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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
October 8, 2015
6:30 p.m.
Education Service Center – Board Room

Fantastic 49 - 6:00 p.m.

- Outstanding Biology Teacher for Colorado
- Good Financial Stewardship: New Buses

6:30 p.m.

1.00 Call to Order and Roll Call

A regular meeting of the 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, Mrs. LaVere-Wright and Mr. Moore. Mr. Irons was absent with prior notification.

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 Moore to approve the agenda as presented. *The motion was put and carried with Butcher, aye; Harold, aye; LaVere-Wright, 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 Schedule B Personnel
- 4.05 Approval of DAAC Membership
- 4.06 Approval of Minutes of Regular Board of Education Meeting 9/10/15
- 4.07 CHSAA Middle School Membership

5.00 Board Update

Butcher: It's nice to be back in this room. Thank you to Jack and your team. Fresh carpet, it smells a little better than it did a few weeks ago.

5.01 Chief Officer Update

Bay: Just to give you a logistical update, you can see that we have new carpet but we've actually reconfigured it. With a little of input from my fellow chiefs we've been able to restructure it. We've had a couple of logistical issues that we're still working through. Our intent is the table that you see over here is going to be the future chiefs table and we'll reconfigure that a little bit. We now have the monitor that you can actually see live. I'm kind of surprised that we figured out a way to get that

done. Brett has it hard wired to his laptop. It actually provides a little bit better structure for the future of how we're going to be doing our business within the board.

Ridgway: It's October which means October count is happening. That is a month long process even though it used to be called October 1 count, as in a literal day but it's really a window now. Even after that window is closed, we have to spend a lot of time scrubbing through each student by student looking at their schedules to know whether they count full-time or part-time and things like that. It's quite a long exercise. It's a good first significant statistical marker for this school year in terms of how the financials will play out in the amended budget.

Hills: I'm very excited to be back. Thank you to Jack and his team and the providers that they found. They did a great job getting us back here. I continue to do my extended school visits so those are usually two, two and a half hours in schools. This semester my emphasis is mostly with teachers. This is a great place to be. There are a lot of good things going on at the teacher level and you hear about those in Fantastic 49. I wanted to tell you as a board that the degree of clarity and stability is making a difference for our teachers. They appreciate that. They're recognizing how far we've come and so I just wanted to reflect that back to you because you don't always hear how much the teachers appreciate the stability that you are providing. I'm excited to have some students here to talk about the student board of representatives. Part of our redesign was anticipating that you would probably approve the thing that you asked us to do. We'll see how that goes a little bit later. We did design with that in mind.

Harold: I would like to thank all of our boy scouts for being here. I hope you enjoy our meeting. We will try not to make it too boring for you.

6.00 Open Forum

Hanno: Good evening. My name is Stacy Hanno and I am the parent to Teagan Hanno. I would like to bring to the board's attention some incidents regarding my daughter's ability to obtain a great education while accommodating her disease. Back on August 3rd I spoke to someone at Remington making her aware of Teagan's allergy. She said that she would create a note that would flag the system. On September 9th I got a call at 12:15 stating that Teagan had vomited severely and that she was in the clinic with a fever. Upon getting her home, I immediately checked her temperature and it was 98.6. My daughter stated that her tummy was hurting really bad. After speaking with Teagan she stated that she was fed pizza at school. On September 10th, I spoke to the same individual from August 3rd and she admitted that she had forgotten to create the flag in the system and that she would do it while I was on the phone. I spoke to the principal requesting a 504 plan for my daughter and brought about the awareness of the incident. Presently a 504 plan is still not in place. I packed Teagan's lunch on September 29th and October 1st and both days lunch came back home untouched and she stated she had pizza and chili mac. By the evening of October 1st my daughter refused to eat dinner and had complaints of severe stomach pain, was in and out of the bathroom, which was very unpleasant. The complaints from Teagan continued until October 4th. She refused to eat for 3 days due to the pain associated with consuming gluten. As a result she was absent from school on October 2nd. I have been on the phone with special services asking why my daughter is not being accommodated based on her disease and medical requirement for a gluten free diet. In response to follow-up and I quote "We do not recognize gluten as an allergy let alone a life-threatening one at that." So I do not foresee any changes being made in the future. If not treated correctly, celiac disease will in fact lead to malnutrition, stunted growth and the list continues. Malnutrition alone will lead to hospitalization resulting in my daughter not getting an education that she has a right to obtain and deserves just as any other students. I find it highly unacceptable for this incident involving an allergy to be overlooked. As a medical professional myself, I would lose my license and risk being sued. As a parent, I am simply asking for my daughter's diet to be

