

ate sub-committees to address these details. The co-chairs agreed to send an email to the membership seeking volunteers to serve on the sub-committees.

D-38 Superintendent Karen Brofft commented that, since the committee also exists under a state charter, it was not critical for the board to vote on the charge at its Oct. 20 meeting.

Teacher evaluation discussion

Director of Personnel and Student Services Bob Foster updated the committee on the application of Senate Bill 191 and its im-

pact on teacher evaluation.

Foster said that all teachers are now evaluated annually and that student growth is still 50 percent of a teacher's score. He explained the evaluation process as continuing through orientation at the beginning of the year, followed by self-assessment by the teachers, a review of goals, observation, midyear review, and final assessment.

Foster reminded the committee that many employees could not be evaluated on the basis of state tests. These include media specialists, instructional coaches,

teachers on special assignment, and teachers in such fields as art, music, world language, and physical education and special education specialists. Assessment standards for some of these individuals have been developed by the staff.

Among the developments expected this year are a new data management system.

Board of Education liaison report

Board Liaison John Magerko said that the district Board of Education is continuing to send representatives to various district committees, including DAAC and the Special Education Advisory Council. Board representatives also are participating in long-term planning meetings with the Town of Monument.

Magerko urged all members to read their state blue book and vote in the November election.

Superintendent update

Brofft reported that it is critical to maintain focus on the welfare of the kids in the district. This goal is served by ensuring post-secondary preparedness whether in college or in the workforce. This is supported by offering a gifted/talented program, response to intervention (RtI) for those who need extra help, the Transitions program for those who need support through age 21, the Area Vocational Program, concurrent enrollment enabling college credit during high school, the Homeschool Enrichment Academy, and Options 38. Also,

the arts have been added to the STEM (science, technology, engineering and math) program because creativity is an important aspect of 21st-century learning.

Brofft reported that the long-term planning process is important because the area is growing and district facilities are aging. There must be constant monitoring of the efficient use of facilities and demographics of the district.

Safety and security in the district is a continuing subject of study, and Brofft reported that D38 is one of a few districts that does not have a director of security with the specialized knowledge to monitor the issue. The job has been posted.

Brofft also touched on funding and the fact that the district is funded at 12.1 percent lower than state law requires. Adjoining states have a higher per pupil funding rate than Colorado, and this could make our students less competitive on the market.

This lack of funding makes partnerships with such organizations as Kiwanis and the Tri-Lakes Women's Club critical, as well as seeking grants from other entities.

The District Accountability Advisory Committee meets five times a year at various locations. The next meeting will be at 7 p.m. Jan. 10 at Monument Academy, 1150 Village Ridge Point, Monument.

Harriet Halbig may be reached at harriethalbig@ocn.me.

Monument Academy School Board, Oct. 13

Miscoded tests corrected; salaries increased

By Jackie Burhans

The Monument Academy (MA) School Board met on Oct. 13 to hear about revenue adjustments and corrections to PARCC tests and to approve salary increases. Board members Julie Galusky and Andy Gifford were absent.

Treasurer reports one-time income adjustment

Treasurer Patrick Hall said that the treasury report was the best seen in some time with a deposit of nearly \$80,000 as a result of the reconciliation of District 38 purchased services for the last fiscal year, a per pupil revenue (PPR) catch-up amount of about \$50,000 for July and August, and a \$5,500

credit for Exceptional Student Services purchased services. The total income for September was about \$163,000, of which \$144,797 was a one-time adjustment due to the contract negotiation.

Miscoded tests corrected

Principal Lis Richard reported a correction to her report on the school's low ranking on PARCC testing. She corrected her original statement that the state had the lowered ranking due to low participation in PARCC. Rather, the problem was that 15 tests had been miscoded by Monument Academy. She noted that the district has been very gracious in working with MA in filing with the state to give an explanation and correct the errors. The corrections will not show in the system until January, which may have an impact during open enrollment. Achievement and performance remain high, Richard noted, and this is just a clerical error. This does not affect the accreditation with distinction ranking.

Salary "true-up" approved

The board unanimously approved a motion for salary increases of \$207,734 for staff, with those adjustments to be included in the November 2016 paychecks. This amount includes payments for Medicare and the Public Employees' Retirement Association (PERA).

Director Don Griffin noted that the board had previously approved new categories for teachers. Using the new hire categories adopted by the board, each teacher was placed in the appropriate category and, based on their number of years teaching at MA, a calculation was done to determine their "true-up salary." This salary number was then compared to their current salary. If their salary was higher, no change was recommended. Of the 56 teachers reviewed, 39 teachers have been recommended for adjustments. This rep-

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