

Timestamp	Table #	What is the topic your table is discussing (found under the group picture on your phone screen)?:	What makes this a priority?	What are some recommendations for the school board related to this priority?	What are the obstacles or challenges that might need to be considered?	Your topic may not be what your group thinks D38 should ultimately be focusing on. If applicable, what do you think D38 should prioritize?
2/11/2020 10:35:15	5	Staff retention	To have the best teachers possible - to have continuity -	Compensation - community support - understanding audience -	misinformation - no information - insufficient background on topic - back information/story needed - understand audience (parents or empty nesters) -	having room for all the students is priority - student experience - education is the gift that keeps on giving - STUDENT EXPERIENCE - mental health (overcrowding prevents access to proper treatment)
2/11/2020 10:40:34	4	Increasing starting salary for teachers	Keep quality teachers, competitive for each subject level	Create salary system that is competitive by specialty, and sensitive/responsive to supply and demand for each position. Focus on teachers instead of non-academic counselling services. New counselors for career counselling, not social services.	Determining a system that is fair and looks fair, also some teachers may be resistant change	We agree with the topic
2/11/2020 10:45:03	4	Starting teacher compensation	Keep quality teachers, competitive for subject matter, concentration, required expertise level	Create a system that is competitive by specialty, and sensitive/responsive to supply and demand for each position. Focus on teachers instead of non-academic counselling services. New counselors for career counselling, not social services.	Determining a system that is fair and looks fair, also some teachers may be resistant change, principals willing to implement	We agree with the topic
2/11/2020 10:45:34	1	Teacher salary & total compensation	Fundamental keystone of education is outstanding teachers	School board way or nothing even after community shares our thoughts is frustrating.	D38 must earn the trust which seems now, with the new D38 staff, a good start. However, the history of perceived deception is a three year anchor chain of trust and teachers have suffered salary stagnation. The large previous salary increase for superintendent was seen by teachers getting a tiny increase frustrating. Wrong and insulting message to teachers valued less than administration. Teachers relate "threats" if they have ideas. Many teacher not just a few with real fear if questioning "The Great Path"  Dr Somers seems to be stopping the disagreement & threats made by previous board members. Businesses can't stand the position of boycott by D38 of business that oppose	It has to be about building community trust. Until that happens, NOTHING else will happen. D38 must reestablish trust over a long period. It is not overblown for expecting the community to be involved, even if they don't have kids, our full community deserves it. Security is not inconsequential and must be a priority. Monument Academy seems always depreciated as a public school asset. Growth estimates overlook MA growth complicated by Choice In and Choice out numbers being confusing or flat just ignored. Advertising for Choice in from out-of-district when local residents fill available seats seems to make no sense. Not easy to "wrap my head" around intentionally overcrowding reducing loads on surrounding districts Lets consider the old concept One Superintendent per Colorado County like the Constitution used to define, rather than 17 Superintendents just in El paso El Paso County.
2/11/2020 11:12:57	2	Teacher salary	Starting salary isn't enough to live off of.	Need more info in regards to budget allocations. Possible MLO specifically for teacher pay. Create a "staffing plan" show who and how a newly built school would be staffed.	Not wanting to increase taxes in general. Yet, still have high expectations from our schools, teachers and students.	Budget, how to get more money. Would answer teacher base salary increase, building space increase, lower student to teacher ratio, etc....
2/11/2020 11:32:41	3	Transparency	Transparency builds trust	"Ask the board Q&A" website or social media Ensure the board and district separate themselves in communication from social media groups with agenda Show the journey in financial decisions that shows how the district came to its decisions Use existing resources first before building Follow best practice in posting agendas 10 days or 5 working days prior to meetings (shows competence instead of procrastination) Allow two full meetings to vote in sensitive issues so community feels an opportunity to be involved otherwise there is a feeling of benefit loss Show the documents that show due diligence was done with finances	Polarizing community voices overshadowing district feelings of distrust and not wanting to get involved Handpicked voices and agendas being heard "D-38 Strong does not represent D-38 or the school board Voices feel blocked or denied	N/A