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Mission Statement

Together we are committed to graduating and preparing all children for success in college and careers.

**MINUTES
REGULAR BOARD OF EDUCATION MEETING
June 26, 2013
Central Administration Office -- Board Room**

- 1.00** A regular meeting of the Falcon Board of Education was called to order at 6:33 p.m. by the President, Tammy Harold. The following Board members were present: Ms. Harold, Mr. Irons, Mrs. LaVere-Wright, and Mr. Wright. Mr. Allen was absent with prior notice.
- 2.00 Welcome and Pledge of Allegiance**
President Harold welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.
- 3.00 Approval of Agenda**
It was moved by LaVere-Wright and seconded by Irons to approve the agenda. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.
- 4.00 Consent Agenda**
None.
- 5.00 Board Update**
Brett Ridgway - Accepting donations for District 49 staff members impacted by the fire. District pulling together: Sky View Middle School staff members hosted a wedding for a fellow staff member because church was impacted by Black Forest Fire.
- Stand Up and Speak Out Concert on August 17th at Security Service Field. Tickets are available at d49-org.
- Melanie Dolifka was selected as the Air Force Academy Teacher of the Year and is in the running for Colorado Teacher of the Year.
- 6.00 Open Forum**
None.
- 7.00 Action Items**
7.01 Approval of Rocky Mountain Classical Academy Charter Contract

It was moved by LaVere-Wright and seconded by Irons to approve the Rocky Mountain Classical Academy's charter contract for a period of five years beginning July 1, 2013. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.02 Approval of Imagine Indigo Ranch Charter Contract

It was moved by LaVere-Wright and seconded by Irons to approve the Imagine at Indigo Ranch Charter School's contract for a period of five years beginning July 1, 2013. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.03 Approval of 2012-13 Fiscal Year Fund 21 Supplemental Budget

It was moved by LaVere-Wright and second by Irons to approve the Fund 21 District Budget for fiscal year 2012-13 as presented by the Administration.

Brett Ridgway: In conversations with auditors on the FCBC portion of Vista Ridge work, there are several accounting methods to record that transaction. We determined it was better to show the new revenue assumptions for the budget related to the FCBC contribution, separate from the related expense; whereas before I had planned to have the items more or less combined to minimize the impact on the district's financials.

The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.04 Approve the Reauthorization (2013-14 fiscal year) of the CPCD/Head Start contract (EES and FES preschool sites): "Agreement between Falcon School District 49 and Community Partnership for Child Development, Inc."

It was moved by LaVere-Wright and seconded by Irons to approve the Head Start contract for 2013-14. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.05 Memorandum of Understanding with CD BOCES

It was moved by LaVere-Wright and seconded by Irons to approve the Memorandum of Understanding with CD BOCES. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.06 Appointments to Colorado Digital BOCES Board

It was moved by LaVere-Wright and seconded by Irons to appoint Peter Hilts and Chuck Irons to the Colorado Digital BOCES Board. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.07 Approval of Matters Relating to Job Descriptions

It was moved by LaVere-Wright and seconded by Irons to approve the reclassification and job descriptions as recommended by Administration for the following positions: Teacher on Special Assignment (TOSA) – Online Professional Development, Teacher on Special Assignment (TOSA) – English Language Development (ELD), and Data and Reporting Analyst.

Peter Hilts: A position has emerged in each of the geographic innovations zones, a person responsible for curriculum & assessment. In zones with a more experienced person in leadership role, versus a more operational role, we would like to support that configuration, a modification of existing roles.

Paul Anderson: That's correct; we've considered various titles as they are used differently. I recommend that we use operators administrator.

Peter Hiltz: Don't want to step around normal board protocol. This is the same job description, changed title and more emphasis on operational responsibility. Would you like this as an action item at a future board meeting? I'm asking for guidance whether a change of title constitutes Board approval.

LaVere-Wright: For meeting protocol, discussion should be under other business in the future.

Brad Miller: You may interact. This would not count as a first discussion because it's not on agenda.

