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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.

AGENDA

REGULAR BOARD OF EDUCATION MEETING

February 12, 2015
6:30 p.m.
Education Services Center – Board Room

1.00 Call to Order and Roll Call

A regular meeting of the Falcon Board of Education was called to order at 6:35 p.m. by the President, Tammy Harold. The following board members were present: Mr. Butcher, Ms. Harold, Mr. Irons, and Mr. Moore. Mrs. LaVere-Wright provided advance notification of her late arrival.

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 Moore, seconded by Irons to approve the agenda as presented.

The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; Moore, aye. Motion carried 4-0.

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 Zone Leaders

4.05 Approval of Matters Relating to Central Office Administrative Personnel

4.06 Approval of Matters Relating to Building Administrative Personnel

4.07 Approval of Minutes of Regular Board of Education Meeting 1/8/2015 and Special Board of Education Meeting 1/28/15

5.00 Board Update

Moore: I'm going to begin again, going around visiting all of the schools just to encourage them and let them know who I am and that the board is there to support them. I'm looking forward to it.

Harold: Basketball season is exciting. Valentine's Day is this weekend so I hope that everybody enjoys their Valentine's Day with their loved ones.

LaVere-Wright joined the meeting at 6:37 p.m.

5.01 Chief Officer Update

Ridgway: We've been working on the COP refinance project. You've had a couple items here before the Board to facilitate that. This week on Tuesday is when we were out in the municipal market and actually selling those securities. We sold \$70 million worth of new certificates of

participation for the refinance and we are able to lower our interest rate by 75 basis point overall on it and create a new repayment stream that will fit well with MLO funds that we'll be bringing in in the future. We'll have a couple more things that I'll need to approve to have the Board finalize that on the February 25th meeting please.

Harold: February 25th, so you would like us to have a special meeting?

Ridgway: Yes ma'am.

Hilts: I have several things, mostly related to developments in Denver. We talked a meeting ago about a direction from the state board to the commissioner to grant waivers for the part A of the PARC, what's called the performance based assessment. The attorney general has now weighed informally on that and for three different reasons has said that those waivers would not be valid and so the commissioner is not going to be granting waivers. We did not apply for one but we had some internal discussion about that and so I just wanted to close that loop with you. I want to let you know that a week from Monday we will be beginning CMAS testing around the district and so you'll be hearing a lot about that. We are up and running. Essentially the state of Colorado will do what we were planning to do so taking the waiver off the table means we'll go forward as planned. As you know I'm part of the CDE accountability working group. We're working on the system that shows up to you as the district performance framework and the school performance frameworks and we're really looking at what a new generation of state accountability might look like. And is the state to hold districts accountable or schools or teachers? Because right now the same test is used to hold all three of those groups accountable and no test is used to hold the department accountable. That work continues. You may have seen an article either on Chalk Beat or in the Denver Post about graduation guidelines dialing back. I would encourage you to be patiently skeptical about that recommendation. It's not even a formal recommendation of the subcommittee, much less the committee, much less the department and it isn't approved by the state board. So it's about five steps away from actually mattering. But it tells you a direction of the first committee that they want to set the bar at the right level. That will be part of a conversation that we're going to have on Tuesday night at Falcon High School about the new iteration of grading, assessing and reporting. I know some of you have been to some of those other conversations. I would invite you to come but not more than two so it does not become a board meeting. I'm looking forward to seeing what the Falcon Middle and Falcon High School communities have in mind for the future.

Harold: One question on those graduation requirements, we don't have to lower ours? We can keep them even if they do.

Hilts: Correct. The language in statute is "meets or exceeds". However, the language in statute is also to "provide alternate ways of demonstrating". So we do have to add, but we don't have to lower.

6.00 Open Forum (3 minute time limit for each speaker)

Palmer: Hello, I'm Dana Palmer. Of course I know all of you. Good to see you again and Happy New Year. I am the school accountability co-chair for Falcon High School. One of the purposes of the Innovation Schools Act of 2008 was to encourage innovation in education by providing local school communities and principals with greater control over educational programming with the goal of improving a student's achievement. As the former Falcon Middle School accountability chair, I was a part of that original process. It was transparent and organic and no one from central administration participated in or dictated our meetings.

However, this administration has declared that central admin will not only be participating in Falcon High Schools innovation plan review, but will also dictate and facilitate our meetings. This is a far cry from the original intent of innovation. As leaders of our SAC committee, my co-chairs are here with me this evening, we strongly believe that no one from central administration should be involved in our innovation plan review meetings. I am asking you as the governing body of this district to mediate this situation so that we can move forward as a committee and as a community for Falcon High School. Thank you.

Hall: Hello everybody, I'm Thaddeus Hall and again I'm a member of the community here. My kids go to Falcon High School. To piggyback on what Dana and taking it a step further to give out some flowers to Mrs. DeGeorge. She's an angel. She has done an outstanding job at Falcon High School. When we talk about the innovation plan, we want her to lead. Talking to staff and students, I asked, how is your principal doing? How do you feel Mrs. DeGeorge is doing? And the number one thing I always hear, hey, we love her, we think she's the best. She respects us, she'll listen to us and she's in our corner. By far we think, as they told me, we think that she's, I won't say the best principal because I don't want to offend anybody, but since she's taken over, she's been gangbusters. They really appreciate her being there. They don't want to see her go. I know I've heard birds around that are kicking her. I'm asking that we don't kick her anymore, that we edify her and build her up. It's Valentine's Day on Saturday, you know what, I'm not the sharpest tool in the shed, but a woman likes a little TLC. I think she needs a little TLC from District 49 because she deserves it and she's a great person and I just ask that you let her lead. Let her pick her team. Let her pick her dream team so that we can make Falcon what it ought to be. Again, I can't say enough about her. She's been great and I'm glad she's at Falcon High School.

