I. Call To Order

A. Pledge of Allegiance

B. Roll Call

President Elaine Gantz Berman called the meeting to order at 5:25 p.m. The following Board of Education members were present: Ms. Elaine Gantz Berman, Mrs. Susan G. Edwards, Rev. Lucia Guzman, Mr. James Mejía, Mrs. Michelle Moss, Mr. Kevin Patterson, and Mr. Lester Woodward.

C. Recognitions

There were no recognitions.

D. Approve Agenda

Mr. Mejía 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, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

IV. Consent Agenda*

Assistant Secretary Jacquie Lucero read the agenda items by section and number. In accordance with consent agenda procedures, Board members requested that the following items be held for discussion:

IV-A-2 Resolution 2797 – Response to Civil Rights Report
IV-A-3 Motion – Cole Middle School Reform Plan

Mr. Patterson moved adoption of the consent agenda and Mr. Woodward seconded the motion.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

* This agenda item was taken out of sequence.
The following items were approved under the consent agenda process:

A. Superintendent’s Office

   1. **Grant Proposal – Office of Elementary and Secondary Education: Improving Literacy Through School Libraries** – It was recommended that the Board of Education approve submission of the grant application entitled *Office of Elementary and Secondary Education: Improving Literacy Through School Libraries*, and that the Superintendent be directed to submit all necessary documents consistent with grant application guidelines and be authorized to make any technical or administrative adjustments that may be necessary. A copy of the grant abstract is appended to the official minutes of this meeting as Appendix 02-12(s), IV-A-1.

B. Administrative Services

   1. **Human Resources**

      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 02-12(s), IV-B-1a.

      b. **Motion – Approving Contracts for Administrators and Managers** – It was recommended that the Board of Education approve contracts for Administrators and Managers, and that the Superintendent be authorized to sign all Administrator and Manager contracts. A copy of this motion is appended to the official minutes of this meeting as Appendix 02-12(s), IV-B-1b.

      c. **Motion – Approving Salary Schedules for Administrators, Manager, and Supervisors** – It was recommended that the Board of Education approve salary increases for Administrators, Managers, and Supervisors, effective September 1, 2002. A copy of this motion is appended to the official minutes of this meeting as Appendix 02-12(s), IV-B-1c.

      d. **Motion – Approving Technology Salary Schedule** – It was recommended that the Board of Education approve a salary adjustment and salary structure adjustment to the Information Technology Salary Schedule and a benefit allowance supplement of $45 per month, effective July 1, 2002. A copy of this motion is appended to the official minutes of this meeting as Appendix 02-12(s), IV-B-1d.
DISCUSSION AGENDA

IV-A-2 Resolution 2797 – Response to Civil Rights Report

Rev. Guzman moved adoption of Resolution 2797 as follows:

Whereas, the Colorado Civil Rights Commission presented to the Board of Education and the Superintendent its report titled “A Research-Based Assessment of the Disparity Between Black and White Students: A Comprehensive Review of Contemporary Literature,” on May 2, 2002; and

Whereas, the Commission Report summarized the findings from its literature review and from interviews and focus groups involving students, parents, teachers, principals, and community members from East High School, Manual Education Complex, Montbello High School, and George Washington High School; and

Whereas, independent data analyses conducted by the school district identified gaps in achievement; and

Whereas, the commission report contains various findings and recommendations that address two primary questions: (1) Why do academic achievement disparities exist between African American and White students? (2) What are some ways to help Africa American students who attend the four schools achieve at a high level? and

Whereas, Board of Education Resolution 2529 states, “The primary goal, objective, and policy of this Board, the district, and the officers and employees thereof is, and shall continue to be, to provide the maximum educational opportunity that can be made available to all students in the school system,” and

Whereas, the district is committed to its goals of (1) setting high expectations, (2) improving the performance of all students, and (3) closing the gap between better performing and poorer performing students.

