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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
December 11, 2014
6:30 p.m.
Education Services Center – Board Room

Fantastic 49 - 6:00 p.m.

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| • School Resources Officers/School Security | • Amy Dreher |
| • High School Cheer Squads | • Kim McClelland |

6:30 p.m.

1.00 Call to Order and Roll Call

A regular meeting of the Falcon Board of Education was called to order at 6:30 p.m. by the President, Tammy Harold. The following board members were present: Mr. Butcher, Ms. Harold, Mr. Irons, Mrs. LaVere-Wright and Mr. Moore.

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, seconded by Irons to approve the agenda as presented. LaVere-Wright asked to place item 9.05 as item 9.06 and item 9.06 as item 9.05. The motion was withdrawn.

It was moved by LaVere-Wright, seconded by Irons to approve the agenda as amended. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye. Motion carried 5-0.*

4.00 Consent Agenda – see attachments

- 4.01 Approval of Matters Relating to Administrative and Professional/Technical Personnel
- 4.02 Approval of Matters Relating to Licensed Personnel
- 4.03 Approval of Matters Relating to Educational Support Personnel
- 4.04 Approval of Matters Relating to Schedule B Personnel
- 4.05 Approval of DAAC Membership
- 4.06 Approval of Minutes of Regular Board of Education Meeting 11/13/2014

5.00 Board Update

Moore: I attended the CASB conference and thought it was excellent. I attended one of the breakout sessions on blended learning and I thought it was an excellent presentation. I think blended learning is the future. We're on our way with that in this district with innovation. I enjoyed meeting with other boards and learning some things that will help us and also some cautionary tales.

LaVere-Wright: I attended the CASB conference as well and there was an interesting takeaway from Saturday morning's presentation which included a student panel. One of the perspectives was from a student in Denver who discussed how their district has a student advisory board that meets that has representatives from each high school that is able to interact with the board and provide feedback to the board and the administration about various policies that impact students. I thought that was rather extraordinary and the manner in which those students were able to discuss it and talk about how they were able to problem solve with the leadership in their district was really neat. I'd like to suggest as we move forward into looking at other information and other subcommittees we need, whether we want to think about starting to include students as we're developing things that are impacting their lives. It's something that I would like to for us to talk about at another time and I wanted to bring to everyone as some feedback that we received.

Irons: I too attended CASB on Friday, and would like to reference a presentation we heard by Jim Collins who wrote *Good to Great* among other things. He has 12 points that are very important toward the future development of leadership in this district and the district as a whole. I think they will probably be points we might discuss at our meeting in January. I'd like to thank our transportation folks again. Last Saturday they put on Santa's Toy Express for the umpteenth time. RJ in Transportation pulls this together every year. This year I think there were 50 youngsters who the transportation folks brought in. They served them breakfast, took them to Walmart through donations from businesses and a lot from the transportation folks, helped the kiddos select presents for their families and then brought them back and helped them wrap the gifts. In addition they had a package for all the kids that included outerwear and other things, a big huge bag full of stuff. I'd like to commend everybody in D49 that participated, but especially the folks out in the transportation area. It really means something to those kiddos and I for one say thank you for what you do and thank you for what you did.

Bay: Chuck, if I can add on to that before Tammy goes on, it was not only the Transportation department with just the one event on Saturday. It's really an event that occurs all year. We have a chili cook off, a soup and salad type of a deal and it's a unique event to get everybody involved in it. I have to commend Gene and his staff because they're the ones who really put it on. This was their 13th year.

Harold: I've been at quite a few basketball games, and last month has been concentrated on cheer for my family. Congratulations to all 3 of the high schools and how well they did at the state competition.

We have been doing our annual review of our chief officers and we've completed review for our operations officer and business officer and tonight we will be doing one for our education officer. Sometimes we don't get back to the community on what happens in those because they're in executive sessions since it's a personnel matter. One thing that I can share out of those is the three goals that the two of them so far have completed. These are the goals that they're going to be working on for next year. We are productive in those meetings and we are doing the reviews.

For Jack Bay, our chief operations officer, he had four main goals to work on over the next year. One is to develop a communication model with the zone leaders to really get out there in the buildings and talk with the zone leaders and the principals and have that open communications with them when it comes to facilities and operations. Another goal is to reduce his day-to-day time that he spends on facilities, operations and activities, and really to provide leadership development to his staff. Goal three is to improve the facilities operating

system, School Dude is the system we use, to have more online real time data for that. His last one is to implement energy and natural resource management program. Those are his goals moving forward next year.

Brett Ridgway, our business officer, he is an accountant so his first thing that he said that he needs to work on is overall communication in the district. Pretty much everybody says that communication is the first thing that we're going to be working on so he has some steps to work on that. He's going to be doing a professional development with his business office staff so that they'll be coming to board meetings and presenting different items instead of Brett always presenting the material. All three of them have talked about their philosophy with us as board and they write white papers and give that out to their staff on their philosophy, and how they want to work within the long-range strategic plan. They're going to start sharing that more with the community. This was specifically on Brett's because he has so much knowledge on school finance that we just need to educate our community on what school finance really is. So you'll be seeing little videos and different things on the D49 website from Brett. Tonight we will finish our last annual review and that will be with Peter so at the January meeting I'll be talking about his goals that he'll be working toward next year.

Butcher: I've just finished my 1st year, so I'm about to start the 2nd year of my sentence. I just want to comment what I've learned in the 1st year is how incredible our staff is, our administration, our teachers and how much they care. Running a school district, which thankfully I'm not running it and none of these others are running it, we have very good people. They're doing a good job. I'm thankful for them. I've learned the complexities; it's not only the financial which is kind of my world I live in. The whole education thing is good. I'm really proud of our school district. I'm really proud of our community. We've come a long ways this year. The stability is amazing and the attitude has changed. But the most impressive thing is how much better everybody wants to get and I want to challenge everybody to continue to get better because we are becoming the best district. We're becoming the talked about district for financial responsibility and the innovative ways of educating people. We're actually becoming a cutting edge district. I'm proud of our district and I want to thank everybody for the opportunity to serve. I actually am finding myself telling people that I'm enjoying being on the board. It's a lot of fun; you make it fun. Thank you very much.

5.01 Chief Officer Update

Bay: Echo my gratitude to the transportation department on the Santa's Toy Express, but also to the entire department. I have pushed them this past year and they all understand that we're actually pushing for the right reasons. We're trying to get better. We're trying to echo the mission of being the best district to learn, work and lead. The rest of the staff has adopted that mentality and that we're working through not only stuff that we're doing, we're also working with our 3rd party vendor for IT, Colorado Computer Support. We're trying to develop their KPIs as well. We've been able to accomplish a lot of work over the last year and we've got a lot of work ahead of us. I think the nice thing that I can echo what Kevin said is that we're on the right path and I'm very proud to be here as well.

Ridgway: Last week I had opportunity to speak to the DAAC about school finances and such and that was a lot of fun. I enjoy that because I do want people to understand basics about K-12 funding in education finance and how we're doing it here in this district. I think I went way over my allotted time but I have a tendency to do that in presentations because I get really excited about it and I want people to understand it. After that I kicked off the new season

of the DAAC budget subcommittee which met a couple of nights later. That another opportunity to members of the community, especially folks that are part of the DAAC, to get another layer down and get into some more details about how we're doing the budget and the decisions and points that are out there to be made. We look forward to continuing that throughout the course of the spring.

Hilts: I have two things, they're both somewhat related to the CASB conference. The day before the CASB conference about 23 of us went up to CDE summit on ICAPs. ICAP is the state term for what we're calling 49 pathways making sure every student has a pathway to graduation. Out of 178 districts in Colorado, 40 applied for or were nominated for recognition for the excellence of their initiatives with ICAPs. District 49 was one of only four districts that were selected as exemplary models. And so some of our materials and some of our processes have been put up on a website and we're starting to get contacted by other districts that want to follow where we're leading. I especially want to acknowledge Amber Whetstone, Zach Craddock, Nikki Lester, Mary Perez and Matt Meister who are our path building team for 49 pathways. They're doing an outstanding job of bringing all the many pieces together and it's a good thing that they are and a good thing that they're out front because the second thing that we saw and talked about at CASB, Miss LaVere-Wright and I were at together at a session about assessment, was the role of state-wide assessment. I left the CASB conference very encouraged about something. I spoke with a school board member, a legislator, lots of superintendents, directors of CDE and others and there seems to be a strong, strong consensus emerging that Colorado swung too far into the state-wide standardized assessment world and is ready to come back toward the middle. That really encourages me because what we're doing in 49 pathways is much bigger than statewide assessment. How we schedule students, the kinds of college and career courses they can take, even the ways we give them projects to demonstrate mastery, it's completely changing how we assign grades and prepare students for success. I'm proud to be in a district where we're way out in front of something and it's great to see state catching up on the assessment side to kind of restore some normalcy and sanity to that system. I'm very proud of what our students are doing and their commitment but it's good to see our district positioned where it is given where the state is going. It was great to see a bunch of you there. I love the way this board continues to grow and we continue to grow with you so thank you for that leadership.

