

Board of Education

Mesa County Valley School District 51

Regular Meeting

January 5, 2010

Minutes & Work Session Summary

- A - Diann Rice
- B - Cindy Enos-Martinez
- C - Harry Butler
- D - Leslie Kiesler
- E - Greg Mikolai

Board of Education

Mesa County Valley School District 51

Regular Meeting: January 5, 2010

Adopted: February 16, 2010

	A	B	C	D	E	AGENDA ITEM	ACTION
Present	x	x	x	x	x	A. Call to Order / Roll Call	6:00 pm
Absent							
Motion Second Aye No	x	x	x	x	x	B. Early Retirement Option (ERO) Program [Resolution 09/10: 56] <ul style="list-style-type: none"> ➤ Superintendent Schultz provided a review of the information and timeline, which was presented to the Board on December 15. ➤ Board members asked questions, regarding the number of staff who have voiced interest, and the number of staff eligible for the ERO. ➤ Board member comment included the importance of clearly communicating that the ERO is optional for those who feel it would be an advantage. ➤ Superintendent Schultz updated the Board on next steps for communication and informational meetings. At this time, only general estimates of participation and potential savings were provided; those estimates reported were 450 eligible with 140 projected to engage in the program, with approximately a 2 million dollar savings the first year (dependent on the number of staff participating). ➤ Superintendent Schultz emphasized the ERO will be a fraction of what is needed to address the anticipated 8.3 million shortfall in the 2010-2011 budget year. He announced continuing dialogue through negotiations with the MVEA have been tentatively scheduled for February 5 & 6. By January 29, the legislature will take action to address the pending rescission, and decisions from the State on key issues will be made. 	Adopted
Motion Second Aye No	x	x	x	x	x		C. AON Consulting Contract [Resolution 09/10: 55R] <ul style="list-style-type: none"> ➤ Board members engaged in conversation, regarding the financial agreement with AON and the District, including the hourly billing rates as presented in Attachment E. Mrs. Callahan deVita was present to answer questions and provided clarification on the contract provisions.
Motion Second Aye No	x	x	x	x	x	D. Adjourn	
Motion Second Aye No	x	x	x	x	x		WORK SESSION SUMMARY: <ul style="list-style-type: none"> ➤ Community Service / Service Learning: Mr. Bill Larsen & Principals: Ms. Jody Mimmack, Mrs. Jody Diers, Mr. Matt Diers, Mr. Jon Bilbo <ul style="list-style-type: none"> • Mr. Larsen introduced the principals and gave background information on prior discussions regarding this topic. A review of community service / service learning at the high schools was brought forward, due to a GJHS parent concern last Spring. • Each principal shared what service learning / community service looks like in their individual schools. <ul style="list-style-type: none"> ○ Mr. Bilbo reported how GJHS students meet the 30 hours of service-learning credit toward graduation, and shared examples of the opportunities available to connect service learning to classroom instruction. He emphasized the benefits of the service learning

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						<p>component for students and the community, and provided information regarding the challenges involved. He emphasized at GJHS, students and parents know of the graduation credit requirement and know GJHS is different from the other high schools in this regard.</p> <ul style="list-style-type: none"> ○ Mr. Diers reported how the community-service element functions at PHS. He reported one out of two students have been involved on a volunteer basis, through clubs, extra-curricular opportunities, the IB Program, and National Honor Society. He provided examples of how PHS students reach out to the community. Challenges to implement a service-learning graduation requirement at PHS would include the need for additional man power, resources, and time. ○ Mrs. Diers reported how the community-service element functions at CHS. She reported a similar community-service structure, as described by Mr. Diers, with the exception of the IB Program. CHS has a class for students to do research projects in the community. One year, students painted homes in the Riverside area. The Warrior Closet was introduced this year to assist families in need. Students provided a football camp for "pee wee" football players and a CHS beautification project. The ROTC Program, Student Senate, and music programs provide service to the community. She voiced concern, regarding the overwhelming nature of instituting service learning at CHS. ○ Ms. Mimmack reported how the community-service element functions at FMHS. She reported a similar community-service structure, as described previously. FMHS provides service to the community through student clubs and organizations; Future Farmers of America, Girl Scouts, and Eagle Scouts were mentioned. 68% of seniors reported they are doing some type of community service. Students who have 200 hours of community service receive a white cord, known as the "Abby Cord," at graduation. Students are serving the community, and she supports continuation of these efforts. ○ Board members asked questions and engaged in discussion during the presentations, which included the following: <ul style="list-style-type: none"> ▪ Service opportunities at R-5 and the Key Performance Program; ▪ The possibility of changing the terminology of "community service," to reflect more of a spirit of volunteerism than a legal consequence; ▪ Tracking of hours; ▪ Feedback from the students, staff, and community; ▪ The cultural differences in the high schools in terms of applying service learning / community service; ▪ Concerns around budget and staffing allocations; ▪ The value of community service and the need to have a specific statement or policy, regarding the board's direction in this area. ○ Bill Larsen, Executive Director of High Schools, will work with the high school principals to prepare a draft document. ○ The Board thanked Mr. Larsen and the high school principals for their presentation. 	

