



DISTRICT MISSION

... Guarantee that each student achieves his or her dreams and contributes enthusiastically to his or her community and the world ...

BOARD PURPOSE

Providing highly effective governance for Mapleton's strategic student achievement effort.

CORE ROLES

*Guiding the district through the superintendent
Engaging constituents
Ensuring effective operations and alignment of resources
Monitoring effectiveness
Modeling excellence*

2008-2009

FOCUS AREAS

*Student Achievement
Exceptional Staff
Character Development
Learning Environment
Communication
Community Involvement
Facilities Management
District Image*

BOARD MEMBERS

*Cindy Croisant
Craig Emmert
Patrick Flores
Norma Frank
Ray Garcia*

SUPERINTENDENT

Charlotte Ciancio

Mapleton Public Schools Board of Education

Regular Meeting
Administration Building

May 26, 2009
6:00 p.m.

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Approval of Agenda
5. What's Right in Mapleton
6. Public Participation
7. Approval of the May 12, 2009, Board Meeting Minutes
8. Report of the Secretary
9. Consent Agenda
 - 9.1 Personnel Action, Policy EL 4.2 – Ms. Kane
10. Focus: Student Achievement
 - 10.1 Curriculum Adoption-ECAR, Supt. Policy IF/IG – Mrs. Kapushion
11. Focus: Exceptional Staff
 - 11.1 Administrative Contract Ratification, Policy EL 4.2 – Ms. Kane
 - 11.2 Mapleton Education Association Contract Ratification – Ms. Kane
 - 11.3 Classified Contract Ratification – Ms. Kane
12. Focus: Communication
 - 12.1 Proposed Budget, Policy EL 4.4 – Mr. Herman
 - 12.2 Equipment Assistance Grant, Policy EL 4.3 – Mr. Herman
 - 12.3 Request for Transfer of Funds, Policy EL 4.3 – Mr. Herman
 - 12.4 Stanford Leadership Development Initiative Update – Mrs. Kapushion
13. Focus: Community Involvement
 - 13.1 DAAC Report, Policy GP 1.7 – Dr. Kirby
14. Discussion of Next Agenda
15. Superintendent's Comments
16. Board Committee Update
17. School Board Remarks
18. Next Meeting Notification – Tuesday, June 16, 2009
19. Adjournment

Welcome to a meeting of the Mapleton Public School Board of Education!

The board's meeting time is dedicated to addressing Mapleton's mission and top-priority focus areas. "Public Participation" is an opportunity during the business meeting to present brief comments or pose questions to the board for consideration or follow-up. Each person is asked to limit his or her comments to 3 minutes.

1.0 CALL TO ORDER

President Norma Frank called the meeting of the Board of Education – Mapleton Public Schools to order at 6:12 p.m. on Tuesday, May 12, 2009, at the Administration Building.

2.0 ROLL CALL

Norma Frank - President	Present
Cindy Croisant – Vice President	Present
Patrick Flores – Secretary	Present
Craig Emmert – Treasurer	Present
Ray Garcia – Assistant Secretary/Treasurer	Absent

3.0 PLEDGE OF ALLEGIANCE

Mrs. Frank led the Pledge of Allegiance.

4.0 APPROVAL OF AGENDA

MOTION: By Mr. Emmert, seconded by Ms. Croisant, to approve the agenda as presented.

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

5.0 WHAT'S RIGHT IN MAPLETON

Mrs. Kapushion introduced the teachers and staff who organized the 2009 District Art Show, April 13 – 23, where 240 pieces of art were on display. Tonight we honor the staff that made this possible: Alicia Molinaro, art show coordinator, Jason Gustafson, Courtney Leonard, Erica Wernsmann, Nicole Seaman, Loretta Columbia, Lisa Hamburg, Robin Harrington, Rhonda Callahan, Sarah Littman, Amy Brown, Jill Pederson, Melissa McKenny, John Humphrey, and Steve Jackson.

RECESS: 6:15 p.m. and reconvened at 6:23 p.m.

6.0 PUBLIC PARTICIPATION

Brett Brundage, 7806 Sherman Street, asked the Board to go into Executive Session to discuss a personnel issue. The Board will go into Executive Session at the end of the regular meeting.