Harold: Thank you for that. I'm sure she'll be happy to hear that.

Murphy: I'm Darryl Murphy and I am one of the SAC co-chairs for Falcon High School. I'm here to piggyback on what both Dana and Thad have already said that this board needs to make a decision if in fact they want to go with a traditional school function where the Superintendent and the Central Office dictates what goes on across the district or an innovative district where you want some parent involvement and you want community leaders involvement and the teachers involvement to build their own schools. It can't be halfway, one way or the other. Ms. DeGeorge has an awesome plan for it with how to move Falcon High School forward to make it an even more successful school. Myself as one of the co-chairs and my others co-chairs with me, fully support her. I've been there for a little over a year now, planning for this future innovation plan. She's got a wonderful plan in place. We just really need a facilitator. A facilitator should be someone that is not tied to the district. Because I feel strongly that the teachers should really drive this innovative plan. They're going to outlive my son leaving this high school. They're going to outlive most of the kids that are going to go through this. They really know what direction the school should go in and I believe that we should really give them the most say in this. I don't think that they can come forward and actually give their piece and be honest if they are either directly or indirectly influenced as to what decisions or what statements they may make. I think that they should be given an opportunity to do this themselves, led by Ms. DeGeorge, who as Thad already said, we fully support. She's done an awesome job out there. I've heard nothing but good things about her. I think it's unfortunate if we get this process disrupted because teachers won't come. I will be honest with you, as a SAC co-chair, I'm not sure that I would participate. I don't know how many other community leaders would

participate because it's either us openly having open conversation and moving forward or its not and it can't be a little bit of both. This is not necessarily a knock on any one particular person. Either the system is going to work or it's not. You guys need to make a decision as a Board of Education how we're going to go forward and either way, make it traditional and central office leads or let the innovative zones make their own decisions and the schools and the SACs and the DAACs, etc., do their jobs as it goes throughout the district. It's just not, we volunteer a lot of time back and forth, working hard to move the school forward and it's very frustrating to essentially have something derailed when I know, I've been to these SAC meetings. She has a sound plan. I know there are parents that are supportive of her and yes, I know there are a lot of issues, standards based grading, all of those things that are going to be on the table. I fully understand that. I've been through SAC meetings where a mob of parents will come in about it and honestly, I think they should have a say and I think we should make a decision and at the end of that decision when the process goes forward, the parents and the community members need to accept what we come up as a community together and move forward. I just think that that's important for you guys to either go one way or the other. You can't have it halfway. You can't have it both ways. Thank you very much.

Knapp: My name is Don Knapp and I am the principal of Pikes Peak School of Expeditionary Learning. I have been with the school since 2002 and have been able to see the growth and changes within District 49. Charter schools are schools that have the flexibility and autonomy to be innovative and self-governing, and yet are held accountable for student and operational performance. I am speaking tonight to give my sincere thanks to District 49 for their authorizing practices. Across the state there are many contentious relationships between charters and authorizers. I believe that here in Falcon, we are partners rather than opponents. In my school, I strive to be a strength based leader rather than finding fault or being punitive. I feel that in District 49, the approach has been similar. I believe we build on strengths together and overcome obstacles as a team. I appreciate that the central office leadership is responsive to my needs. When I have HR questions or concerns, it is easy to reach them and get my needs met. The communications team has been a support and blessing to my school in many ways. Dr. Fletcher has been available to give insight and ideas when I have had questions. I have been able to partner with principals from the unified schools from time to time. Whether it's been Individualized Education, Nutrition Services, Assessment, Curriculum Professional Development, English Language Learners, the Finance Office, the Safety Team or anything else, it seems that I have been able to interact with and work with nearly every corner of the district and overwhelmingly the experience has been positive. As an Innovative District, I want to thank you for embracing the innovation in charter schools by allowing us the flexibility and autonomy to run an innovative program. The results coming from all of the charter schools demonstrate that we are a strong part of the Big Rock "Portfolio of Schools", being one part of that robust portfolio of distinct and exceptional schools. I wanted to speak tonight to recognize the work that you are doing as a charter authorizer. Speaking for myself and on behalf of my school, I am proud to be a charter in District 49.

Harold: I noted you guys got on Twitter recently because somebody followed me from there yesterday. I'm excited to start hearing updates from your school. We have had some questions from three people about a meeting and that's going to be next week. We won't have another meeting between now and then. Do we want to add a discussion item? Do we

want to talk about it now? Does anybody even want to talk about it? I just need to know your thoughts.

Moore: Who's going to attend it? Only two can attend.

Harold: They're talking about the facilitator.

Irons: When you read the innovation act, and Mr. Miller's here and he can delve into it all he wants, it's a school innovation plan. It comes from the bottom up. I don't think there should be anybody from central administration involved in that process until the school approves a plan, until the SAC votes for it, the teachers vote on it and we go from there. In your current innovation plan at Falcon High that's required to have a vote for a change, then it would come up to the district office to central admin. They would review it primarily for financial issues, as long as they didn't have a problem, then it comes to us.