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						<ul style="list-style-type: none"> ○ Superintendent Schultz summarized the discussion, and emphasized in District 51 volunteerism and the spirit of service is clearly valued. ➤ Board Committee Discussion <ul style="list-style-type: none"> ● The Board reviewed the <i>2009-2010 Committee Assignments</i>, and identified specific members to attend and represent the board on District, State, and community committees. ➤ <i>CASB School Board Member Leadership Workbook</i> <ul style="list-style-type: none"> ● Superintendent Schultz handed out copies of Exercise 3, <i>How are we doing?</i> He asked board members to complete the governance exercise for further discussion at the next Board Work Session. <p>Adjourned: 8:22 pm</p> <div style="text-align: right; margin-top: 20px;"> <hr style="width: 20%; margin: 0 auto;"/> Jamie Sidanycz, Secretary Board of Education </div>	

Early Retirement Option (ERO) Program

Board of Education Resolution: 09/10: 56

Adopted: January 5, 2010

WHEREAS, due to present and anticipated future shortfalls in state funding for K-12 education under the School Finance Act and Amendment 23, the District must reduce expenses in order to operate under a balanced budget; and

WHEREAS, as approximately eighty-two percent (82%) of the District's expense budget relates to employee salaries and benefits, the Board must consider various measures to reduce payroll-related expenses in order to meet its budgetary objectives; and

WHEREAS, the administration has studied an early retirement incentive program (ERIP) recently implemented as a cost-saving measure in Douglas County School District, and recommends that the Board conduct a similar ERIP to be called the "Early Retirement Option" or "ERO" Program; and

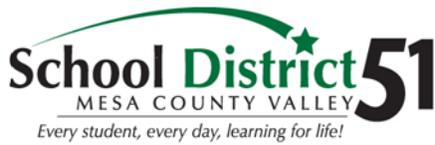
WHEREAS, the Board has reviewed the potential savings to be achieved by offering, on a one-time basis, the ERO Program to teachers and other licensed staff who are at least fifty (50) years old and have completed 15 or more years of service with the District or are at Step 13 or higher on the District's salary schedule, and to classified staff, who are at least fifty (50) years old and have at least twenty (20) years of service with the District, and believes that such savings are sufficient to justify proceeding with an ERO Program offering to such employees (not including administrators) on a voluntary basis; and

WHEREAS, the proposed ERO Program contemplates that an eligible employee who elects to participate in the ERO and retire from District employment at the end of the current school year would receive an early retirement benefit from the District equal to seventy-five percent (75%) of his or her current annual or annualized salary (ERO Benefit), which benefit would be payable in four (4) annual installments to such participant's tax-deferred 403(b) account, with the first installment payable on September 1, 2010 and the last installment payable on September 1, 2013;

WHEREAS, the proposed ERO Program also contemplates that those employees eligible to receive a retirement benefit payment under section 28.1 of the District's agreement with the Mesa Valley Education Association could, if otherwise eligible, also elect to participate in the proposed ERO Program, in which case such retirement benefit amount would be added to the ERO Benefit and paid in four (4) annual installments as described above; and

WHEREAS, eligible employees who elect to participate in the proposed ERO Program and receive the ERO Benefit must retire from the District at the end of their current contract or service period, no later than June 30, 2010, depending on the position they currently occupy.

NOW THEREFORE, BE IT RESOLVED that the Board hereby adopts and approves the ERO Program as proposed by the administration, and directs the Superintendent to take all action



Mesa County Valley School District No. 51

Early Retirement Option (ERO) Program

Board of Education Resolution: 09/10: 56

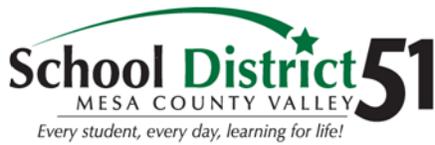
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that is reasonably necessary to immediately implement and administer such Program on a one (1) time basis as described above, including development and promulgation of appropriate ERO program materials, rules and requirements.

FURTHER RESOLVED that in accordance with Article X, Section 20 of the Colorado Constitution, the District shall pledge irrevocably and reserve for payment in future fiscal years such sums as are determined to be required to meet the District's obligations to employees who elect to participate in the District ERO Program.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on January 5, 2010.

Jamie Sidanycz, Secretary
Board of Education



Approval of Aon Consulting Contract

Board of Education Resolution: 09/10: 55R

Adopted: January 5, 2010

WHEREAS, in order to meet its budgetary objectives, the District desires to offer certain District employees an opportunity to participate in an early retirement incentive program (ERIP) to be referred to as the “Early Retirement Option” (ERO) Program;

WHEREAS, the administration has studied the school district ERIP recently implemented in Douglas County School District with the assistance of Aon Consulting (Aon), and desires to implement a similar ERIP in the District; and

WHEREAS, the administration recommends that the District also engage Aon to provide the District with professional ERIP consulting services to design, implement and administer the ERO Program; and

WHEREAS, the administration has negotiated a suitable Agreement to engage Aon as an independent contractor to perform such services, a copy of which is attached; and

WHEREAS, the Agreement provides that Aon shall charge a one time fee equal to \$85,000 plus \$100 per eligible participant for design and implementation and enrollment phases of the ERO Program, as well as an annual administrative fee \$15,000 plus \$50 per active participant beginning in 2011 for ongoing administration of the ERO Program during its projected term; and

NOW, THEREFORE, RESOLVED that the Agreement attached hereto is approved, and the Board’s President shall be and hereby is authorized to execute the same on behalf of the District.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on January 5, 2010.

Jamie Sidanycz
Secretary, Board of Education