Now, therefore, be it resolved that the Board of Education accepts the Report of the Civil Rights Commission, and directs the Superintendent to develop a strategic plan for closing the gap at the four high schools, in consultation with members of the Commission Task Force and the University of Colorado-Denver based on findings and recommendations included with the Colorado Civil Rights Commission’s Report, and

Be it further resolved that funds allocated to support the work of the Task Force and that the Task Force report to the Board no later than December 5, 2002, and periodically thereafter, on progress toward implementation of the plan.

Mrs. Edwards seconded the motion.
Ms. Gantz Berman introduced Aaron Gray, Director of Community Relations, and said that he had been designated by Superintendent Jerry Wartgow to coordinate discussions between the district and the Civil Rights Commission regarding follow-up to their report.

Rev. Gray stated that it was an honor and privilege to be able to work with the members of the Civil Rights Commission. He explained that he was a member of the Board of Education when the district was released from U.S. District Court supervision in the Keyes litigation and the desegregation order was lifted, and that there had been long and detailed discussions among the Board and staff about the direction in which the district should go with the lifting of the court order. Since that time, he said, he feels the district has done a good job in addressing educational issues for all children but that the disparity of educational achievement between white and African-American children is very real, and the district has a long way to go to bring African-American children to a comparable achievement level.

He said that the Resolution currently before the Board ties in well with the district’s implementation of the new Literacy Plan, which has a goal of bringing all children up to grade level in reading ability and addresses the fact that all children do not learn in the same way. He explained that there is a multicultural component that must be made known and understood in order to overcome the problem of educational disparity.

Rev. Gray said that he believes the district has a plan that will work and makes sense for the children of Denver, and he commended the Board for their willingness to accept the recommendations of the Civil Rights Report. He introduced members of the Civil Rights Commission, who were instrumental in the development and presentation of their report: Dr. Robert Wintersmith and Dr. David Zederman; and co-chairs of the district’s task force: Alice Langley and Willie Anthony.

Ms. Langley said that she was very pleased to have the Board’s support through Resolution 2797 and that it is a very important step toward educational excellence for African-American children. She said that the recommendations within the Civil Rights Report are sound and that many people in the community concerned with the education of African-American children are very excited and pleased with the prospect of those recommendations being carried forth. It is heartening, she said, to see the Board willing to work closely with the Civil Rights Commission for the betterment of all children.

Rev. Gray introduced Dr. Oscar Joseph, the principal researcher for the report, who has identified the educational needs that are lacking for African-American students, and who has developed a pilot program to be implemented to help move the plan forward.

Dr. Joseph said that it is the duty of educators to teach untutored children so that they may be prepared for their lifelong journey, and that that was his intent in developing the pilot program. He explained that it is his intent to return to the Board in early December with a glowing report of their progress.

Rev. Gray said that the study and the pilot program would address concerns around parental involvement, peer influence, motivation, stereotypes, threats, and the fear African-American
students have of “acting white”—all of which have been identified as factors that impact the educational experiences of these children.

Mr. Patterson extended his thanks to the members of the Civil Rights Task Force for the time and energy they have put into the study, their presentation, and the pilot program. He said that he is pleased to be able to put the excellent information in Dr. Joseph’s report into practice, and that this is the next step in providing a high quality education to every child served by the Denver Public Schools. The program, he said, must be rigorous and raise the bar for African-American children to help them be equals in a competitive society.

Rev. Guzman said that she would like to thank the students from East High School for the courage to take it upon themselves to express their concerns and join with others to bring the matter before the Colorado Civil Rights Commission, which set this plan in motion.

Superintendent Jerry Wartgow said that this is a significant step forward for the district and that he and his staff are committed to making the plan work. The collaboration between the district and the Civil Rights Commission is solid, he said, but the plan will require a lot of hard work and dedication, which everyone involved seems more than willing to give. He said that the recommendations contained within the Civil Rights Report have merit and are deserving of the district’s complete attention. However, he said that he has received many communications stating that children of color in the district do not need another study—they need action and results. He pledged that the plan would be outcome-oriented and that it would be only one part of many strategies employed by the district to close the gap between better- and poorer-performing students. He said that he is convinced that district staff has the best interest of all children as their highest priority and that the goals of the district are sound and attainable, and that he is pleased to support the work of the Civil Rights Task Force.

