



CASPA Meeting Agenda*
Friday, April 19, 2019
Cherry Creek School District
Fremont Building
14603 E. Fremont Avenue
Centennial, CO 80112
[Map](#)

- 8:30am — 10:00 am AM = Colorado Negotiators
- 10:00 am – 10:15 am Break
- 10:15am — 10:30 am Welcome
- Call to Order
 - Host Welcome
 - Introductions
- 10:30 am — 11:00 am Jesus Escarcega (Chuy)
- 11:00 am – 11:30 am CDE Update
- 11:30 am – 12:00 pm CASE News and Legislative Updates
- 12:00 pm Lunch
- 1:15 pm - 2:30 pm CASPA Discussion & University Collaboration
- Partial Displacements
 - Brittany Lane, Higher Ed – “Completer Data”
 - University Updates
 - Job Openings
 - Elections and Awards
 - Additional Collaboration and Topics Brought Forth by Members
- 2:30 pm Adjourn

Next meeting – June 21, 2019

Fort Morgan School District, 715 West Platte Ave., Fort Morgan, CO 80701

CASPA Monthly Meeting Minutes

Littleton Public Schools

February 15, 2019

Welcome – Amanda Thompson – Thanks to Littleton who hosted our meeting today. Thanks for the food. Ken introduced Dr. Tera Helmon, Assistant Superintendent.

Dr. Helmon – Asst. Superintendent of Learning Services. Welcome to LPS. We are doing some exciting things. 7th month in LPS. Innovation, equity and continued start time work. Changing start times. The trick is to get transportation pieces worked out. (Tier 1 and Tier 2). PLC time every Wednesday morning for all schools. Very excited as they just passed a 298k bond. The largest bond in the history of LPS. Typically, LPS strives for 40-50k bonds. Three new facilities will be built as well as a junior league stadium. All LPS schools were built just after WWII. Soil shifting has occurred. Two elementary schools (Franklin and Highland) will be joined. Back in 2008 two schools were closed. A new building on the old AIMS site. Newton Middle School will be scraped and a new building equipped. Stadium will be built here as well. LPS has obtained the Stevinson buildings and an innovation center will be built at those locations. Looking at building all the pieces around equity and pedagogy.

All materials on tables.

Introductions– 37 total people in attendance. (Schools, Colleges, CASE, PEBC) – Phone – Sterling, Windsor, Mapleton, Steamboat, Summit, CD of Higher Ed, District 49, Eagle County) 3 more came in late.

CDE – Colleen O’Neil –

- Pass through for CBI – Info updated on website. If CDE can’t get the fingerprints, there will be a delay in issuing licenses.
- All rules were just opened. Endorsement, Licensing, Effectiveness. Licensing – grow your own teacher of record. Allows for clinical student teaching and residency programs. This will be a new license type – Teacher of Record. Ed Effectiveness – rules changing around principals. Align to standards level. Equity standards, academic standards, etc. For RANDA users. There will not be the opportunity to use old rubric going forward. In the new year starting in August, you will have to go to the new models. Student Teacher fingerprints – finally opened. Communication in SCOOP and Ed Talent newsletter. This is a new process. Some hiccups expected. SAVE THE DATE – April 22 & 23 – Focus on Ethics workshop. Will be held at Regis for 100 people and in the Springs for 50 people. 12 percent of enforcement comes through Licensing. Principals, HR, Administrators, and faculty of Higher Ed are all invited. Example of texting – Standard of ethical behavior. Some districts are trying to get this into onboarding. Boundary issue that moves fairly quick. Colleen would be happy to come out and train on this. More info will be sent out shortly. Counselors – Modification to standards. 3 years of experience and DORA licensed. She has heard that this helps, but, now is your opportunity to be heard through the rule opening. Can we open it to Social Workers? Can we open to individuals who have completed programming but not taken DORA licensed tests? Endorsement area for just mental health. Tell the BOE or Colleen or both your thoughts. Written comment period through the board meeting which will happen in April. Ty asked where you are hearing this. Colleen said rural, Canon City, etc. Philosophical – both mental and school counselors. Jeremy at CSU Pueblo, no option for counselor but they do have Social Work. Legislation that allows this. Amanda said that she would like to set up a side meeting. If you need an emergency license, we can get it done. Hearing will be at the April board meeting with vote in May. Working on a digital recruiting platform through workforce development council. High level recruiting into the profession. Teachcolorado.org, CDE, Rose Foundation and CCI all taking part.