7.0 APPROVAL OF MINUTES

MOTION: By Mr. Flores, seconded by Ms. Croisant, to approve the minutes of the April 28, 2009, Board meeting.

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

8.0 REPORT OF THE SECRETARY

None.

MOTION: By Ms. Croisant, seconded by Mr. Flores, to adjourn to Executive Session to discuss personnel in accordance with Colorado Revised Statute 24-6-402-(4)(f)(II).

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

Adjourned at 6:25 p.m., reconvened at 6:36 p.m.

9.0 CONSENT AGENDA

MOTION: By Ms. Croisant, seconded by Mr. Emmert, to approve Agenda items as stated on the Board Agenda dated May 12, 2009: 9.1 Personnel Action; 9.2 Finance Report for April, 2009; 9.3 Student Travel-College Summit; and 9.4 Personnel Action-Non-Renewals.

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

10.0 FOCUS: STUDENT ACHIEVEMENT

10.1 Review of Instructional Materials – Apex Learning Courseware

Mrs. Kapushion requested the Board's review of: Apex Learning Courseware, a web-based digital curriculum for grades 6-12. It would be used to support the individualized learning plans of students at the North Valley School for Young Adults, set to open in August 2009. The curriculum information will be put on public display and final approval will be requested at the June 30, 2009, Board meeting.

10.2 Review of Instructional Materials – Financial Literacy

Mrs. Kapushion requested the Board's review of: NEFE High School Financial Planning Protection, a financial literacy curriculum produced by the National Endowment for Financial Education. In April 2008 House Bill 08-1168 became state law, which requires school districts to add financial literacy standards to math content standards and to adopt assessments that align with the financial literacy standards. The law also requires that all graduates – starting with the class of 2010 – master the financial literacy standards in order to increase personal finance knowledge and skills among high school-aged students. The curriculum information will be put on public display and final approval will be requested at the June 30, 2009, Board meeting.

10.3 Third Grade CSAP Results – Monitoring Report

Dr. Kirby reported on the results from the 2009 third grade CSAP reading test given in late February. The percentage of Mapleton third graders achieving a Proficient or Advanced rating in 2009 was 50%, which is 5 percentile points higher than last year. Mapleton's third grade reading proficiency rate of 50% remains well below the state average of 73%, but the gap between district and state proficiency rates closed by 4% as a result of this year's improved performance.

The percentage of Mapleton students receiving the lowest CSAP rating, Unsatisfactory, declined from 28% in 2008 to 20% in 2009. This decline is noteworthy because students scoring at the lowest levels of proficiency present the highest risk for later school failure. The 8-percentile point decline in unsatisfactory scores was the highest point decline in unsatisfactory scores logged by any metro school district in 2009. The percentage of

Mapleton third grade students in each proficiency category on this year's assessment was: Advanced - 2%, Proficient – 48%, Partially Proficient – 29%, Unsatisfactory – 20%, No Score – 1%. *A detailed copy of Dr. Kirby's report is provided with these minutes.*

11.0 FOCUS: LEARNING ENVIRONMENT

11.1 Progress Update – North Valley School for Young Adults

Mrs. Kapushion reported on the progress made thus far in the planning of the North Valley School for Young Adults, set to open in August 2009. A strategic planning retreat was held on April 14 & 15 during which a school mission was developed, as well as a set of objectives and strategies to actualize the mission. The new school will be located at the Skyview main campus. A student's day will be very individualized and will be based on the number of credits he/she needs to earn a diploma and his/her level of skill and independence in core content areas. Mr. Brown gave an update on enrollment for this new school. He said that 17 drop-outs are already enrolled for next year and they are currently working in district to recruit more students. The capacity this year will be 100 students.

12.0 FOCUS: COMMUNICATION

12.1 Results of Design-Build Delivery Services Request for Quotes

Mr. Herman said that on April 16, the District released a Request for Quotations (RFQ) for design-build delivery services. These services would potentially include all construction projects associated with the current building assessment which resulted in the \$64 million bond election request put before voters in 2007 and 2008.

