



December 10, 2009

Dear CASPA Colleagues,

I hope you enjoyed a restful Thanksgiving with family and friends. It's good to take time to reflect and appreciate the many blessings we have in our lives. I appreciate the relationships I have with each of you and look forward to our upcoming CASPA meeting on December 18, 2009 hosted by Cherry Creek School District.

We have a full agenda planned this month, ranging from our monthly presenters to some special guests. We look forward to hearing from Doug Peden, the recipient of the Sandra Shreve Award. John Hefty, the Executive Director of CASE is looking forward to gaining our insight as he shares different case scenarios with us pertaining to administrators. You'll need to bring your best H.R. thinking forward for this lively discussion. TALX, an unemployment agency, will provide strategies to reduce our unemployment claims in our current economic times. I think we all can benefit from tips in this area. We'll end our morning with committee reports and a brief time to bring your comments to the group.

I look forward to our time together on December 18, 2009. Please review the enclosed minutes from last month and December's agenda.

Regards,

Debbie McGee
CASPA President
303-387-0181



AGENDA
Friday, December 18, 2009

Location:
Cherry Creek School District
Student Achievement Resource Center
14188 East Briarwood Ave.
Centennial, CO 80112
720-886-7000

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| 8:00 - 8:30am | Executive Committee Meeting |
| 8:30 - 9:00am | Networking and Breakfast |
| 9:00 - 9:15am | Welcome from Cherry Creek Schools |
| 9:15 - 9:25am | Doug Peden, CASPA's Sandra Shreve Award Recipient |
| 9:25 - 9:30am | Approval of Minutes |
| 9:30 - 9:45am | CASE Update
<i>Bruce Caughey, Deputy Executive Director</i> |
| 9:45 - 10:00am | CDE Update |
| 10:00 - 10:15am | Break |
| 10:15 - 10:45am | Administrator's Hypothetical Situations
<i>John Hefty, CASE Executive Director</i> |
| 10:45 - 11:15 am | Unemployment Claims
<i>TALX</i> |
| 11:15 - 11:25 am | CASPA Recruiting Committee Update
<i>Jack Kronser, H.R. Director, Aurora Public Schools</i> |
| 11:30 am | Close |

**CASPA Meeting
December 18, 2009**



Dedicated to Excellence
CherryCreekSchools

**Student Achievement Resource Center (SARC)
14188 E. Briarwood Ave., Centennial CO 80112**

Directions from the North

- * Follow I-25 South
- * Take the Arapahoe Road/CO-88 Exit 197
- * Keep left at the fork to go on E. Arapahoe Road/CO-88 3.2 miles
- * Turn right onto S. Atchison Street 0.2 miles
- * Turn left onto E. Briarwood Avenue 0.2 miles
- * (SARC) 14188 E. Briarwood Avenue is on the right

Directions from the South

- * Follow I-15 North
- * Take the Arapahoe Road/CO-88 Exit 197
- * Keep left at the fork to go on E. Arapahoe Road/CO-88 3.2 miles
- * Turn right onto S. Atchison Street 0.2 miles
- * Turn left onto E. Briarwood Avenue 0.2 miles
- * (SARC) 14188 E. Briarwood Avenue is on the right

Directions from the West

- * Follow I-70 East
- * Merge onto US-6 East/West 6th Avenue via Exit 261 8.7 miles
- * Merge onto I25 South/US-87 South toward CO Springs 12.0 miles
- * Take the CO-88/Arapahoe Road Exit 197 0.2 miles
- * Keep left at the fork to go on E. Arapahoe Road/CO-88 3.2 miles
- * Turn right onto S. Atchison Street 0.2 miles
- * Turn left onto E. Briarwood Avenue 0.2 miles
- * (SARC) 14188 E. Briarwood Avenue is on the right

Directions from the East

- * Follow I-70 West
- * Take the E-470 Exit 289 toward CO Springs/Fort Collins
- * Turn left onto E-470 South
- * Take the E-470 South ramp
- * Merge onto E-470 South 13.8 miles
- * Merge onto S. Park Road/CO-83 N via Exit 5 3.6 miles
- * Turn left onto E. Arapahoe Road/CO-88 1.0 miles
- * Turn left onto S. Jordan Road 0.2 miles
- * Turn right onto E. Briarwood Avenue 0.2 miles
- * (SARC) 14188 E. Briarwood Avenue is on the left



Meeting Minutes
November 20, 2009
Brighton Public Schools

Mike Gradoz, CASPA President-elect, welcomed everyone. Mike acknowledged Ruth Decrescentis, Executive Director of Human Resources for Brighton 27J, for hosting this morning's meeting.