Mrs. Edwards said that she hopes that as the district and the Civil Rights Commission work together to improve achievement levels for African-American students, the district’s motto of “Every Child, Every Day” comes to have even more meaning. She said that she believes that every member of the Board and every district staff member is truly concerned about high expectations for all children and higher levels of student achievement, and that there is a great deal of power in that reality.

Ms. Gantz Berman thanked the members of the Civil Rights Task Force for the time they have put into the project thus far, and in advance for the amount of time they will continue to contribute until the Task Force’s first presentation in December. She assured them that the Board and district administration are taking the project very seriously and are very certain that great things can be accomplished through working together.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

A copy of Resolution 2797 is appended to the official minutes of this meeting as Appendix 02-12(s), IV-A-2.
Motion – Cole Middle School Reform Plan

Mrs. Edwards moved that the Cole Middle School Reform Plan, including the additional district request of $31,298, be approved as provided in the staff analysis. Mr. Mejía seconded the motion.

Mrs. Edwards stated that in April, the Board heard a report regarding a reform initiative for Cole Middle School, bringing attention to the fact that the achievement and atmosphere at the school was not conducive to supporting the district’s goals and objectives. To that end, she said, staff has conducted an analysis of the proposed reform initiative and has made recommendations to the Board.

Dr. Wartgow said that he feels that the proposed initiative is a good example of what a community of people concerned about education can do when they work together toward a common goal. The proposed initiative, he said, is a very significant proposal for change and restructure and can now move forward with the addition of Cole’s new principal. He said that the plan has been discussed extensively by staff and members of the Board of Education, and that it seems that most people are clear on the plan.

Pam Martinez, representing Padres Unidos, said that she is overjoyed to be part of the Cole community and involved in such a significant reform movement. She introduced many people involved in developing the reform proposal: Carla Santorno, Northeast Area Superintendent; Nancy Sutton, Northeast Area Assistant Superintendent; Michele Bernadett, who served as Cole’s interim principal during the 2001-2002 school year; and many others from former students to community members. She thanked the members of the reform committee for their hard work and dedication, and the Board members for their consideration of the proposal.

Ms. Gantz Berman said that she is pleased to see such a positive outcome from a plan that did not begin harmoniously and that she is proud of all the people who displayed persistence well above the norm. She said that they have developed a plan to make Cole a place where all children are learning and in which students attend school because they want to be there. She thanked Ms. Martinez for her persistence, passion, and belief in Cole and its students, and for leading the reform movement that resulted in the proposal currently before the Board. She also thanked Alan Balczarek, General Obligation Bond Program Manager, for his assistance to the Cole community, his creativity, and his ability to think outside the box.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

A copy of the staff analysis of the Cole Middle School Reform Plan is appended to the official minutes of this meeting as Appendix 02-12(s), IV-A-3.
V. **Old Business**

There was no old business.

VI. **New Business**

A. **Information Only**

1. **Program Evaluation – Denver Arts and Technology Academy**

   Janet Raban, Manager of Program Evaluation, stated that Denver Arts and Technology Academy (DATA) is a charter school that opened in the fall of 2000 and that in its short existence, it has had three different directors. She said that Keith Young, the latest director, has taken over his role with competence and enthusiasm; and his top priority has been to put management and daily operations systems in place. His process, she said, included providing teachers with adequate supplies and resources for their classrooms; entering student information on the district’s School Administration Student Information (SASI) system for the first time during the 2001-2002 school year; bringing the school into compliance with safety standards; providing professional development in the areas of classroom management and curriculum development; soliciting donations for computers; building a technology lab; and securing a temporary classroom to house the technology lab, as well as a lunchroom for students. These and other changes, she said, have boosted staff morale and re-energized staff’s commitment to the school.