Butcher: Can I have a point of order? Donna, help me if I'm not correct. We should probably have a motion to amend the agenda and add a discussion item to the agenda. Point of order, this is a public meeting, so if we could stay within the rules, it would be appropriate.

Richer: That is correct.

Harold: I would need a motion to add item 9.02 to add discussion on that topic.

Irons: I move to add a discussion item 9.02 to discuss the formal process for reviewing Falcon High School's innovation plan; seconded by Moore. *The motion was put and carried with Butcher, no; Harold, aye; Irons, aye; LaVere-Wright, no; Moore, aye. Motion carried 3-2.*

7.00 Action Items

7.01 Charter Applicant Withdrawal – Trail Ridge Academy

7.02 Action on Personnel Policies

7.02a GBC, FMLA Eligible Staff Leaves and Absences

7.02b GBC-R, FMLA Eligible Staff Leaves and Absences

7.02c GBCA, Non FMLA Eligible Staff Leaves and Absences

7.02d GBCA-R, Non FMLA Eligible Staff Leaves and Absences

7.02e GBGG, Staff Sick Leave

7.02f GBGI, Staff Leaves and Absences

7.03 Action on New Courses at Sand Creek High School

7.04 Action on Revised Job Description, Small Engine Equipment Repair Mechanic

7.05 Action on Policy FF, Naming of Buildings

7.06 Approval of Matters Relating to Chief Officers

7.07 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 Post-Election Report (30 minutes)

9.02 Formal Process for Reviewing Falcon High School's Innovation Plan

Harold: Where does the district level and where does the school level go?

Hilt: The constitution specifically says you are in charge. Even the Innovations School Act as statute doesn't trump the constitution. It specifically says then if we were to approve any kind of innovation plan that requires local waivers, then you as a school board come back

and review that plan three years later. It also says if we have a plan that requires state waivers, you, the local school board, review the plan and then you suggest revisions or you can withdraw a particular school from a zone of schools or you can rescind innovation status for the whole zone. That's all local board authority. The section that is most relevant to what we're allowed to do is this section in 22-32.5-107 which says that the local board may initiate or collaborate with one or more of its schools. The idea that an innovation plan, an innovation waiver request or the formation or the dissolution of an innovation zone, has to come from the zone, it's actually mutual, it can come from either direction or both. I was the facilitator for two of the innovation plans that are currently in effect. They were both district and school led, so Becky Carter and Mark Carrera stood together with me in the library when we developed these. Monty was there in at least one of the sessions. We had district involvement, school leaders, and community leadership, etc. So that's an option for you as a board. You're not required to initiate, you're not required to lead, but you're also not prohibited from leading. In the case of the discussion that's going to happen on Tuesday, one of the things that I know you are aware of because I've seen some communication that you've seen, is that Ms. DeGeorge requested facilitation. She wants to be able to participate but she doesn't want to have to stand outside as a neutral facilitator. She wants at least Mr. Meister and me to be there because we've had to engage, as you saw at the last meeting, with a lot of the law behind what we're doing. My pretty strong recommendation as your CEO is that we proceed as the principal has explicitly requested and as you have, so far at least, permitted. We'd like to proceed in that direction but I'm certainly open to other insights or questions that you might have.

Harold: I did receive an email from Ms. DeGeorge today and she did state that she does not want to facilitate it and that she had asked for a facilitator. I have been at a meeting at Sand Creek where you did storyboarding. My experience was that it did not come out the way I anticipated it to because every voice was heard. You wrote a sticky note and put it up and nobody knew who they were from, so there was no influence. You didn't have to say it out loud. You write a sticky note and you put it up and it wasn't as intimidating as it might be if your principal or somebody was there. My thought, and one of the reasons why I voted to have this discussion and start talking about it, is because I'm hopeful after being in a meeting and seeing how that went and seeing how it worked. There wasn't bias, there wasn't a dictation, and there wasn't a leadership role that the facilitator took in the type of storyboarding that is done to initialize it. I would be hopeful that we don't have to go out and pay a third person to come in and do something that we have qualified facilitators in our district to do. I have seen Peter in action doing it and I thought it was very unbiased, very fair and every voice in the room was heard because of the way that type of facilitation happens. My thought is if at the first meeting people can go with an open mind, realizing that you don't have to stand up and be that one voice and have people see you as however they think you're going to be and use the notecards, use the sticky notes, to put it in perspective that people will see that it is not dictated and led by one person. I for one think Ms. DeGeorge needs to have her voice heard and as leading it, I don't think you can have your voice heard. That's my one perspective on it.

Moore: I don't think a hands off approach is the way in which we ought to go either. I don't think we ought to dictate it but I think we ought to be involved in some capacity as far as facilitating it and allowing different viewpoints to come to light. If Ms. DeGeorge does not want to do that, we have qualified people that can do it. Innovation does not mean just

hands off. I do believe that there is a place there, we have to have someone qualified to facilitate it and so people can ask questions too. Peter is very knowledgeable about what's going on in the district and what is allowable and not allowable as far as the state is concerned. I think that it would be great to have him facilitate it.

Irons: My only point is that, Peter, I think no matter how hard you try, you're going to be somewhat intimidating. I would rather see a 3rd party who is totally divorced from process involved. At the high school SAC meeting, I think Bob Felice referenced several folks, one is the principal in Widefield who would be more than willing to come and facilitate the process thereby keeping it free of the impression of intimidation. Maybe you're not trying to intimidate, but that impression might still be there. We'd like to see it come from the bottom up. That's my opinion.

