



# ProComp

## Transition Team Meeting

February 13, 2008  
HR Conference Room

## MINUTES

**Present:** Jeff Buck, Kathy Kochis, Anna Marcuerquiga-Hughes, Margaret Bobb, Rob Gould, Brad Jupp, Henry Roman, Brett Fuhrman, Mike Gaither, Cal Hosman and Ann Christy; **Support:** Bria Cunneen

**Absent:** Adrienne Army

**I. Review agenda (Kathy Kochis)**

**II. Approve January 30, 2008 meeting minutes (Kathy)**

After changes are made to item VI to reflect the teachers' understanding that the goals set by the team were not reflective of DCTA, the minutes are approved and will be posted online. The teachers view the current goals as the District's priorities; they will provide by Tuesday afternoon, February 19<sup>th</sup> DCTA's recommendations for what should be considered their goals. The team will then work to combine the two views in the overall Transition Team's ProComp goals.

**III. Internal Evaluation Report (Kathy)**

The group noted the preliminary nature of the internal evaluation completed by CU-Boulder but also reviewed findings—both quantitative and qualitative. The executive summary of this report will be shared with DCTA and the Board of Education, while the entire document will be available for their review if requested. It was also mentioned that although the quantitative analysis might be too preliminary to draw decisive conclusions, the survey data can be useful to evaluate the effectiveness of the program and the opinions of the current ProComp and non-ProComp teachers.

**Note:** Following the meeting, Dr. Wiley from CU-Boulder requested the opportunity to add a document putting the evaluation into the correct context for external viewing; this should be completed by mid-April for distribution to the appropriate groups.

**IV. Fiscal Model Update (Kathy)**

Kathy's work with Carpe Datum on the TM1 model has shifted the balance to positive, showing a surplus similar to the surplus shown in her excel model. She will continue to work with Carpe Datum on the application of the logic in TM1.

However, due to the criticality of the information provided in the fiscal models, the district would like to use a third party to evaluate and validate both models. Funding has been secured from the Broad and Rose Foundations to pay for a portion of the work. Based on the Foundations' requirement for a nationally recognized firm to complete the work, the District has been in discussions with McKinsey and has a tentative agreement to have the work

completed at a significantly reduced rate. This is based upon availability of resources at this time and would be dependent upon the Trust Board making a decision quickly.

By moving forward with this work, the Trust Board, District and DCTA would have an independent assessment of the program's fiscal viability. This would then allow for the Transition Team to have a solid basis for making recommendations on any changes necessary to the program. This will be discussed at the joint Transition Team/Trust Board meeting scheduled for Tuesday, February 19, 2008, with the decision to retain McKinsey for the analysis as an action item for the Trust Board at the conclusion of the meeting.

## **V. Roles & Responsibilities (Kathy)**

### **a. Transition Team & Trust Board**

The Trust Board requested a joint discussion around roles and responsibilities of the two groups. The Trust Board attorney, Mary Brauer, will be invited to the joint meeting on Tuesday, February 19<sup>th</sup> to discuss the scope of each group, as set in the ProComp Agreement and reinforced in the ProComp Trust Agreement.

### **b. Joint Meeting Request**

As previously mentioned, both groups will meet on Tuesday, February 19<sup>th</sup> from 12:30pm to 4:00pm. Agenda items will include:

- High-level walk through of fiscal model logic
- Walk through of the TM1 model
- Discussion with McKinsey re: fiscal model analysis
- Discussion on the proposal for McKinsey as the third party evaluator (Action Item for the Trust Board)
- Confirmation of the roles and responsibilities of each group

## **VI. Approach going forward—opening the ProComp Agreement (Kathy)**

Kathy presented the team with an outline for establishing options for modifying ProComp. This outline included suggestions such as establishing a joint workgroup to explore and present options to the current structure, meeting weekly to develop options, and completing the recommendations for review by March 21. This would also require the Transition Team to continue to hold biweekly meetings, if necessary, until the work is approved.

The team discussed concerns regarding this timeline, largely voiced by the teachers already engaged in the Collective Bargaining process and associated workgroups. The teachers indicated that they did not have opposition to looking at options, only to the urgency indicated by the timeline.

The district representation suggested working on the fiscal model evaluation and possible options to revise ProComp in parallel, using the data from the internal evaluation and competitors' salary schedules to begin the work. It was also suggested that the teachers contact DCTA leaders regarding the timeframe issue, as it seems counterintuitive to slow down the process to meet a short deadline.

The teachers agreed to contact their union leaders and will report back to the Transition Team during the Tuesday meeting regarding their willingness to cooperate in a joint workgroup, and if so, who the DCTA members will be to participate in this work. It was also agreed to use a facilitator but to keep these discussions out of the traditional collective bargaining process, if at all possible.