This recruiting model has worked in other states. Mentor teacher would be matched up. Access to media communications. This is about recruiting people into the profession and into the district. Potential free job posting opportunity. All legislatively funded currently. Will cost something into the future. All committed to a 3-year investment. Will be live this fall most likely. CASPA Star awarded by Amanda to Colleen.

CASE update – Melissa Gibson

- Thanks for attending CASE Winter Conference.
- Legislative Update – Crazy legislative session. Tracking more than 60 bills. The reasons are several. 30% of capital made up of new legislators. They are well-meaning. Democratic Control – A lot of folks just waiting for this environment. Some of the biggest pieces yet to come. 191, Bullying/Transportation, Budget and more. Fingerprinting bill will be introduced next week. Bi-partisan support. Fixes – Bill will specify that districts can continue to do in-house fingerprinting, FBI – 500 pixel machines can be purchased. If a vendor is 20 miles more or farther they can work with local law enforcement. Melissa will ask for our continued feedback. There are still so many moving pieces. Colleen would still like the fingerprinting to go through the vendors.
- Supplemental Bill – (Budget) – Intended to true-up K-12 funding by student count. SB-128. They plugged in the numbers and most districts took a hit. \$14.50 per student on average. Typically, in the past, they back fill from the state education fund. There is a new administration and there is still a need to still continue to educate administrators. The governor has indicated that 225m and an additional 30m for Kindergarten funding. The Supplemental Bill passed out of appropriation and committee has passed. An amendment passed that will keep districts whole. Bill will now go back to Senate. If Senate doesn't approve there will be a conference committee. The other political challenge is that there are some big ticket items in this session.
- A lot of "schools really should" bills. I.e., Sex Ed, Hunting, Media Literacy.
- Statute of Limitations bill – unlawful sexual misconduct. It is now at 3 years.
- Dyslexia bill – HB 1134 – Groups of parents around the state are very strongly believing that their students are not getting the support they need. They want to mandate same screening tool and curriculum. A working group has been created. Districts may volunteer to participate.
- Educator Evaluation & Public School Accountability – Housed in one bill draft. Our sense is that they may be split going forward. Nothing official – a guess of what might happen. Melissa has asked for feedback. 2 big pieces – 50% to 30% based on student academic growth. Once a year evals to once every 3 years for non-probationary and once every 3 years for probationary who get effective or higher. A mention that this language could undermine portability. Would probably make portability defunct. A district could still choose to do every year. Melissa asked for any provisions for the good of the order. On page 2 – 2nd paragraph – Local grant program. The question is what is it? This is the portion that may be pulled out and turned into own bill. Meant to be additive. This is for districts who use RANDA and supplement it with other measures. Page 2 first paragraph – double-underlined "may choose to provide – at a minimum - pg 9 (last paragraph) - Page 6 has the "at a minimum" language. Email Melissa your thoughts in the coming few days. We would want to make changes now versus after the bill is introduced.
- CASPA STAR awarded to Melissa and Elisabeth.