Moore: I saw that Christiana walked in and they're having a dinner coming up on the 20th. Why don't you make an announcement for the opening of the charter school?

Fogler: We are having a silent auction dinner at 6 p.m. on December 20th. It will be held at our new school building so it will be literally the day that we are allowed in the building. So if you want a preview, please come to the dinner and you can email Bobbie Falkenberg at Rocky Mountain Classical Academy and she'll get you set up with some tickets. So please feel free to let us know and come to this great event. I hope we can have a full showing. We are very excited that we'll be moving into our new school. We're very grateful to the district and all that you did to help us secure the funding for that so we're very excited and definitely want you to become part of our celebration.

6.00 Open Forum

Ronco: My name is Deanna Ronco and I am here representing some of the parents in Falcon High School and the surrounding community. Parents and students at Falcon High School are here tonight because we are concerned about the direction that standards based grading is taking our high school. Based on the way that it was initially presented to parents, we were

hopeful that it would help out students learn on a more individualized level. But it's now in its 3rd year and it is still not working properly. That has become detrimental to the students' grades and their self-esteem. Our children are only at FHS for 4 years and trying to implement a new grading system during that time on their permanent transcripts has frustrated them, their parents and their teachers. As parents, we are trying to support the teachers but are receiving conflicting explanations, little to no feedback and we are treated as uneducated and misinformed about standards based grading. The inconsistency among the teachers is great which only leads parents to wonder how much training has been given to the teachers on standards based grading and why are we at a point three years later where teachers are still not knowing how to implement the system? We'd also like to know how much money has been spent so far on training for implementing standards based grading. The theory behind standards based grading is for teachers to be able to individualize the learning process but the students are not receiving feedback from their teachers on areas that they need improvement on. They are not being taught the value of learning through homework and study because they are not given credit for all the work that is assigned to them. Students should be rewarded for what they do and that grade should come at the end of the semester. They should not have a problem with how long it takes them to master it. A traditional grading system allows for that whereas standards based grading, though it says it does that, does exactly the opposite. Every student learns at a different pace and standards based grading has shown that it will penalize the students for that with low grades with no ability to change that grade once it's been given. We wouldn't penalize the teachers after every test that each child failed. They are given the chance to reteach and retest. Each student should be afforded that same respect. The school says that the change to standards based grading was teacher driven as part of the development of their innovation plan and it was not the idea of the administration. But in reality the acting administration at the time of implementation invented their own model. They took bits and pieces from other successful models and made it their own. However, what was used to create the primary model is not what is being implemented now at all. The model they invented is so flawed that every year it has had to undergo massive changes. As the rules change, the administrators contradict themselves and their rationale for standards based grading and the rules that they have created. The concern for standards based grading goes beyond the current students and parents at FHS. Parents from other schools in the community are watching how FHS handles this and will decide if they are going to enroll their students there. We know that Falcon has an upward trend for student enrollment but how does the retention rate factor into that? Do these numbers take into account the parents that are choosing not to enroll their children in the district at all? For most parents here tonight the core problem is the implementation of standards based grading at FHS. We want to keep our kids at their local schools but we cannot stand behind standards based grading the way it is currently being implemented. It is our hope tonight that you will listen to our concerns and that you will genuinely assess if standards based grading is still best for our school and community. We respectfully ask that you consider reinstating a traditional grading system because we cannot afford to lose more families to other school districts. We want to strengthen the Falcon community as it continues to grow and we want our students to be proud of where they live and where they came from. Thank you.

Freeburger: Thank you for giving me the opportunity to speak tonight. My name is Michelle Freeburger and my son is a Junior at Falcon High School. He was a Freshman the year that Standards Based Grading was adopted. It caused much confusion and concern at

that time but my family tried to understand it and see if its merits would be forthcoming. It's been 2 and half years now and the problems of the grading system far outweigh the potential benefits. Too many parents convey that the grading system has negatively impacted their student's morale, GPAs and scholarship opportunities. Other parents will be speaking tonight so I will address only a few issues to avoid repetition. While doing research online, I found that there doesn't seem to be a 'template' for implementing Standards Based Grading. The concept of measuring only a student's knowledge and excluding homework, class work and effort, is mirrored at other schools using standards based grading. However, HOW the individual school administers it and assigns grades, varies widely. It seems subjective just as I feel is the case with the negative grading slant that Falcon High School has chosen to implement. Let me paint a picture of what I meanwith an even number of grades, the lowest is chosen instead of an average. For example: an A and an F equals an F. Stop and think about that. An A and an F equals an F. It's not averaged to become a C as one would think is fair. An A and an F equals an F, a B and an F equals an F, a C and an F equals an F, a D and an F equals an F, and an F and an F equals an F. There are many more examples I could give but I think you probably get the picture. The student with the 2 Fs has the same grade as the student with the A & F. In these examples, the student with the A gets no more credit. That is not an accurate or appropriate reflection of the student's knowledge. There is more weight given to what the student has incorrect instead of what he has correct. Similarly, a student with an A & B would get the B not the A. What incentive does a student have to study and strive for higher grades when faced with this negative and unfair grading policy?

Also, with so many grades for a single test, one or two incorrect answers could land a student a D or an F in the grade book and could hold a student to a lower grade overall. The student could have ten As and only have missed a single question, that put an F in the grade book, and the overall grade could still be a C. Either teachers need to provide more than one or two questions of a specific standard on a test or the D & F restriction that holds a student from a higher grade needs to be removed. Something else that contributes to lower grades is that some students do not get their quizzes and test back to review and learn from. While some teachers allow time in class to go over the test, some do not and they require a student come in after school to see their errors. If the student makes the effort to do this, he still can't keep the test to take home and review. There are students going in for retakes on tests, who haven't been able to adequately review their initial errors, OR not having seen them at all. This sets them up for potential failure on the retake. One might say that this is a teacher issue but I would argue that it is a Standards Based Grading issue. Many teachers are withholding open access to the tests because they don't want a student to gain what they perceive as an unfair advantage for the retake.

In closing, the way Falcon High is assessing grades is flawed and it unfairly pushes grades downward. It is negatively affecting the students moral and GPAs, as well as college and scholarship opportunities. The grading system needs to be changed now. Not next year... or the year after that... but now! Thank you for your time.

Scillieri: Hi my name is Michael Scillieri. We've had a couple of parent meeting, the schools had a couple of meetings on this so I think it's to the point where they said let's bring it to the board. I am a new parent in the district as probably a lot of people are in this district, especially at FHS, there's a large military community out there. You have a lot of transition

type people like me that bring their kids in and out. Originally when we moved out here 2 years ago I made a promise to my son that I would bring him out here and stay out here for 4 years to keep him in in the same school. Unfortunately I don't know if I can keep that promise to him right now based on what I see in his freshman year at Falcon High School. Currently there's a lot issues that we see, where we are not seeing the ability for our son to progress after he receives a particular grade. It's very demoralizing to him as it is for a lot of other students there. We've gone to the teachers meetings and expressed our concerns to them. They have also expressed their concerns back to us about this. However, as policy dictates, they're not allowed to openly speak out about policies that are currently in place. Although I think most of them would like to see a change, at least the ones I've spoken to. Let me cover a few quick subjects. The principals have told us that there's a survey coming out. As part of that we went to the SAC meeting, where we understood the SAC was actually part of process, but as I understand it, it's not. The SAC is just for implementation where they get to see it, but don't get to vote on it. They get to sign it as a writer, but they don't actually get to be part of the process is what I understood from the meeting. So that was interesting to hear. As the survey comes, there are some concerns that the survey is going to drive this. The first question I have before I get to the survey question is who actually gets to decide at the high school if this is implemented or not implemented next year. Is that a principal or is that the board, or is that a combination of board, principal, SAC? I don't know the answer to that. I want to make sure that I'm coming to the right people and the right people are hearing it. So back to the survey, as we understand it the principal's stating that if 51% of the people come back and say that they really want this changed, they're going to change it. However, what does 51% mean? You have a lot of accountants on the board and as they can tell you 51% of something means something, but if you don't know what you're starting with, you don't know what you're ending with, you can get whatever answer you want. So is it 51% of the total of the people that are surveyed, 51% of the people that respond to the survey, there are a lot of questions there. So we'd like to know the answer to that as well as, there was some concern about how the questions are phrased on the survey. As you know, once again, we just went through the political season. If you frame a question a particular way you can get a particular answer out of people. The concern was to make sure that parents that are going to be answering these questions want to make sure it's equitable for everybody and make sure that the questions were framed as such that people understood it and it's pretty straight forward. The SAC declined to look at the survey because of time constraints. I understand your communications officer is going to be the one that's going to be putting the survey together. Is there any way that as parents, we can see it before it gets pushed out to everybody? I've done a lot of things in my life. I'm in the military. I've seen a lot of things that we'd like to frame as innovation and change. But I've learned that change for the sake of change doesn't do us good. Unless it's actually vetted and you actually approach it with a process to put it into place, sometimes change is worse than what you already have. I hope you guys take that into consideration and I appreciate you letting me speak tonight.

