

MLO Research Synopsis



Challenge

- Operating Palmer Ridge High School
- Attracting and retaining teachers



Different Perspectives

- MLO Fact Finding Committee
- Tax Impact
- Education Leadership Point of View



Highlights

- **Operating PRHS and LPHS**

- \$1.7-\$1.8 Million additional cost to run two high schools

- **Possible Funding Solutions**

- Adjust Current Budget Expenditures
 - Teacher planning
 - Class size
 - Co-curricular activities
- Use Reserve Funds
- Ask for a Mill Levy Override
- Apply fees
 - Bussing
- Delay Opening of PRHS



Highlights continued

- Teacher Retention

- LPSD Salary Comparison

	Lewis-Palmer	Academy 20	Cheyenne Mountain
Beginning Salary	\$31,100	\$31,874 (97%)	\$31,000 (100.3%)
Life BA	\$1,162,180	\$1,195, 229 (97%)	\$1,177,861 (99%)
Life MA	\$1,248,980	\$1,311,434 (95%)	\$1,289,148 (97%)

Note: Douglas County is 89% for Life BA and 95% Life MA



- Future of anticipated change in teacher compensation in region:
 - Cheyenne Mountain
 - 8% (passed MLO in 2006)
 - Academy 20
 - 15%**
 - Harrison
 - 13%* (passed MLO in 2006)

*Estimated if all approved MLO funding for salaries is applied to teacher salary

**Possible in 2008, based on potential MLO funding



■ Possible solutions

- MLO
- Teacher benefits
- Redesign Salary Schedule



■ Educator Point of View

- What does it take to create schools of excellence?
 - Supportive Community
 - High Expectation for all Students
 - Excellent Teachers
 - Sophisticated Instructional Program
- What is an individual community member's investment in our children compared to other communities? (example \$350,000 home)
 - Cheyenne Mountain: \$1,404
 - Lewis-Palmer School District: \$1,498
 - Academy School District: \$ 1,678



■ Educator Point of View

■ What are we seeing as a return on the investments in our students?

- LPHS is consistently rated in the top 10% of over 300 Colorado high schools.
- Sample of 2006-2007 Indicators
 - Lewis-Palmer High School is recognized by universities in the western states and nationally as an excellent high school.
 - \$8.5 Million in scholarships offered to our students
 - Excellent Rated High School by CDE
 - 8 Military Academy appointments
 - Outstanding Community Service award winner for Pikes Peak Region
 - Saxophonist qualified for National Bands of America
 - 4 National Merit Finalists
 - 4 Boettcher Scholarship Finalists
 - 3 Bands Qualified for State (1st ever for any state school in CO)
 - 98.5 % Graduation Rate
 - 97% Attendance Rate
 - 85% attending higher education institutions
- Property Value
 - Average home value in LPSD vs. D20 is 25% **higher**.



BOE Workshop

- Define Challenge
 - Operating Palmer Ridge High School
 - Attracting and retaining teachers
- Examined Data
 - MLO Fact Finding Committee, Tax Impact, and Education Leadership Point of View
- Explore Alternatives
- Weigh Alternatives
- Select Alternative



Explore Alternatives to Open PRHS

- Through Board discussion based upon the data received four possible alternatives were identified:
 - Transportation MLO
 - CDE provides opportunity for district to recover costs of transportation
 - Reserve Funds
 - One time funds intended for capital needs (i.e. building repair)
 - Current Budget
 - Examine positions as the costs comprise 85% of LPSD budget
 - MLO
 - ???



Alternative 1

Transportation MLO

■ Positive (+)

- Allows for the tracking of inflation
- Provides significant amount of funding \$1.3 million
- Accountability to CDE

■ Negative (-)

- Risk of being change by CDE
- Difficult to explain
- Current timing in regards to community perception



Alternative 2

Reserve Funds

- Positive (+)

- Allows for PRHS to open

- Negative (-)

- Pushes the problem out
- Takes away from other capital projects
- Provides only a 1-time short-term solution
- Demonstrates lack of fiscal responsibility
- Uses 1-time dollars for reoccurring expenses



Alternative 3

Current Budget

■ Positive (+)

- Allows for PRHS to open
- Eliminates need for a tax increase

■ Negative (-)

- Conflicts with LPSD values
- Impacts pk-12 programs
- Negatively impact moral of staff
- Initiates a “ripple” effect impacting educational costs
- Negatively impacts attractiveness of District to future staff
- Negatively impact property values



Alternative 4

MLO

■ Positive (+)

- Allows for PRHS to open
- No impact on other schools
- Maintain reputation of school district
- Provides ability to continue to offer “excellence”

■ Negative (-)

- Funds are not tied to inflation
- Complex to explain tax impact with Mill Levy Freeze (HB #199)
- Recently Turned down in 2006
- Increases property taxes for residents



Weigh Alternatives

- Weigh Alternatives

- Suitability

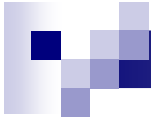
- Is it... appropriate in scale? An adequate response? Too extreme?

- Feasibility

- Is it affordable? Will it address the problem? Does it create other challenges?

- Flexibility

- Does it provide you the opportunity to address unintended consequences, or openness to new possibilities?



Select Alternative

	Trans. MLO	Reserve Funds	Current Budget	MLO
Trans. MLO		0	0	1
Reserve Funds	1		1	1
Current Budget	1	0		1
MLO	0	0	0	
Total	2	0	1	3



Not a perfect solution

■ Compromise

- Competing solutions yield a hybrid solution.
 - Transportation MLO
 - Future possibilities
 - Reserve Funds
 - May allow for the Mill to grow into itself and lessen the immediate tax impact
 - Current Budget
 - Increase efficiency of current allocations
 - MLO
 - Provide necessary funds to “close the gap” for reoccurring operating costs



Explore Alternatives to Attraction and Retention of Teachers

- Through Board discussion based upon the data received three possible alternatives were identified:
 - Reserve Funds
 - One time funds intended for capital needs (i.e. building repair)
 - Current Budget
 - Examine positions as the costs comprise 85% of LPSD budget
 - MLO
 - Reoccurring funds



Alternatives

- Reserve Funds
 - Not an option only 1-time funds
- Current Budget
 - Increase class size, reduce planning, and cut programs
 - Positive (+) Provide money to redirect to teacher salaries
 - Negative (-) Negative impact on moral, students loose, and LPSD values are violated
 - MLO
 - Positive (+)
 - Provides funds to positively impact teacher compensation
 - Negative (-)
 - Does not provide an inflation controlled solution



Not a perfect solution

- **Compromise**

- Competing solutions yield a hybrid solution.

- **Current Budget**

- Increase efficiency of current allocations

- **MLO**

- Provide necessary funds to maintain competitive placement of District to attract and retain teachers



Next Steps

- Board decision
- Action Plans
 - PRHS Opening
 - Attraction and Retention of Teachers