

Woodland Park School District Re-2

BOARD OF EDUCATION

Regular Board Meeting – November 8, 2017

CALL TO ORDER

The meeting was called to order by President Carol Greenstreet at 7:02 p.m. with the following members present: Gwynne Dawdy, Corbin Graber, Beth Huber, Nancy Lecky, and Mrs. Greenstreet.

APPROVAL OF AGENDA

MOTION Graber, second Huber, to approve the agenda. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

OATH OF OFFICE

The Honorable Judge Lin Billings-Vela administered the “Oath of Office” to Beth Huber, Director of District B (At Large); Nancy Lecky, Director of District D (Gateway Elementary Boundaries); and Corbin Graber of District E (Summit Elementary Boundaries).

BOARD OF EDUCATION REORGANIZATION & CONFIDENTIALITY AFFIDAVITS

Beth Huber and Gwynne Dawdy were nominated for the office of Board President. The election for the office of Board President was voted by secret ballot and Beth Huber received 4 votes and Gwynne Dawdy received 1 vote. The result of the secret ballot was Beth Huber received a majority vote and was elected President.

Gwynne Dawdy and Corbin Graber were nominated for the office of Vice President. The election for the office of Vice President was voted by secret ballot and Gwynne Dawdy received 5 votes and Corbin Graber received no votes. The result of the secret ballot was Gwynne Dawdy received a majority vote and was elected Vice President.

Carol Greenstreet and Nancy Lecky were nominated for the office of Board Secretary. Roll call for Carol Greenstreet – Voting Aye – Dawdy, Greenstreet, Huber, Lecky; Voting No – Graber. No roll call for Nancy Lecky was needed as the Ayes have it and Carol Greenstreet was elected Board Secretary.

Kelley Havin was nominated to be appointed as Secretary to the Board of Education. Voting Aye – Dawdy, Graber, Greenstreet, Huber, Lecky. The Ayes have it and Kelley Havin is appointed Secretary to the Board of Education.

Brian Gustafson was nominated to be appointed as Board of Education Treasurer. Voting Aye – Dawdy, Graber, Greenstreet, Huber, Lecky. The Ayes have it and Brian Gustafson is appointed Treasurer to the Board of Education.

All members of the Board of Education signed confidentiality affidavits (Addendum A).

DIRECTOR LEAVES MEETING

Board President Beth Huber left the meeting at 7:20 p.m. and Vice President Gwynne Dawdy presided over the remainder of the meeting.

PUBLIC COMMENT

None.

HIGH SCHOOL STUCO REPORT

High School STUCO representatives Kourtney Cox and Abby Ludwick shared Homecoming was a great success; the 'Drive Smart' campaign is underway and shared the planned activities for the week.

HIGH SCHOOL ACTIVITIES & ATHLETICS REPORT

Assistant Principal Cindy Gannon updated the Board of Education on the activities and athletics happenings: Activities: Fall Musical, "Hello! My Baby", will be held November 16, 17, and 18; Forensics - hosted a meet last weekend where 26 different schools participated and 10 students from WPHS competed and 3 of them made it into the final round; Marching Band – earned a 1st place trophy in the Colorado Springs Veterans Day parade last weekend. Winter Sports: Boys and Girls Basketball, Hockey, and Wrestling will officially start on Friday with the first competitions beginning November 30 – December 1.

MIDDLE SCHOOL STUDENT TALENT SHOWCASE

This month the middle school showcased the student talents of the Odyssey Choir. This choir is directed by Ms. Cheresse Bennett and they performed several songs for the Board of Education.

NEWMONT CC/V GRANT COMMITTEE PRESENTATION TO WPSD GRANT RECIPIENTS

Public Relations/Communications/Grant Writing Specialist Stacy Schubloom thanked Newmont for their continued support of our school district and introduced Lorna Shaw, the new External Relations Manager at Newmont CC/V mines. Ms. Shaw provided her background information and shared her excitement to be with Newmont and a new member of the Woodland Park community.

Ms. Schubloom shared in previous years we provided recommendations on the grant applications and Newmont made the final decision regarding amounts; however this year Newmont wanted the District to make the decision regarding the amounts. We formed a Grant Review Committee who represented our five schools while remaining professional and as unbiased as possible. Members of the Grant Review Committee were: Karen Hamlow - High School Instructional Resource Teacher; Erin Street – Middle School Instructional Resource Teacher; Miles Tuttle – Gateway Elementary Instructional Resource Teacher; Scott Thorpe - parent of kids in 3 of our schools; Claudia Miller - retired WPSD teacher; Brian Gustafson - Director of Business Services; and Ms. Schubloom. The Grant Review Committee received 32 very deserving applications requesting total of over \$102,000 vying for \$20,000.