Clapp: My name is name is Belinda Clapp. I wanted to come today to make sure that the board understood what I'm hearing as a parent from the parents. My son is a 9th grader in the high school and throughout middle school he was an honor student. Eighth grade he got straight A's all the way through. He got into the high school and he knew how to study and he's a very hard studier. I don't see him anymore. He's constantly on the computer working and he doesn't mind it too much because that's his personality. However, a lot of his friends are

not the same way. I've talked to many but just about every parent that I've talked to, and I've been in the community over 12 years, not one of them that I talked to is happy with the high school right now because of the standards based grading. They don't have a problem with the principal. They don't have a problem with the teachers, however, some of the times when they go to talk to the teachers, the teachers have their hands tied about what they can do as far of the grading. They're trying to listen; they're trying to do what they can. The grading system I believe is what the problem is. It seems to be also that the problem is growing. It is not something that's going away. My son in the first couple of months at the school was getting straight A's, then a B cropped up. Once he got that B that was it. I knew he couldn't bring it up no matter how hard he worked. Then his second B has cropped up. I know it's going to keep getting worse. Because as Mrs. Freeburger explained the way the system works, once you've lost that A, it is gone. You have no chance to really bring it back up. Yes, they do offer second chances at a test, but as people really learn, as I know I have in my many years of college, once you get used to a new subject, it's very new and you get a new teacher and you don't exactly know what to do at first. It takes time to learn. As you go through the class, you start to get better. This grading system is not taking that into account. If you get a D on an early test because you don't really understand what's happening, but you keep on studying and at end of class you have a comprehensive test and you get an A, guess what, you're going to get an A for the class. It's not going to be that A, even though the comprehensive test at the end shows that you know the material. It just doesn't happen that way with this grading system. The principal honestly has been working hard to try and get all the teachers on the same page. I can see that and she's very nice. I don't seem to have a problem with her personality or with the job she's doing. I think she's doing a great job. But look at what she's handed. She's handed something that doesn't seem to be working. She found out as many of us did at the meeting that we had at the school. I left after 2 hours but from what I understand, it went 4 hours. It was just parents trying to let people know look, this is not working. People are getting frustrated. Kids who got straight A's in middle school are coming home from class in high school in tears because they just don't understand why they can't get that A. Why is it that no matter what they do, it's just not working? Obviously you want success for our kids. We want success for our kids. This is not working the way it's going. As I've said, it's growing. I was just talking to a parent just yesterday who said that her child is in 6th grade and she is scared to death to see what happens at the high school. She's watching it and she says if it doesn't get any better, she's going to take her child out to another school or to virtual academy or some other form. But she is not going to bring her kid in. I have another friend whose son was doing pretty well in the middle school. He gets into this school and he says that he's got a teacher that he doesn't understand. It just so happens that this teacher is foreign and doesn't seem to be able to explain things very well. He's extremely frustrated from that and then the system on top of it. And his mother was very upset talking with and saying, I don't know what to do. Pine Creek High School is full up. Where do we go? Do we do Virtual Academy? Do we do one of the other places? They're filling up because people are leaving Falcon High School. So what's going to end up happening, I don't know. At this point, I am looking at a home schooling system because I just don't know what's going to happen in the future. My son is working very hard and studying. I don't know if he can keep it up and that's my worry. He cannot at this point do anything extracurricular because he is spending so much of his time on the computer working hard. He does like his teachers. But as I said, not every teacher is grading the same. The principal found that out; almost every teacher is

grading differently. So there's a problem there. The principal is saying, look, we've got a lot of homework out there that I want you to be giving the kids. However, they're not counting the homework. The kids are saying to themselves, why should I do it? Well the mature kids know that you have to do your homework in order to get a good grade. But these are 14-15 year olds; kids that have to be trained to do their homework to understand that that's how you get the good grades. That's not what's happening because it's high school. This is not college where you're dealing with adults that know that homework has to be done on your own. We were just trying to make the school understand please understand that this is not working. Parents are not angry about anything you're doing. However we're not accepting the system. Please consider going back to the original system. It made a lot more sense. At the meeting we found out there was one data point that was of concern that got us into the standard based grading system in the first place. One data point, and because of that, only a few teachers and a few administrators put it into action and it's changed everybody's lives, and changed everything. We're ending up with a lot of parents that are upset. I don't know why 3B didn't get passed, but I suspect that the standards based grading might have had a little bit to do with that. I don't know. I know that I heard of parents actually say they weren't going to vote for funding for D49. Thank you very much for hearing us out. I would like somehow if the board can figure out a way to even take a survey of students. At one point, my son told me that there were several students that got together that were planning a walk out. Teachers found out about it and they were disciplined and told if they walked out that they would be suspended. The students too are frustrated. Please take that into consideration. This is not something that we really understand what to do with. Thank you very much.

Harold: Peter is making notes on everything being said. At the end, he's going to have some comments for us. I don't want you to think we're not doing something.

Brown: My name is Stacy Brown. My concern and I think a lot of people's concern is, my trek started in August. My trek was for my child. It wasn't for the district; it wasn't for everybody else. How do I help my child get through this? At one point we were talking about junior and senior year taking AP courses. Now I'm concerned my son won't even pass his freshman year. My son is considering going out of state, leaving me to go live with his father in Maryland and it's very destructive to his personality type. He's not outgoing. He's a quiet and shy child, but the stress is so bad on him. He comes home in tears. The only outlet he has found has been theater. My problem is I feel like there's a communication issue here. When this was voted in by or decided, however it was brought in, I don't think anybody understood it. I don't think they gave everybody in this community an opportunity because three years into this when we had our meeting on a Wednesday night, the answers we got were we're looking into that, we're talking about that, we're thinking about doing a survey. That should have been done 3 years ago before this was even implemented into this district by the community. The community pays our taxes for this school. Our community is the one that supports us and we're not having a voice. I have gone to counselors. I have gone to teachers. I've gone to the principal. I've gone to the district. I've gone to the board of education. The board of education, you are my only hope to keep my child in this school where he has gone for 10 years now. Leaving all of his friends behind is how bad it's gotten. I think we're treating our children, and I call them children because my son was 13 years old when he started at that high school. He will graduate, hopefully, when he is 17 if we stay on course. But the problem is, we keep hearing, this is what colleges are doing. That's like telling a 4th grader we're going to teach you this way because that's what a high school is

doing. You cannot treat a 4th grader on the mentality of a high schooler. You cannot treat a 13 year old with the mentality of a 20 or 22 year old that's going through college. I think that nobody has taken this. We're an innovative district and I love that about us. But I don't think we need to be the forefront of everything. I think we need to step back and take a look at whole system and find out where it is better for our children because they are children at this point. I think that that is getting lost in this whole grading system. We are dealing with children, teenager mentality. We're not dealing with kids who are, some of the ones I know at this age are married. They have children of their own already. This is a 13, 14, 15 year old that I feel that we're almost ruining them for college. I watched TV the other morning and Wake Forest said we don't take AP's or SAT's anymore because we understand that children freeze up on tests. If my child goes and takes an SAT, he can take it 10 times if I pay for it 10 times, he will get the highest grade of what he has accomplished on that. But yet my high schooler won't get the grades that he deserves because it wasn't within the system of our high school. Wake Forest says they're over one of 800 schools going to this because they understand a child can have straight A's but they walk in to take a test and they freeze up. They stress out. They're not getting a true representation of what that child knows. And that's the same thing here. We're telling them this is the only thing that matters. We're teaching for this test only and it's scaring the hell out of our kids to be honest with you. They do not comprehend that it's an overall effort. They're going from day to day. My son is scared to death. He's got finals next week. He's scared to death about what's going to happen when he can't get his grades up. And he's not. I'm going to be honest with you. My child was never a straight A student. My child was an A/B student though. My son is sitting here with 4 A's and 3 F's and an A in Yoga is not going to get him into a college. An A in band will help him, but in biology, math, English, those are the classes that are going to get him into college. Sitting there going from F, D, F, D, is never going to get him in and what happens this year is the basis for our children's GPA. Are they going to be able to compete with somebody from Kansas? Not all of our children want to go to a Colorado university. We have to think on the larger level. Can my child's GPA which a C is, they've mastered that concept, but in Kansas a C means that they did okay, that they were proficient in it. They knew some of it but not all of it. But an A is what our C's are. So how's our 4.0 or their 4.0 looking as our 2.0? They do not comprehend that if my child wants to go to University of Texas, they're going to have a stack of 2,000 or more admissions. They're going to take 4.0's and throw everything else out. So I think we're doing our children, and I think that's what needs to be looked at. It's not us parents. We're upset because we're upset for our children and I think that's what's being overlooked here is nobody's asking what they feel about this. These surveys, these questions, these conversations, all should have taken place 3 years ago before this was even brought in. Thank you for listening to me.