The District received eight responses to the RFQ, all from qualified, experienced firms around the state. The RFQs were analyzed according to a rigorous rubric, resulting in 3 top-ranking candidates: JHL Constructors, Inc.; Neenan Archistruction; and Adolfson & Peterson Construction/H+L Architecture. These three firms are among the most experienced in the state of Colorado, with hundreds of school construction projects between them. The winning firm is Neenan Archistruction.

MOTION: By Ms. Croisant, seconded by Mr. Emmert, to approve Neenan Archistruction for design-build construction projects for Mapleton Public Schools as presented.

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

MOTION: By Ms. Croisant, seconded by Mr. Flores, to adjourn to Executive Session to discuss personnel in accordance with Colorado Revised Statutes 24-6-402-(4)(f)(II).

AYES: Ms. Croisant, Mr. Emmert, Mrs. Frank, and Mr. Flores

ABSENT: Mr. Garcia

Motion carried 4-0

Adjourned at 6:56 p.m., returned at 7:20 p.m.

13.0 DISCUSSION OF NEXT AGENDA

Ms. Frank said that on the next agenda we have the proposed budget, DAAC report, and North Valley Young Adult School mission adoption.

14.0 SUPERINTENDENT’S COMMENTS

Ms. Ciancio said that she was very impressed by the three teams who presented on the design-build project. She is happy that Neenan was awarded that contract as they were above the others. Our Title I dollars are significantly higher than they have been in the past. We are getting more money for a higher level of poverty in our District. The third grade CSAP going up is good news. We would like to recommend moving our board meetings in the month of June to June 16 & 30 instead of June 9 & 23. We will discuss the tentative agreement with the teacher’s union in debrief.

15.0 BOARD COMMITTEE UPDATE

Mr. Emmert said that in negotiations both sides were in agreement for what was best for schools.

Mr. Flores said that the Mapleton Education Foundation met on May 4 to award the 2009 scholarships. They are still searching for a final spot for gala. The MEF attended the retiree dinner on May 8.

16.0 SCHOOL BOARD REMARKS

Mrs. Frank said that some of the Board attended the Scholarship Breakfast on May 6. It was very gratifying to see all the students who have received scholarships to college. It shows how great the opportunities are for students in our district. The Board would like to have the post secondary coaches honored at a future meeting.

Ms. Croisant mentioned the MEF Race on May 2. Mr. Flores said they had 110 participants and raised approximately \$5,000. The money is earmarked for athletic/sports fees for students who cannot afford it.

Mrs. Frank said that the MEF has been great giving out scholarships to our students.

17.0 NEXT MEETING NOTIFICATION

The next Board meeting is scheduled at 6:00 p.m. on Tuesday, May 26, 2009, at the Administration Building.

18.0 ADJOURNMENT

The Board motioned to adjourn at 7:27 p.m.

Norma Frank, Board President

Patrick Flores, Board Secretary

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jamie Kane, Executive Director of Professional Services
DATE: May 21, 2009

SUBJECT: PERSONNEL ACTION FOR BOARD APPROVAL

The Office of Human Resources recommends the following personnel information to be approved by Board Action at the regular meeting of May 26, 2009.

CLASSIFIED STAFF

<u>NEW EMPLOYEES</u>	<u>POSITION/FACILITY</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Castro, Lucia	Substitute Custodian/District Wide	05/18/2009	Re-Hire
Romo, Jessica	Substitute Para./District Wide	04/22/2009	New Hire
Watklevicz, Lisa	Nutrition Serv. Asst./Bertha Heid/Clayton	05/12/2009	Re-Hire
Welch, David	Lead Mechanic/Operations	05/15/2009	New Hire
Wolfmeier, Gary	Summer Operations/District Wide	06/01/2009	New Hire
Wubben, Jennifer	Substitute Para. /District Wide	05/11/2009	New Hire

<u>RESIGNATIONS/TERM.</u>	<u>POSITION/FACILITY</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Lechuga, Alexandro	Substitute Custodian/District Wide	05/04/2009	Resignation
Lynn, Marissa	Office Clerk/Skyview Academy	06/05/2009	Resignation
Pennington, Jessica	Instructional Paraprofessional/Highland	05/29/2009	Resignation
Smith, Christi	Health Paraprofessional/Valley View	05/29/2009	Dismissal
Warenski, Michael	Asst. Lead Custodian/Skyview Campus	05/15/2009	Resignation

CLASSIFIED REQUESTS

Angie Spiegel, Athletic Secretary, is requesting to retire June 6, 2009 and transition through the 2009-2010 school year.