   DATA, she said, is managed by Mosaica Education, Inc., an educational management company, which provides support in the areas of start-up capital, hiring, active participation in the governing board, curriculum, business support services, and professional development. For the fiscal year ending June 30, 2001, she said, DATA finished their year with a positive fund balance and made a payment of $600,000 on their initial promissory note at that time. She said that their long-term debt of approximately $1.6 million includes two remaining promissory notes, and some debt as a result of a lease-purchase option for equipment and computers.

   Ms. Raban said that DATA has not yet developed formal services for their English language learners. Those students, she said, do receive after-school training, but DATA staff has not been trained in providing instruction in English language acquisition. She stated that Mosaica does offer a first-year portal program that is designed to build English language vocabulary and cultivate understanding of customs and cultures of the United States; however, DATA has not yet implemented that curriculum.

   She said that district special education staff has been working with DATA’s special education teacher on a weekly basis to ensure that Individual Education
Plans (IEPs) for students requiring them are in compliance with state and federal law. District staff, she said, also provides support in programming, scheduling, training in the IEP Process, identification, modifications, and accommodations. She said that because of other pressing issues, DATA staff has yet to align their curriculum with the district’s content standards, but that such alignment is their top priority for the 2002-2003 school year, as is the development of portfolios and personalized learning plans (PLPs). Mr. Young, she said, stated that DATA staff would be implementing a work sampling system as part of their assessment process during the 2002-2003 school year.

Ms. Raban explained that DATA currently uses the following assessments: Colorado Student Assessment Plan (CSAP), Iowa Tests of Basic Skills (ITBS), Qualitative Reading Inventory (QRI), Direct Reading Assessment (DRA), and the Observation Survey. DRA and QRI, she said, were administered for the first time during the 2001-2002 school year, with scores available only for grades three and five; ITBS tests were administered to all students in the fall of 2000 and the spring of 2001, with results summarized in Appendix A of the program evaluation report. She said that she did not do any comparisons of CSAP scores in her report, but merely reported the percentage of students in grades three through five who scored at or above proficient in reading, writing, and mathematics.

She said that page six of her report summarizes the evaluators’ recommendations and that written responses to those recommendations from DATA administrators was provided in Appendix B of the report. As a result of her findings, she said, recommendations to DATA are as follow:

- DATA should develop and provide adequate accommodations for English language learners in the classroom.
- DATA should align their curriculum to provide adequate opportunities for students to meet district content standards.
- DATA should ensure that both portfolio rubrics and personalized learning plans be developed for each student, and that portfolios be updated on a regular basis.

Ms. Raban stated that DATA is now on a steady course with their new director and he and his staff are shifting their attention to the educational program. With management and daily operational systems in place, she said, things are running much more smoothly under his guidance. She introduced Keith Young, DATA director.

Mr. Young said that he was pleased with how the program evaluation was conducted as it encapsulated DATA’s strengths and weaknesses, as well as the spirit of the school. He thanked Sherry Eastlund, Charter School Project Leader, and the staff of the Department of Special Education for their support of DATA.
Mr. Patterson said that the responses to program evaluation recommendations stated that in the 2002-2003 school year, DATA staff would be working to align the school’s curriculum with district content standards. He asked if there were a timeframe involved and when it could be expected that the alignment would occur. He said that alignment with district standards might require textbook replacement and wondered if plans were in place for that possibility.

Mr. Young replied that they are not yet looking at a textbook replacement cycle, but their plan is that over the next year, teachers will meet as teams at the primary and intermediate levels to examine the standards to which they are teaching, as well as how well current textbooks and assessments are aligned with those standards.

Rev. Guzman said that she has visited DATA and Mr. Young on several occasions and has been very impressed with the work he and his staff are accomplishing. She said that she is concerned about the lack of services for English language learners and asked how many students at the school fall into that category.