Congratulations to the following 2017 grant recipients: Catherine Briggs-Hale - \$2,500 to Columbine Retired Teachers Program; Cindy Gannon - \$750 to WPHS Safety; Judith Meyer - \$1,000 to Columbine Link-Up Program; Nicole Vergenz - \$2,000 to WPMS Fitness Room Revamp; Gary Adamson - \$1,840 to WPHS Engineering Manufacturing process class curriculum upgrade; Sandy Struble - \$1,199 to Homeschool Enrichment Academy Sphero Robotics; Kathy Rhodus - \$1,500 to STEM – Elementary Coding and Robotics; Laurie Hatton Gutierrez - \$1,700 to WPMS 8th Grade Challenger Learning Center Field Trip; Amy Battin & Wanda Bingham - \$460 to Gateway Read Live License; Lacey Boggs-Elliott - \$1,800 to WPHS Audiobooks Speak Volumes; Daniel Read - \$385 to WPHS Buzzer System for Knowledge Bowl Team; Ann-Marie Friesema - \$500 to Gateway Snoezelen Room; Bill Brown - \$940 to WPHS Forensic Team; Kelly Schmidt & Charles Gerszeski - \$1,225 to WPHS Class Set of TI-84 Calculators.

CONSENT CALENDAR/Blanket Motion

MOTION Lecky, second Greenstreet, to accept administrative recommendation and approve action on the following items:

- VIII.a. Minutes – October 11 and 25, 2017
- VIII.b. Bills & Financials (Addendum B)
- VIII.c.1. Personnel – **New Contracts – Classified:** Colleen Howe, CES .69 FTE Building Secretary, effective November 1, 2017; **Co-Curricular:** Daniel Ganoza, HS Head Women’s Soccer Coach, effective 2017-18 school year.
- VIII.c.2. Personnel – **Resignations – Classified:** Kim Cruz, MS Special Education Paraeducator, effective November 10, 2017; Robert Bischoff, GES .3 FTE Night Custodian, effective December 8, 2017; Faith Mattson, HS Night Custodian, effective November 3, 2017.
- VIII.d. Board Governance Policies GP-4 and GP-5
- VIII.e. Meet & Confer Agreements (Addendum C)

MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

PUBLIC RELATIONS UPDATE

Public Relations/Communications/Grant Writing Specialist Stacy Schubloom shared the Veterans Day Assembly is on Friday – ran ads the past two weeks and sent invitations to media; Fall Musical “Hello! My Baby” is November 16, 17, and 18; Choice Campaign – beginning the planning and design of our messaging as well as filming a new commercial.

STRATEGIC PLANNING UPDATE

Superintendent Dr. Jed Bowman shared the Leadership Team has revisited the architecture plan that was developed in unison with the Board of Education. District Leaders reported on the high level metrics within the four Strategic Plan Objectives: Educator Talent, Academic Success, Social Emotional Growth, and Communication as well as any new developments since last month’s report. Next month the plan is to share information on timelines.

LEGISLATIVE UPDATE

Dr. Bowman shared PERA reform will be a big topic this legislative session; also the governor has released his proposed 2018-19 state budget and highlighted key points: reduce the Budget Stabilization Factor (formerly the Negative Factor) by \$70 million; full funding for inflation and growth; additional \$10 million for rural dollars. The governor is proposing his own changes to PERA, which include: no change to public employer contributions; 2 percentage point increase in employee contributions; 1.25 percent annual increase cap (from the current 2 percent). The regular session of the Colorado General Assembly will commence on January 10, 2018.

ADMINISTRATION POLICY UPDATE

High School Principal Del Garrick shared policy IKA-R2 Class Rank/Grade Point Averages has been updated. Beginning with the 2017-2018 freshman class, students scheduled to graduate in 2021 and

thereafter the traditional valedictorian and salutatorian honors will be replaced by the Latin Honors System, which grants students summa cum laude, magna cum laude and cum laude titles based on their grade point average. This change allows students who earn at or above a clearly defined cumulative GPA recognition for their academic achievement.

