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**Mission Statement**

To prepare students, in a safe and caring environment, to be successful, competent and productive citizens in a global society.

**MINUTES  
REGULAR BOARD OF EDUCATION MEETING  
August 8, 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: Mr. Allen, Ms. Harold, Mr. Irons, Mrs. LaVere-Wright, and Mr. Wright.
- 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 Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*
- 4.00 Consent Agenda**  
It was moved by LaVere-Wright and seconded by Irons to approve the consent agenda. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*
- 5.00 Board Update**  
Bay: See item 8.01  
Ridgway: Working on budgets and schools.  
Hilts: Visited 18 schools in 2 days; welcomed 100 new teachers. August 17<sup>th</sup> Stand Up Speak Out Concert at Sky Sox Stadium. This is an opportunity for district to take a stand and leadership role in stopping bullying.  
Allen: Black Forest Fire prayers are with those impacted. Please remember our soldiers, with sequestration; it's a traumatic time for families.  
Irons: We appreciate the effort that teachers, administrators and staff members have put into starting the new school year.  
LaVere-Wright: Black Forest Fire still impacts our community. T-shirts for Falcon Fire Department to replace equipment lost in fire. Eight schools completed capturing kids' hearts training, created social contracts, seeing rewards from this program.  
Wright: Innovation zone explanation for teachers and staff members in audience.  
Harold: Appreciation for efforts made on behalf of students.
- 6.00 Open Forum**  
Anthony Columbo: Topic, zero tolerance. Described an incident in school where he was attacked. He responded by defending himself. At what point are students allowed to defend themselves?  
Harold: Give us your contact information and we will get back to you.  
Sharon Ballinger: Topic, student safety. I'm disappointed that there was no answer tonight. Fight on bus, bus driver not willing to step in. The issue is not stopping. Conduct manual says zero tolerance. Can't sit there and wait, kids need to know what they can and cannot do. Question to board, the district has a zero tolerance policy, and the school says the student is supposed to wait; so who is responsible for student safety during that gap in time before the person in authority shows up?  
Hilts: Please share your contact information and we will get back to you directly.

Bradford Carvill: Topic, Mathematics program. Letter read and handed to board dated 08/07/2013 regarding the math program in Falcon School District 49.

Hilts: I will follow up with you personally.

Brett Wiltz: Topic, Evans Elementary. Read letter to board from Evans Staff regarding personnel issue.

Patterson-Weaver: Topic, Evans Elementary. I'm not a district employee. Share observations about process, staff with dedication and loyalty. Why has this staff supported this administrator? Because it's easy under him, or he's that good, dedicated, demanded excellence. This is a Title 1 school where it's hard to get parents involved, not easy to teach in. Teachers are this dedicated. Trying to get wife to leave district 49 for years, district doesn't treat people well. I think my wife is very gifted. She won't do it because she wants to be where she is with those kids, at that school and with Mr. Horras. He convinced staff to give up tenure. Tenure is the idea that there is distrust between administration and staff, want protection from them. Why did staff give up their tenure? They did it because it's us and us at Evans Elementary School. Bury people under paperwork, expect deadlines. You have options available to you. Consider the effect on staff, students at that school. Mr. Horras has given you everything.

Serafina Bailey: Topic, Evans Elementary. Dustin's accomplishments are about integrity. Imagine yourself a brick wall, never doubted the integrity of this wall. When you find that one of those bricks is cracked. You can knock down the wall and rebuild it or you can test each brick, find the rest intact, repair the hole and trust the integrity of the wall. You don't tear down a wall because of one brick. We have seventeen years of professional, and 200 collective years of relationship history. Not just Dustin's integrity is at stake here. When other options are available, shows disregard for others involved. Staff doesn't want to lose him, and we as a district can't afford to lose him. If we had any doubt in the strength of our wall, we wouldn't be here tonight.

Harold: This is a difficult decision and none of us are taking it lightly.

## **7.1 Action Items**

### **7.2 Approval of Intergovernmental Agreement between District 49 and El Paso County Clerk and Recorder for the November 2013 Election**

It was moved by LaVere-Wright and seconded by Irons to approve the Intergovernmental Agreement between Falcon School District No. 49, El Paso County Board of County Commissioners and the El Paso County Clerk and Recorder and to adopt the attached resolution stating that the Jurisdiction (Falcon School District No. 49) agrees to the terms and conditions of the Intergovernmental Agreement. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

### **7.3 Approval of Athletic/Academic Fees**

It was moved by LaVere-Wright and seconded by Irons to approve the changes to the Vista Ridge High School Fee sheet as requested by school administration.

