

CSC Budget 2017-2018 Meeting

1. Welcome
2. Working Agreements- Attack the action not the person, no blame or shame, try not to repeat yourself and assume best intentions.
3. Positions that must be added: Elementary Arts Senior Team Lead (.33) 1 Elementary ELA-S Literacy Teacher, 1 Restorative Justice Coordinator for Elementary, 1 Science STL (senior Team Lead) for secondary
4. Positions that must be reduced: 1 Kindergarten ELA-S, 1st Grade ELA, 1 library paraprofessional, Elementary Music (1.0-.6), Elementary Music (1.0 to .6) OR 1.0 Arts Teacher Reduction, MS 4 teachers (LA,SS,SCI,M)
5. Elementary Principal explained that they made these changes to support our bilingual students. Currently English Language Learners or ELL students 1st through 4th grade are in a split class, meaning one teacher teaches 1st and 2nd grade. Another teachers teaches a 3-4 split. Through analyzing data, KCAA has noticed that split classes is not best practice. This new model would allow an ELA-S teacher to provide the literacy instruction for the PPF 1 students to support our Spanish speakers becoming bi-literate. The Elementary Principal also explained that members of the elementary arts team have not had equitable coaching and support, such as; coaching, learning walks and guided professional development.
6. The Elementary Principal explained the arts team does not have a full teaching load. Please reference the graph below:
7. Question: "Does Abby Harkey provide any leadership for the elementary team?" The response was Abby Harkey currently observes and gives LEAP feedback on 9 art teachers in secondary. According to Executive Principal she oversees more people than any other administrator in the building.
8. Question: "Who is handling the discipline in Elementary?" Elementary Principal said currently Cori Herbst-Loehr is handling discipline along with a paraprofessional. Right now the paraprofessional does not have all of the training or the access to IC to be an effective Restorative Justice Coordinator.
9. Question: "Why is the Assistant Principal not handling discipline problems opposed to a paraprofessional? Elementary Principal responded by saying that the Assistant Principal spends time doing LEAP evaluations, behavior plans, SAL work, planning 6-week data cycles, and supporting the PBIS and

MTSS teams. Elementary Principal says that it is common for an elementary school of this size to have two or three administrators. Another teacher says our assistant principal does an incredible amount of work.

10. Question: "Are we losing a para to create a RIO position at the elementary level?" Elementary Principal responds, "No, we are not losing any paraprofessional support at the elementary level. We currently have 8 paraprofessional positions in Elementary and next year will be staffed similarly."

11. Executive Principal says, our middle school is projected to reduce in size every year. The maximum class size is 35 students. Next year we will have 380 and then the following year 360. A total of 90 students will be reduced, 540,00\$ over the next two years.

12. How many teachers do we currently have at middle school teacher? We currently have 15 teachers.

13. Due to the increase of middle schools in the area the district has asked us to reduce our numbers at the middle school level.

14. What are you doing to support ELLs in the secondary program? We have ESL classes for students identified as language learners. Executive Principal Castillo said we are in compliance with the Modified Consent Decree.

Elementary Principal explained that they are in compliance the ELA department and the DOJ. She consulted them when making these budget changes.

15. The Elementary Principal explained she and others have heard heated feedback about our split classes from parents. She states she wants to make the school more equitable for language learners. The district is struggling to provide the curriculum and support to split grade ELA-S classes.

16. Do we have more than 15 designated ELL students? Executive Principal's response was, "No." The secondary school is not a TNL school. Executive Principal said he asked Denver Public Schools for a ELA Resource Teacher.

17. Question: "How are you going to manage the upper library and the lower library?" Then person asking the question said we are 1st in circulation in the district among secondary schools and 3rd in circulation for our elementary library. She said, "The library is becoming a hot spot." The response was the

CSC can talk about positions we want to come back for the next year in case of increased enrollment.

18. Can we get clearly defined roles for administrators? Executive Principal said that this is not a part of the conversation for right now. The Elementary Principal said there are 13 indicators that define their job and it is [linked](#) to the minutes.

19. Executive Principal says he will share the budget with the parent liaison and the parent liaison will send it to every member of the CSC committee. This information is confidential and not open to the public.

20. All arts teachers receive a stipend for doing all the arts programming outside of the contractual work day. The stipend is called 7 step. Art teachers can earn up to 7,500\$ a year for additional arts programming that falls outside the contracted hours.

21. Another person from the public said they were very concerned with their being 27 students in the first grade. The Elementary Principal said she is unaware of research that proves smaller class sizes result in more academic achievement.

22. A CSC member said in years past we have increased administration positions to reduce stress. Then they posed the question, "Why are we cutting teachers and not administrators?" Executive Principal said we are cutting middle school teachers because our middle school enrollment is decreasing. Next year we might need to look at cutting administrators as well.

23. A CSC member said, "I move to approve to approve the budget. " Other members voted in favor of approving the budget. Are we voting on parts of the budget or the whole budget?" The Executive Principal responded by saying that we are voting as a whole. The CSC member said, "Yes to reducing both art positions to 0.6, but no to everything else. "

24. Members of the CSC team noted that they would like to look at the budget prior to the CSC meeting next year. One member said they felt like the administration had already decided on how to balance the budget before the meeting. In the future a CSC member wants the to be sent out 48 hours in advanced. She also noted CSC members were given one option for balancing the budget. Next year she would like more than one option to be presented to CSC members, so they have a voice on making these decisions.

25. At our next meeting we will talk about which positions would we want to bring back based on an increase in enrollment.

Overall vote: 6-1 YES approval on the budget proposal.

26. The CSC will meet on the on the 13th of March.