



Mill Levy Override Oversight Committee

MEETING SUMMARY

October 29, 2024

Admin Building, Boardroom/Webex

6:11-7:59 p.m.

Members present: Nicole Uebel, Jerry Carney, Lyman Kaiser, Chip Ecks, Velvet Stepanek, Rebecca Kluck

Members absent: Mark Holthouse, Jan Rennie

Guest: Jennifer Harris, Executive Director, HR/Talent Management

Ex-Officio members present: Brandan Comfort and Kim Gilstrap,

Preliminary Items:

- 1: The meeting was called to order at 6:11 p.m.
- 2: Kim Gilstrap made the roll call.
- 3: The meeting agenda was unanimously approved.
- 4: The meeting summary, from the September meeting, was unanimously approved.

Action:

There were no action items for the October meeting.

Non-Action Items:

5: Guest, Jennifer Harris, Executive Director, HR/Talent Management, was introduced and immediately the group conversation became focused on reassessing compensation strategies, improving student achievement, evaluating staffing levels, before moving to allocating funds for curriculum and STEM programs.

The Committee members asked questions and expressed concerns (which also included agenda topics 6 and 7) as follows:

- Staffing levels have remained high, preventing the district from creating separation and becoming more competitive.
- The MLO has helped maintain comparable compensation but has not created significant separation from surrounding districts.
- The district needs to reassess its compensation strategies and focus on improving student achievement with the MLO funding.
- There is an initiative to determine which schools are overstaffed and which ones are understaffed.
- Class sizes have gone down, but there haven't been significant improvements in outcomes connected to the reduction in class sizes.

- The focus is on putting money into the strategy rather than outdated funding decisions.
- Implementing a middle school model is challenging due to low enrollment numbers in some schools.
- Consider evaluating large FTE allocations across the MLO for potential rightsizing or flexibility adjustments.
- Determine if language amendments are needed to provide more flexibility in compensation.
- Evaluate the need for sunseting certain PIPs and create a drawdown plan to redirect funds.
- The district needs to focus on improving the culture and retaining quality, tenured teachers.
- There is a need for a recurring budget for curriculum and consideration for allocating funds toward ELA curriculum.
- The district offers STEM programs but has no dedicated STEM curriculum.
- FTE positions that are funded by the MLO can be converted to contracted positions, if necessary.

Dr. Comfort assisted in bringing that conversation to an end by announcing that the district is definitely implementing school/student-based budgeting, effective January 2025. He is currently working with all schools to train and educate them on best fiscal choices with their upcoming budget changes.

The committee continued discussion about the need for documented policy/operational procedures, to define how it operates. It was unclear as to whether or not they will determine it to be a “Policy”, “Regulation”, or “Operational Procedure”. Lyman Kaiser volunteered to draft a document for review at the next meeting.

In closing, Chair Nicole Uebel announced that this was to be her last meeting. She is stepping down for personal reasons and thanked the committee for their work, urging them to find her replacement as soon as possible. We express our gratitude and best wishes to Mrs. Uebel.

The meeting was adjourned at 7:59 pm.

Key Take-Aways

- Consider reevaluating the staffing levels and footprint in order to make more efficient use of resources [0:06:19](#)
- Explore strategies to create separation from surrounding districts in terms of employee compensation [0:06:58](#)
- Develop long-term strategies for attracting and retaining high-quality teachers, including coaching and professional development opportunities [0:07:23](#)
- Evaluate HR strategies for recruitment and retention of teachers, including compensation packages and accountability measures [0:08:24](#)
- Assess the effectiveness and impact of the current benefits package on attracting and retaining teachers [0:14:23](#)
- Determine how to demonstrate better outcomes and accountability with the funds received from the mill levy override [0:19:30](#)
- Monitor the impact of class size reduction efforts and evaluate the effectiveness of the resources allocated [0:23:08](#)
- Evaluate the staffing rates and resource allocation to ensure that funding is aligned with the strategy and current needs of the students. [0:36:14](#)
- Determine if any amendment plans are needed to adjust current strategies and seek agreement from the administration. [0:37:15](#)
- Roll out the implementation of the middle school model, considering enrollment numbers and staffing requirements. [0:40:26](#)
- Consider amendments to remove restrictions on how funds are allocated and explore more flexible options for resource allocation [0:41:45](#)
- Consult with legal team about language in the pips and potential need for plan amendments [0:52:50](#)
- Assess large FTE allocations and evaluate whether changes are needed to align with current needs and budget constraints [0:55:54](#)
- Discuss using additional time and money for STEM initiatives [1:08:55](#)
- Consider allocating a portion of the non-recurring additional money to support the curriculum purchase, specifically for K-12 ELA curriculum. The amount to be allocated will be determined once the audit is certified. [1:09:54](#)
- Publicize the STEM programs and curriculums in District Eleven [1:12:56](#)
- Write an article to the board highlighting the career and technical programs available [1:14:18](#)
- Launch and unveil the new STEM high school at UCCS cyber security center [1:15:11](#)
- Offer small class sizes in targeted areas to retain advanced students [1:15:37](#)
- Convert the FTE into a contractor position for Tesla Middle School High School [1:19:40](#)
- Convert the funding to be able to use it for a contracted position [1:20:07](#)
- Allocate more tier one investment in staffing allocations [1:23:44](#)
- Evaluate and track the effectiveness of FTE positions through student outcomes data [1:24:34](#)
- Develop a plan to work with schools to determine staffing needs based on enrollment projections and student-based budgeting [1:27:24](#)
- Implement one comprehensive FTE conversation with every school during staffing allocation process [1:28:10](#)
- Determine variations and program-related FTE allocations for schools starting new programs [1:30:57](#)
- Write a draft policy for the MLOC committee and bring it back as a draft for the next meeting. [1:37:40](#)
- Determine where the operational procedures document should live (whether as a regulation, bylaw, or exhibit). [1:41:18](#)
- Decide who will take the participant's spot at the next meeting in November. [1:45:18](#)
- Express gratitude to Nicole and discuss upcoming changes