Mr. Young replied that DATA’s current student membership is about 250 children and that about 30 of them have been identified as English language learners, with fewer than ten of them needing serious and intensive assistance. Most of the English language learners, he said, are receiving after-school tutoring. He explained that a program for English language learners is in development and will be ready for implementation in August, when school resumes.

Mrs. Moss referred to the chart on page five of the report containing information about CSAP results. She noted that 23 students in the third grade took the test, but that the number of test takers falls dramatically in fourth and fifth grade to sixteen and nine, respectively.

Mr. Young said that the fourth and fifth grade classes are significantly smaller than in the earlier grades, as enrollment has taken a healthy upswing. At the end of the 2001-2002 school year, he said, enrollment was approximately 250 students; they expect an enrollment of 325 students for the opening of the 2002-2003 school year and have a waiting list of approximately 100 students. He said that there were very few exemptions from CSAP due to special education circumstances, and that the school follows the guidelines for exemption very closely.

Ms. Gantz Berman noted that the CSAP scores in the report were from the spring of 2001 and asked if DATA had received the 2002 third grade scores that were made available earlier in the year.
Mr. Young replied in the affirmative and said that the third grade scores showed a slight improvement over the spring 2001 scores. Ms. Raban stated that the 2002 third grade scores were not included in this report because the evaluation and report were completed prior to the time that the district received the 2002 CSAP results.

In response to a question from Mrs. Edwards regarding facilities, Mr. Young stated that district Facility Management staff have been very helpful in providing interim facilities for two kindergarten classes at Valdez Elementary School in the fall of 2002. He said that staff is still examining a variety of options for a larger facility, which will be needed by the fall of 2003.

A copy of the DATA program evaluation report is appended to the official minutes of this meeting as Appendix 02-12(s), VI-A-1.

B. Issues Requiring Action Following Public Input

1. Adoption/Revision/Deletion of Policies

   a. Revise – Policy GBEC – Drug and Alcohol Free Workplace – The Board of Education accepted a recommendation for revisions to Policy GBEC – Drug and Alcohol Free Workplace. A copy of the proposed revisions is appended to the official minutes of this meeting as Appendix 02-12(s), VI-B-1a.

   b. Revise – Policy Procedures GDF-R – Procedures for Selection, Appointment, and Reappointment of Full-Time Classified Employees – The Board of Education accepted a recommendation for revisions to Policy Procedures GDF-R – Procedures for Selection, Appointment, and Reappointment of Full-Time Classified Employees. A copy of the proposed revisions is appended to the official minutes of this meeting as Appendix 02-12(s), VI-B-1b.

II. Board Member Reports

A. Superintendent’s Evaluation*

Ms. Gantz Berman explained that Colorado state law requires that the Board of Education conduct an evaluation of the Superintendent of the Denver Public Schools on an annual basis and in a public forum. She said that Superintendent Jerry Wartgow was appointed by the Board of Education on April 19, 2001, and that he officially began his duties on June 11 of that year. The intent of Dr. Wartgow’s evaluation, she said, is to provide a general overview of his performance as Superintendent; to develop the evaluation, each Board member completed a ten-page survey instrument provided for that purpose by the Colorado Association of School Boards (CASB). She said that the survey allowed Board members to assess the Superintendent in the following areas:

* This agenda item was taken out of sequence.
Ms. Gantz Berman said that all seven members of the Board completed the survey, and results were compiled and shared with Dr. Wartgow. Additionally, she said, the Board examined the strategies that were identified by the Superintendent to achieve the three district goals and the extent to which those strategies were achieved. She said that the Board has had an opportunity to discuss the evaluation among themselves and with Dr. Wartgow, and that she wished to convey the Board’s extreme satisfaction with his performance and the leadership that he has provided and continues to provide to the school district.

In one short year, she said, the public confidence in the Denver Public Schools has increased dramatically, as Dr. Wartgow has shown real leadership in the manner in which he has assembled his staff and Cabinet. She said that he has worked with many segments of the community, including the governor, the mayor, business leaders, political leaders, community groups, and church groups; he has made a point of visiting schools and talking to teachers and principals to learn what they feel they need to accomplish the job of teaching. She described him as a “workaholic,” and said that that trait has been beneficial to the district although probably not to Dr. Wartgow himself. She praised his deep commitment to the district and expressed the desire of the Board for him to remain with the district for an indefinite period of time, to which he has agreed.