PEBC – Bruce Caughey – Interim President and CEO

- 36-year organization – Not an advocacy group, not a member group or association. They are all about learning. Boettcher Teacher Residency is a main program – Joselyn Stevens – formerly with Aurora helped introduce the program. BOARD is made up of 15 business executives on

board, 10 superintendents, association leaders, etc. We help students succeed and we do that by helping teachers. We make teachers great! We work with policy – right tools in right places. Residency, and through professional development. Ecosystem – IT is about partnership. Impact of residency program. 5-year support approach. Both get one full year of direct help and four additional years of growth help. VIDEO was shown. They are trying to figure out a good ROI for this program. PEBC Teacher residency going forward. 93% teacher retention rate for those that go through this program. What does it cost a district when you lose a teacher after the first or second year? Ty believes that financially it is 6-7k. Effect on kids. Teacher leadership ranks are affected. Hard to convince folks to invest in a resident. Bruce believes this is a model program. There are 100 residents in the program right now. They would like to partner with our districts. If there are good candidates right now, please let them know. PL work – (Joselyn) – Blend forward right after residency. Focused on theory and practice. LAB classrooms. Facilitation support. Institutes offered nationally. Or, they can join us in our districts and customize. Favorite part is that all of this can be tailored.

Announcements – Support for member who has lost his spouse to illness. The family would like donations to a scholarship fund. The CASPA group agreed to send \$100 from CASPA.

If anyone wants to team up with Jason Glass in a pilot group re: educator evaluation & public school accountability, please talk to Ty.

BREAK – 10:40 – 10:48

Colorado Workforce Council – Scott Fast

- Go to www.menti.com and enter code 356091 (Questions about the pathway)
- For the last three years they have been going to 2 industries per year. Legislature enacted this in 2015. HB 15-1274. Education Sector Partnership. A list of 1,000 different jobs from the Federal Gov't. Top jobs are created (median wage, etc.) A critical occupations list is created. www.careersincolorado.org.
- The pathway will go live at the end of June.
- Surveys are going out to administrators, counselors, etc. Ready in a week and a half.
- scott@innovate-educate.org

Benefits presentation – Rosa Reynolds – Benefits Manager – Douglas County

- Cost trends – Baby boomers have higher needs and higher costs. Large claims and specialty meds. (Folks with chronic conditions who don't continue necessary care. Baby claims, mental health.) Decrease in healthcare costs – flu season not so bad. Care advocacy helps curb costs. (2nd opinions.) High-performance networks – contracting directly with providers. The consolidation of independent doctors to networks are impacting costs. PPOs are raising prices. Individual mandate is gone – those showing up to hospitals without insurance are driving up costs. Hospital Transparency. Pharmacy purchasing ideas – PBM vs. going through insurance companies. Plan design increasing costs. Some organizations are implementing narrow networks to reduce costs.
- More mental health needs among employees. What are districts doing? Most districts use a TPA for their EAP. (Rather than go through the health plan.)
- Josh Ben – State of Colorado – Procurement – The state is trying to do something different with their future benefits RFP. Josh is new to benefits. He is meeting with a lot of different groups. Timeline for state - request for info going on right now. They plan to unbundle the services. They are trying to get a better deal and a better value. The Governor is trying to get people money for healthcare. The state plans to reach out to other governmental agencies. Josh would love to hear from people who are not on the I-25 corridor. They are looking at a co-op. The

state has 32,000 employees. They would like to reach out to others and increase lives on the plan. (Private and public employers would be invited to join.) Risk could be assigned to each sub-group depending on the size.