FISCAL YEAR 2017 AUDIT

Tom Sistare of Hoelting and Company, Inc., presented the audit and their findings to the Board of Education and the District is financially sound. MOTION Greenstreet, second Graber, to accept the Fiscal Year 2017 Audit as presented. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

SECOND READING AND APPROVAL OF NEW GOVERNANCE POLICY EE-3

Motion Greenstreet, second Lecky, to approve the second and final reading of new Board Governance Policy EE-3 – Student Conduct and District Culture. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

FIRST READING OF NEW BOARD GOVERNANCE POLICIES

MOTION Greenstreet, second Lecky, to approve the first reading with minor changes of EE-1 – Academic Achievement. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky. MOTION Lecky, second Greenstreet, to approve the first reading of EE-6 – Community Relations. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

FIRST READING AND FINAL APPROVAL OF REVISED BOARD GOVERNANCE POLICIES

MOTION Graber, second Greenstreet, to approve the first and final reading of revised Board Governance Policy EE-4 – Interactions with Students/Parents/Guardians. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky. MOTION Greenstreet, second Graber to approve the first and final reading with minor changes of revised Board Governance Policy EE-5 – Staff Support and Interactions. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

WPEA REPORT

WPEA representative Anna Thompson shared WPEA has ratified the Meet & Confer Agreements with 100% yes votes. She thanked the District for the collaborative process, inclusion, and also for the facilitator.

SUPERINTENDENT REPORT

Superintendent Bowman recognized and expressed gratitude for the participants in our Meet and Confer process and shared we are fortunate to have the ongoing collaboration that we do.

Reviewed upcoming key dates for the Board to mark on their calendars: Friday, November 10 – Veterans Day Assembly – 9:30 a.m. - High School Main Gym; Wednesday, November 15 – Intergovernmental Meeting – 7:00 a.m. – Board room; November 15 – Board Work Session – 5:00 p.m. – Board Room; November 20-24 – District Closed; November 29 – Board Work Session – 5:00 p.m. – High School; November 30 – December 2 – CASB Convention – The Broadmoor; December 2 – Lighter Side of Christmas Parade – 6:00 p.m.

Dr. Bowman shared we are continuing our outreach meetings and have had 11 meetings thus far with 4 more scheduled. Enjoy sharing information with our school community members and presenting with staff and the Board.

Dr. Bowman shared his gratitude for both WPSD education community and living in Woodland Park and he further appreciates the staff's ongoing commitment to positively impact students.

BOARD OF EDUCATION REPORT

Board Secretary Carol Greenstreet shared she is still working on a draft version of the superintendent application packet and job description. Her hope is to send out next Tuesday to allow think time prior to the November 15 Board Work Session. She also asked the board to be sure to bring their calendars as dates need to be decided upon.

Director Nancy Lecky requested board members and Dr. Bowman review the sessions being offered at the annual CASB convention and let her know if there are sessions you would like for her or Gwynne Dawdy to sit in on since they are attending the convention.

Board Vice President Gwynne Dawdy thanked Carol Greenstreet for being President and her valued leadership during her tenure.

EXECUTIVE SESSION

MOTION Greenstreet, second Graber, to adjourn to executive session at 8:57 p.m. for a personnel and student matter per C.R.S. §24-6-402(4)(f) & (h). MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

MOTION Lecky, second Graber, to adjourn from executive session at 9:55 p.m. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

ADJOURN

MOTION Greenstreet, second Lecky, to adjourn the meeting at 9:55 p.m. MOTION CARRIED; Voting Aye – Dawdy, Graber, Greenstreet, Lecky.

Attest:


Board of Education Secretary


Board of Education President

ADDENDUM A

CONFIDENTIALITY AFFIDAVIT

STATE OF COLORADO)
) ss.
COUNTY OF TELLER)

I, GWYNNE DAWDY, being first duly sworn, do state and affirm the following:

1. I am a member of the Board of Education of WOODLAND PARK RE-2 School District.
2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the Board, as described in C.R.S. § 24-6-402.
3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board policy adopted pursuant to C.R.S. § 22-32-108(7).

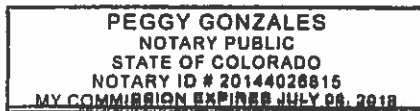
By: *Gwynne Dawdy*
(Signature)

Subscribed and sworn to before me this 8th day of November, 2017, by Gwynne Dawdy. Witness my hand and official seal.

