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February 23, 2010



A message from Superintendent Chris King - *BVSD Community faces tough times together*

The third of what will be at least 13 community budget forums by budget staff and Superintendent Chris King was held Feb. 23.

The community budget forums have each been honest, at times difficult conversations that have reflected the growing concern of our community about the program and budget cuts that will hit every level of this organization and every school in our district next year.

It is now sinking in throughout our community that what all BVSD faces in the months ahead is indeed unprecedented. Parents and schools are telling us that central administration must take a higher percentage of the cuts to lessen the burden on our classrooms. I agree completely.

As the board, media and many of our community know, all levels of BVSD were told to plan for a best case reduction scenario, a middle case reduction scenario and a worst case reduction scenario for next school year.

For schools, that means:

- A best case cut of 2.25 percent,
- A middle case cut of 5.25 percent, or
- A worst case cut of 8.25 percent.

For central administration, that means:

- A best case cut of 7.5 percent,
- A middle case cut of 13.5 percent, or
- A worst case cut of 19.75 percent,

The reason for the three scenarios is that state government is not yet clear on how much Colorado K-12 funding will be cut. Even so, I think we have to start somewhere knowing that we ultimately may have to cut deeper as the state budget develops.

So, after a great deal of discussion including initial community input, principal and faculty meetings, parent input and conversations with my budget advisory committee, I am directing central office departments and divisions to plan for our middle case cut to be our minimum. This cut of \$2.7 million is on central administration budgets of \$19 million for next school year which begins July 1.

Cuts to specific central services will vary, to minimize the impact felt at the school level. If we ultimately do have to cut more, central administration will continue to be cut at a higher rate than schools. If, on the other hand, the economic recovery we are seeing slowly develop takes hold and it turns out that the central administration cut was deeper than needed, it will stay in place nonetheless. Any dollars realized if that happens would not go back to the central administration but instead to the schools to help reverse some of the cuts that they will have taken.

BVSD budget and finance staffs are closely watching for the state's next quarterly revenue report expected as early as March 19. Both the Colorado Department of Education and our staff tell me that report is the best budget predictor we can expect.

Though there are many difficult conversations and decisions ahead, BVSD will remain one of Colorado's strongest and most successful school districts because its parents, teachers, staff and school board put student learning first.

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BVSD offers seven different voluntary tax-deferred retirement savings opportunities that you can contribute to through payroll deductions: one 401(k), five 403(b) providers, and one 457(b). These voluntary savings plans are in addition to PERA. Visit [PERA's website](#) or call PERA at 303-832-9550 for more information on PERA. Contributions to any of the voluntary tax-deferred savings plans will not affect your PERA benefit.

*Once a month, each provider will be contributing an article to BVSD on the Inside. Visit the [BVSD Benefits website](#) for information on all the plans. This month's article is contributed by **Brian P. Stouder** with AXA Advisors.*

The next Small Steps to better Savings session is scheduled for March 10, 2010 from 4:00-5:30 p.m. at the Ed Center (Aspen Room). The main topic will be about Social Security and PERA and how the two interact. The presentation will start at 4:30 p.m. Representatives Social Security and each of the plans, including PERA, will be available for questions beginning at 4:00 p.m.

At different stages of life, different financial issues may be most important. *Strategies For Common Life Events*

Everyone lives their lives differently, and everyone has complicated emotions about money, so investment decisions are highly personal and unique to each individual. Nonetheless, throughout their lives, most investors face some similar situations. Where are you in the cycle? The following are examples of common life events and some things you might consider when making investment decisions.

Your first full-time job

- Start a savings account to build a cash reserve.
- Start a retirement fund and make regular monthly contributions, no matter how small.

Marriage

- Examine your joint investment contributions and allocations, taking into account your combined income and expenses.
- Consider opening a short-term investment account specifically to help fund your down payment on your home and pay closing and moving costs.

Children

- If you don't yet have life insurance, now's the time.
- Start a college savings fund.

New job

- Review your investment strategy and asset allocation to accommodate a new salary and a different benefits package.
- Consider rolling over your previous company's 401(k) plan into your new employer's plan or a Rollover IRA.

Within 10 years of retirement

- Review your retirement fund asset allocation to accommodate the shorter time frame for your investments.
- Increase savings for retirement.

Retirement

- Study your distribution options to enhance assets and tax benefits.
- Reallocate your investments to provide the income you need while still potentially offering some growth in capital to help beat inflation and fund your later years.

For more help at every stage of your financial life cycle, talk to your financial professional. AXA Advisors, LLC does not provide legal or tax advice. Please consult your tax or legal advisor regarding your individual situation.

This article is provided by Brian P. Stouder. Brian P. Stouder offers securities and investment advisory services through AXA Advisors, LLC (member FINRA, SIPC) 1675 Broadway Suite 1700 Denver, CO 80202 and offers annuity and insurance products through an insurance brokerage affiliate, AXA Network, LLC.