Hills: I'll start by just thanking all the parents that are here tonight. Thank you to the parents that are here. I am aware that a significant number of parents are trying to work within the system. I appreciate that very much and I appreciate the people that are working on the edges of the system too. Whether that's Facebook pages, or other communications, that is one of the things that makes this district work. We're not a passive sit back and let's see what happens district. There is definitely something happening with standards based grading at Falcon High School this year that's new. As we're coming into this spring, we're at the end of the original innovation waivers. Mr. Scillieri asked the question about who ultimately decides. In the Colorado constitution decisions about curriculum, and grading is going to be

part of curriculum, are made at the local board level. Ultimately, the school board has that authority. In our model, district 49, the school board delegates the technical part of that job to the administration. I'm the chief education officer so I work with the zone leaders and the school leaders to make proposals or recommendations to the board. The board properly listens to us and to parents and I very much appreciate the idea of listening to students including the idea of the student member or voice on the board. I did that when I was in high school back in Alaska. I was involved as a student member of a board. I think that's a great idea. I deeply appreciate the civility of the conversation, even though it's a 4 hour meeting; it was passionate for the right reasons. I know there's another meeting coming and one of the things that Mr. Scillieri asked that I think I can answer is whether or not parents see the survey before the questions go out. I will work with Mr. Meister. We're probably not going to do a survey of the survey, but it seems to me that we might invite people who are interested to come look at the questions and say, here's what I think you're asking me. Because I'm completely on board with the idea, you've got to get the right items in the scale, you've got to phrase the question correctly. It doesn't do us any good to get bad information. As we come into the spring semester and as we're getting ready beginning in April to bring our innovation waivers back to this board, we have to do one of three things. We have to request an extension of an existing waiver; we have to essentially let the waiver expire and go away; or we have to revise the waiver in some significant way. So either extending or revising both require the same 50% of teacher support, 50% of administrator support, input from parents and input from the rest of the community. Those are the 4 criteria in the law. I don't know this for sure, but I don't suspect that we could get anything near 50% teacher support to extend the current system. I can say with pretty high confidence, we will have a different system in place as we move into the following year. But I respect what I believe, I think it was Michelle who said we need it different right now and I can also say that we probably aren't going to change the system right now. I understand the urgency of that. I also have to be pragmatic about what we can ask teachers to do in the very short term. I also really appreciate repeated people who said they appreciate and respect what Mrs. DeGeorge is doing, her approachability. She wants what's good for students and so I am confident and maybe I need to be a little more impatient, but I am confident that she is hearing this concern and that she is anxious to get it resolved in way that helps students in particular. There is some other data but I don't want to go through that tonight. Perhaps what the board would invite us to do is accelerate the standards based grading part of the innovation process a couple of month up. We could bring this back to the January work session for you if that would be an acceptable time and by then we are going to have more data, probably have some survey data and some other meeting data. So if you wanted to put that on calendar, Mr. Lammers and Mrs. DeGeorge and I will collaborate with parents, teachers and students and come back to you with a recommendation. It will not be to maintain the status quo. I don't know what it will be but that's what it won't be.

Harold: I want to see some discussion and action on that. Chuck and I were at that 4 hour meeting. I was in the back, Chuck was in the middle. I did hear what parents had to say and I do understand the concern of parents for your students. I have two kids. One just graduated from Sand Creek and I have another one in Sand Creek now. For me, she has some of her teachers that are doing standards based grading. While it's not the exact same as at Falcon, I will say they are doing some of it in other schools. It is a different thought process for me as a parent even, let alone my child, because it's different from what I went to school with and

what I'm used to. So I have had to learn a lot about this grading system also. I personally understand the frustration and where you're coming from. I appreciate you coming to us very respectfully tonight because it is hard when you see your child struggling. I, as one board member, would like to see something in January to work on this. I know the innovation plan ends in April which would technically follow through the school year, but I would like to see what is going to come forward from that.

LaVere-Wright: I concur on that. I do believe the SACs were involved as formal votes on the original processes. I don't know what was technically required but as we go through the process, we may want to look at that to make sure. A piece of that was about making sure there was a parent voice. As we're looking at reiterating, we need to have some lessons learned on that process as well. I know the POWER zone had something where they had their SAC meetings open to anyone who attended to participate rather than only the members who had been chosen to serve. So there may be some things to look at from that perspective as things come forward on those plans. But that's more of a long-term piece.

Irons: I want to go back to the survey for a second Peter. I understand that it is supposed to go out on the 18th. That was the information I was given. I would love to be able to see it go out to parents, to students and to teachers and I think one of the survey questions must be a yes or no as far as support for standards based grading. That was one of the issues that came out in the conversations in the SAC meeting, not the 4 hour meeting, the other 3 hour meeting that I went to afterwards. I don't know if those questions are actually going to be available. If it's going to go out on the 18th, we've got a pretty fast timeframe back there Mr. Matt. If it's possible to let any community member that wants to look at the questions. I think they deserve the right. But I do think we ought to survey those three bodies of individuals who are affected by the process.

Hilts: What I'd like to do in response to that is, I simply want to express that there is no school in district 49, and frankly within a couple of years, no school in Colorado that will be able to survive on what we all think of as the traditional grading system. The new graduation guidelines, and they are now state law, trump that old model. So this isn't as simple as putting it in reverse. Going back to 2009 and walking into the future. That grading system can't accommodate the projects, the industrial certifications and the other standards based graduation which doesn't mean we've got standards based grading right. Manifestly we did not. But it does mean that what we will have in the future is probably going to have pieces that are not traditional but might serve students and families better, well certainly better than what we're hearing tonight. I'm responding partly to this idea of yes, no. There probably isn't a yes/no outcome.

Irons: I think there needs to be a question to the public because there is so much frustration out there. Then maybe we evolve the system with a lot more explanation than there has been.

Hilts: My position on the yes or no is that it's not a yes or no on the current system. I don't want to set up traditional versus standards based grading.

Moore: I want to thank you guys for coming out. One of the biggest fears is speaking in public and you guys came out there for your students, for Falcon High and you represented them very, very well. We appreciate it. It's not business as usual. As Peter is assuring you right now, we are going to be looking into this. The way I look at it, when you have a problem with no solution you're just complaining. Peter is giving us solutions and he will come with other solutions that we can implement. We are hearing what you saying. We do appreciate what you are doing for your students and for your children and Falcon High. We are definitely looking into these things and we will get back to you.

Hills: Donna can you make sure we have contact information for the folks? I assume if you spoke here tonight that you'd be willing to speak again in another setting and so if you haven't done it, or if you are here tonight but you didn't speak, could you please write your name and an email because emails probably how we're going to contact you. So that Mr. Lammers and Mrs. DeGeorge and I can begin to connect with your passion in a setting that is more of a work session versus a board meeting.

7.00 Action Items – see attachments

- 7.01 Action on Falcon High School Course Proposal
- 7.02 Approval of 2015 Mill Levy Rate
- 7.03 Approval of Revisions to Policies
 - 7.03a BBBA Board Member Qualification
 - 7.03b BC-R School Board Member Financial Disclosure
 - 7.03c BDA Board Organizational Meeting
 - 7.03d BEDD Rules of Order
 - 7.03e BG-R Policy Adoption (Waiver Requests)
 - 7.03f BGB/BGF Policy Adoption/Suspension/Repeal
 - 7.03g BID/BIE Board Member Compensation and Expenses/Insurance/Liability
- 7.04 Items Removed from Consent Agenda

8.00 Information Items – see attachments

- 8.01 Student Field Trips
- 8.02 Expulsion/Suspension Information

9.00 Discussions Items – see attachments

- 9.01 District Unified Improvement Plans Update (10 minutes)
- 9.02 School Health Improvement Plan Drafts (10 minutes)
- 9.03 Wellness Policy Guidelines Update ADF-R (10 minutes)
- 9.04 Security Update (10 minutes)
- 9.05 Amended Budget Update (10 minutes)
- 9.06 Financial Audit (10 minutes)
- 9.07 Post-Election Report (20 minutes)
- 9.08 Board Annual Planning Workshop (10 minutes)

10.00 Other Business

- 10.01 Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of performance of specific staff members with prior written notification for
 - A) Hearing an appeal of an employee grievance filed pursuant to policy AC, and
 - B) Chief Education Officer evaluation and review

It was moved by LaVere-Wright, seconded by Irons to go into Executive Session pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of performance of specific staff members with prior written notification for A) Hearing an appeal of an employee grievance filed pursuant to policy AC, and B) Chief Education Officer evaluation and review. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

The Board went into Executive Session at 10:07 p.m. with the following people present: President Harold, Vice-President Moore, Secretary LaVere-Wright, Treasurer Butcher, Director Irons, Peter Hiltz, Chief Education Officer, Paul Andersen, Director of Human Resources, Dr. Lou Fletcher, Coordinator of Cultural Capacity and Donna Richer, Executive Assistant to the Board of Education.