By: *Peggy Gonzales*
Notary Public

My commission expires: 7/8/2018.

(Seal)



ADDENDUM A

CONFIDENTIALITY AFFIDAVIT

STATE OF COLORADO)
) ss.
COUNTY OF TELLER)

I, BETH HUBER, being first duly sworn, do state and affirm the following:

- 1. I am a member of the Board of Education of WOODLAND PARK RE-2 School District.
- 2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the Board, as described in C.R.S. § 24-6-402.
- 3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board policy adopted pursuant to C.R.S. § 22-32-108(7).

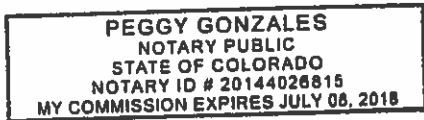
By: Beth Huber
(Signature)

Subscribed and sworn to before me this 8th day of November, 2017, by Beth Huber. Witness my hand and official seal.

By: Peggy Gonzales
Notary Public

My commission expires: 7/8/2018.

(Seal)



ADDENDUM A

CONFIDENTIALITY AFFIDAVIT

STATE OF COLORADO)
) ss.
COUNTY OF TELLER)

I, CORBIN GRABER, being first duly sworn, do state and affirm the following:

- 1. I am a member of the Board of Education of WOODLAND PARK RE-2 School District.
- 2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the Board, as described in C.R.S. § 24-6-402.
- 3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board policy adopted pursuant to C.R.S. § 22-32-108(7).

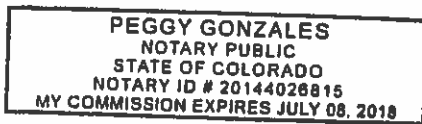
By: *Corbin Graber*
(Signature)

Subscribed and sworn to before me this 8th day of November, 2017, by Corbin Graber. Witness my hand and official seal.

By: *Peggy Gonzales*
Notary Public

My commission expires: 7/8/2018.

(Seal)



ADDENDUM A

CONFIDENTIALITY AFFIDAVIT

STATE OF COLORADO)
) ss.
COUNTY OF TELLER)

I, CAROL GREENSTREET, being first duly sworn, do state and affirm the following:

1. I am a member of the Board of Education of WOODLAND PARK RE-2 School District.
2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the Board, as described in C.R.S. § 24-6-402.
3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board policy adopted pursuant to C.R.S. § 22-32-108(7).

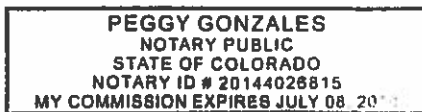
By: Carol Greenstreet
(Signature)

Subscribed and sworn to before me this 8th day of November, 2017, by Carol Greenstreet. Witness my hand and official seal.

By: Peggy Gonzales
Notary Public

My commission expires: 7/8/2018.

(Seal)



ADDENDUM A

CONFIDENTIALITY AFFIDAVIT

STATE OF COLORADO)
) ss.
COUNTY OF TELLER)

I, NANCY LECKY, being first duly sworn, do state and affirm the following:

1. I am a member of the Board of Education of WOODLAND PARK RE-2 School District.
2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the Board, as described in C.R.S. § 24-6-402.
3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board policy adopted pursuant to C.R.S. § 22-32-108(7).

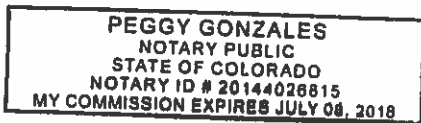
By: *Nancy I. Lecky*
(Signature)

Subscribed and sworn to before me this 8th day of November, 2017, by Nancy I. Lecky witness my hand and official seal.

By: *Peggy Gonzales*
Notary Public

My commission expires: 7/8/2018.

(Seal)



ADDENDUM B

Woodland Park School District RE-2
General Fund
Revenue/Expenditure Report (Unaudited)
October 2017