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Eisenhower and Emerald Enjoy GAMES!

Girls At the Museum Exploring Science (GAMES) is a wonderful program that brings elementary school girls to the CU-Boulder Natural History Museum where they learn from and interact with women scientists. This program gives girls the confidence to consider pursuing careers in science. To see some of the Eisenhower and Emerald girls in action, visit our [homepage](#) to enjoy a brief video.



As an independent non-profit organization, Impact on Education relies entirely upon donations from organizations and individuals who share our commitment to increasing student learning, expanding equity and rewarding creativity and innovation. Thanks again for your support!

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Food Service: The Wellness Committee task force is working to make sure the BVSD Nutrition policy complies with state and federal regulations. Being out-of-compliance will cost the district many thousands of dollars. Being in-compliance will require that schools change some of the ways non-cafeteria food is sold for special activities during the school day. This affects school stores and food-based fundraisers. TAC asked Ann Cooper to be sure the required regulations are clearly communicated to each school community before the next school year begins. School communities need time to plan and implement necessary changes for achieving compliance. Compliance is not optional.

Maintenance: The subject of service level agreements, tracking turn around time from first request to completion, and accountability for completion of maintenance work orders was brought up again. Two representatives from the maintenance workers union provided some first hand perspective. Teachers want ways to follow-up on their maintenance requests and confirm that their maintenance needs have not fallen into a "black hole" of paperwork. TAC suggests BVSD maintenance implement an online work order tracking system like the one for IT requests. This type of system is currently being used effectively at Broomfield Middle School. Teachers there record maintenance requests via a computer form that can then be tracked for timeline and accountability.

Professional Development Days: The funds received by BVSD for the two extra professional development days come with a stipulation that all related PD offerings be directly linked with Special Education. The two main topics being presented through BVSD are co-teaching and RtI implementation and differentiated instruction. Detailed course syllabi will be developed by May. If any teacher has a good idea for a study project linked to Special Education, a lengthy application form for independent study will be available shortly from BVSD. District administrators say this application is required by the federal government for any PD experiences funded through ARRA (American Recovery and Reinvestment Act) and IDEA (Individuals with Disabilities Education Act).

Online Learning: All the high schools know that BVSD is offering credit recovery for completed online courses. Every high school has access to purchased credit recovery "seats." If students aren't progressing, they give up their "seats." There is also a regular online course where every student is assigned a mentor. During summer school, credit recovery had a 90 percent success rate on grade-level courses. Students report that if the online teacher was on the ball, it was a good experience. Dr. Deirdre Pilch said a plan to continue the Online Learning Program will be forthcoming. Eventually, BVSD wants to use our own platform and our own teachers.

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Fitness really does pay!

Your company has already saved you more than \$10/month. At [Colorado Athletic Club Boulder](#), we pass the cost savings on to you. As a Boulder Valley School District employee, enjoy fitness, wellness, sports and fun for less.



Please bring this article with you to receive a 10-day VIP Guest Pass from March 1 - March 10, 2010.

Choose from several flexible membership options. All new members receive:

- One Orientation and One Complimentary Personal Training Session
- Unlimited Group Fitness, Spinning, Mat Pilates and Yoga classes

Enroll for only \$25 on a month-to-month membership when you enroll by Feb. 28

Contact [Jennifer Workman](#) at 303.501.1700 for more information about BVSD membership benefits. Restrictions may apply. Offer ends March 10, 2010. [Colorado Athletic Club-Boulder](#) - 303.501.1700. Located between Macy's and the 29th Street Theater on 30th Street in Boulder.

The health and fitness of our community is an important part of what the YMCA offers. Among the many programs the YMCA offers, **this summer, the Arapahoe YMCA (95th & Arapahoe) will be opening an outdoor family pool.** The new pool will include a water slide, six swim lanes, splash park, kiddie pool, sandy beach area, family picnic area and a high/low dive. Part of the summer programming for the outdoor pool will be a master's swim club and swim lessons for all ages.



The YMCA of Boulder Valley offers special member rates for all BVSD employees. BVSD Discounted Membership Rates:

- One-time \$50 join fee waived
- Single Adult monthly rate: \$39
- Adult Couple monthly rate: \$54
- Family monthly rate: \$63.50
- Single Adult Family monthly rate: \$56

For more information on the YMCA of Boulder Valley visit their [website](#).