LaVere-Wright: I would prefer to use someone, who is paid as a consultant by others, to facilitate that we already pay, Peter, to facilitate the meeting than to pay outside of the district. Some of the things that I heard about the way the innovation process started weren't my experience and I was a parent who wrote four innovation proposals. I was not on the board at the time that it started. I submitted four formal proposals to two different schools, went through the system, attended the meetings. I was in some unfacilitated ones where people's voices were not heard based on who you were and how you were perceived. What was said wasn't necessarily valued. I see the value in having it formally facilitated by someone who actually knows how to facilitate and that is a skillset that is one of Peter's strengths in the things I have seen. I also participated in a strategic planning process and I can tell you that if you ask anyone who worked for our district at the time, and you can ask them private instead of in front of me, who was in that meeting, they are going to tell you there were plenty of reasons to feel intimidated about expressing your opinion in the meeting. We had a facilitator whom we paid quite a bit of money who has the same facilitation skillsets as Peter does, to help us facilitate that. I think everyone's voices were heard and we had board members present. We had all levels of administration present and we had some people who were not educators but who were also involved in other aspects of our district present as well, and our strategic plan came out pretty awesome because everyone's voices were heard because we had someone who knew how to facilitate. The sticky note process was one of the things that was involved. We didn't all have our own little color. We didn't write our names on our stick notes; we wrote our ideas on the sticky note. We all put them up on the board and you had no clue who wrote what. And then it really became about the ideas. I think we should approach this with an open mind and allow people to use the strengths we have in our district first and then let's look at what happens instead of prejudging. There's been a heck of a lot of that. My recollection and experience as a parent in the initial process, which was part of what drove me to run for the board, was that there was a heck of a lot of involvement from the board on down in those initial innovation plans and in discussions. The discussion at the time was, we want it from the bottom up, but that wasn't the feeling of many people who were part of the process. It depended on where you were and the piece that you were playing in the process as to how you experienced it. I wasn't too far gone from having taught in the district to have connections within the staff to know how it was felt in different areas of the district with the staff as well. I think we're remembering an idealistic process that wasn't anywhere near that idealistic the first time around. Just from what my perspective was at the time, but I think we should use the skill sets we have and see what works. There's nothing that says that if we didn't get the information we wanted, to

look at some other things after. Those discussions can still happen. I think we should all be approaching it fairly and with an open mind first. Certainly one of the strengths is allowing the building leadership to participate in the discussion and a true facilitator can't participate in the discussion. So by saying let Mrs. DeGeorge lead the discussion means that if she's truly facilitating, she doesn't get to express her opinion about the ideas. She gets to say, okay, here's the next overarching question or idea and facilitates everyone else's opinions and doesn't get to express her own. I want that principal expressing, being able to be a part of the process and being able to express what she thinks as an educator. Every piece of that community is going to have a different perspective because they have a different role, not because they want to. Some of the things online I've seen and those of you who spoke tonight aren't the ones who are saying some of the really awful things I've read online that have been cruel to everyone from Mr. Hilts on down to individual teachers and administrators. Many times we can disagree on something, not because we don't care about students but because we're coming from a different perspective. Parents will have one perspective and an educator who's working in a classroom is seeing a picture from a different angle is going to have another perspective and administration is going to have a third. We have to be able to walk into the room and respect that we all want what's best for our kids. Our perspective is different because of what our viewpoint is on that. I have a weird hat on because I have to look at it from all three. I was a teacher and my children will attend Falcon High. This is a decision as we all are walking through it. My oldest is a 6th grader at Falcon Middle so I could technically go as a parent to this discussion. I've been reticent to go because I think, well as a board member, all of a sudden maybe that's not a good thing for me to be there because people will take it as a board participant instead. But if I have a great facilitator maybe I can go and have my voice heard as a parent because no one is going to know I wrote that sticky note. It gives us some other options. I think we have to start this process by first recognizing we all have a valid perspective and let's have an open mind about what each of our roles should be. That's why I think we should give Peter the chance to begin that. The innovation plans also work better when we've had more involvement. Some of the plans last time got voted on before central office people got through to be able to tell people, hey, wait a minute, in my expertise area here are the caveats to what you just proposed. Involving more people in those discussions from the beginning catches those things before people get sold on an idea that maybe isn't going to be able to work. For all of those reasons, I think that we need to let it proceed as they've planned.

Butcher: I wasn't against the discussion. I just didn't like the way we got there in the rules of order. We should be more professional in that as a board. I want to clarify that. I do believe that as the administration and as the school board, we do have a role in the facilitation of the conversation, not a role in directing the conversation. I do not believe, I'm with you on Ms. DeGeorge, quite frankly, I don't think she's in a position to facilitate the conversation. A facilitator is a neutral party that allows all voices to be heard. They do not direct and I don't believe that would be fair to her to be in that role. It's her school. She needs to be heard. As a facilitator, you have no right to an opinion. I'm going to hold you to that standard Mr. Hilts. Standards based grading intrigues me from a cerebral level. I would like to be there. I have no voice in the conversation but I would like to listen to it. I'm letting you all know this because I would like to be there and only two get to show up. I'm doing college visits so I've had some really interesting conversation with some college administration people. It's a good conversation. I do expect Mr. Hilts to be a neutral, to make sure it's a good

discussion, but not to direct it. I've actually heard from people that have been in groups facilitated by Mr. Hilts that didn't know that I was his boss because they've had him in other settings. They actually were complimentary. I do believe we have a role in facilitating the discussion.