	FY 2017	Oct-16	%	FY 2018	Oct-17	%
	Budget	Actual		Budget	Actual	
Revenues						
Prop & SO Tax	9,340,076	783,872	8.39	7,365,729	557,181	7.56
Sales Tax	-	-	0.00	2,163,000	408,798	18.90
Earnings on Investments	25,000	16,049	64.20	30,000	31,645	105.48
Rents/Leases	90,000	32,047	35.61	75,500	25,207	33.39
Other Local Sources	321,249	59,608	18.55	265,000	59,191	22.34
State Equalization	10,602,445	3,569,633	33.67	11,217,441	3,718,946	33.15
ECEA (Special Ed)	-	-	-	-	-	0.00
IDEA Part B	177,607	-	0.00	177,607	-	0.00
State Ed Priorities Flowthrough	12,000	-	0.00	12,000	-	0.00
Medicaid Reimbursement	204,292	57,638	28.21	235,827	68,620	29.10
Lease Proceeds	10,046,130	10,046,130	0.00	-	-	0.00
Rural Funding	-	-	0.00	402,860	103,168	0.00
Other	(231,864)	(317,226)	136.82	(198,151)	(393,666)	198.67
	<u>30,586,935</u>	<u>14,247,751</u>	<u>46.58</u>	<u>21,746,813</u>	<u>4,579,091</u>	<u>21.06</u>
Expenditures						
Instructional	10,156,449	2,844,017	28.00	10,619,104	3,159,685	29.75
Special Education	2,274,998	607,978	26.72	2,215,701	674,645	30.45
Co-Curricular	553,030	114,728	20.75	588,874	126,925	21.55
Support Services	1,205,004	286,423	23.77	1,159,925	330,627	28.50
Instr Staff	1,096,498	324,517	29.60	1,208,568	337,355	27.91
General Admin	740,083	214,409	28.97	757,134	224,662	29.67
School Admin	1,302,184	415,547	31.91	1,330,349	449,146	33.76
Business Svc	385,987	140,450	36.39	413,767	149,270	36.08
Oper & Maint	1,786,522	536,209	30.01	1,885,871	612,061	32.46
Student Transp	1,057,592	106,582	10.08	1,004,586	130,741	13.01
Central Support	374,005	175,386	46.89	275,263	37,659	13.68
Other Support	10,049,654	9,717,260	96.69	832,187	50,367	6.05
Facilities & Sites	1,183,668	516,582	43.64	831,566	145,359	17.48
	<u>32,165,674</u>	<u>16,000,087</u>	<u>49.74</u>	<u>23,122,895</u>	<u>6,428,501</u>	<u>27.80</u>

Notes:

*Expenditures, Facilities & Sites: Includes annually appropriated capital lease purchase payments

*Central Support includes E-rate reimbursement applied in July

General Fund Fund Balance Report

Revised: 11/3/17

Fiscal YR 2018	7/31/2017	8/31/2017	9/30/2017	10/31/2017	11/30/2017	12/31/2017	1/31/2018	2/28/2018	3/31/2018	4/30/2018	5/31/2018	6/30/2018
Beg Fund Bal	\$8,023,679	\$6,248,789	\$5,968,931	\$5,574,858	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297
- Restrictions	\$927,972											
+ Revenues	\$578,747	\$1,306,253	\$1,396,609	\$1,297,482	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
- Expenditures	\$1,425,665	\$1,586,111	\$1,790,682	\$1,626,043	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
End Fund Bal	\$6,248,789	\$5,968,931	\$5,574,858	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297	\$5,246,297
% of annual budget	18%	17%	16%	16%	16%	16%	16%	16%	16%	16%	16%	16%

\$4,578,091
\$6,488,501

\$0 TOTAL
\$0 TOTAL

Fiscal YR 2017	7/31/2016	8/31/2016	9/30/2016	10/31/2016	11/30/2016	12/31/2016	1/31/2017	2/28/2017	3/31/2017	4/30/2017	5/31/2017	6/30/2017
Beg Fund Bal	\$8,523,187	\$6,236,366	\$6,078,063	\$5,791,462	\$5,340,769	\$4,627,127	\$4,147,233	\$4,149,321	\$3,799,903	\$6,002,586	\$5,601,291	\$5,998,337
- Restrictions	\$1,430,082											
+ Revenues	\$631,053	\$1,130,270	\$1,403,236	\$1,083,192	\$1,214,436	\$1,209,064	\$1,321,755	\$1,278,885	\$3,980,409	\$1,318,030	\$2,369,105	\$3,885,129
- Expenditures	\$1,487,792	\$1,288,572	\$1,689,838	\$1,533,885	\$1,928,078	\$1,688,957	\$1,319,668	\$1,628,302	\$1,777,726	\$1,719,325	\$1,972,060	\$1,859,788
End Fund Bal	\$6,236,366	\$6,078,063	\$5,791,462	\$5,340,769	\$4,627,127	\$4,147,233	\$4,149,321	\$3,799,903	\$6,002,586	\$5,601,291	\$5,998,337	\$8,023,679
% of annual budget	28%	27%	26%	25%	22%	20%	20%	19%	27%	26%	27%	34%

Values may change as Adjusting Journal Entries are posted
 End Balance is actually calculated once at the end of the fiscal year. The 'End Fund Bal' provides an estimation of what the FB would be if the fiscal year ended at that time.