Ms. Gantz Berman stated that of Dr. Wartgow had a number of significant accomplishments over the past year. Under his leadership, she said, there has been a renewed focus on instruction, and this has been accomplished in a number of different ways—first with the appointment of a Chief Academic Officer and by reorganizing the district so the Chief Academic Officer was at a very high level, reporting directly to the Superintendent. Additionally, she said, the district has developed a very innovative partnership with the Pittsburgh based Institute for Learning, allowing for the development of a very comprehensive literacy program districtwide, which includes the selection and training of Instructional Coaches, which will start in all low-performing schools in the fall and will eventually be included in all schools. She said that another part of the Literacy Plan included extensive professional development opportunities during the summer, including a number of ten-day summer institutes, which have involved literacy coaches, teachers, principals, and other district staff.
This renewed focus on instruction, Ms. Gantz Berman said, also led the Superintendent to reorganize the district into four geographic areas, decentralizing administrative staff into field offices based in the community. She said that the decentralization was recently completed with additional people being deployed into the field, including staff in the areas of Curriculum and Instruction, English Language Acquisition, Testing and Assessment, and Budget and Finance. Also as part of the district reorganization, Dr. Wartgow has recruited some valuable new staff members to augment the district’s senior staff, including Sally Mentor Hay as Chief Academic Officer; Richard Allen as Assistant Superintendent for Budget and Finance; Mary Ellen McEldowney as General Counsel; André Pettigrew as Assistant Superintendent for Administrative Services, and Darlene LeDoux as Assistant Superintendent for School/Community Partnerships. She said that these additions complement an already superior district managerial staff.

She said others of Dr. Wartgow’s accomplishments include working with Mr. Allen and his staff toward realigning the district budget around the district’s goals and objectives. She said that the Board had hoped for such realignment for many years and that the budget approved at a meeting the previous week was the first to be developed with that aim in mind. In addition to that realignment, she said, the budget format has been vastly improved to make budget information more easily accessible to district staff and the public.

Ms. Gantz Berman said that he has worked diligently with members of the Denver Classroom Teachers Association (DCTA) to form a vastly improved relationship, as evidenced by the successful completion of contract negotiations with the teachers using an interest-based bargaining process and the use of a facilitator; contract negotiations were completed earlier this year than in past years and more than 97 percent of DCTA members who voted on the contract voted to approve it. As a result of these negotiations, she said, the Denver Public Schools has a higher starting salary for teachers than any other school district in the state. She said that a positive and productive relationship with the DCTA is instrumental to success for teachers in the classroom.

She said that the district continues to have a continued and very serious focus on the Pay For Performance pilot program and under Dr. Wartgow’s leadership the district has been able to bring new resources to the project. She said the pilot program has been realigned by reassigning the Design Team to report directly to the Chief Academic Officer and, in so doing, making Pay For Performance very much a part of instruction and learning in the district.

Because of increased confidence in the Denver Public Schools, Ms. Gantz Berman said, the philanthropic community has stepped forward to offer financial assistance to the district. She said that Dr. Wartgow’s work has helped increase philanthropic contributions to the district by approximately $10 million, and he has managed to have those contributions be focused entirely on the three district goals. Dr. Wartgow, she said, has also helped reorganize the DPS Foundation by building a broad based
coalition of community leaders to join the Foundation board to help narrow down the organizational focus and to increase resources.

Ms. Berman said that the process for recruiting principals has been vastly improved by conducting national searches for all principal vacancies, which is a new method of recruitment for the district. She said that, as a result, quite a few of the new principals that will start with the district in August are from out of the area and out of state.

Since Dr. Wartgow’s arrival in the district, she said, there has been significant progress on the implementation of the English Language Acquisition Program and meeting the requirements of the Court Order.