The Board took a 10 minute recess and returned to executive session at 10:21 p.m.

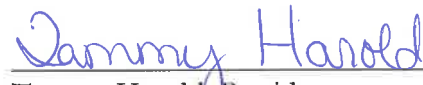
- a) 10:21 p.m. – 11:00 p.m. Dr. Fletcher left the executive session at 11:00 p.m.
- b) 11:00 p.m. – 11:39 p.m.

It was moved by LaVere-Wright and seconded by Irons to return to regular session at 11:39 p.m. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*


11.00 Adjournment

It was moved by LaVere-Wright and seconded by Irons to adjourn the meeting at 11:40 p.m. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

Respectfully submitted by Donna Richer



Tammy Harold, President



Marie LaVere-Wright, Secretary



BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

SPECIAL BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Administrative and/or Professional-Technical Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: In accordance with Board of Education approved salary tables.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached personnel changes as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer;
Brett Ridgway, Chief Business Officer; Paul Andersen, Personnel Director

DATE: November 25, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					



BOE Regular Meeting December 11, 2014
Item 4.01 continued

COMMENTED					
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	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO ADMINISTRATIVE AND PROFESSIONAL/TECHNICAL
PERSONNEL
December 11, 2014

Be it resolved, that the following matters relating to certified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Martinez, Kayla	Hired as a Before and After School Program Manager effective November 11, 2014. She has been set at a professional-technical range 1/step 8 with a pro-rated salary. This is a new position classification that was Board approved.
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REQUESTS FOR LEAVE:

RETIREMENTS:

TRANSFERS:

TERMINATIONS:

RESIGNATIONS:

McClelland, Kimberly	Written notice of her intent to resign from her position as iConnect Zone Leader/Zone Superintendent effective December 31, 2014.
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DECEASED:

John, Wayne	Wayne John passed away on November 14, 2014.
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BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Licensed Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: In accordance with Board of Education approved salary tables.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached personnel changes as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer;
Brett Ridgway, Chief Business Officer; Paul Andersen, Personnel Director

DATE: November 25, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					



BOE Regular Meeting December 11, 2014
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL
December 11, 2014

Be it resolved, that the following matters relating to certified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Beutler, Christina	Hired as an Intent to Non-Renew Special Education SSN Teacher at Springs Ranch Elementary School effective November 17, 2014. She has been set at a MA/2. This is a replacement position.
Booker, Danielle	Hired as an Intent to Non-Renew 4 th Grade Teacher at Woodmen Hills Elementary School effective November 24, 2014. She has been set at a BA/3.
D'Ambrogj, Susan	Hired as an Intent to Non-Renew Special Education SLD Teacher at Remington Elementary School effective December 1, 2014. She has been set at a BA/11. This is a replacement position.
Fitzkee, Diane	Hired as an Intent to Non-Renew Teacher of the Visually Impaired District-wide effective December 8, 2014. She has been set at a MA/15 +10% This is a new position for the 2014-2015 school year. Placement above step 11 and the 10% hard to fill differential were approved by the Chief Education Officer and the Director of Human Resources.
Villescas, Victoria	Hired as an Intent to Non-Renew Specialty Teacher at Ridgeview Elementary School effective November 10, 2014. She has been set at a MA+36/11. This is a new position for 2014-2015.
Winans, Joshua	Hired as a Intent to Non-Renew .5 Music Teacher at Falcon Elementary School effective January 5, 2015. He has been set at a MA/1. This is a replacement position.

REQUESTS FOR LEAVE:

RETIREMENTS:

Merenda, Joseph	Written notice of his intent to retire from her position as Tech/Woodshop Teacher at Horizon Middle School effective May 26, 2015.
Strodtman, Barbara	Written notice of her intent to retire from her position as Math Interventionist at Ridgeview Elementary School effective May 26, 2015.

TRANSFERS:

TERMINATIONS:

RESIGNATIONS:

Balusek, Cheryl	Written notice of her intent to resign from her position as Math Teacher at Vista Ridge High School effective November 28, 2014.
Gallegos, Jason	Written notice of his intent to resign from his position as .875 Social Studies Teacher at Sand Creek High School effective November 24, 2014.
Hubbard, Ashley	Written notice of her intent to resign from her position as .5 SPED SLD Teacher at Springs Ranch Elementary School effective December 19, 2014.

Markham, Christopher	Written notice of his intent to resign from his position as English Teacher at Vista Ridge High School effective May 26, 2015.
Nash, Ryan	Written notice of his intent to resign from his position as Math Teacher at Vista Ridge High School effective December 19, 2014.
Phillips, Michelle	Written notice of her intent to resign from her position as SPED SLD Teacher at Rocky Mountain Classical Academy effective December 19, 2014.

SUBSTITUTES:

Davis, Allison	Hired as a substitute for the 2014/2015 school year.
Smith, Vickie	Hired as a substitute for the 2014/2015 school year.
Zimmerman, Bethanne	Hired as a substitute for the 2014/2015 school year.

BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Lisa Hines, Educational Support Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Educational Support Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes **AMOUNT BUDGETED:** In accordance with Board of Education approved salary tables.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached personnel changes as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer;
Brett Ridgway, Chief Business Officer; Paul Andersen, Personnel Director **DATE:** November 21, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 11, 2014
Item 4.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL
December 11, 2014

Be it Resolved, that the following matters relating to classified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS TO NEW POSITIONS:

Stiebig, Emily	Building Custodial Technician at Falcon Homeschool Enrichment Program, part time, school year, step 1, 3 hours per day, start date November 24, 2014.
Walls-Yacono, Lisa	Special Education Teacher Assistant at the Springs Ranch Elementary School, full time, full year, step 11, 7 hours per day, start date December 15, 2014.

APPOINTMENTS TO EXISTING POSITIONS:

Bailey, Cy	Bus Driver at Transportation, Full time, School year, step 1, 5 hours per day, start date December 01, 2014.
Brooks, David	Mechanic at Central Office, replacing Charles Knarr, full time, full year, step 14, 8 hours per day, start date December 1, 2014. (Placement above step 11 approved by Chief Operations Officer and Director of Human Resources.)
Censner, Loretta	Nutrition Services Assistant at Meridian Ranch Elementary School, replacing Krissi Hook, part time, school year, step 2, 4 hours per day, start date November 14, 2014.
Few, Cindy	Special Education Teacher Assistant at Woodmen Hills Elementary School, replacing Amy Schmidt, part time, school year, step 10, 5 hours per day, start date December 04, 2014.
Harper, Lynnette	Special Education Teacher Assistant at Woodmen Hills Elementary School, replacing Jamie Shepherd, full time, school year, step 5, 7 hours per day, start date December 04, 2014.
Hoffman, Tara	Bus Driver at Transportation, full time, school year, step 1, 5 hours per day, start date December 01, 2014.
Migas, Carrie	Attendance Secretary at Springs Ranch Elementary School, replacing Robin Gaisford, full time, school year, step 11, 8 hours per day, start date December 05, 2014.
Neidhardt, Patricia	Nutrition Services Assistant at Stetson Elementary School, replacing Tracy Tarver, part time, school year, step 3, 4.75 hours per day, start date November 14, 2014.
Rector, Vanessa	Nutrition Services Assistant at Evans Elementary School, replacing Daniela Hoffman, part time, school year, step 1, 4 hours per day, start date January 06, 2015.
Russell, Edwyna	Nutrition Services Assistant at Vista Ridge High School, replacing Barb Leary, Part Time, school year, step 11, 4.75 hours per day, start date November 14, 2014. Additional Duties
Schneider, Katherine	Special Education Teacher Assistant at Patriot Learning Center, replacing Melanie Garcia, full time, school year, step 1, 7 hours per day, start date November 20, 2014.
Shields, William	School Security Guard at Skyview Middle School, replacing Johnny Ray, full time, school year, step 1, 8 hours per day, start date November 10, 2014.
Van Buren, Shawna	Nutrition Services Assistant at Imagine Indigo Ranch, replacing Susan Shields, part time, School year, step 2, 5 hours per day, start date December 01, 2014.
Woyshner, Jenny	Special Education Teacher Assistant at Woodmen Hills Elementary School, replacing Lisa McCann, full time, school year, step 5, 7 hours per day, start date December 04, 2014.

TRANSFERS:

Dobbs, Deana	Transfer from her position as Special Education Teacher Assistant at Sand Creek High School to an existing position as Special Education Teacher Assistant at Vista Ridge High School replacing JoAnne Nelson, full time, school year, step 6, 7 hours per day, start date November 17, 2014.
McCann, Lisa	Transfer from her position as Special Education Teacher Assistant at Woodmen Hills Elementary School to an existing position as Special Education Teacher Assistant at Falcon Middle School replacing Lois Thompson, full time, school year, step 6, 7 hours per day, start date November 7, 2014.
Oliphant, Candice	Transfer from her position as Special Education Teacher Assistant at Vista Ridge High School to an existing position as Special Education Teacher Assistant at Sand Creek High School replacing Deana Dobbs, full time, school year, step 4, 7 hours per day, start date November 24, 2014.
Orth-Stephens, Shauna	Transfer from her position as Bus Monitor at Transportation to an existing position as Router at Transportation replacing Michael Ketchens, full time, full year, step 3, 8 hours per day, start date November 11, 2014.