Allen: Is the cost \$50 for student parking with security?

Hilts: Range in El Paso County for student parking permits is \$35 – 80. There is a direct outlay in striping, maintenance and patrol. Users pay for this service.

Irons: What is the fee for Sand Creek and Falcon High? Response: Sand Creek - \$10-20, Falcon – \$50. What does it cost to maintain the parking area?

Bay: Don't have adequate resources to maintain all of our parking lots right now. I don't have a figure for you right now. Money collected doesn't cover maintaining it.

Allen: I think \$50 is a severe amount for a student to pay to park on district property.

Harold: Sand Creek has the authority to set own fees. Parents have a voice. There are ways to affect that change. Next evolution before the board is to look at fee structure because we have heard from our community members.

Hilts: Schools in Colorado charge user fees, differentiated by what a student does. As administrators we have to submit a fee structure. If you don't approve it, then we use last year's fee structure.

LaVere-Wright: There is a mechanism for parents to receive reduced or exempt status based on financial need which parent must apply for.

Harold: To clarify, if we vote no, the fee structure goes back to prior year. Look at it on a program by program basis and charging what it costs.

Hilts: We fund all of the adults who lead these programs; we do not include all of the costs that the district funds out of pocket. This is not driving choices out of this district. If you direct us to charge what the program costs, it will be higher.

Bay: Collected funds are not used at central level, but at the school level.

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

**7.4 Adoption of Delegation Resolutions for Bond Refinancing**

It was moved by LaVere-Wright and second by Irons to approve the resolution authorizing the issuance by Falcon School District No. 49, of its general obligation refunding bonds, series 2013, in the aggregate principal amount not to exceed \$3,505,000, providing for the levy of ad valorem taxes for the payment of such bonds; providing the form of such bonds and other details with respect to such bonds and the payment thereof; approving other documents relating to such bonds and the payment thereof; approving other documents relating to such bonds; allowing for the President of the Board, the District's Chief Education Officer or the Chief Business Officer to execute the sale certificate, and providing the effective date of this resolution.

LaVere-Wright: We are refinancing current debt at a lower rate.

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

**7.5 Approval of Nutrition Services Equipment Maintenance Contract for 2013-14**

It was moved by LaVere-Wright and seconded by Irons to approve the Planned Maintenance Agreement between Falcon School District and Restaurant Equipment Service Incorporated from July 1, 2013 through June 30, 2014.

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

**7.6 Administrative Salary Schedule Alignment with Approved Budget**

It was moved by LaVere-Wright and seconded by Irons to approve the administrative salary schedule as recommended by the administration. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

**7.7 Reauthorization of the Pikes Peak Board of Cooperative Educational Services (PPBOCES)**

It was moved by LaVere-Wright and seconded by Irons to approve the contracts between Falcon School District 49 and Pikes Peak BOCES School of Excellence/Pikes Peak Pathways in the amount of \$151,200.00, Pikes Peak BOCES in the amount of \$641,550.00 and Pikes Peak BOCES School of Excellence/Liberty Program in the amount of \$121,500.00 beginning August 2013 and ending June 2014. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

**7.8 Approval of Revised District 2013-14 Calendar**

It was moved by LaVere-Wright and seconded by Irons to approve the requested revision to the 2013-2014 District Calendar as recommended by the administration.

LaVere-Wright: This was a clerical error; nothing will change for students or parents.

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

**7.9 Items Removed from Consent Agenda - none**

**8.1 Informational Items**

**8.2 Facilities and Operations Maintenance Update**

**8.2.1 Nutrition Services Pricing and Annual Report for 2013-14**

Monica Deines-Henderson: Review of Nutrition Services 2013-14 Business Plan provided at this meeting. Nutrition Services money can only be used for enhancement to nutrition services program. Federal government set reimbursement rate at \$2.93. We're not raising prices this year. New USDA regulations go into effect July 1. We're exploring a new opportunity to use a Lunch Bus to provide other healthy options to students off campus. Ridgway: Monica is going to take a national role with school nutrition. Not many districts break even.

