



# Mill Levy Override Oversight Committee

## MEETING NOTES

March 30, 2021

6:00-7:30 p.m.

@ WebEx

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**(9) Members present:** Kenneth Davis, Jerry Carney, Dierdre Aden-Smith, Jacqueline Dowds-Bennett, AJ Mangum, Jane Morgan, Karen Petersilie, Jan Rennie and Jay Smith

**(9) Members absent:** Cynthia Bernard, Ayla Bertetto, Stacy Fisher, Erin Hobson, Chip MacEnulty, Elaina Richardson, Joseph Shelton, Vickie Tonkins and Daniel Yaciuk

**(4) Guests:** John McCarron and Jason Reynolds (D11 Technology)  
Parth Melpakam (Treasurer/D11 BOE)  
Julie Ott (Vice President/D11 BOE)

**Ex-Officio members present:** Glenn Gustafson and Kim Gilstrap

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### Preliminary Items:

1. Welcome and Introductions:  
Chairman Davis began the meeting at 6:04 pm
2. Approval of the Agenda:  
The committee reviewed this evening's agenda and the agenda was unanimously approved.
3. Approval of the Meeting Notes:  
Mr. Davis called for a motion to approve the meeting notes from February 16, 2021, which were also unanimously approved, with no changes.
4. Monthly Financial Statement Update: February:  
Mr. Gustafson greeted everyone and apologized for having to reschedule this meeting, due to reporting issues, between he and I, preventing us from having the financial statement/meeting packet completed. However, the February financial statement did show an increase in Property Tax collections, with a MTD total of about \$20.5 million and a YTD revenues total of more than \$24.6 million. Therefore, Mr. Gustafson reiterated how



increased collection of Personal Property Taxes, in the first quarter of each year, is once again right on track at 66.67%, of revenues expended. He explained that although the YTD expenditures vs revenues, is at -\$14 million, we still have 4 more months of revenues collections to relieve that deficit, as has been the case in past years. He continued, stating that COVID has presented challenges to those departments, which had previously failed to spend all of their annual allocated funds. They have been reminded that any unspent funds will go to the Bond Redemption Fund and several PIP owners have submitted exception requests, some of which have been denied and advised to plan accordingly, with the upcoming July allocations. Mr. Gustafson ended his financial statement presentation and no questions were presented by the committee.

**Action:**

5. *Amendment to PIP 2000-14: Full-Day Kindergarten:*

Chairman Davis introduced this action item and promptly turned the meeting over, for review and discussion. Mr. Gustafson set the stage, with some history on this PIP, beginning with a reminder that, with the state of Colorado now fully funding the Kindergarten program, the budgeted funds for this PIP have been freed up. The district has found a one-time use, for those funds, the last two years. However, going forward, there is the need for a more permanent solution. When presented to Superintendent, Dr. Thomas, he agreed this is the perfect solution, as those funds will serve the need to build a sustainable replenishment of the investment made in the District's technology expenses. With COVID forcing us into remote learning, came the requirement to obtain and provide reliable devices, not only for staff but for our students, as well. The Budget Cares Act funding (\$6.5M) supported the purchase of 20,000 new devices, enabling a 1:1 student: computer/device environment. In order to fully sustain all District devices, going forward, John McCarron and Jason Reynolds have created a budget modification request, to support the technology service team in the systematic repair and replacement of all District instructional devices and technological resources. Financial rationale included a breakdown, by device type (including all District devices, old and new) of the estimated annual replacement of devices, at a rate of 20%. Mr. McCarron added, this will take some "phase-in" time, for full implementation. In order to adequately sustain the \$12.5 million inventory, the estimated cost was about \$2.5 million, which lines up with the available funds, from the Full-Day Kindergarten Program; PIP 2000-14.

Mr. McCarron and Mr. Reynolds have proposed an amendment to move the funds, previously allocated to PIP 2000-14: FDK, to now be allocated to PIP 2000-11B: Technology, on a recurring basis. In addition, Mr. McCarron advised the committee that specialty components, such as those found in AV labs, are included in a different budget account. Mr. Gustafson stepped in to explain the rigorous process of an amendment, beginning to end, encouraging the committee to express support or otherwise, at this meeting.

Co-chairman Carney stated his support to move forward, with the amendment, whereupon Mr. Mangum made the first motion, followed by a second motion from Ms. Dowds-Bennett, granting committee approval.



**Non-Action Items:**

6. *MLO Phase-in Report:*

Mr. Gustafson provided a synopsis of the Phase-In report and its value, as it includes all of the original elements, as well as amendments, budgeting, allocation and auditing. He conveyed to the committee that there are currently 13 active 2000 MLO items and 10 active 2017 MLO items (which is subject to change, with the amendment proposal at hand), for a total of 23 active PIPs, which is same number of PIPs, from the original MLO, in 2000. Mr. Gustafson assured the committee, that this report will be included in all meeting packets, going forward.