RESIGNATIONS:

Cash, Camiesue	Resignation from her position as Bus Driver at Transportation effective November 07, 2014.
Ketchens, Michael	Resignation from her position as Router at Transportation effective November 11, 2014.
Shields, Susan	Resignation from her position as Nutrition Services Assistant at Imagine Indigo Ranch effective November 20, 2014. Will remain a Support Substitute.
Tarver, Tracy	Resignation from her position as Nutrition Services Assistant at Stetson Elementary School effective November 14, 2014. Will remain a Support Substitute.
Thompson, Lois	Resignation from her position as Special Education Teacher Assistant at Falcon Middle School effective November 07, 2014.
Wyatt, Sabrina	Resignation from her position as Special Education Teacher Assistant at Springs Ranch Elementary School effective November 13, 2014. Will remain a Teacher Substitute.



BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

SPECIAL BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Susan Junkins, HR Specialist
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Schedule B Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: In accordance with Board of Education approved salary tables.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached personnel changes as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer;
Brett Ridgway, Chief Business Officer; Paul Andersen, Personnel Director

DATE: November 21, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					



BOE Regular Meeting December 11, 2014
Item 4.04 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO “SCHEDULE B” PERSONNEL
December 11, 2014

Be it resolved, that the following matters relating to Schedule B personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Sarah Boulett	Junior Class Sponsor, Falcon High School
Erick Bauer	Head Cross Country, Sand Creek High School
Holly Taylor	Assistant Cross Country, Sand Creek High School
Chad Sweatman	Assistant Football, Sand Creek High School
Kaelene Babuta	Assistant Football, Sand Creek High School
Dale Kahre	Head Boys Tennis, Sand Creek High School
Jeremy Tafoya	Head Boys Soccer, Sand Creek High School
Glen Seifert	Assistant Boys Soccer, Sand Creek High School
John Quillen	Assistant Boys Soccer, Sand Creek High School
Karen Kennedy	Play Director, Sand Creek High School
Karen Kennedy	Drama, Sand Creek High School
Karen Kennedy	Musical Director, Sand Creek High School
Dalton Van Hook	Percussionist, Sand Creek High School
Jenny Boyle-Edge	Mock Trial, Sand Creek High School
Greg Busby	Webmaster, Sand Creek High School
Chris Glaser	Assistant Boys Basketball, Sand Creek High School
Vernon Steele	Percussionist, Sand Creek High School
Brock Entenman	Assistant Wrestling, Vista Ridge High School
Erick Talmich	Assistant Wrestling, Vista Ridge High School
Jen McDonald	Drama, Falcon Middle School
Helen Wilkins	Team Lead SPED, Horizon Middle School



BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

SPECIAL BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Peter Hiltz, Chief Education Officer
TITLE OF AGENDA ITEM:	District Accountability Advisory Committee Appointment
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The District 49 District Accountability Advisory Committee (DAAC) Bylaws state that the membership of the DAAC will be appointed by or elected through a process created by the Board of Education.

The purpose of the DAAC is to institute an accountability and parental and community Involvement program to define and measure academic and safety quality in the district.

The DAAC must consist of at least three parents of students enrolled in the District's schools that are not employees or related to employees of the district, one teacher, one school administrator, and one person from the community who is involved in business.

Members of the DAAC are appointed to serve for a two year period.

RATIONALE: The enclosed membership application includes the name of three DAAC members for the 2014-2015 school year for your approval. At a minimum they are required to review the District Improvement Plan, charter school applications, recommend the prioritization of expenditures of school district funds, review district assessments and report on the educational and safety performance of the district.

RELEVANT DATA AND EXPECTED OUTCOMES: Recommended DAAC member: Heather Miller-Vista Ridge High School, John Newbill-Woodmen Hills Elementary School and Shawna Walewski-Horizon Middle School. DAAC members have already committed to the responsibilities of their charge through state statute and will report out their accomplishments in June 2015.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Major Impact
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A



BOE Regular Meeting December 11, 2014
Item 4.05 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the appointment of the member of the District Accountability Advisory Committee listed as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 3, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					



10850 East Woodmen Road, Peyton, CO 80831
Tel: 719-495-1100 Fax: 719-494-8900

The Best District to Learn, Work and Lead

____ FSD Board of Education _____
(BOE Member)
____ DAAC Executive Committee _____
(Chair)
____ At Large Member:
X Representing WHES
(Name of Organization/School)

The membership of DAAC is intended to represent students and community of the Falcon School District. To help us track and improve our representation of the various stakeholders in our district please submit the following information:

1. Do you have children in the Falcon School District at this time? __no Xyes, if so at which school(s)? WHES + FHS
2. Are you a resident in FSD? __no Xyes
3. Are you an employee of FSD? Xno __yes, if so what is your position? _____

*To help us involve you in areas of your interest and experiences please submit the following information:

4. Why are you interested in serving on DAAC? To help improve the service of D49, to ensure parent concerns are voiced, to improve the effectiveness of our school system

5. Do you participate in any programs or organizations that relate to the educational programs of the Falcon School District? PTA; Cub Scout Den Leader; Landsharks Coach; Jr Achievement

6. Would you be willing to serve as a liaison between DAAC and this program or organization?
(See question #5) yes

* Applicant Signature

[Signature]

DAAC Executive Committee Chair

Nominating Board of Education Member

Principal/SAC Chair

Nominating Organization

Kelly Warren

Send this application to: Barbara Seeley, Executive Assistant to Peter Hiltz, Chief Education Officer for Falcon School District 49

10850 E. Woodmen Rd., Falcon, CO. 80831

If you have questions, please call 719-495-1119

Peter Hiltz
Chief Education Officer

Brett Ridgway
Chief Business Officer

Jack Bay
Chief Operations Officer

Monty Lammers
Falcon Zone Leader

Kim McClelland
iConnect Zone Leader

Mike Pickering
POWER Zone Leader

Sean Dorsey
Sand Creek Zone Leader

BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Donna Richer, Executive Assistant
TITLE OF AGENDA ITEM:	Approval of Minutes of Regular Board Meeting on 11/13/2014
ACTION/INFORMATION/DISCUSSION:	Consent Agenda

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Board approval required prior to posting minutes.

RATIONALE: Board of Education shall review minutes of meetings to ensure accuracy.

RELEVANT DATA AND EXPECTED OUTCOMES: Minutes of the meetings will be posted on the district website after approval.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and <u>lead</u>	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda.

APPROVED BY: Marie LaVere-Wright, Board Secretary

DATE: December 3, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Erica Mason
TITLE OF AGENDA ITEM:	Falcon Zone Agricultural Careers Course Proposal
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

RATIONALE: This course will consist of in-class work and field experience through a partnership with a local equestrian center. Students will explore an overview of Agriculture, their role as consumers and stewards, and the scientific connection between each of the learning objectives to include, but not limited to: Evaluating how agriculture supports life, applying foundational and life skills learned through agriculture in the school and community setting, analyzing common agricultural perceptions, recognizing local, state, national and global scope of agriculture, and consumer knowledge. Additionally, field work will give students hands on experience with components of managing and maintaining a working ranch, including work with farm equipment, cattle care and disciplines, livestock nutrition, performance show and productions, horse training, and veterinarian services. Class objectives will also reflect what students are learning as part of the field experience.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	Approval of additional CTE courses supports the continued need for development of various academic pathways for Falcon High School Students
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: Supported through CTE Funding

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After presentation and review at a previous work session, I move to approve a new course, *Introduction to Agricultural Careers*, at Falcon High School.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 2, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					



BOE Regular Meeting December 11, 2014
Item 7.01 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Certification of Mill Levies for Property Tax Year 2014
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Each year, the District must certify to the El Paso County Commissioners, the property tax mill levy. The Mill Levy to be assigned is for the tax year 2014, that will be collected in 2015 as part of the District's 2014-15 fiscal year. The Mill Levy can have many components, but for Falcon School District, there are only four components: Total Program (General Fund) Voter-Approved Override (Mill Levy Override related to the District's issuance of Certificates of Participation to construct new facilities according to the November 2005 election), Abatement, and the Bond Redemption Fund.

RATIONALE: The Total Program (General) portion of the Mill Levy is set by the Colorado Department of Education according to the School Finance Act of 1994 and so there is no 'decision' to be made. The Abatement portion of the Mill Levy is directed by another section of statute that requires abatements issued in one tax year to be covered by property owners in the subsequent tax year. The abatements are quantified and communicated by El Paso County so, again, there is no 'decision' to be made. The Bond Redemption Fund portion of the Mill Levy are necessary to fulfill the terms of Voter-approved ballot measures related to building construction, and the cost to service the related debt instruments (Bonds) in the District.

