



Colorado Springs School District 11
Superintendent Dr. Michael J. Thomas
Division of Business Services
Deputy Superintendent/CFO Glenn E. Gustafson, CPA
Director of Financial Services Laura Hronik, MBA

DAC Budget Subcommittee
Web page: [District Accountability Committee \(DAC\)](#)
Chairman Michael Reyes
Vice-Chair Jan Rennie

Meeting Notes
February 16, 2021
6:00 p.m.
@WebEx

Members present: Michael Reyes, Jan Rennie, Clara Hoellerbauer, Amanda Huber, Carl Schueler, Bruce Cole, Sandra Park, Kathy Box, Robert Grossman, Colleen Pearl, Karin Lindt, Trish Nixon, Ken Pfeil, Connor Sargent, and Bob Null

Members absent: Donna Ecks, and Jenny Courtier

Ex-officio members present: Glenn Gustafson, Laura Hronik, Velvet Stepanik, Amber Hickman, Sondra Vela, David Engstrom, Jennifer Bennett, S. Carlson, John McCarron, Duane Roberson, Terry Seaman, Dani Ewen, Phoebe Bailey, Jason Reynolds, Lyman Kaiser, Brenda Matznick, S. Gateley, Ray Caplinger, C. Murtha, Cory Notestine, Chris Noll, Dan Hoff, Julie Johnson, Karol Gates, Kathy Howell, and Sherry Kalbach.

1. Welcome & Introductions Reyes

2. Approval of Meeting Agenda Reyes

The meeting agenda was approved with no changes.

3. Approval of Meeting Notes: 2/9/21 Reyes

The meeting notes were approved with no changes.

4. Q & A: FY 21/22 Budget Modifications Reyes

• **TECH: McCarron**

Mr. McCarron began a general overview of TECH requests 1-4. The TECH-1 overview included; replacing all devices district wide, which includes all grade levels between Preschool and High School. Mr. McCarron's overview was followed with questions which included; if was recurring, how accounting for device loss and replacements, if this includes any new devices or only the existing, and specifics on how the funding will be placed. The TECH-2 overview included; device replacement cycle specifics to included replacement of computers and computer lab devices. The overview was followed with questions which included; how anticipating device cost increases, tying to the new electronic recycling program, and whether this includes the new Spark Online School devices. The TECH-3 overview included; purchasing MS Identity Manager to move from a manual input system to an automated one. The overview was followed with questions which included; integrating the program, and specifics on implementing and understanding the systems capabilities. The TECH-4 overview included; implementing a new program to secure email for malware and safety checking. The overview was followed with questions which included; internal mail defense specifics, SharePoint history and current use specifics, if we can save costs by merging similar technology programs/requests.

• **BUS: Seaman**

Mr. Seaman began a general overview of BUS requests 3-11. The BUS-3 overview included; turning over old buses, having 18 buses with over 180,000 miles, requesting funds for 7 new buses, and starting with replacement of the oldest buses. The overview was followed with questions which included; how prioritizing bus replacements, and specifics on what type of buses. The BUS-4 overview included; hiring 2 ESP in HVAC, to help with the upkeep and maintenance of these systems. Mr. Seaman explained the need is very large, as over the last weekend they had over 29 high priority calls regarding. The BUS-5 overview included; providing a 5% raise for the crafts and trades fields, as they are 10% behind the market rates, having long term vacancies because of the low wages, and being forced to outsource the work (costs more). The overview was followed with questions which included, is a 5% raise enough, if a cost benefit analysis has been considered, and if that report would show an ability to offset the cost. The BUS-6 overview included increasing bus driver wages. The overview was followed with questions which included; seeing the bus drivers we train move to other districts for higher pay, the current rate being \$15.51, if an \$1 raise will be enough, being committed to CHOICE busing, and the possibility of outsourcing routes. The BUS-7 overview included, providing bus driver incentives to increase driver morale. The overview was followed with questions which included; bus driver retention specifics, if drivers qualify for benefits, specifics on current morale boosting practices, and group training specifics. The BUS-8 overview included; the current GPS vendor will be dismantling their services this year, soon to be obsolete, and the new system will have a greater ability to track students. The overview was followed with questions which included; why we were on 3G all this time, and if they are considering 5G. The BUS-9 overview included the need to maintain and repair mechanical systems. The BUS-10 overview included; increase the district grounds funds, for summer hires, supplies, purchased services, and weed control. With the intent to improve presentable grounds. The overview was followed with a question which included the number of summer employees they intend to hire. The BUS-11 overview included restoring the custodial budgets across the board.