CERTIFIED STAFF

<u>NEW EMPLOYEES</u>	<u>POSITION/FACILITY</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Cosner, Chad	Post Secondary Options Coach/District	8/5/2009	New Hire
Pacheco, Emelina	Science/Achieve Academy	8/5/2009	New Hire
Sanders, Megan	Math/Meadow	8/5/2009	New Hire
Scarpella, Janna	Lower Elementary Teacher/Highland	8/5/2009	New Hire

<u>RESIGNATIONS/TERM.</u>	<u>POSITION/FACILITY</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Dysart, Mark	Math/Welby New Technology	5/29/2009	Resignation
Fowler, Hannah	5 th Grade/Clayton Partnership	5/29/2009	Resignation
Ide-Stice, Kimberly	Lower Elementary/Highland Montessori	5/29/2009	Resignation
Nimick, Lexie	3 rd /4 th Grade/Explore Elementary	5/29/2009	Resignation
Powell, Tracy	Psychologist/District Wide	5/29/2009	Resignation

CERTIFIED REQUESTS

No requests at this time

SUBSTITUTE TEACHERS

ADDITIONS

James Jennings

DELETIONS

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jackie Kapushion, Assistant Superintendent
DATE: May 18, 2009
SUBJECT: Instructional Materials - Adoption

Approval is requested from the Board for the instructional materials entitled, Every Child a Reader. Author/Publisher: National Literacy Coalition, 2008. If approved, this program, which includes teacher resource notebooks for demonstrated and differentiated reading, decoding intervention kits and progress monitoring assessments, would be used to support reading instruction for students in grades PreK-12 across the district.

These materials have been on display for public review and comment for the past month. No comments or feedback have been received.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jamie Kane, Executive Director of Professional Services
DATE: May 21, 2009

SUBJECT: ADMINISTRATIVE CONTRACT RATIFICATION

The Office of Human Resources recommends the following personnel information to be approved by Board Action at the regular meeting of May 26, 2009.

Administration is seeking approval for the Meet and Confer for the 2009-2010 agreement between the Mapleton Administrators and the Mapleton Public Schools Board of Education.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jamie Kane, Executive Director of Professional Services
DATE: May 21, 2009

SUBJECT: MAPLETON EDUCATION ASSOCIATION CONTRACT RATIFICATION

The Office of Human Resources recommends the following personnel information to be approved by Board Action at the regular meeting of May 26, 2009.

Administration is seeking approval for the 2009-2010 agreement between the Mapleton Education Association and the Mapleton Public Schools Board of Education.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jamie Kane, Executive Director of Professional Services
DATE: May 21, 2009

SUBJECT: CLASSIFIED CONTRACT RATIFICATION

The Office of Human Resources recommends the following personnel information to be approved by Board Action at the regular meeting of May 26, 2009.

Administration is seeking approval for the Meet and Confer for the 2009-2010 agreement between the Mapleton Classified Employees and the Mapleton Public Schools Board of Education.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Don Herman, Chief Financial Officer
DATE: May 20, 2009

SUBJECT: SUBMISSION OF PROPOSED BUDGET FOR FY 2010

Colorado law governing school district budget policies and procedures requires that "the Proposed Budget shall be submitted to the board at least thirty days prior to the beginning of the next fiscal year" (22-44-108(1)(c) C.R.S.). The Proposed Budget for fiscal year 2010 is submitted to the Mapleton Board of Education at their regular meeting held on May 26, 2009. The proposed appropriation for each fund is listed below:

General Fund.....	\$46,049,100
CPP Preschool/Kindergarten Fund.....	1,386,995
Governmental Grants Fund	5,969,250
Capital Reserve Fund	3,530,800
Insurance Reserve Fund.....	497,140
Bond Redemption Fund.....	2,956,175
Food Service Fund	\$2,156,775
Total FY 2010 Budget Appropriation	\$62,546,235

A public hearing regarding the proposed budget will be held at the board meeting to be held on June 16, 2009 at the Mapleton Public Schools Administration building. Final adoption of the budget will be considered at the regularly scheduled board meeting on June 30, 2009.

