



Meeting Minutes
October 17, 2008
Douglas County School District, BOE room, Castle Rock, CO

Welcome and meeting called to order by Becky McClure, CASPA President:

Becky welcomed everyone and turned the introductory portion of the meeting over to Deb McGee, from DCSD. Deb introduced Kristin Homer, who talked about "Project Click." This district-wide project will support a multifaceted 21st century technology learning environment in DCSD by allowing for targeted communications, by assisting in efforts to close the achievement gap, by providing access to a liberal arts education for all students, and by shaping students into responsible citizens who demonstrate critical thinking and ethical behavior. It's a formidable project which will touch the lives of students, staff and the DCSD communities in a positive way.

STAR Recognitions:

Becky recognized two CASE executives—Bruce Caughey, Deputy Executive Director of CASE, and Jan Henwood, former Director of Professional Development of CASE--for all their work in supporting the work of CASPA. Becky also recognized Amy Spruce, former Supervisor of Alternative Licensing at CDE and now Certified License Coordinator for Adams District 12, and Karen Martin, now Director of Licensed Employment for Poudre Valley, and former Northern Area Rep on the CASPA Board.

Minutes:

Becky asked for a motion to approve the minutes from the Sept. 19, 2008, meeting. A motion was received and seconded.

CDE Updates:

Teresa Marin from the Licensing Dept. stated that the "Licensing 101" trainings continue and have been well-attended thus far. All licensure payments are now made on-line, and by credit card only. Payments cannot be made at the CDE offices either. New and renewal applicants **MUST PRINT AND ATTACH THEIR RECEIPT OF PAYMENT TO THEIR APPLICATION.** The receipt # is 6-digits (2 characters and 4 numeric).

Dr. Deborah Blake, new Supervisor in the Office of Professional Learning Services-Alternative Licensure, introduced herself to the group. Deborah comes to CDE from Adams State College. She recently sent out an e-mail introducing herself to HR staffs across the state. In the e-mail she also gave information on an upcoming workshop. If you did not receive that e-mail, please contact Deborah at blake_d@cde.state.co.us or 303-866-6854.

AAEE Conference/CASPA Conference

November 9th-12th, Westin Hotel, Tabor Center, downtown Denver

Jack Kronser gave an update on the upcoming 75th annual AAEE (American Association for Employment in Education) Conference. **Our CASPA Conference is embedded in that Conference.** There are 39 CASPA

registrations thus far. The economy is affecting the number of registrations this year. Jack encourages CASPA members to register, as the conference will have many workshops of interest to members.

There is a Job Fair associated with the conference. It's a "Meet & Greet" type of Job Fair, with no time for in-depth interviews with candidates. There is a SEPARATE REGISTRATION for that JOB FAIR, which will be held on Sunday, Nov. 9th. Todd Fukai, from the Cherry Creek School District, reports that 22 districts have signed up thus far for this Fair.

Jack has received approval for Adams State credit to be earned for attending the Conference. One (1) credit can be earned for attending 2 days of the conference; a half (.5) credit can be earned for one-day attendance.

The conference's **GRAND OPENING PRESIDENT'S RECEPTION**, is **Sunday night, Nov. 9th**. This casual reception is the "big one," welcoming newcomers, honoring the AAEE and CASPA presidents (Doug Peden and Becky McClure), and celebrating all conference attendees. Brad and Kathy Fitch will entertain the group with their renditions of John Denver's "Rocky Mountain High" and other distinctive Denver tunes. This reception is included in the registration fee.

Monday, Nov. 10th, is designated CASPA Day! That evening's 5:30p.m. reception will be sponsored by Rocky from Winocular. CASPA Jeopardy will occur at the reception. Rocky is providing light appetizers and an open bar. Don't miss it☺

All CASPA members are highly encouraged to attend this joint AAEE/CASPA conference. Tim Westerberg, former CASE President, Dwight Jones, our Education Commissioner, and Jake Norton, mountain climber and motivational speaker, will each be a keynote speaker. You do not need to join AAEE to register. You do need to pay the full price for the registration. However, CASPA will reimburse you \$100.00.

Out-of State Recruiting Sub-Committee Report

Todd Fukai reminded us again about the AAEE Job Fair. It's a "Meet & Greet" type of Job Fair. There is a SEPARATE REGISTRATION for that JOB FAIR, which will be held on Sunday, Nov. 9th.

The CASPA sub-committee will meet on Monday, Oct. 27th, from 1:00-3:00p.m., in the Cherry Creek School district, to strategize on how districts can assist each other with out-of-state recruiting efforts. All districts featured on the www.caspadistricts.org website are CASPA districts. There is a direct link to CDE, to Teach in Colorado, and to the CASPA job fair.

Legislative Updates

Bruce Caughey talked to us about the process CASE uses in deciding which Senate/House candidates will be endorsed by CASE. CASE does an analysis of voting records of all incumbents. CASE endorses those candidates who vote with the CASE platform 75% of the time. Questionnaires are also sent to all candidates. Unfortunately, not all candidates return the completed questionnaires. CASE endorsed 62 candidates this year (Democrat heavy, but not intended to be partisan). Three (3) Board of Education candidates have been endorsed. Initiatives that CASE supports are: Amendment 50, Amendment 58, Referendum O, Amendment 59. Amendment 50 supports community college funding with no tax increase. Amendment 58 can help all kids get to college. Amendment 59 gets rid of the constitutional "tangle" around school finance. "SAFE" legislation needs to pass because in 2011, both referendum C and Amendment 23 funding end. CASE opposes Amendment 46 because that could get in the way of achievement gap efforts. School district bond and mill levy initiatives need to pass in order to keep school

districts strong and that's good for the overall economy of the state. All CASE endorsements can be found on the CASE website.

Governor Ritter has issued a hiring freeze in the Executive Branch. CDE will follow that directive as well.

The mill levy stabilization issue is being heard by the Supreme Court. The state may be able to keep dollars. Stay tuned.

Allen Taggart, Caplan and Earnest, LLC:

Allen presented information on the new ADA, which will cause massive changes for the nation's employers. The ADA Amendment Act goes into effect Jan. 1, 2009. (slides attached.)

Allen also did a presentation on Sexual Orientation in Colorado Workplaces (slides attached). The question of insurance coverage also comes up here. Sexual orientation is not the same as the domestic relationship which stems from orientation. School districts contract with providers for health coverage, and it's the contract with the provider which currently determines coverage in these cases.

Allen also reminded us that alternatively licensed teachers should be signing an alternative teacher contract during their time under Alternative Authorization. If a teacher is under an Alternative Authorization, he/she is not protected under the Teacher Employment Act. He/she does not have the same rights as do licensed teachers. Check your teacher union agreement for any contractual issues first. If your district does not have a separate contract for these teachers, it's advised that you develop one. Contact Amy Spruce in Adams District 12 (amy.spruce@adams12.org) if you would like to see what her district uses.

Miscellaneous...

If there are changes to names and other contact information for CASPA membership, please contact Lori Kinney, CASPA secretary, at lkinney@lps.k12.co.us, or 303-347-3385.

Meeting adjourned.

AAEE Conference/CASPA Conference: November 9th-12th, Westin Hotel, downtown Denver, Tabor Center

NEXT MEETING: December 12th, Jefferson County School District

(After the regular CASPA meeting, Teresa Lange, President, OCS, Inc., presented information on the 2008-2009 Colorado School District Salary Survey, to those districts who utilize her consulting services. Contact Teresa at OCSTeresa@aol.com or 303-916-6429 for copies of her handouts.)