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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  
SPECIAL BOARD OF EDUCATION MEETING  
September 11, 2013  
9:00 A.M.  
Central Administration – Board Room**

**1.00 Call to Order and Roll Call**

A special meeting of the Falcon Board of Education was called to order at 9:04 a.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 Open Forum**

None

**5.00 Other Business**

**5.01 Executive Session:**

**5.01.01 Pursuant to CRS 24-6-402(4)(f)(I) for discussion of personnel matters**

**5.01.02 Pursuant to CRS 24-6-402(4)(b) to confer with an attorney for the purpose of receiving legal advice on specific legal questions**

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 personnel matters with prior written notification; and pursuant to CRS 24-6-402(4)(b) to confer with an attorney for the purpose of receiving legal advice on specific legal questions; *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 9:06 a.m. with the following people present: President Harold, Directors Allen, Irons, LaVere-Wright, and Wright, Peter Hilts, Chief Education Officer, Paul Anderson, Personnel Director, Kelly Dude, Attorney and Marlon King.

The Board recessed briefly at 11:22 a.m. while Mr. King was excused from the meeting.

It was moved by LaVere-Wright and seconded by Irons to return to regular session at 12:20 p.m. *The motion was withdrawn.*

Peter Hilts and Paul Andersen were excused from the meeting at 12:25 p.m.

It was moved by LaVere-Wright and seconded by Irons to return to regular session at 12:52 p.m. *The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.*

**6.00 Action Items**

**6.01 Grievance Hearing**

It was moved by LaVere-Wright and seconded by Irons to affirm Mr. Hilts' decision in whole and direct legal counsel to draft a decision therewith.

TH: During the course of executive session, the board is directing the administrators to do the following:

- a. Revise grievance policy to improve the timeline, language and grievance form;
- b. Paul Andersen shall work on a plan to facilitate the future relationship with employees involved in this grievance, including a restorative language component that may be used with employees in other situations;
- c. Paul Andersen shall develop a climate survey for use in Operations. The survey will address issues discussed in executive session including: culture of operations, some safety concerns, and other general Operations issues.
- d. Paul Andersen shall review Human Resources priorities and resources with his Supervisor and provide information to the board at the October work session.
- e. At the agenda setting meeting, review where our different chiefs have already been informed of their evaluation and timeframe to ensure that we are giving a fair amount of time for all of our chiefs, specifically after climate the survey has been completed.

Hiring a Project Management person or team was discussed. Paul Andersen indicated he would discuss this concept with the Chief officers.

Board members asked that Jack Bay address the timeline issues that were brought up today, specific training plan development, with benchmarks, during his safety presentation (to include permit information) at the September board work session.

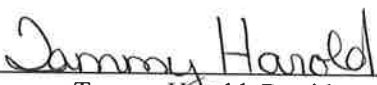
The Board requested documentation that employees are receiving training with a survey at the end of the training. Make the files for liability insurance available.


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

**7.00 Adjournment**

With no further business to be brought before the Board, the special meeting of the Board of Education adjourned at 1:10 p.m.

Respectfully submitted by Donna Teubner

  
Tammy Harold, President

  
Chuck Irons, Secretary