ADD: 10,000

Board Minutes
Board Minutes

Investment Report FY 18

Institution	Description	Earnings											
		July	August	September	October	November	December	January	February	March	April	May	June
ColoTrust	ColoTrust + General Fund	\$ 6,656.86	\$ 6,692.02	\$ 6,569.96	\$ 6,481.94								
ColoTrust	Bond Account	\$ 5.55	\$ 5.90	\$ 5.98	\$ 13.62								
VectraBank	Public Funds Money Market	\$ 71.26	\$ 71.26	\$ 66.67	\$ 73.58								
Vectra Wealth Advisors	Government & Agency Bonds, Money Market Funds	\$ 5,079.49	\$ 1,853.79	\$ (2,012.87)									
EARNINGS ON INVESTMENTS		\$ 11,813.16	\$ 8,632.97	\$ 4,629.74	\$ 6,569.14	\$	\$	\$	\$	\$	\$	\$	\$ 31,645.01

ADDENDUM

November 8, 2017

Revised: 11/3/17

Vectra Wealth Advisors statements arrive around the 15th of each month


ADDENDUM C



Woodland Park School District
'Elevate Your Education'

**MEET & CONFER
AGREEMENTS**

November 2017



Woodland Park School District
'Elevate Your Education'

Compensation:

- 3% Increase to all cells
- \$500 recurring salary (per fte) for all staff
- Column increases, education factor
- Classified remuneration, longevity
- 7/14 Incentives *
 - For 2016-2017 & 2017-2018
 - Certified: Staff employed last year or before qualify for their next milestone. \$1,000 of annual salary.
 - Classified: Staff will receive an Incentive Step

*Woodland Park School District
'Elevate Your Education'*

New Compensation Model (Certified & Admin)

- No pay decreases
- Maintain Columns and eliminate Steps
- Salary as of 11/1/2017 is each person's new 'cell'
- When approved, salary increases will be added to that cell
- Increases may be in the form of %↑ and/or fixed \$↑ and will apply to all cells

*Woodland Park School District
'Elevate Your Education'*

Woodland Park School District RE-3 Certified Salary Schedule											
	BA	BA+10	BA+20	BA+30	BA+50	BA+60	BA+70	BA+80	BA+90	BA+100	PhD
1	32,039	33,096	34,127	35,187	36,349	37,369	38,369	39,430	40,481	41,532	42,612
2	32,993	34,051	35,115	36,179	37,234	38,293	39,386	40,417	41,477	42,538	43,588
3	33,979	35,039	36,100	37,161	38,221	39,283	40,343	41,405	42,465	43,526	44,586
4	34,866	36,017	37,087	38,148	39,208	40,270	41,330	42,390	43,452	44,513	45,573
5	35,952	37,013	38,079	39,135	40,195	41,256	42,317	43,378	44,438	45,499	46,559
6		38,001	39,061	40,123	41,183	42,244	43,304	44,366	45,426	46,486	47,547
7		38,988	40,049	41,110	42,169	43,231	44,291	45,351	46,412	47,472	48,533
8			41,035	42,097	43,157	44,218	45,279	46,339	47,400	48,460	49,521
9			42,023	43,084	44,145	45,205	46,266	47,327	48,387	49,447	50,508
10			43,010	44,070	45,131	46,191	47,251	48,311	49,374	50,434	51,495
11				45,657	46,718	47,779	48,840	49,901	50,962	51,922	52,983
12				46,044	47,104	48,165	49,226	50,286	51,347	52,407	53,468
13				47,031	48,093	49,152	50,214	51,274	52,335	53,395	54,456
14					49,080	50,140	51,201	52,261	53,321	54,382	55,443
15					50,066	51,127	52,188	53,248	54,308	55,369	56,429
16					51,054	52,114	53,175	54,235	55,296	56,357	57,418
17					52,040	53,101	54,161	55,222	56,283	57,344	58,404
18						53,149	54,210	55,270	56,331	57,391	58,452
19						54,135	55,197	56,257	57,318	58,378	59,439
20						55,122	56,183	57,244	58,304	59,365	60,426
21						56,110	57,171	58,231	59,291	60,352	61,413
22							58,096	59,157	60,218	61,278	62,339
23								60,157	61,218	62,278	63,339
24									62,206	63,266	64,327