- ALL: Engstrom/Roberson/Gudvangen

Mr. Engstrom began the general overview of ALL requests 1-29. Karol Gates addressed requests 1, 6, 20, 21, 22, 24, and 25. The overview included; addressing existing material gaps, needing to adapt curriculum with the times, current curriculum is old and needs to be updated to also include necessary requirements. The overview was followed with questions which included; if the online programming will be for reading, writing, and spanish, if the curriculum will solely be online, how old the current curriculum is, addressing the changing curriculum needs, if the curriculum will be district wide, the ability to build up and customize the new curriculum for individual student needs, how they plan to implement the professional development on these new resources, professional development concerns, and if includes assessment literacy pieces. Kathy Howell addressed the ALL-26 request which includes needing the funds to provide teen home visits, as required by the contract. Mr. Notestine addressed ALL requests 5 and 12. His overview included, needing to get kids back on track for graduations, to ensure COVID situations will not delay or obstruct their educational paths. The overview was followed with a question which included if this request is part of the summer programs embedded at Coronado. Chris Noll addressed ALL requests 3 and 4, his overview included needing security for middle school and high school events, along with needing the funds to increase the sport officials costs as dictated by the Colorado Officials governing body. Julie Johnson and Mr. Engstrom addressed ALL request 16, the overview included needing to add an 5th EDSL, which will be specific to the oversight of charter schools and innovation schools. The overview was followed with questions which included; Wallace recommends an EDSL to only oversee 10 to 12 schools, specifics on what position was cut recently, if this EDSL would oversee the new Spark Online Academy, and if the declining enrollment problem should be addressed at the upper levels of administration or if the need is at the school level. Julie Johnson addressed ALL-13. Her overview included; the plan to launch the new online SPARK school, to address the need for the district to have a purely online traditional school. The overview was embedded with questions which included; the ability to apply for an multi-year school license allowing us to recruit students outside of D11, the school starting out as an K-8 with an plan to add another grade level each year, student projections, already receiving applications, concerns regarding taking students from other D11 school declining student counts and the possibly disrupting staffing allocations because of this, trying to meet the need for providing an online only option, if achieve online will be absorbed, planning with intentionality, and specifics regarding the marketing plan. Claudette Murtha addressed ALL-15, the language immersion program to launch for grades K-1 at Rogers Elementary. Specifics included, receiving applications already, and planning to add a grade level every year. The overview was followed with questions which included; launching an 90-10 model, working with an consultant for training staff, adding staff specifics, not needing to request the additional FTE as the approved FTE is built in to the student enrollment. Brenda Matznick addressed ALL-29, which included needing additional FTE to fund Empower support to non-title schools. Duane Roberson addressed ALL requests 2, 19 and 23. His overview included launching dual enrollment college level class at the High School and needs to continue to develop the work learning program. Sherry Kalbach addressed ALL-14, which including needing

to increase the tutoring funds (used for variety of content areas) to address the loss in instructional time. Mr. Engstrom and Mr. Hoff addressed ALL-17 and 18, Their overview included a plan to train 200 teachers over summer on an annual basis to work on launching new pre-AP programs. The overview was followed with a question which included how they choose which schools would have these programs. Mr. Hoff addressed ALL-18 which included; having place holders as they continue to work on the innovation plan, currently posting positions, extending the work with the intention to get this school off the improvement list, and there were no questions.

- HR (fte misc.): Ewen/Bailey

Phoebe Bailey and Dani Ewen did a general overview of many areas. The overview included; the results of a recent market study, the new minimum wage challenges, salary schedule difficulties, all 7 employee groups being behind market values by 12-14%, EA retention/ pay challenges, meet and confer negotiation specifics, and school year employee withholdings to supply pay over summer challenges. The overview was followed with questions which included; if we have a top-heavy budget, being concerned that we cannot adequately support teachers and students in the classroom, SPED IEP requirements, lawsuit concerns, reimagining school budgeting as a whole, requesting specifics about the actual cost to increase wages for each of the employee groups, and being concerned about allocating budget to “solutions” without truly knowing where the problem of declining enrollment lies.

5. Adjourn

Reyes