In November 2014, the voters of District 49 approved a measure put forth by the District that would allow the District to utilize a portion of the then already-approved annual Mill Levy Override revenues originally established by the November 2005 election. The MLO passed in November 2005 was capped at \$7.5mm of annual collections to service MLO certificates that had been issued to fund the construction program of 2006-2010.

The General, Abatement, and Override portions of the Mill Levy combine to determine the total General Funds' Mill Levy.

RELEVANT DATA AND EXPECTED OUTCOMES: The Total Program Levy should be 24.459 mills, the Abatement Levy should be 0.325 mills, the Override Levy should be 9.800 mills, and the Bond Redemption Levy should be 11.212 mills; all applied to a Gross Assessed Value of property in the district of \$ 689,724,560.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Explaining and having clarity on assessing taxes to our constituents.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	



BOE Regular Meeting December 11, 2014
Item 7.02 continued

FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling 45.796 mills, comprised of a General Funds Levy of 35.584 mills, and a Bond Redemption Fund Mill Levy of 11.212 mills.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 2, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED		X			

	BAY	HILTS	RIDGWAY		
COMMENTED			X		

BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Donna Richer, Executive Assistant to BOE
TITLE OF AGENDA ITEM:	Policy and Procedure Review-Policy Review
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: We seek to improve our policy management system by reviewing policies and regulations on a regular basis.

RATIONALE: Policy and administrative regulation development and revision are designed to increase the probability of an effective and efficient school system.

RELEVANT DATA AND EXPECTED OUTCOMES: The following policies and regulations are assigned to the Board rather than a Chief Officer. They have been reviewed, compared to CASB versions and revised as necessary:

- 7.03a BBBA Board Member Qualification
- 7.03b BC-R School Board Member Financial Disclosure
- 7.03c BDA Board Organizational Meeting
- 7.03d BEDD Rules of Order
- 7.05e BG-R Policy Adoption (Waiver Requests)
- 7.03f BGB/BGF Policy Adoption/Suspension/Repeal
- 7.03g BID/BIE Board Member Compensation and Expenses/Insurance/Liability

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best</u> <u>district</u> in Colorado to learn, work and lead	Reviewing and revising policies on a regular basis will increase the probability of an effective and efficient school system.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion at the work session, I move to approve all revisions to the attached revised policies and regulations.

APPROVED BY: Donna Richer, Executive Assistant to the BOE

DATE: December 3, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

BOE Regular Meeting December 11, 2014
Item 7.03 continued

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Barbara Seeley
TITLE OF AGENDA ITEM:	Student Study Trips
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

VRHS

Spring Baseball Trip to Phoenix, AZ

Departure-3/22/15 Return-3/28/15

20 students will attend this trip.

Trip costs include transportation, meals, lodging, insurance and tours.

The objective of this trip is to allow the team to play against out of state competition.

Fundraising will not be part of this program.

EIES

Annual 5th Grade YMCA Camp of the Rockies outdoor education in Estes Park, CO

Departure-5/18/15 Return 5/20/15

90-100 5th grade students will attend this trip.

Trip costs include transportation, meals, lodging and selected courses.

The objective of this trip is to use Tran disciplinary skills in an outdoor educational setting.

Fundraising will be part of this program.

FHS

State Cheer Team trip to Denver, CO

Departure-12/4/14 Return 12/5/14

28 students will attend this trip

Trip costs will include transportation, meals and lodging

The objective of the trip is to compete for a state cheer co-ed title.

Fundraising will not be part of this program.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	

BOE Regular Meeting December 11, 2014
Item 8.01 continued

Rock #5— Customize our educational systems to launch each student toward success

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: November 19, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Jay Hahn
TITLE OF AGENDA ITEM:	Expulsion/Suspension Information
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

See attached confidential sheet for list of expulsions in November 2014.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, CEO

DATE: December 3, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Amber Whetstine, Executive Director Learning Services
TITLE OF AGENDA ITEM:	Unified Improvement Plans
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: As part of the District Accreditation Process, the District Unified Improvement Plan has been updated with input from each of the four District Innovation Zones, and the District Accountability Advisory Committee. The plan specifically describes action steps that the District will take, to work toward continuous improvement in student achievement and the reduction of growth gaps. In addition, each school is required to submit a Unified Improvement Plan, which includes improvement strategies specific to their students' needs.

RATIONALE: A Unified Improvement Plan allows Innovation Zones and the Education Office to focus improvement efforts (time, resources, etc.) to impact student achievement in the areas where the most improvement is needed. The development of the Unified Improvement Plan for districts and schools is a requirement by the Colorado Department of Education as part of the Accreditation Process.

RELEVANT DATA AND EXPECTED OUTCOMES: See attached District and School Unified Improvement Plans.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	The UIP process provides districts / schools with a template to prioritize resources aligned with improvement efforts.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Involving parents, community members and stakeholders is a critical element of UIP development and review.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	As we strive to be the best district to learn, work and lead, the UIP provides a framework for continuous improvement planning.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	Leaders have autonomy to develop improvement strategies aligned with the mission, vision and needs of the school.
Rock #5 — Customize our educational systems to launch each student toward success	Improvement plans include strategies to close achievement gaps for individual subgroups of students.

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move this item for action at the next regular board meeting.

APPROVED BY: Peter Hilts, CEO

DATE: December 3, 2014

Move to an action item at the January regular board meeting.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED	X		X	X	



BOE Regular Meeting December 11, 2014
Item 9.01 continued

	BAY	HILTS	RIDGWAY	WHETSTINE	
COMMENTED		X		X	



BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Rachel Duerr, Health Wellness Coordinator
TITLE OF AGENDA ITEM:	School Health Improvement Plan Drafts
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The School Wellness Policy ADF states “The Wellness Advisory Council will communicate with the Chief Education Officer to integrate this Wellness Policy into each schools’ unified improvement plans.” To meet this requirement, all schools will submit copies of their School Health Improvement Plans (SHIPs) with the Unified Improvement Plans to be submitted as an attachment. To streamline this process, the SHIP and UIP deadlines are the same this year.

RATIONALE: All schools have two SHIPs based on their assessment, needs and school priorities. The SHIPs must focus on one of the ten components of the Whole School, Whole Community, Whole Child model. The ten components include: Family Engagement, Community Involvement, Health Education, Physical Education and Physical Activity, Health Services, Nutrition Environment and Services, Counseling, Psychological and Social Services, Physical Environment, Social and Emotional Climate, and Health Promotion for Staff.

RELEVANT DATA AND EXPECTED OUTCOMES: Educate the board of education on draft SHIPs for each school. Research shows a link between health outcomes and the academic success of students.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	District 49 has received national and state level recognition for our work around healthy schools as well as a number of outside grants to support our work.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Family Engagement and Community Involvement are two components of the WSCC model and many schools include these in their SHIPs.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	SHIPs provide the framework for each school to focus on continuous improvement around school health.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	School health teams have autonomy to develop health improvement strategies aligned with the mission, vision and needs of the school.
Rock #5 — Customize our educational systems to launch each student toward success	Research shows a link between health outcomes and the academic success of students.

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Peter Hilts, CEO

DATE: November 19, 2014

Move to an action item at the January regular board meeting.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X		X	X



BOE Regular Meeting December 11, 2014
Item 9.02 continued

	BAY	HILTS	RIDGWAY	DUERR	
COMMENTED				X	



BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Rachel Duerr, Health & Wellness Coordinator
TITLE OF AGENDA ITEM:	Updates to Wellness Policy Guidelines
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The School Wellness Policy ADF states “The Wellness Advisory Council shall provide guidelines for building leaders on best practices for supporting school wellness. These guidelines will be frequently reviewed and revised as needed.”

RATIONALE: The Wellness Advisory Council has reformatted the guidelines to outline federal law, state law, board policy, board practice and recommended practices for each of the wellness policy goals.

RELEVANT DATA AND EXPECTED OUTCOMES: The council would like to keep the board educated on updates to the Wellness Policy Guidelines ADF-R.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Community partners serve and participate on our wellness council.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	D49 is a state leader with our wellness council, school wellness policy and guidelines. The new additions make it easier for all staff to understand federal and state laws, board policies and recommended best practices around wellness.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, CEO

DATE: November 20, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED				X	

	BAY	HILTS	RIDGWAY	DUERR	
COMMENTED		X		X	



BOARD OF EDUCATION AGENDA ITEM 9.04 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	David Watson, Director of Safety & Security
TITLE OF AGENDA ITEM:	Security Update
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Update members of the BOE on safety and security activities within the district. Train BOE members on “I Love You Guys” Standard Response Protocols.

RATIONALE: Provide BOE members a better understanding of current emergency procedures to include staff assigned to the Central Office complex.

RELEVANT DATA AND EXPECTED OUTCOMES: Training and understanding.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Accountable to our community who entrust their students to us for their education needs.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Meet and exceed two expectations from our community. Students receive an excellent education in D49 schools, and are safe and secure while doing so.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	To lead and set the standard for safe and secure learning facilities in the Pikes Peak Region.
Rock #5 — Customize our educational systems to launch each student toward success	Students learn and success can be achieved better in a safe and secure learning environment.

