacher Linda Burke gave several examples of how the program has helped students and teachers to improve student performance. Dr. Wartgow commended Asbury’s staff for their good work and the success they had achieved in the School Accountability Report.
Ebert Elementary School

Victoria Berge, paraprofessional at Ebert, spoke against the closure of Ebert and urged the Board to consider, instead, creating a “school-within-a-school” design which would permit Ebert to continue and would also provide space for Crofton Elementary School.

Holly McKean, teacher at Ebert, spoke against the staff recommendation and voiced concerns about the process that has been used to develop and discuss the proposal. She submitted a packet of letters written by Ebert intermediate students concerning their experiences at Ebert.

Terris Sisco and Sandra Sells, Ebert parents, spoke against the proposal and said it would have an adverse impact on the students and the neighborhood.

Brooks Ann McKinney, Case Manager of Champa House, spoke about the positive relationship Ebert has had with the single parent clientele of Champa House.

Miquel Quiroz, Spanish-speaking parent, spoke through an interpreter to voice his opposition to the closing of Ebert; he also complained about the process.

An unidentified parent spoke against the plan because of the impact on his family and the neighborhood.

Pearl Donder said she has been a volunteer tutor at Ebert for the last nine years; she asked the Board to consider re-designing the school and to consider such concepts as a downtown school where working parents could bring their children. She supported as an alternative the school-within-a-school concept and using the Crofton-Polaris model with all of the students.

Catherine Hance spoke in opposition to the proposal. She said that she organizes members of her law firm, Davis, Graham, and Stubbs, and other downtown workers to tutor at the school. One of the advantages of the Ebert location is the proximity to downtown, but she is committed to continue regardless of location. If the Board does need to go forward with the closure, she asked the Board to consider keeping the Ebert students in one or two alternative schools rather than splitting them up among three schools.

Diana Pool, from the British Primary School, said that she works with Ebert in a partnership and expressed her support for Ebert.

Martha Hartman spoke in favor of keeping Ebert and Crofton a school-within-a-school model.

At the end of the public testimony concerning Ebert, Rev. Guzman indicated that she would not support the staff recommendation to close Ebert.
Denver Classroom Teachers Association DCTA – Becky Wissink, President of DCTA spoke about contract negotiations. She also urged the Board to consider staff recommendations on Ebert even though it isn’t popular because it would save money. Alternatively, she advised Board members that they should listen to teachers and community concerns about the high school transportation and not just listen to staff.

Mr. Woodward again interrupted the Public Hearing to hear the staff presentation from Assistant Superintendent Wayne Eckerling and Rosanne Fulton, Executive Director of Curriculum and Instruction, on the Art and Music Mill Levy Committee Implementation report. Ms. Fulton introduced Committee Co-Chair Gully Stanford who summarized the committee’s recommendation on using the mill levy money to add art and music teachers to all elementary schools. A copy of this report and staff recommendation is appended to the minutes of this meeting as Appendix 04-06, VI-A-4.

DPS Safety Cadet Program – Michael Castle, from the City and County of Denver, spoke about the program. Information and a brochure is attached to the minutes of this meeting.

Crofton Elementary School – Carmen Atilano, Beth Hawkins, and Michelle Fisher, from Crofton PTO, voiced their support for the Crofton-Polaris Program. They asked for additional room to grow and that their issues be addressed independent of the issue of closing Ebert Elementary School. Parents Jane Zavislon and Susan Homiak joined the comments of other Crofton parents but declined to speak given the lateness of the hour.

Dr. Wartgow distributed a teacher dismissal recommendation to the Board. A copy of his recommendation is appended to the minutes of this meeting.

VIII. Adjournment

Mr. Woodward adjourned the meeting at 9:26 p.m.

Michelle Moss, Secretary
Board of Education