7. *PIP Review Inventory:*

Mr. Gustafson presented, to the committee, this new PIP tracking document. He and Ms. Gilstrap worked together in creating this resource, to easily reference the frequency, at which each PIP has been brought before the committee, for review. This, too will be included in all future meeting packets.

8. *Guest, Daniella Ewen, to discuss Class Size Reduction:*

- PIP 2000-2B: Class Size Reduction
- PIP 2000-2C: Middle School Implementation
- PIP 2017 - 5: Class Size Reduction

Ms. Ewen began with PIP 2000-2B, stating that all District 11 elementary, middle and high school levels are at 100% of staffing allocations, based on the board-approved staffing formulas, as have been utilized each year, prior. A previous class-size reduction resulted in current student:teacher projections at approximately 25:1 in Elementary schools, 30:1 in Middle schools and >30:1 in High schools.

Moving on to MLO PIP 2000-2C, Ms. Ewen stated that the District is at 100% alignment, ensuring that all middle school teachers are provided two planning periods; one individual and one team planning period. However, teachers now have the “6<sup>th</sup> hour overload pay” option to replace one of those two planning periods, if they choose to do so.

As requested by Mr. Gustafson, Ms. Ewen explained that, for MLO PIP 2017-5, she is currently working to pilot a staffing formula, to ensure the most equitable utilization of the 25 Full-Time Employees (FTEs) as provided through various allocations. The 25 FTEs are comprised of 10 recurring FTE equivalent teacher positions, to be placed for immediate class-size needs, at the beginning of the school year and 15 recurring teacher positions, for FTE differentiated programs. Based on equity and rationale, there are currently 4 of the first 10 FTEs, which remain unassigned and almost 4 of the other 15, which remain unassigned. This is normal, as enrollment numbers are collected and the need is indicated and requested by the District’s school principals. A Staffing Allocation Committee was formed, to discuss and ensure appropriate allocation of these FTEs and Ms. Ewen briefly explained that committee review process. The principals are provided with an allocation sheet, to aid in determining needs, based on enrollment and available teachers. There is consistent communication between the principals and the Human Resources (HR)



department, to allow for equity in assigning the best allocation and use of the FTEs available.

Ms. Ewen added that there have been big moves on class-size containment, over the last few years. Although, class-size has decreased with the decline in enrollment, due to the COVID pandemic, presenting new challenges. She also mentioned that HR and the Finance departments are working together, harder than ever, to ensure that allocation and budget remain in alignment. In reply to a question, as posed by a committee member, Mr. Gustafson stated that while we don't currently have counts to provide, in terms of each schools' class-size/enrollment, he assured that with the perfected formula, utilized in prevention of over-crowding classrooms, he could produce numbers for the average class-size, by level but not by grade.

In closing, Ms. Ewen touched on another of her PIPs (all Compensation models are under her ownership, as well), to provide some insight on competitiveness of D11 salary schedules, in comparison to 10 other Colorado school districts. Results of that comparison reveals, for all departments/employee classes, D11 is approximately 14% below market. Last fiscal year, D11 lowered the District's benefits premiums rate of responsibility, from 75% to 70%, in order to increase the salary schedule. In spite of the wealth of benefits and still generous premium-share, the erosion of competitiveness continues to affect the quality and quantity of staff. However, we will continue to monitor and address these issues, going forward.

9. Suggested Guests to discuss other PIPs:

Chairman Davis suggested he would like to have Mr. McCarron return, to discuss a safety plan, in times of a power outage. He would also like to review Charter schools' attendance rates. Mr. Gustafson suggested that we would invite Cory Notestine, in April, for COVID coverage and Linda Sanders, in May, to discuss PIP 2000-7B.

10. Public Feedback Form/Suggestions for content:

There is no link, to the MLO Feedback Form, on the website, to date. With confirmation that we have received all MLOOC input, we will submit a DRAFT, for committee review and approval, within a week.

11. Future Agenda Items:

- a) Glenn Gustafson to review Charter Schools PIPs
- b) Cory Notestine to review PIP 2017-1 and provide COVID updates
- c) John McCarron to discuss a plan of action, for all schools, in times of outage
- d) Linda Sanders to discuss PIP 2000-7B

**Adjournment:**

Mr. Davis adjourned, expressing his appreciation for another good meeting, full of information. The time was 7:05pm.

**Future Meetings:**

Tuesday, April 20, 2021	6:00 pm	Webex
Tuesday, May 18, 2021	6:00 pm	Webex
Tuesday, June 15, 2021	6:00 pm	Webex