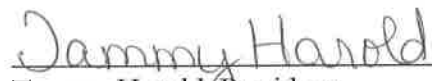
Harold: It's not a vote, but after discussion the majority of the board came to a general conclusion that Mr. Hilts can facilitate in a neutral manner and hopefully we'll have very good attendance with a variety of people and a lot of ideas coming together.

10.00 Other Business

11.00 Adjournment

It was moved by LaVere-Wright and seconded by Irons to adjourn the meeting at 7:46 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:	February 12, 2015
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; Jay Bay, Chief Operations Officer
Paul Andersen, Personnel Director

DATE: January 30, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.



BOE Regular Meeting February 12, 2015
Item 4.01 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO ADMINISTRATIVE
AND PROFESSIONAL/TECHNICAL PERSONNEL
February 12, 2015

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

APPOINTMENTS:

Carey, Tara	Hired as a Safety & Health Compliance Specialist with the Operations Division effective January 13, 2015. She has been set at a professional-technical range 1/step 11. This is a new position for 2014-2015.
DeJesus, Daniel	Hired as an Instructional Technology Specialist with Assessment and Network Emphasis effective February 2, 2015. He has been set at a professional-technical range 3/step 11. This is a replacement position.
Johanson, Ryan	Hired as an Accounting Group Manager with the Finance Department effective January 26, 2015. He has been set at an Administrative Group Manager level/step 11. This is a reclassification of a professional-technical Senior Accountant position.

REQUESTS FOR LEAVE:

RETIREMENTS:

Weyer, Pamela	Written notice of her intent to resign from her position as Principal at Odyssey Elementary School effective June 30, 2015.
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TRANSFERS:

TERMINATIONS:

RESIGNATIONS:



BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Licensed Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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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: January 30, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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



BOE Regular Meeting February 12, 2015
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL
February 12, 2015

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

APPOINTMENTS:

Bustos, Gabriella	Hired as an Intent to Non-Renew Science Teacher at Vista Ridge High School effective January 5, 2015. She has been set at a BA/1. This is a replacement position.
Kessinger, Caryn	Hired as an Intent to Non-Renew Special Education Teacher at Rocky Mountain Classical Academy effective January 5, 2015. She has been set at a MA/1. This is a replacement position.
Ottesen, Marybeth	Hired as an Intent to Non-Renew Math Teacher at Vista Ridge High School effective January 5, 2015. She has been set at a MA/10. This is a replacement position.
Smith, Sara	Hired as a part-time Intent to Non-Renew Special Education Teacher at Springs Ranch Elementary School effective January 5, 2015. She has been set at a BA/9. This is a replacement position.

REQUESTS FOR LEAVE:

RETIREMENTS:

Eaton, Robert	Written notification of his intent to retire from his position as 8 th Grade Math Teacher at Falcon Middle School effective May 26, 2015.
Gadd, Richard Scott	Written notification of his intent to retire from his position as 5 TH Grade Teacher at Springs Ranch Elementary School effective May 26, 2015. Mr. Gadd is requesting a PERA 110/110 transitional year for the 2015-2016 school year.
Thomas, Susan	Written notification of her intent to retire from her position as Dean of Students at Falcon Middle School effective May 26, 2015.

TRANSFERS:

TERMINATIONS:

RESIGNATIONS:

Baretich, Kara	Written notification of her intent to resign from her position as 2 nd Grade Teacher at Springs Ranch Elementary School effective February 2, 2015. Ms. Baretich is currently on a one-year leave of absence.
Gallagher, Jennifer	Written notification of her intent to resign from her position as .75 Science Teacher at Falcon Virtual Academy effective May 26, 2015.
Raczuk, Kristen	Written notification of her intent to resign from her position as 3 rd Grade Teacher at Stetson Elementary School effective May 26, 2015.

SUBSTITUTES:

BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	February 12, 2015
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</u> <u>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; Jack Bay, Chief Operations Officer;
Paul Andersen, Director of Human Resources

DATE: February 2, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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

BOE Regular Meeting February 12, 2015
Item 4.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL
February 12, 2015

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

APPOINTMENTS TO NEW POSITIONS:

Serrano, Elaine Online Learning Coach at Sand Creek High School, full time, school year, step 11, 7 hours per day, start date January 20, 2015.

APPOINTMENTS TO EXISTING POSITIONS:

Clemens, Michelle Special Education Teacher Assistant at Ridgeview Elementary School, full time, school year, replacing Jaimee Shepard, step 1, 7 hours per day, start date January 29, 2015.

Cox, Erin Special Education Teacher Assistant at Horizon Middle School, part time, school year, replacing Augustus Ward, step 7, 7 hours per day, start date January 07, 2015.

Dastas, Laura Lunch Monitor at Odyssey Elementary School, part time, school year, replacing Amanda Cloe, step 1, 2.5 hours per day, start date January 27, 2015.

TRANSFERS:

Bebb, Kimberly Transfer from her position as Building Custodial Technician at Falcon Middle School to an existing position as Building Manager at Falcon Middle School replacing James Gregg Crask, full time, full year, step 12, 8 hours per day, start date January 1, 2015.

Gaisford, Robin Transfer from her position as Attendance Secretary at Springs Ranch Elementary School to an existing position as Administrative Secretary at Springs Ranch Elementary School replacing Cynthia Miller, full time, extended school year, step 12, 8 hours per day, start date December 1, 2014.