No board action is required at this time.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Don Herman, Chief Financial Officer
DATE: May 20, 2009

SUBJECT: EQUIPMENT ASSISTANCE GRANT APPLICATION APPROVAL

The federal government has made funds available through the American Recovery and Reinvestment Act (ARRA) for equipment to supplement the National School Lunch Program.

Child Nutrition Services Director, Paula Cockwell, has prepared a competitive grant application requesting a total of \$84,900 in kitchen equipment. This equipment includes new dishwashers at several sites to replace original equipment, and new convection ovens – again replacing original 50-year-old equipment.

Superintendent policy requires board approval for grant applications in excess of \$50,000. District administration requests permission to submit this grant to the Colorado Department of Education. Should the grant be funded, administration would return to the Board for permission to accept the funds.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Don Herman, Chief Financial Officer
DATE: May 19, 2009

SUBJECT: REQUEST FOR TRANSFER OF FUNDS

State law requires the approval of the Board of Education for any transfer between two funds of the district. Normally, these transfers are approved at the same time as the budget adoption and/or supplemental budget adoption. However, through the work of the Finance Department, we have identified \$24,453.30 in outstanding accounts receivable in the Governmental Grants fund that need to be retired.

These accounts receivable are from four sources, and have been carried on the books for two or more years. The first is \$490.82 from a New Technology grant that was slightly over-expended two years ago. The second is a small \$9.88 over-expenditure in a CSSI grant. The third for \$3,024.93 is from an over-expenditure of the Gates grant due to a difference between projected salary accruals and actual. It's very difficult to estimate the accruals with complete accuracy – you don't want to under-expend the grant, because then you lose the funds, so you usually want to over-spend by as little as possible. We overspent by this amount out of a total salary of more than \$600,000, so we were very close. The last is a receivable \$20,927.67 from the Federal Small Learning Communities grant from three years ago. During the administration of the grant, the District missed a deadline for requesting remaining funds, though the funds had already been expended. The District carried this receivable while we appealed to the federal government for an extension for submission of reimbursement, but the appeal was denied.

Normally, the District can cover small, uncollectable accounts receivable through excess fund balance in the Grant fund. However, due to tight budgeting and the age of the receivables, the District must request funds from the General fund to write these receivables off.

District administration requests approval of this transfer to eliminate these uncollectable amounts.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Jackie Kapushion, Assistant Superintendent
DATE: May 18, 2009

SUBJECT: Update on Stanford Leadership Development Initiative

The purpose of this report is to give the Board an update regarding Mapleton's participation in the Stanford University School Redesign Network.

The School Redesign Network (SRN) was established in 2000 at Stanford University to build, capture and share research-based knowledge to transform secondary schools and school systems. The mission of the SRN is to:

"Support and sustain equitable schools and districts that are intellectually rigorous, high performing, and designed to help all students master the knowledge and skills needed for success in college, career and citizenship".

The LEADS (Leadership, Equity and Accountability in Districts and Schools) Network was established in 2006 to further the work of the School Redesign Network, specifically at the district level. LEADS operates on the principle that equitable and high achieving school systems require powerful classroom instruction supported by performance-driven central offices.

Mapleton Public Schools is one of the original partner districts in the LEADS Network. Other partner district include Albuquerque Public Schools (NM), Austin Independent School District (TX), Knox County Schools (TN), Miami-Dade County Public Schools (FL), Milwaukee Public Schools (WI), North East Independent School District (TX) and San Francisco Unified (CA).