LaVere-Wright: Zones have CIA coordinators and each zone sets up their administrative system as they see fit. If the essential duties have changed, have job description that matches those duties, which may be different for each Zone. Accurate job descriptions allow proper evaluations

Harold: New position with new duties and title has to be approved by board, no matter which Zone or level.

Peter Hiltz: Withdraw informational request. Paul & I have enough feedback to know how to proceed.

Wright: I'm interested in seeing how this position is strategically positioning the district to go toward the portfolio type of management. Are we dismantling the zone hierarchy and pushing the authority decision making into the schools? Is the structural piece in place now aligned with strategic prospective? All of the money and savings that we have at central administrative level could blossom itself into the zones. Intent is to have schools principals to make decisions.

Paul Anderson: If there is a change in duty description, either modification to a job description that is significant, or a new position, the job description is developed and run through process for approval.

Harold: If there are substantive changes, procedurally make sure that whatever title and job description is accurate to what they do, which helps the evaluation process.

The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.08 Approval of Matters Related to Classified Personnel

It was moved by LaVere-Wright and seconded by Irons to approve the Professional Development Registration and Event Coordinator job description as recommended by Administration.

Harold: Please explain this position.

Amber Whetstine: This is not a new position, but a reclassification. Current job description does not accurately reflect what the person does.

The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

8.00 Informational Items

8.01 Adoption of Participatory Media Policy and Regulations

Stephanie Wurtz: In the past year our staff members didn't have access to social media sites in our buildings. Next year staff will have access to appropriately use social media. We did not have a policy. Met with Human Resources, this policy specifically outlines use of social media and what is appropriate. Policy covers overall philosophy on this item. If we do have people using it inappropriately, we can point to policy.

Harold: Since this does affect new and current employees, they need to be aware of the new policy before the school year starts.

Irons: What is the mechanism for communication?

Paul Andersen: Policy changes are communicated through a monthly Human Resources newsletter. Staff members can review policy changes via district website. In a new school year, we speak to all new & revised policies. Hard copies could be distributed, but I recommend we use technology available to us.

Irons: How do we verify their awareness of policy?

Paul Andersen: With new hires, we cover policies with a general statement around technology. We expect employees to know what the policies of the district are. There is no annual refresher.

Harold: It is legal. This policy is very specific and it affects teachers and their classrooms and all employees. Maybe we should stress this one a little more.

Paul Andersen: Internal communications are evolving. We will ensure that good messages get out in more areas than HR newsletters.

Stephanie Wurtz: We did talk to Human Resources about this. We do want them to engage, participate. New teacher orientation in zones is something I will address.

LaVere-Wright: Everyone should be made aware of important policy changes. People may think, we've always done it this way, and be unaware of policy changes. It's important to include big policy changes at the start of the school year.

Timo Vega: Next year we will be able to allow sites that teachers & staff can access. Understand from IT, Zones to grant permission in various sites, from HR side, ready to go.

Wright: Put all policies on-line; go through regular rotation of all policies. Emphasize certain policies by sending to mailboxes. On new policy, read it and recognize some of the difficulties. How does this policy balance between protecting people, shutting down inappropriate sites, and freedom of speech?

Stephanie Wurtz: We've consulted with Legal and pulled relevant data from other organizations. Violations and freedom of speech issues would be accessed on a case by case basis. Still evolving on what's appropriate in district vs. home computer, how do you use technology policy? It's a reminder to staff, do want you to participate representing yourself as a district employee? Guideline, participate as you would have any dialog face to face, just because it's online doesn't mean that it's not available.

Harold: Legal didn't have any red flags?

Peter Hilts: Critical that we have policy guidance. Drafting something others may want to adopt.

Harold: Please make this an action item at the next meeting.

8.02 Professional Development Update

Amber Whetstine: Power Point presentation - University of Innovation, Professional Development Update to the Board of Education by Amber Whetstine, dated June 26, 2013.

Harold: Are you doing this for new teachers out of college or new to our district with prior experience?

Amber Whetstine: It will look different for each. We require all teachers new to district to go through a support program. Have mentorship and support even with 15 years of experience.

Harold: Wright has been a strong advocate to make this a priority. I like the micro innovation and expansion over the next 3-5 years at elementary and middle school so every level has the opportunity to do that. Giving teachers ability to watch other teacher perfect their craft and share it with others. Thank you to the staff and everyone who has been a part of making that happen.