Minutes from the September, 2009 meeting were approved. (There are no minutes from October's CASPA/SHRM conference.)

CASPA/SHRM Conference Survey Results:

Legal updates	positive response
SHRM sessions	excellent, for the most part; some sessions were "sit & get"; not all were pertinent to school district HR folks
Suggestions	keep our own CASPA conference and access expertise of our own organization for presentations; may be more difficult to plan, but we have control of what topics we need to hear about; CASPA "lifts up" its ability to work with its membership when we make efforts not to isolate ourselves; more than one day for a conference is preferable for those who travel a significant distance; general sense from the group is that we do a 2-2½ day conference; we'll survey the membership for topics of future interest; we'll look at another venue also; it might be wise to re-investigate what Breckenridge now has to offer us; we'll also look into another activity in addition to Jeopardy (casino, poker, etc.)

CASE Update—Bruce Caughey: Colorado is still hopeful that it will receive "Race to the Top" funds, but the funding projection has been reduced significantly. The \$500 million that Colorado believed it would be eligible for has been reduced to somewhere between \$60-175 million. The state budget news is a "day-by-day" reality. The upcoming legislative period will be highly interesting. One bill to be proposed would cut school days from the calendar. The reasoning behind this bill is that schools cannot continue to do work the same way, in the same amount of time, with the severe budget cuts coming. On another note, while Amendment 23 nears an end, many believe the state needs to uphold FULLY what the voters supported. Cathy Gebhart continues her justiciability effort in a Supreme Court case and it appears that will be a really important lever to get something done positively regarding Amendment 23 funding. PERA will be proposing legislation on its 2-2-2+ plan. Funding from employers will increase from 52% now to 110% in the future. Stay tuned and access the PERA website www.co-pera.org for updated information.

CDE Update: Deb Blake, Supervisor of Licensing, shared that CDE typically processes 2000-3000 licensure applications in a month. Since October 1st, 5300 licenses have been mailed. Delays do occur from the time a license has been approved and when it is actually put in the mail. Approval and Issuance does appear on the data base as soon as possible, but after Issuance is entered into the data base, the license then goes to printing, stuffing, the mail facility, the USPS, etc. Additional delays this fall occurred due to both the phone system and the printers being down in the licensing dept. CDE also continues to be hampered by

its existing use of DOS. Continue to contact Deb with any "expedites" you may need. Licensing needs CASPA's input regarding requirements for the "linguistically diverse/bilingual" licensure/endorsement. Deb will work with the CASPA Board to develop a survey in order to gather the information needed.

Carolyn Billecci, from Eric Yoder's office at CDE spoke about background checks. CRS 22-2-119 and CRS 22-32-109.7 guide what CDE can and cannot do regarding background inquiries and how confidentiality must be maintained. CDE must demonstrate due diligence always. They process cases as quickly as possible and they, too, are backlogged. The "Call CDE" indicator on a teacher's status check may remain on a teacher's file forever, depending on the circumstances surrounding the case. Colorado public schools are required to notify CDE regarding current or former school employees in the circumstances listed on the back of a form (see attached). The form must be completed and sent with attachments to CDE, Educator Licensing Dept.

Background Check Committee Report- Todd Fukai (CCSD) reported that the committee has gathered information from several school district regarding the process, cost, other decisions, etc., around background checks. That spreadsheet can be obtained by contacting Shelly Landgraf, Boulder Valley Schools at shelly.landgraf@bvsd.org. If you would like your school district's information included in that spreadsheet, just contact Shelly. Many school districts are now fingerprinting both their classified employees AND their licensed employees. For more information on the specific benefits of fingerprinting licensed folks and on the companies he is familiar with who do background checking, contact Todd at tfukai@cherrycreekschools.org.

<u>Recruiting Fair Update:</u>	CASPA Southern Fair/Colorado Springs Contact: Henry Gonzales hgonzales@ffc8.org	Friday, February 26, 2010 UCCS campus
	CASPA Denver/Metro Fair Contact: Jack Kronser jkronser@aps.k12.co.us	Saturday, February 27, 2010 Lincoln High School, Denver

Both fairs are on the CASE website and on the AAEE website also. More and more out-of-state applicants seem to appear each year. In the event you are asked, school districts and charter schools **must** be CASPA or CASE members in order to have a booth at these fairs.

Future CASPA mtg. dates:

December 18, 2009—Cherry Creek

January 15, 2010—Douglas County

February 19, 2010—Boulder Valley (classified breakout session after regular meeting)

April 16, 2010—Jefferson County (combined with Colorado Negotiators)

June 18, 2010--Littleton

Respectfully submitted,

Lori Kinney
Secretary, CASPA