In April, Mapleton hosted a district residency that focused on the issue of Sustainable Leadership and was grounded in the work of Andy Hargreaves and Dean Fink. Dr. Fink joined us for the residency and helped the cohort look at the topic in depth through the lens of Mapleton's small-school work. Other schools were then able to apply the learning to their own district's context.

The Mapleton Executive Cabinet is set to travel to Stanford on June 22nd for a five-day institute on building sustainability into reform efforts. Teams will study the key role that leadership plays in such efforts and explore strategies to sustain organization innovation and instruction improvement.

Mapleton's fee for participating in the network for the 2009-2010 school year is \$35,000.00. This school year's fee and next year's fee is being covered by the Rose Community Foundation. Grant funds and some general fund dollars have paid for

the travel expenses associated with attending the institutes and school district residencies.

This update is an information-only report. No Board action is required.

Memo

TO: Charlotte Ciancio, Superintendent
FROM: Dr. Michael Kirby, Executive Director of Support Services
DATE: May 12, 2009

POLICY: Board Committee or Liaison Principles (GP 1.7)
REPORT TYPE: Monitoring
SUBJECT: 2008-2009 DAAC Update

Policy Wording: Board committees or liaisons, when used, will be assigned so as to reinforce the wholeness of the Board's job and as never to interfere with the delegation from Board to Superintendent. [...] Board committees or liaisons are to help the Board do its job, not to help, advise, or exercise authority over administration, faculty or staff. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation or by performing specific audit functions. In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations.

Policy Interpretation: This policy is interpreted as requiring the District Advisory and Accountability Committee (DAAC) to periodically provide information and commentary to the Board of Education concerning areas of study assigned by the Board.

Decision Requested: This report is being presented to the Board for information and discussion. No Board action is required.

Report: The District Advisory and Accountability Committee (DAAC) meets several times a year to review and comment on areas of study provided annually by the Board of Education. These areas of study all pertain to accountability. Comments on areas of study are provided to the Board periodically throughout the school year.

DAAC has met two times since the last Board update, which was provided on March 10, 2009. Meetings were held on March 10 and May 12, 2009.

Progress Updates on Areas of Study:

- **Review and Comment on School Improvement Plans for the 2009-2010 school year.** DAAC members have completed preparations required to complete their review of all school improvement plans. These preparations included; 1) reviewing the intentions, goals, and statutory requirements associated with school improvement planning, 2) reviewing of the process and templates that schools use to complete their improvement plans, and 3) establishing the process and templates DAAC would use to review and comment on this year's school improvement plans. DAAC will complete its review of all 2009-2010 school improvement plans on May 26, 2009.

- **Review and comment on District Budget Priorities for the 2009-2010 School Year.**

Don Herman, Mapleton's CFO presented the proposed 2009-2010 district budget to the DAAC. Key points made in administration's presentation were; 1) the district is facing a severe revenue shortfall this year because of state funding reductions precipitated by the state's declining economy; 2) the district has worked with employee groups to create a balanced budget which prioritizes maintenance of student programs and services, 3) the district and schools have generally limited expenses to improvement on existing initiatives and activities rather than new initiatives or other expansion of services, 4) the district is planning to use funds not taken up by basic overhead to open a new young adult school for drop outs and students at risk for dropping out, some site upgrades to handle increased student enrollment in certain schools, support/continuation of existing initiatives such as the district's reading and math programs, and model support for the schools. DAAC members offered the following comments:

 1. The district appears to have approached a very difficult budget year with a comprehensive, effective, and collaborative process.
 2. The district is encouraged to find a way to make up declining salary competitiveness with other districts, or it may risk losing good staff and/or reducing its capacity to recruit talented new staff.
 3. The district is encouraged to look for ways to communicate current budget information with the community in a way that helps them understand the negative effects associated with not having adequate funding to support schools.
 4. The district is strongly encouraged to continue to pursue additional long term funding through bond and mill increases. Several suggestions for increasing voter support were offered and noted.
 5. Individual DAAC members provided district staff with suggestions concerning capital improvement needs at specific schools.
 6. The district is encouraged to continue to pursue grant funding for key projects, as long as such funding does not have requirements to which the district cannot or should not commit.
 7. The Mapleton High School lease is a very positive development.