

Board of Education

Mesa County Valley School District 51

Board Work Session Minutes

October 11, 2016

Work Session Minutes

A - Doug Levinson B - Paul Pitton C - John Williams D - Tom Parrish E - Greg Mikolai						Board of Education Mesa County Valley School District 51 Board Work Session: October 11, 2016 Adopted: November 15, 2016	
	A	B	C	D	E		
						AGENDA ITEMS	ACTION
Present	x	x	x	x	x	BOARD WORK SESSION A. Hiring Summary 2016-2017 – Mrs. Cindy Starr, HR Certified Applicant Specialist, Ms. Sue Guadnola, HR Support Staff Recruiter, Mr. Tracey Gallegos, Assistant Principal, West Middle School, Ms. Monica Heptner, Principal, Dual Immersion Academy ➤ The Board was presented with demographic information regarding employees and applicants. Discussion took place regarding recruitment techniques with Human Resources (HR) and principals. Currently, 8.5 percent of licensed staff members (132) are members of a minority group. As part of the District's goal to have staff more closely mirror demographics of the student body, which has a 29 percent minority population, the District has worked to help new hires far from home feel welcome. Mrs. Starr shared information on attending job fairs in Texas and California. District 51 had 57 minority applicants this year and 17 of those applicants were hired. The District will continue its recruitment efforts in 2016-2017 by attending job fairs in Michigan and Pennsylvania. HR is trying to find ways to encourage current high school students to consider going into education and staying in education. B. Budget Update – Mrs. Vi Crawford, Financial Service Director, Mr. Phil Onofrio, Chief Operations Officer ➤ Mrs. Crawford and Mr. Onofrio presented the Board with a requested breakdown of staff counts and salaries. Out of 2,500 FTE (full-time equivalent) employees, 52.4 percent are teachers and counselors; 37.6 percent are support staff (including Nutrition Services), 3.3 percent are principals or assistant principals; 3.1 percent are special service providers; 1.9 percent are central administrators; and 1.8 percent work in instructional support not based in a classroom. Salaries paid in the district show 59.1 percent of salary dollars go to teachers and counselors; 23.9 percent goes to support staff (including Nutrition Services); 6.3 percent goes to principals and assistant principals; 4.3 percent goes to special service providers; 4 percent goes to central administrators; and 2.4 percent goes to instructional support not based in the classroom. Among the twenty largest Colorado School Districts, only Cherry Creek School District, Thompson School District and Pueblo 60 School District rank slightly higher in percent dedicated to instruction. The Board and Superintendent thanked Mrs. Crawford and Mr. Onofrio for their report. C. Board Open Discussion ➤ Mr. Schultz reported on the ESSA (Every Student Succeeds Act) Convention he attended. He discussed looking at strategizing and thinking about flexibility with assessment and accountability systems. He discussed the need for support from the Board of Education to engage the community in the need for flexibility in designing our own local system to maximize the potential of Performance Based Learning. He discussed working closely with Mesa Valley Education Association, and others, to come up with a proposal to design our own system.	

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						<p>Mr. Schultz shared the discussions he had with educators regarding personalized learning and expanding whole thinking in reinventing the education system. He stated there are upcoming community meetings where he visions help with the development of a plan for all of D51 graduates. He is looking forward to the discussions at these meeting and the valuable input District 51 may receive.</p> <p>D. Adjournment</p> <p style="text-align: right;">_____ Terri N. Wells, Secretary Board of Education</p>	<p>Adjourn – 7:20 p.m.</p>