- Lisa from Jeffco Public Schools – Many of the districts have Kaiser. A few months ago a newspaper article indicated that Kaiser has lost 65M. She believes that Kaiser is working to change. Kaiser will attend the next benefits meeting. She would like to have other school districts join the group. If employers are willing to sit down with CEOs of hospitals, she feels as though they will help bring costs down for governmental groups.
- Joint-purchasing agreement through St. Vrain and Boulder. Some things to be aware of. They asked the question, did they feel like it was successful? They looked at a better member experience, minimal disruption and long-term cost containment. They tried to go away from a traditional fee for service arrangement. They as employers tried to drive the process. They asked, “Is the insurance marketplace in a position to ask for these things?” I.e., reference-based pricing, (% of Medicare pricing.) Would we benefit by going together? 7400 benefit eligible employees. (Less than 10,000 total lives.) 5 of the 7 TPAs that bid on the business offered additional discounts if they got both districts. They are excited about what the state can negotiate with more lives. \$3.00 a month savings per employee per month is what has been recognized. On the pharmacy program, they weren’t able to give them discounts other than the incumbent Pharmacy Benefit Manager. This will continue to take a lot of collaboration and cooperation. Be prepared as this is work. Someone needs to be driving the process. They agreed right up front that each district would be risk-rated on their own. No requirement to select the same TPA. No requirement for a similar plan design. Plan years won’t be a stumbling block. Own independent interview teams. Decisions were made at the district-level with equal voices. Other districts that would like to get pricing through the RFP can do so through the Cooperative Educational Purchasing Council.

DPS – Teacher Strike

- Denverteachers.org – click on strike info.
- History - Mill levy was passed. 25M given for a pay for performance system. Teachers wanted transparency and consistency. Salary schedule was put back into place with this new agreement. \$45,800 – BA – A, 20-step schedule and 7 lanes. **\$100,000 is max pay for Doctorate.** DPS has built in a distinguished schools incentive, hard-to-staff incentives, Title I incentives, highest-priority incentives (still needs to be defined.) Tuition reimbursement – 6k with \$1000 max per year. There is a longevity component with some restrictions. National Board certification allows lane changes. People who can’t change lanes can get a base increase of \$2000. 6 PDUs in order to advance a lane. As far as the actual strike – 2,600 teachers didn’t show to work. 60% of all DPS teachers are union members (3,360). 5,600 total teachers at DPS. Teachers who went on strike (at this time) were not paid.

Willis/CEBT – Bobby Otte

- Joining together to lower healthcare costs. Explained three funding options for medical benefits. Fully insured, self-insured, pools. Pros/cons of each were explained. Explanation of CEBT...history. Spoke to employer groups who make up the 344 member groups. CEBT has 17,000 covered employees and 30,000 members. CEBT offers 21 different medical plans. Spoke about health & wellness centers (6 locations). Reviewed additional benefits of CEBT.

University and collaborative discussion

- Metro – Fully-staffed by end of semester. CASPA can contact Metro at any time for help. New partnership with Resilient Futures. In 2nd full year of elementary residency program. This mirrors the national standard. Looking at more opportunities for PLCs with mentors. There is a

rise in students pursuing the CLD endorsement. If we have info on hiring fairs at districts, let them know. Clinical experiences celebration at the end of semester. We can connect with students. Goal for fall is to do “meet the districts” event earlier rather than later. Placement process for the fall for student teaching.

- UNC – Thanked the districts for taking part in meeting teacher candidates. Re-authorized for licensure programs. They have some conditions from the State BOE. They want to listen to the school districts. 517 students enrolled in elementary programs. 167 on track to graduate with CLD. 140 on track to graduate with SPED. Foreign language teachers – they are adding on-line delivery system. (Multilingual Education - World Language Licensure). UNC has some full 100% on-line endorsements. UNC can help with CLD Professional Development. Looking into all of their programs. If we hear anything good or bad about programs, let UNC know. Dual math/science endorsements. (MAT in secondary pedagogy.) 540 High School Students will be attending the future teacher conference. February 21, 2020 is a future teacher expo.
- CSU – Pueblo – They also have an elementary residency program as well. March 5th is a military/veteran expo. Lab school opening up in August 2019. Wants to move the CSSU CASPA job fair to CSU – Pueblo. We want to support student teachers as subs. They train student teachers on vaping. Modern Woodman of America and Horseman for loan forgiveness.
- CSU – Fort Collins – They hosted their first teacher expo. They continue to have conversations about subbing. They would be interested in talking to us about someone student-teaching and having them work as subs. Work with CSU.

How can we support universities?

- Feedback on hires.

Next meeting:

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