



Meeting Minutes
December 18, 2009
Cherry Creek Public Schools

Jeanne Gilbert introduced Steve McGrath, Asst. Supt. of Human Resources for Cherry Creek Schools, who welcomed the group to their school district. Steve commented on the significant challenges which are occurring in Colorado public education currently. These challenges, particularly budgetary ones, are unlike any we have seen in the past. These challenges will certainly impact the work we do in Human Resources. Steve encouraged CASPA members to continue to support each other--more than ever before--through these trying times. Becky McClure, Asst. Supt. of Boulder Valley Schools, shared that the 3rd proposal regarding the Collective Bargaining Agreement for 2009-2010 had finally been ratified by their district's teachers' union. Becky commented these had been lengthy, interesting and trying times—to put it lightly.

Doug Peden, retired Executive Director of HR from the Falcon District in Colorado Springs, made a few comments on the **Sandra Shreve Award**, which he received at the CASE Conference last July. Doug will continue his connection to CASPA in ways yet to be determined. Congratulations again, Doug! Your legacy of commitment and dedication is inspirational. CASPA thanks you☺

Minutes from the November 20, 2009, meeting were approved with corrections. The corrections were that the next CASPA meeting is in Boulder on January 15, 2010, and the February 19, 2010, meeting is in Douglas County.

CDE Update: **Deb Blake, Supervisor of Licensing,** shared that CDE Status Check system had a “hiccup,” (phones crashed also) but everything is getting fixed--slowly. Requests for expedites are still coming in, and are being addressed as quickly as possible. Eric Yoder is once again the sole reviewer of background checks at CDE. **Carolyn Billecci,** who spoke about CDE background checks with us at the November CASPA mtg., has left her position. SB-160 is the bill regarding the “clean up” of the alternative licensure program. Rules embedded in the bill will be posted during hearings. Deb will update us on the final outcome. **Cheryl Miller from CDE,** was also present for any questions regarding the CDE reporting process.

CASE-- Bruce Caughey was testifying in front of the PERA Board this morning, so he was not able to be with us. John Hefty, Executive Director of CASE was present. He involved the group in a hypothetical situation around evaluations of school district licensed personnel. Currently, there is much discussion and activity in our state around Educator Effectiveness—its definition, guidelines for measuring it, etc. John shared with us information from The New Teacher Project(2009), the Resolution in Support of Educator Effectiveness as presented by Colorado's State Board of Education, Guidelines for Licensed Personnel Evaluation Plans in Colorado(state and district responsibilities), and the early thinking that is going into a proposed Teacher and Principal Effectiveness Bill from Johnston and Merrifield. Contact Lori Kinney at lkkinney@lps.k12.co.us, if you would like copies of any of these materials.

Unemployment Claims—Danielle Acierno and Elizabeth Heywood from TALX UCeXpress, stated that unemployment claims are obviously drastically higher this year. Employers have up to 18 months of liability

from the base claim + there are now extended benefits. An extension can be of up to 52 weeks + 12 additional weeks. Some current state adjudicators are less knowledgeable about unemployment law because training has been compacted. The laws aren't always being applied as they should be. We were encouraged to read all unemployment determinations carefully and see what laws are cited. Documentation is key in all cases. The more documentation and information employers can provide up front the better. In documentation, use phrases like "willful misconduct," and "neglected duties," instead of "poor job performance." Always identify specific policy violations. Leaves continue to be the most difficult to deal with. Unemployment applicants must continually prove that they are able and available for work in order to receive benefits.

Recruiting Fair Update:

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. Doug Peden will be e-mailing districts regarding out-of-state recruiting information.

Future CASPA mtg. dates:

January 15, 2010—Boulder Valley School District

February 19, 2010—Douglas County(classified breakout session after regular meeting)

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

June 18, 2010—Littleton Public Schools

Respectfully submitted,

Lori Kinney
Secretary, CASPA