Keller, Chong Transfer from her position as Nutrition Services Assistant at Rocky Mountain Classical Academy to an existing position as Nutrition Services Assistant at Horizon Middle School replacing Kimberly Callaghan, part time, school year, step 4, 5 hours per day, start date January 6, 2015.

Miller, Cynthia Transfer from her position as Administrative Secretary at Springs Ranch Elementary School to an existing reclassified position as Zone Executive Administrative Assistant for Sand Creek Zone replacing Bonnie Nugent, full time, full year, step 15, 8 hours per day, start date December 1, 2014.

Sheets, Alicea Transfer from her position as Before and After School Site Assistant at Evans Elementary School to an existing position as Before and After School Site Lead at Evans Elementary School replacing Kayla Martinez, full time, full school year, step 6, 6.25 hours per day, start date December 15, 2014.

Ward, Augustus Transfer from his position as Special Education Teacher Assistant at Horizon Middle School to an existing position as severe needs Special Education Teacher Assistant at Horizon Middle School replacing Malinda Curra, full time, school year, step 4, 7 hours per day, start date January 6, 2015.

RESIGNATIONS:

Bourgeois, Anne Resignation from her position as Bus Driver at Transportation, effective January 15, 2015.

Brown, Mirinda Resignation from her position as Lunch Monitor at Horizon Middle School, effective January 12, 2015.

Broxson, Suzanne Resignation from her position as Bus Monitor at Transportation, effective January 6, 2015.

Cloe, Amanda Resignation from her position as Crossing Guard at Ridgeview Elementary School, effective

January 5, 2015.

Cloe, Amanda	Resignation from her position as Lunch Monitor at Odyssey Elementary School, effective January 5, 2015.
Garner, Telenia	Resignation from her position as Bus Driver at Transportation, effective January 9, 2015.
Morgan, Barbara	Resignation from her position as Bus Driver at Transportation, effective January 30, 2015.
Rodriguez, Silvia	Resignation from her position as Nutrition Services Assistant at Remington Elementary School, effective January 30, 2015.
Staite, Julie	Resignation from her position as Special Education Teacher Assistant at Falcon High School, effective January 19, 2015.
Walker, Maria	Resignation from her position as Administrative Assistant at iConnect Zone, effective January 19, 2015.

TERMINATIONS:

Snook, Darrin	Abandonment from his position as Bus Driver at Transportation, effective January 30, 2015.
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RETIREMENTS:

Knarr, Charles	Retirement from his position as Mechanic at Transportation, effective January 30, 2015.
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BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

SPECIAL BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Continuing Zone Leader/Zone Superintendents
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

RATIONALE: The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement.

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: January 30, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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



BOE Regular Meeting February 12, 2015
Item 4.04 continued

COMMENTED					
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	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
2015-2016 Administrative Personnel Recommendation – Zone Superintendents
February 12, 2015

Last Name	First Name	Position
Dorsey	Sean	Sand Creek Zone Leader/Zone Superintendent
Pickering	Michael	POWER Zone Leader/Superintendent



BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

SPECIAL BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Continuing Central Office Administrative Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

RATIONALE: The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement.

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: January 30, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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



BOE Regular Meeting February 12, 2015
Item 4.05 continued

COMMENTED					
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	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
2015-2016 Administrative Personnel Recommendation – Central Office
February 12, 2015

Last Name	First Name	Position
Andersen	Paul	Director of Human Resources
Craddock	Zachary	Executive Director of Individualized Education
Deines-Henderson	Monica	Director of Nutrition Services
Fletcher	Louis	Coordinator of Cultural Capacity
Hahn	Jay	Asst. Dir./Manager of Risk & Expelled Students
Hammond	Richard Gene	Director of Transportation
Jackson	Kathlynn	Assistant Director for Special Services
Kingsland	Dianne	Coordinator of 21 st Century/STEM
Lester	Nikki	Director of Career and Technical Education
McDermott	Sally	Human Resources Manager
Meadows	Martina	Coordinator – ELD
Meister	Matthew	Director of Communications
Perez	Mary	Director of Concurrent Enrollment
Rigdon	Kristina	Coordinator of CIA
Watson	David	Director of School Safety & Security
Whetstine	Amber	Executive Director of Learning Services



BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

SPECIAL BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Continuing Building Administrative Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

RATIONALE: The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement.

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: January 30, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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



BOE Regular Meeting February 12, 2015
Item 4.06 continued

COMMENTED					
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	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
2015-2016 Administrative Personnel Recommendation – Building Administrators
February 12, 2015