Ms. Gantz Berman reiterated that the Board is extremely pleased with Dr. Wartgow’s performance and that Board members feel that, without a doubt, Dr. Wartgow is the right leader for the district at this time, and that he has proven his leadership skills beyond even the Board’s expectations. On behalf of the Board, she said that she and her colleagues look forward to working with him for many years to come.

Mr. Woodward moved that the contract with the Superintendent be extended and that it be amended by the provision for additional vacation time, which he said was well deserved and badly needed in such a high-pressure job. He also moved that the Superintendent’s contract be renewed indefinitely, subject to an annual review in accordance with district policy and state law. Rev. Guzman seconded the motion.

Ms. Gantz Berman said that the Board discussed with Dr. Wartgow its desire to present him with a raise in salary and/or a bonus as a way of showing their appreciation for his hard work and accomplishments. She said that Dr. Wartgow has refused the offer of a raise or a bonus, stating that he would rather see the money set aside to be used for the benefit of his senior staff. Therefore, she said, the Board, believing that it is extremely important to have a Superintendent who is well rested and who is able to have quality time with his family, insists that Dr. Wartgow accept ten additional days of vacation time.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried. Ms. Gantz Berman reiterated that the vote served to extend Dr. Wartgow’s contract indefinitely and increased his vacation time by ten days.

Dr. Wartgow thanked the members of the Board for their vote of confidence in him and said that he is overjoyed to be able to continue to serve the Denver Public Schools as Superintendent. He said that he feels he has many more years to give to the district, as he recently heard from former Governor Roy Romer, who at age 73 just extended his contract as Superintendent of Los Angeles County Schools for another two years. Although there were some particularly long days and weeks, he
said, for the most part, time has gone so quickly that it doesn’t seem possible that it has been more than fourteen months since his selection as Superintendent. He stated that the experience has been very rewarding and fulfilling for him, and that he looks forward to continuing many of the things he and his staff have started.

Dr. Wartgow stated that his accomplishments were the result of support from three different areas: outstanding and unwavering support from the Board of Education; the support of his superior management team and district employees who have helped to make the district a learning organization for students and employees; and support of the community—parents, business people, elected officials, and the philanthropic community. People want Denver Public Schools to succeed, he said, and toward that end, they are willing to give the district a chance and many are willing to help in any way they can. With such great levels of support and the momentum that is being built, he said, the future is exciting for the district. He pledged to do his best to keep that momentum going, working toward the district’s goals with new strategies and enthusiasm, and to lead the Denver Public Schools to becoming the kind of district it has the potential of being.

On behalf of the children of the district and the people of Denver, Mr. Woodward thanked Dr. Wartgow for the outstanding leadership he has given and will continue to give. He said that it had been a pleasure to work with Dr. Wartgow for the benefit of the district because the work being done here is as important as anything that is occurring in Denver today.

Mr. Patterson said that Dr. Wartgow had brought a much-needed focus to the organization of the district. Mr. Patterson said that he came to the Board with the experience of being a member of the Citizens Budget Task Force, and that he has been impressed with Dr. Wartgow’s clear and ready ability to deal with organizational problems that the district has faced for a number of years. The Superintendent, he said, has also placed a serious focus on instruction, to give direction, support, and a network for learning, which also extends to staff with an increased emphasis and opportunity for staff development.

A copy of the written summary of the Superintendent’s evaluation is appended to the official minutes of this meeting as Appendix 02-12(s), II-A.
VII. **Adjournment**

Prior to adjournment, Ms. Gantz Berman stated that the Board would not meet again until the Regular Meeting of August 8, 2002.

She congratulated Laura Gallegos, Assistant Director of Public Information, on the impending birth of her first child, due in the next few weeks. She also welcomed Mrs. Moss back after a recent illness.

Ms. Gantz Berman adjourned the meeting at 6:33 p.m.

Susan G. Edwards, Secretary
Board of Education