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information purposes only.

APPROVED BY: Peter Hilts, CEO

DATE: November 20, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X		X	

	BAY	HILTS	RIDGWAY	WATSON	
COMMENTED				X	



BOARD OF EDUCATION AGENDA ITEM 9.06 MINUTES – Moved to Item 9.05

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Financial Audit Review
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Each year, District 49, like all school districts, like all state and local government entities, undergoes a complete audit of operations and financial results. This audit results in a full, bound, audit report, sometimes called the Comprehensive Annual Financial Report (CAFR). The report is not yet finished, but the financial results are final and we are simply going through the necessary processes and reviews to compile and publish the CAFR.

RATIONALE: .Our audit firm, Hoelting & Co., Inc. continues to provide good service in terms of making the necessary evaluation of our processes through financial and control testing, process documentation and independent confirmations. They are also a good collaborator to refine our creative business, finance and accounting practices.

RELEVANT DATA AND EXPECTED OUTCOMES: The review of 2013-14 is expected to be similar to 2012-13, where our financial results are validated and our processes are judged to be adequate with small areas of opportunity that have only this past summer been addressed by the transition of one position from clerical to professional/technical and the hiring of a person (Senior Accountant) to fill that role give the department an appropriate breadth of expertise and capacity.

From what has been presented before there are three items worth mentioning:

1. The legal matter settlement that was intended to cross fiscal years was adjusted by the auditors to be recognized entirely in the 2013-14 fiscal year. This created additional cost to the general fund of \$224,000. This is the biggest factor causing us to exceed our appropriation of the general fund by \$244,658.
2. Our participation fee process for schools whereby the general fund subsidizes schools for free & reduced participant lost revenue was determined not to be allowable in the current structure of fund 74. A new fund, 23, will be established for reporting purposes to facilitate the process we have designed.
3. Final results for our self-insured health insurance fund actually exceeded the stated fund balance goal of 1/3 of annual program costs. We took this opportunity to ‘rebate’ the general fund back to the 1/3 level, effectively reimbursing the general fund for what was ‘excess contributions’ to the health insurance fund.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Executing the annual audit and discussing the pertinent results.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	



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Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 2, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X			

	BAY	HILTS	RIDGWAY		
COMMENTED			X		



BOARD OF EDUCATION AGENDA ITEM 9.05 MINUTES – Moved to Item 9.06

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Amended Budget
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Under current statute, Colorado school districts' program formula funding is largely based on the 'October Count' of full time equivalent students (SFTE). Like many districts, we try and monitor how enrollment is trending as compared to the adopted budget.

RATIONALE: sFTE is the largest variable in determining program formula funding and since program formula funding accounts for 93% of our total general fund revenue budget, and since we are continuing to move toward a full student-based funding model, it is very appropriate to monitor sFTE early in the school year to determine what issues may come from fluctuations to the adopted budget in terms of sFTE by school.

RELEVANT DATA AND EXPECTED OUTCOMES: The actual October Count result will be the driving factor in compiling the amended budget, to be approved by the Board of Education prior to January 31, 2015. Estimates of how the October Count will unfold, and how that will affect each school and zone in turn, in terms of financial impacts, will be used in strategic decisioning throughout the course of the fall semester.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: \$118,855.33

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 2, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X	X		

	BAY	HILTS	RIDGWAY	SPRINZ	
COMMENTED			X	X	



BOARD OF EDUCATION AGENDA ITEM 9.07 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Post-Election Report
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: El Paso County School District 49 had two measures on the November 4, 2014 election ballot for our constituents to consider: Issue 3A – Mill Levy Override related and 3B – New Bond Issue. With the passage of 3A and the failure of 3B, we have to now consider the specific results of the election, how the success of item 3A is implemented, and how constraints created by the failure of 3B item are accommodated.

RATIONALE: As has been well-established, a vast majority of our schools are operating over core capacity. In addition, the district continues to grow (3.5% increase this year). Finally, education is changing in significant ways in the coming years – focusing far less on traditional seat time, credit completion proxies and shifting toward demonstration of skills and competencies. Ballot issue 3B was an attempt to address these issues by adding space that was strategic in its planned placement in the district and in its planned form to accommodate this complex and varied need.

Item 3A allows the district to begin using monies available after the payment of Certificates of Participation for operational needs to include:

- ATTRACTING AND RETAINING HIGHLY EFFECTIVE TEACHERS BY OFFERING SALARIES AND BENEFITS THAT ARE COMPETITIVE WITH OTHER DISTRICTS IN EL PASO COUNTY;
- OFFERING CLASSES FOR STUDENTS TO RECEIVE COLLEGE CREDITS, EARN CAREER CERTIFICATIONS, AND PREPARE FOR ACADEMICS AND EMPLOYMENT AFTER HIGH SCHOOL;
- SECURING THE GROUNDS, TRAFFIC FLOW, MAIN ENTRIES, AND CLASSROOMS AT DISTRICT SCHOOLS WHILE TRAINING AND EQUIPPING SAFETY PERSONNEL; AND
- PROVIDING STUDENTS WITH TECHNOLOGY TO ADAPT AND ACCELERATE ACHIEVEMENT, AS WELL AS TEACHER TRAINING AND SUPPORT TO ENHANCE AND ASSESS LEARNING?

Moving forward, then, involves effectively implementing and tracking the implementation of 3A and revisiting and determining how best to address the constraints presented by the failure of 3B.

RELEVANT DATA AND EXPECTED OUTCOMES: The Administration and Board of Education for District 49 have a well-earned and consistently demonstrated ability to be creative in the placement of resources and delivery of educational programs within available space and annual funding constraints. Until there is a distinct change in either, we will continue to pursue creative alternatives to educate children of the district. Although it can be argued that the district does not comply with CRS 22-1-102(1), where it states that “Every public school shall be open for the admission of all children, between the ages of five and twenty-one years, residing in the district without the payment of tuition.”, since physical capacity does not exist to effectively admit all children residing in the district, it is the decision of the electorate rendered on November 4, 2014 that has affirmed that scenario.



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IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>The question is open whether trust has been reestablished and if not, how best to close that gap toward trust. With now three full years of positive financial actions, we will build on that resume.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Transitioning the Capital Planning Committee (CPC) that worked for two years on 3A and 3B, to a new committee to oversee MLO-Op funds and consider future capital directions.</i>
Rock #3 — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	<i>We will continue to be innovative and creative, facing constraints head on.</i>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	<i>The ability to grow is highly constrained but small opportunities still exist and should be pursued.</i>
Rock #5 — Customize our educational systems to launch each student toward success	<i>The need for customized systems is being 'encouraged' by the changing landscape and that need will not subside.</i>

FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 2, 2014

This topic will be an item for discussion at the January regular board meeting and work session with presentation of a plan at the February board meeting. Mill Levy Override Oversight Committee member roster shall be presented to the board by the end of February to begin working in April.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED	X	X	X	X	X

	BAY	HILTS	RIDGWAY	GILBERT	
COMMENTED	X	X	X	X	



BOARD OF EDUCATION AGENDA ITEM 9.08 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Tammy Harold, Board President
TITLE OF AGENDA ITEM:	Board Annual Planning Workshop
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Board is mindful of the importance of planning, brainstorming and thoughtful discussion without action.

RATIONALE: The Board plans to hold an Annual Planning Workshop on the first Saturday in February, which shall be open to the public. No action shall be taken during this workshop.

RELEVANT DATA AND EXPECTED OUTCOMES: Public notice of the workshop, including the topics for discussion and study, shall be provided.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	The Annual Planning Workshop gives the Board and invited administrators a chance to examine the district's strategic and cultural priorities at a more detailed level.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: The Board should determine agenda topics and timeframe for the Annual Planning Workshop.

APPROVED BY: Tammy Harold, Board of Education President

DATE: December 1, 2014

The Board will hold an annual planning workshop on Saturday, January 31st from 9:00 a.m. to 3:00 p.m. possibly at Falcon Virtual Academy. Location to be verified by Richer. Potential agenda items discussed. Irons suggested a review of Imagine Indigo Ranch's student counts at a January board meeting.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X	X	X	

	BAY	HILTS	RIDGWAY		
COMMENTED		X			

BOARD OF EDUCATION AGENDA ITEM 10.01 MINUTES

BOARD MEETING OF:	December 11, 2014
PREPARED BY:	Tammy Harold, Board of Education President
TITLE OF AGENDA ITEM:	Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of performance of specific staff members with prior written notification for A) Hearing an appeal of an employee grievance filed pursuant to policy AC, and B) Chief Education Officer evaluation and review
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to go into Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of performance of specific staff members with prior written notification for A) Hearing an appeal of an employee grievance filed pursuant to policy AC, and B) Chief Education Officer evaluation and review.

APPROVED BY: Tammy Harold, Board President

DATE: November 21, 2014

La Vere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					