Last Name	First Name	Position	Zone/Location
Mason	Erica	CIA Professional Development Administrator	Falcon Zone
Crespin	Aimee'	Assistant Principal	Falcon Zone/FES
Keck	Marlinde	Principal	Falcon Zone/FES
Cleveland	Drew	Assistant Principal	Falcon Zone/FHS
Oberg	Steven	Assistant Principal	Falcon Zone/FHS
Hinson	Tony	Assistant Principal/Athletic Director	Falcon Zone/FHS
Goodyear-DeGeorge	Cheryl	Principal	Falcon Zone/FHS
Belveal	Chad	Assistant Principal	Falcon Zone/FMS
Maranville	Amanda	Assistant Principal	Falcon Zone/FMS
Smith	Brian	Principal	Falcon Zone/FMS
Kulbacki	Edward	Assistant Principal	Falcon Zone/MRIS
Leon	Kimberly	Principal	Falcon Zone/MRIS
Miller	Michael	Assistant Principal	Falcon Zone/WHES
Bonavita	James	iConnect Solutions Coordinator	iConnect Zone
Fletcher	Jodi	Assistant Principal	iConnect Zone/FVA
Knoche	David	Principal	iConnect Zone/FVA
Ortiz-Torres	Amanda	Assistant Principal	iConnect Zone/PLC
Kyle	Sherry	Zone Operations Administrator	POWER Zone
Thompson	Rebecca	Assistant Principal	POWER Zone/OES
McKeal	Marjorie	Assistant Principal	POWER Zone/RVES
Granaas	Mary Kathleen	Assistant Principal	POWER Zone/SES
Moulton	Jeffrey	Principal	POWER Zone/SES
Bonynge	Scott	Assistant Principal	POWER Zone/SMS
Fillo	Lisa	Assistant Principal	POWER Zone/SMS
Gioscia	Patricia	Assistant Principal	POWER Zone/SMS
Tinuucci	Catherine	Principal	POWER Zone/SMS
Barnes	Dwight	Assistant Principal	POWER Zone/VRHS
Dalee	Jason	Assistant Principal	POWER Zone/VRHS
Schoen	Elaine	Assistant Principal	POWER Zone/VRHS
Grose	Bruce	Principal	POWER Zone/VRHS
Breeding	Jennifer	Assistant Principal	Sand Creek Zone/EIES
Slyter	Michelle	Principal	Sand Creek Zone/EIES
Dalzell-Wagers	Elizabeth	Assistant Principal	Sand Creek Zone/HMS
Hagood	Jennifer	Assistant Principal	Sand Creek Zone/HMS
Horras	Dustin	Principal	Sand Creek Zone/HMS
Ancell	Susan	Assistant Principal	Sand Creek Zone/RES
Brown	Mark	Principal	Sand Creek Zone/RES
Welch	Jared	Assistant Principal – Climate & Culture	Sand Creek Zone/SCHS
Giddings	Janet	Assistant Principal – Curriculum & Instruction	Sand Creek Zone/SCHS
Hamilton	Ronald	Principal	Sand Creek Zone/SCHS
Landon	Jennifer	Assistant Principal	Sand Creek Zone/SRES
Mariotti	Kimberly	Principal	Sand Creek Zone/SRES

BOARD OF EDUCATION AGENDA ITEM 4.07 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Donna Richer, Executive Assistant
TITLE OF AGENDA ITEM:	Approval of Minutes of Regular Board Meeting on 1/8/2015 and Special Board of Education Meeting 1/28/15
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	<u>Major impact</u>
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: I move to approve the consent agenda.

APPROVED BY: Marie LaVere-Wright, Board Secretary

DATE: February 4, 2015

Moore made the motion; seconded by Irons. The motion passed 4-0.

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

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Brad Miller, Legal Counsel
TITLE OF AGENDA ITEM:	Trail Ridge Academy, Withdrawal of Charter Application
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In spring, 2014, Trail Ridge Academy (TRA) submitted a charter school application in accordance with the district's deadline. District and statutory processes were followed in accordance with this application. However, in a letter dated December 16, 2014, the founding committee of TRA asked to withdraw its charter application and contract request with Falcon School District 49. The action proposed herein is for the Board of Education to approve the withdrawal of the charter.

RATIONALE: Under Colorado law, a charter applicant may unilaterally withdraw its application. Under such circumstances, the Authorizer (here, Falcon School District 49) has no obligation to hold the charter approval open and may require a new application (or a streamlined process) before approval, all of which are subject to the statutory timelines and District policies.

RELEVANT DATA AND EXPECTED OUTCOMES: Approval of the proposed action will terminate the charter application and contract for Trail Ridge Academy.

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	<u>District 49's responsible approach to charter schools ensures that all new schools are high-quality.</u>
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: NA

AMOUNT BUDGETED: NA

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the withdrawal of the charter application by Trail Ridge Academy.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 4, 2015

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 February 12, 2015
Item 7.01 continued

COMMENTED					
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	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Revisions to Personnel Policies
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Human Resources performs ongoing reviews of Board personnel policies to ensure compliance with current laws and regulations and to ensure Board policies align with practices that best serve the District. The Administration submits for Board consideration the following changes to policies related to leaves of absence and paid leave:

Revisions to Existing Policies and Associated Regulations:

- GBC, FMLA Eligible Staff Leaves and Absences
- GBC-R, FMLA Eligible Staff Leaves and Absences
- GBCA, Non FMLA Eligible Staff Leaves and Absences
- GBCA-R, Non FMLA Eligible Staff Leaves and Absences
- GBGG, Staff Sick Leave
- GBGI, Staff Leaves and Absences

RATIONALE: Board policies are routinely reviewed to ensure that they are current and reflect both applicable federal and/or state regulations as well the needs of the district.

RELEVANT DATA AND EXPECTED OUTCOMES: By reviewing and ultimately approving these policy changes, the Board is helping to ensure that the district has current and relevant leave policies in place that reflect the requirements of the law as well as the needs of the district.

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	Updating and improving leave policies are directly linked to Rock #3. Clear and up to date leave policies are essential for supporting our staff.
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 discussion at the January 28th work session, I move to approve revisions to policies listed in item 7.02, including additional changes to policy GBC, as recommended by the Administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 3, 2015

BOE Regular Meeting February 12, 2015
Item 7.02 continued

La Vere-Wright made the motion; seconded by Irons.