**8.2.2 Transportation Update**

Gene Hammond: Reviewed Transportation Department 2013-14 Business Plan supplied at meeting. Came in under budget, additional revenue totals \$150K in savings. Added security features to buses. New maintenance software will save \$7K per year. We used 5 different means of getting word out about fee structure this year. Used drivers over the summer for painting, opportunity for drivers and saved money for district. I proposed a fifteen year replacement plan, replacing 5-6 buses per year. We've replaced 7 buses over past 5 years. Safety and security system for buses cost \$250K, which is necessary to keep our students safe.

Allen: When do you need to start replacing buses?

Hammond: We need to get started. I'm trying to reduce size of fleet and requirement for number of new buses that we need.

Ridgway: Started fee for service program a couple of years ago, we're getting to the end of that cycle. Need to put this in place for the 14-15 school year.

Wright: The department seems happier and your leadership style has created a better culture. New maintenance software is excellent.

## **8.1 Facilities and Operations Maintenance Update**

Bay: Commended both Monica and Gene for their outstanding performance in the district. Reviewed Facilities, Grounds and Maintenance 2013-14 Business Plan provided at meeting. In our mission statement we provide for students and staff. Fifty-seven projects on radar completed before 1<sup>st</sup> day of school. Reviewed operational overview with respect to enrollment, facility square footage maintained, and staffing. Over \$3 million annual savings is being put back into education. We are always evaluating how to maintain facilities with money available. We spend less money if we are proactive versus reactive. Pilot at school with LED lighting, spend \$2 million, can save \$700K per year. In department, we're trying to do more with less and working on continuous improvement.

Wright: Labor is at 54%, in industry it's from 30-52%.

Bay: Showed square footage per staff member, will benchmark with peers to give us a better idea of how we're doing.

Wright: Lighting retrofitting, teacher used the students to identify and fix problem. If we can get down to a 30% model, we'd be saving money. Want to see how that compares to industry. Reaching out to do revenue generations?

Bay: Looking in-house first, and limitations in increasing revenue in 2014.

Wright: Discussion about hiring an Energy Savings Manager.

Bay: Douglas County has hit a plateau in amount they are saving. The position could contribute significantly back to the school. We're trying to save 10% in utilities costs this year. State of Colorado must understand that we are grossly underfunded.

## **8.2 Falcon Zone Update**

Monty Lammers: Enrollment at Meridian Ranch has grown from 600 to 664 this year. Our kindergarten numbers are continuing to go up across zone. We have great parent involvement throughout zone. New principal at high school started the school year with a world café where parents were invited to come in and discuss six topics, challenges and strengths. Mrs. DeGeorge will put the results on the website for parents to access. Total 248 out of 1285 students are in one of our academies. We've received national recognition for the health academy. Overflow school program has six students going to Woodman Hills. Having the autonomy to make decisions about how to use staffing has contributed to cost savings. We've been able to put 650 iPads into our schools. Some desks were retrofitted as whiteboards. Doing whatever we can to engage students and hook them into learning.

Allen: Concern about grading schematics at high school, has that been rectified?

Lammers: Principal discussed with parents at café, concerned about consistency across the board. Administrators are communicating with students about consistency. Some parents still have concerns, but overall percentage is lower.

## **9.1 Discussion Items**

### **9.2 Revision of Policies: JIC, Student Conduct; JICA, Student Dress Code; JICC, Student conduct in School Vehicles; JICDA, Code of Conduct; JICDD, Violent and Aggressive Behavior; JICH and regulation JICH-R, Drug and Alcohol Involvement by Students; JICI, Weapons in School; JIH, Student Interviews, Interrogations, Searches and Arrests; JK and regulation JK-R, Student Discipline; JKBA and JKBA-R, Disciplinary Removal from Classroom; JKD/JKE, Suspension/Expulsion of Students (and Other Disciplinary Interventions); JKG, Expulsion Prevention; and JS, Student Use of the Internet and Electronic Communications**

Hilts: Reviewing two policies, JKD/JKE and JIH. First policy involves parents earlier; in second policy, the district leans more in the interest of the child and family and slightly away from the efficiency of interview/investigation. If a parent gets involved, the parent might have a greater concern against self-

incrimination, which limits our ability to investigate. Section A is close to our historical policy, Section B is more consistent with new CASB recommended policy and recommended by Dave Watson in Security. I am recommending that you maintain the district's intent to involve parents earlier. We want to bring a caveat to the work session that allows an investigation to immediately begin if a student has information where there is an imminent need.