Wright: This is amazing; I'm looking back at decentralization, virtual academy, and on-line programs. We take learning objects, look at metrics, and hold them accountable. It's one more example of where this district is going.

Irons: How do we compare to those percentages in slides?

Paul Andersen: I will follow up.

Peter Hilts: It was a great presentation, congratulations to Amber, her team and the district. Reinterpretation of Strategic Plan, want to aim for more choice in and less choice out. Grow into a teacher leadership role, supported to try innovative things. Develop that reputation, will have no issue with retention, but an issue with being selective.

Harold: Please add to our website to inform the community about our progress to improve.

8.03 STEMx BOCES

Brett Ridgway: At last August regular board meeting there was a request from the Power Zone to replace position to 21st century coordinator. We talked strategically about where to go with it, from zone level, district level, to city, county, and state-wide.

Dianne Kingsland: Boldly going where nobody's gone, brief update. At beginning of last year, develop community partners, by sitting across table to be able to make a difference with STEM education. Goal is to be collaborative, determine how to leverage resources. We're working on building pre-K-12 workforce pipe line.

Brad Miller: I have been reached by a number of business leaders with interest in what's been spinning out of this organization. We've heard of possibility to emulate efforts that went into

Colorado Digital BOCES that goes beyond local funding. There may be a statewide opportunity for funding from Governor's office. This is Brett's idea of capitalizing on this entity and benefits to come from what's been created here. There's potential to bring this back to the board for discussions of entering into another BOCES.

Harold: Add to July 11 meeting as a discussion item.

Peter Hilt: STEM-X, stem extensions, extended levels of applications into industry, bigger than what people think of, primarily in classroom setting. Amber's presentation, work took many years to produce. Nimble enough to be opportunistic, Governor's timing is in sync with that timing. We learned that BOCES technique applies to different configurations. This is an opportunity for the district to lead the region.

Brad Miller: Named with intent to make it possible for action, agenda in July, discussion/action item, potential for motion. Trying to coordinate towards statewide announcement, want to be ahead of curve.

Harold: Agenda can be changed up to 24 hours before the meeting, on the July agenda.

Wright: This is empowering people, parents, teachers, principals. Look what happens when you take the shackles off people and let them think for themselves. People figure out how to make the best teachers in the entire county. We've stripped the bureaucracy out of this district.

Harold: My children are in two different zones and have seen it happen with their individual teachers. I have seen enthusiasm to do something different, support from their principals. Appreciate that we've been able to give teachers the ability to make those changes quickly without all red tape.

9.00 Discussion Items

None.

10:00 Other Business

None.

11.00 Executive Session

It was moved by LaVere-Wright and seconded by Irons to go into Executive Session pursuant to CRS 24-6-402(4)(d)(b, e, and f) for discussion of personnel matters concerning individual employees. Re: Falcon Zone – Zone and Building Leaders. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

The Board took a five minute break.

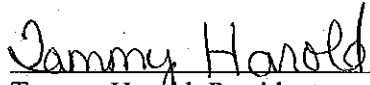
The Board went into Executive Session at 8:06 p.m. with the following people present: President Harold, Directors Irons, LaVere-Wright, and Wright, Brett Ridgway, Chief Business Officer, Paul Anderson, Personnel Director and Brad Miller, Legal Council.

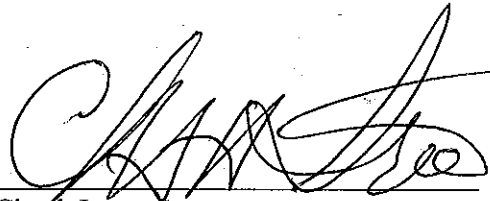
It was moved by LaVere-Wright and seconded by Irons to return to regular session at 8:14 p.m. The motion was put and carried with Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

11.00 Adjournment

With no further business to be brought before the Board, the regular meeting of the Board of Education adjourned at 8:17 p.m.

Respectfully submitted by Donna Teubner.


Tammy Harold, President


Chuck Irons, Secretary