Harold noted that there has been a revision to the policy allowing for twelve (12) weeks for each parent for the birth, placement or adoption of a child instead of limiting it to twelve (12) weeks per family. It's twelve (12) weeks per parent.

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					



BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Janet Giddings, Assistant Principal, Curriculum & Instruction, Sand Creek High School
TITLE OF AGENDA ITEM:	Proposed new courses
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: See the attached sheet for background information, description of need, and specific new course requests.

RATIONALE: Differentiating our instructional pathways will allow us to better serve student needs.

RELEVANT DATA AND EXPECTED OUTCOMES: Percentage of passing student scores on AP, IB and concurrent enrollment tests will increase, allowing more SCHS students to earn college credit while in high school. Percentage of SCHS students requiring post-secondary remediation will decrease, allowing more SCHS students to earn post-secondary college credit.

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> district in Colorado to learn, work and lead	<u>X</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	<u>X</u>
Rock #5 — Customize our educational systems to launch each student toward success	X

FUNDING REQUIRED: none needed

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at previous work session, I move to approve the new course requests described in agenda item 7.03 at Sand Creek High School for the 2015-16 school year.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 3, 2015

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 February 12, 2015
Item 7.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Jack W. Bay, COO
TITLE OF AGENDA ITEM:	Facilities Small Engine-Equipment Repair Mechanic
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: After observing the actual workload for the facilities small engine staff technician, it has become apparent the current job description for this position needed to be revised. The original scope of the position was focused on maintaining facilities building maintenance equipment such as vacuums, scrubbers and some small engines. The position has now expanded into maintaining snow plow equipment, diesel engines for the skid loader, as well as, other grounds equipment that is not maintained by our transportation mechanics.

RATIONALE: In an effort to pursue our quest to be the best district to learn, work and lead, I was compelled to compare this position against our peers D11, Academy 20, Adams 12 and Douglas County. Each of these districts has similar positions. Each of them had a pay range that was higher than our grade 13 range. In two of the Districts, the scope of the work was less than our current position but had a much higher pay range. As a result, I am recommending updating the job title to a small engine – equipment mechanic versus a technician, changing the pay grade from schedule 13 with a range salary from \$14.49 to 21.96 with the midrange salary of \$17.31 per hour to schedule 15 starting at \$15.40 to \$23.35 with the midrange salary of \$18.94 per hour and revising the job description to reflect these changes. This needed change will properly reflect the work being performed and associate the appropriate market compensation for this position. The change impacts only one staff member at this time and the financial impact is minimal. As a result, I am recommending changing the current staff member's salary to reflect the new salary range with the same step. The annual pay difference annually will be approximately \$3,000. This job description and recommended salary modification has been reviewed by Human Resources.

RELEVANT DATA AND EXPECTED OUTCOMES: This change properly aligns the scope of work performed in this position and the market compensation. The District pay for this position is still lower than that of the market average, but is now in alignment with the marketplace.

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	<u>This change allows the district to properly align the scope of the work needed to maintain our ever increasing small engine and equipment repair demands for a growing school district. As a result, we change we build the foundation for our quest to be the best in the facilities department.</u>
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 February 12, 2015
Item 7.04 continued

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$3,000 annually

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion at the previous work session, I move to approve the revisions to the Facilities Small Engine-Equipment Repair Mechanic job description and reclassification of the salary grade as requested.

APPROVED BY: Jack W. Bay, Chief Operations Officer

DATE: 2-4-15

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 7.05 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Peter Hilts, Chief Education Officer
TITLE OF AGENDA ITEM:	New Policy: FF and FF-R, Naming of Building
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: District 49 does not currently have a policy or procedure for naming or renaming buildings. This policy sets parameters for district and community leaders to propose names for district facilities. Past practice has been largely ad hoc.

RATIONALE: Effective branding is a crucial component in our educational model.

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	This policy explicitly requires community input and guidance in naming facilities.
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: After careful review at the previous work session, I move to approve policy FF, Naming of Buildings, as recommended by the Administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 3, 2015

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 7.06 MINUTES

SPECIAL BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Continuing Chief Administrators
ACTION/INFORMATION/DISCUSSION:	Action

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

RATIONALE: The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement.

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: Tammy Harold, Board President

DATE: January 30, 2015

La Vere-Wright made the motion; seconded by Irons.

Irons clarified that this motion was to renew the 2015-16 contracts for all three chief officers, chief operations, chief business and chief education officer.

The motion passed 4-1.



BOE Regular Meeting February 12, 2015
Item 7.06 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Barbara Seeley, Executive Assistant to CEO
TITLE OF AGENDA ITEM:	Student Study Trips
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

SRES

Camp Elim trip

Departure-5/6/15 Return-5/8/15

100 students will attend this trip.

Cost of trip is about \$110 per student (includes transportation, meals, activities and lodging).

The objective of this trip includes outdoor education and teambuilding. All educational activities are lead by the 5th grade teachers.

Fundraising will 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	
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: February 3, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Jay Hahn, EXCEL Dean
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 January 2015.

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: February 3, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	February 12, 2015
PREPARED BY:	Brett Ridgway, Chief Business Officer; Jack Bay, Chief Operations Officer; Peter Hilts, Chief Education 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.



BOE Regular Meeting February 12, 2015
Item 9.01 continued

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; Jack Bay, Chief Operations Officer; Peter Hilts, Chief Education Officer

DATE: February 5, 2015

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

	BAY	HILTS	RIDGWAY	MILLER	
COMMENTED	X		X	X	