LaVere-Wright: Prefers version that involves parent earlier. The school is under obligation to contact parent. All kids should have that advantage.

Allen: Specify CASB language.

Hilts: CASB is reporting regulatory language mandated by state. Our policies are more liberal, grant building director more leeway. In terms of searches, granted more discretion to building level administrator and required less formality.

Allen: Child below age of 18 can't give permission to search.

Hilts: We never search as part of a criminal investigation. We are not law enforcement, not bound by Miranda or the 4<sup>th</sup> amendment. We have broad freedoms to protect the safety of all students. The board might want to seek legal counsel and get input from Dave Watson.

Harold: Direction to have further discussion at the work session so this can be an action item at the next board meeting.

### 9.3 Preview of Chief Performance Review Process

Harold: With election of new board, not fair to have the chiefs reviewed by new people. Mid-year reviews should occur in November. (Ask Peter for handout.)

Hilts: With collaboration of 3 chief officers, proposed a set of performance targets to begin the discussion. You may want to stagger the reviews during the calendar year. Recommend using the Flippen Group's 360 degree model.

LaVere-Wright: I like the idea of staggering the reviews, enables the board to do a better job of evaluating chiefs. It's important to look at the calendar when setting dates for reviews.

Harold: The board needs to review this model closely and if we agree with it, the chiefs can start working on their performance targets. We can look at this in September.

Ridgway: We look forward to discussing this at the work session.

Bay: Appreciate working in a collaborative way with other chiefs.

Harold: Please add to work session in August.

## 10:00 Other Business

### 10.1 Executive Session

It was moved by LaVere-Wright and seconded by Irons to go into Executive Session pursuant to CRS 24-6-402(4)(f)(I) for discussion of performance of multiple specific staff members with prior written notification; Pursuant to CRS 24-6-402(4)(b) to confer with an attorney for the purpose of receiving legal advice on specific legal questions; and Pursuant to CRS 24-6-402(4)(h) Discussion of individual students where public disclosure would adversely affect the person or persons involved. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

The Board took a ten minute break at 9:41 p.m.

The Board went into Executive Session at 9:51 p.m. with the following people present: President Harold, Directors Allen, Irons, LaVere-Wright, and Wright, Peter Hilts, Chief Education Officer, and Paul Anderson, Personnel Director, Brad Miller, Attorney, Kelly Dude, Attorney. Dustin Horras attended for a specific portion of the session.

It was moved by LaVere-Wright and seconded by Irons to return to regular session at 12:05 a.m. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

### 10.2 Approval of Matters Relating to Administrative Personnel

It was moved to approve the removal of Dustin Horras as principal at Evans Elementary School and to direct administration to determine an alternative position within district 49. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

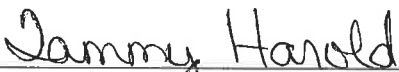
It was moved by LaVere-Wright and seconded by Irons to go into Executive Session Pursuant to CRS 24-6-402(4)(b) to confer with an attorney for the purpose of receiving legal advice on specific legal questions; and Pursuant to CRS 24-6-402(4)(h) Discussion of individual students where public disclosure would adversely affect the person or persons involved. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

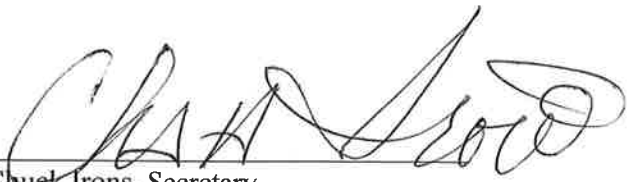
The Board went into Executive Session at 12:10 a.m. with the following people present: President Harold, Directors Allen, Irons, LaVere-Wright, and Wright, Peter Hilts, Chief Education Officer, and Paul Anderson, Personnel Director, Brad Miller, Attorney, Kelly Dude, Attorney.

#### **11.00 Adjournment**

With no further business to be brought before the Board, the regular meeting of the Board of Education adjourned at 12:50 p.m.

Respectfully submitted by Donna Teubner.

  
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Tammy Harold, President

  
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Chuck Irons, Secretary