You will find a complete list of organizations offering discounts to BVSD employees below: (for more information, visit our [BVSD's benefits page](#))

- [Alaya YogaSpa](#)
- [Fitness For Living Boot Camps](#)
- [Boulder Parks and Recreation Center](#)
- [Flatiron Athletic Club](#)
- [Boulder Valley YMCA- 2009 Update](#)
- [Lafayette Rec Center](#)
- [Boulder RockClub](#)
- [Lakeshore Athletic Club](#)
- [Broomfield Rec Center](#)
- [Longmont YMCA](#)
- [Colorado Athletic Club - Boulder](#)
- [The Mountain's Edge Fitness Center](#)
- [Corepower Yoga](#)
- [Movement Climbing & Fitness](#)
- [CrossFit.Julia](#)
- [One Boulder Fitness](#)
- [Elements Therapeutic Massage](#)
- [Snap Fitness](#)

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Work Area Safety Inspections - *Inspect Your Work Area*

How safe is your work area? Here is a short checklist to assess your area for hazards:

Housekeeping and Storage

- Are work areas kept clean and orderly?
- Are floors clear of oil, chemicals, or objects that could cause a slip, trip, or fall?



- Are containers and boxes stored so as to avoid the possibility of heavy objects falling?
- Are stairways and emergency exits kept clear?

Fire Prevention

- Are flammable materials stored properly?
- Do you know the locations and proper use of fire extinguishers?
- Are emergency exits open and accessible?
- Do you know your evacuation routes?

Equipment

- Does equipment have required safety guards?
- Is all equipment in proper working order?

Hazardous Substances

- Do hazardous substance containers have proper, legible labels?
- Are material safety data sheets available for review on all shifts?
- Are liquids in closed containers?
- Are spill cleanup materials available?
- Are food and beverages kept out of areas with hazardous substances?

February 24, 2010 Information from Business Legal Reports

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BVSD's going GREEN...

Did you know?

BVSD has nine schools already using [renewable energy technologies](#) (wind, solar and geothermal), and two more with installations in progress to be complete in the next few months. Three more schools will have the opportunity to win a solar photovoltaic system (solar panels that convert sunlight into electricity) this spring! If you are interested, keep reading...



Solar Grant Award for BVSD Schools in Boulder County!

We are pleased to offer the second year of the Renew Our Schools grant program, a partnership with the Center for ReSource Conservation (CRC). Winning schools will receive a 10kW photovoltaic (PV) system and a monitoring system, at no cost. In return, winning schools must create and implement an Action Plan that describes how they will teach the school and greater school community about renewable energy. Eligibility requirements for the program include location within Boulder County and a roof approved by the Boulder Valley School District.*

To see if your school is eligible, download an application and learn more, visit the [Center for ReSource Conservation website](#).

Applications are available now, and are due Friday, March 19, 2010. For questions about ReNew Our Schools [email the CRC](#).

**Unfortunately, not all BVSD schools are eligible for the grant. Criteria for program eligibility include location within Boulder County, no existing solar system, and a roof that will work for the 10kW photovoltaic system. Schools scheduled to have reroofing work done are also not eligible for this round of grants. If you have questions about eligibility, [email Ghita Carroll](#).*

Correction

In the last edition of On the Inside, the pounds of trash that BVSD generates in one year was incorrectly reported. The correct amount of trash that BVSD generates in one year is actually 3,604,000 lbs.

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Board Approvals

- The board accepted the January 28, 2010 PDC Porter arbitration report from Arbitrator MacLean on the negotiated agreement between Boulder Valley School District (BVSD) and the Boulder Valley Classified Employees, affiliated with the Colorado Education Association and the National Education Association (BVCEA).
- The board approved the Bond Program Project Ryan Elementary School Playground and

- Irrigation Improvements.
- The board discussed a reduction in force timeline and procedure, and resolved to adopt Resolution 10-05 prior to March 15, 2010.

One grant was approved by the board:

- Student Success - Even Start Supplemental - Colorado Department of Education – 2010

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Hats Off!

Congratulations to this week's Superintendent's Honor Roll recipient:

During the February 23 board meeting, **Mrs. Dee Demmon** was honored for nearly a century of service to student learning.

Born as Elizabeth Graham on February 11, 1910 in Boulder, Elizabeth Demmon who is called "Dee" by those who know her attended Mapleton Elementary School. Mapleton was in the former Boulder School System. What is known today as the Boulder Valley School District was not launched until 1961.

From Mapleton, Dee attended one year at the Northside Intermediate School now known as Casey Middle School. Then it was on to the Boulder Preparatory School which is now Boulder High School where she graduated in 1928 and met Irvin Demmon whom she married in 1936. After graduating from high school, Dee attended the University of Colorado and graduated in the 1930s. Irv and she guided Bill and his brother through the Boulder School System.

While Irv went on to serve as a distinguished principal of at least four schools in the Boulder School System, Dee, according to Camera writer Silvia Pettem, worked as a substitute teacher and tutored children in their homes when they were too ill to attend school. She was also secretary at University Hill Elementary School for at least 20 years.

As her son Bill wrote, his parents' lives, "revolved around the Boulder schools for nearly all of my mom's 100 years."

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