

**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 Jan Rennie

**Meeting Notes**

May 14, 2019

6:00 p.m.

Administration Building Board Room

**Members present:** Sally Sue Coddington, Clara Hoellerbauer, Tom Hunt, Trish Nixon, Bob Null, Sandra Park, Jan Rennie, Michael Reyes, Carl Schueler, and Elisa Villarruel

**Members absent:** Bruce Cole, Donna Ecks, Lara Crowell, Pete Lee, and Kim Polomka

**Ex-officio members present:** Glenn Gustafson, Laura Hronik and Becky Moore

**Guests:** Budget Analyst I Anna Monroe

Chairman Rennie brought the meeting to order at 6:00 p.m. Ms. Rennie asked for approval of the agenda. Mr. Reyes made the motion to move forward with the agenda, seconded by Ms. Hoellerbauer.

The meeting commenced with an update of the current preliminary budget development assumptions spreadsheet. Mr. Gustafson reviewed the changes in the sheet from the previous meeting noting that the compensation numbers and resources section had preliminary information. Mr. Schueler noted that there was a contingency of FTE for teachers and questioned that there was no contingency for ESP. Mr. Gustafson pointed out that the increase in total program listed was not yet firm. The adjustment to the risk management fund was due to premium increases borne by the District. Compensation for the 2019-20 school year will include one step plus a 0.7 percent increase for everyone. Also noted was the reduction in the professional development fund for executive professionals was eliminated and the reduction in school instructional supplies may undertake further review. In the end, the projected budget mismatch is lower than previously reported.

There was discussion about the Taxpayers Bill of Rights (TABOR). The subcommittee was reminded that District 11 is not "de-TABOR-ed. Mr. Gustafson predicts that the District will come close to the TABOR cap or could possibly exceed the cap in the coming one or two years. As the District is awarded state and local grants, D11 moves closer to the cap. He noted that federal grants are not subject to the TABOR cap.

More discussion about staffing took place. Both ESP and executive professionals will lose their jobs. Teacher reductions are mostly accomplished through attrition. A new staffing model is being developed, which will be based on equity.

Other items of discussion included:

- FTE conversions
- Early retirement program for this year only – staff choose two of the three options (transition year not available):
  - \$500 for every year completed in the District
  - Two years of health benefits
  - Sick leave buyout at 50 percent
- Ten teacher reserve for class size mitigation
- Ten teacher reserve due to the mill levy override full day kindergarten plan amendment
- Legislation for International Baccalaureate exam reimbursement from the state
- Legacy Grant and the minimum score to get either elective credit or course credit at an institution of higher learning
- Experienced teachers and less experienced influence on post-secondary testing

The subcommittee turned to review of the draft of their year-end report for the Board of Education. A few points to consider revising included:

- B.3.c. The language for last sentence to reflect a feasible follow-up.
- C.4 Change the language to make a more concrete statement for the proposed charge.
- D. First bulleted item, revise the sentence for clarity of purpose
- Second bulleted item, adjust the font size

The subcommittee also discussed item C 3. for all members to understand the programs listed in the proposed charge. Final items discussed were school accountability committee (SAC) involvement with school budgets, principal presentations to the subcommittee, district-wide staff access to the budget, difficulties with volunteer attendance at SAC meetings, and sharing individual school audits.

The DAC update included membership for next year. The DAC will need a chairman and a vice chairman as well as a charter school representative and a high school representative. Motion was made by Ms. Villarruel to approve the meeting notes, seconded by Mr. Reyes. The meeting notes from April 23, 2019 were unanimously approved.

Ms. Rennie reminded the subcommittee that the draft report would be before the DAC on Thursday, May 16 and then to the Board of Education at their June 5, 2019 work session, 4:00 p.m. in the board room.

The meeting adjourned at 7:20 p.m.

**Next Meeting: September 2019.**