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Certified

BA	BA+10	BA+20	BA+30	BA+50 MA	BA+60 MA+10	BA+70 MA+20	BA+80 MA+30	BA+90 MA+40	BA+100 MA+50
\$ 33,000	\$ 34,058	\$ 35,151	\$ 36,243	\$ 37,336	\$ 38,428	\$ 39,520	\$ 40,613	\$ 41,706	\$ 42,799

BA	BA+10	BA+20	BA+30	BA+50 MA	BA+60 MA+10	BA+70 MA+20	BA+80 MA+30	BA+90 MA+40	BA+100 MA+50
\$ -	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094	\$ 1,094

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- Why a new compensation structure?**
- Flexibility to adapt to current financial climate
 - Less likely freezing of entire structure
 - Elimination of column 'freezes'
 - Embedded longevity
 - Separation of compensation for current staff vs. new staff
 - Increase PERA includable salary vs. one-time-pay
 - Attraction & Retention

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Scenario
multiplier 0.50%

Year	PREVIOUS			NEW		
	BA	OTP	TOTAL	TOTAL	PERA Includable	New minus Previous
1	\$ 30,225	\$ -	\$ 30,225	\$ 30,225	\$ 30,225	\$ -
2	\$ 31,125	\$ -	\$ 31,125	\$ 30,376	\$ 30,376	\$ (749)
3	\$ 31,125	\$ 700.00	\$ 31,825	\$ 31,228	\$ 30,528	\$ (597)
4	\$ 31,125	\$ 1,100.00	\$ 32,225	\$ 31,781	\$ 30,681	\$ (444)
5	\$ 31,125	\$ 1,000.00	\$ 32,125	\$ 31,834	\$ 30,834	\$ (291)
6	\$ 32,056	\$ 1,100.00	\$ 33,156	\$ 32,088	\$ 30,988	\$ (1,068)
7	\$ 32,987	\$ 1,100.00	\$ 34,087	\$ 32,243	\$ 31,143	\$ (1,844)
8	\$ 33,917	\$ 1,200.00	\$ 35,117	\$ 32,499	\$ 31,299	\$ (2,618)
9	\$ 33,917	\$ -	\$ 33,917	\$ 34,449	\$ 34,449	\$ 532
10	\$ 33,917	\$ 500	\$ 34,417	\$ 36,482	\$ 35,982	\$ 2,065

PERA includable salary
End-of-column freeze

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- FAQ's**
- "Are increases being paid in steps?"
 - No. All cells in the previous salary schedules are being increased by 3%. Then, all staff are receiving an additional recurring salary up to \$500 (per fte).
 - "Is this a 'Pay for Performance' model?"
 - NO
 - "Is the Classified Salary Schedule impacted by the change to the Certified Salary Schedule?"
 - Yes and No. The Classified Schedule remains intact and a makeover is being evaluated this year. However, steps are not being granted (except 7/14). Existing cells are increasing by 3%.

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FAQ's

- **"How do I know the value of my new 'cell?'"**
 - Each staff member will access the employee portal to print and confirm a Salary Card that will reside in the employee's file.
- **"Will the increase come in the form of 'retro-pay' or in a lump sum?"**
 - No. All increases will be paid over the remainder of each staff member's contract.

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FAQ's


- **"How will columns be calculated moving forward?"**
 - Column changes have been calculated based current amounts. These amounts may be increased annually by the approved % salary increase.
- **"How will people move in columns and receive the 3% + \$500 + Incentive Step?"**
 - 3% Increase → Column Increase \$1,094 → \$500 → 7/14 \$



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FAQ's

- **“Does this allow the District to hire new staff at salaries higher than current staff?”**
 - The new Conditions of Employment stipulates that the HR Director *'shall ensure existing staff salaries are not surpassed by salaries of newly hired teachers with comparable experience and education.'*
- **“Will Co-Curricular Extra-Duty pay increase?”**
 - Yes. Those extra duties tied to the base salary will increase.
 - Additionally, years of service of sponsors & coaches will be updated



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**QUESTIONS
&
NEXT STEPS**