accommodated since she is on the free lunch program. The requirement to be on a very restrictive diet does in fact alter our lives. I definitely feel that my daughter is being discriminated against and the importance of this restrictive diet is being ignored and taken very lightly. This is not a fad diet for our family. My daughter's life medically depends on this restrictive diet and I would greatly appreciate if the district would link hands with my family and provide support. My requests are this, training for the district on celiac disease, full accommodation of my daughter's diet and linking hands supporting my family as we too make the very difficult transition to include patience, grace and understand as this still is very new to our family. She was diagnosed in February this year. There are steps that our entire family is progressively making to help her be sufficient at identifying her safe foods and I expect the school's help as well. Thank you for your time and I look forward to this partnership so we can ensure that Teagan gets a great education.

Harold: Thank you. I will turn that over to the chiefs to address at a later meeting.

Bay: I wasn't aware of the issue. I will follow-up with Monica when she returns.

Gibson: My name is Michelle Gibson and I am a teacher at Vista Ridge High School and there's something pretty awesome happening there for our juniors. A counselor, his name is Chad Cosner, has started developing an ACT prep program. He has created this opportunity for juniors to take this program in place of a study hall or an open class period so that they get the opportunity to raise their ACT scores. There are about 81 students that are very interested in taking this course. Their scores range from a 19.3 to a 22.6. The state average for ACT is around 19.8. This course offers students with the ability to take their ACT score of a 19-20 and raise it something more like a 28 or a 32. Students that have a 22-24 ACT score get letters in the mail saying, we think you're pretty cool. We saw your ACT score. We would like you to come to our campus. Students with a 32-34 ACT score have letters more like, we think you're awesome, here's \$60,000 to come to our school. It's an amazing opportunity for these juniors. It allows them the ability to go to school without having to worry about funding or getting student loans. It allows our district to be seen as a district that produces students who have scores higher than the state average. It's just a fantastic opportunity that allows these kids great things. Upon hearing of this information, I talked to Chad Cosner and my principal and said that I volunteer personally to give up one of my planning periods, voluntarily, so unpaid, in order to teach our juniors this course because I think that it is so powerful that they have this opportunity. I also think that it would break my heart if one of these juniors got turned away and were prevented from taking this course and going to a school where they aren't getting funding and where they have to get buried in student loans as I know personally is very hard. Also on the English level, because I'm an English teacher, we have been talking about moving to semester long courses. We've talked about actually offering an ACT course as a legitimate course for our students starting next year. So first semester they will be talking about American Lit and the next semester if they choose to, they can take an ACT prep class where they do things like take prep tests and talk about study skills and habits and how they can get those scores up to a place where they get offered money to go to schools.

Moore: What can we do to help?

Hills: The principals are plotting and planning to come to talk to you. All the secondary principals will come and talk to you about making the ACT in our secondary schools as important as we have made the 3rd grade primary literacy in the elementaries. It's not only because she's my son's teacher but I also want to compliment Michelle because this is one of the things that Bruce Grose, the Principal of Vista was so excited about. He said when you have a program that's so compelling that teacher's volunteer their time; you know you've hit on something really powerful. You will be hearing quite a bit more with some specifics about how you can support. At this point I don't believe we're planning to ask for any funding because there are other things going on district-wide at

the budget level. But in the future, you're probably going to hear us come to you with this kind of course as a priority at our secondary level.

7.00 Action Items – see attachments

- 7.01 Approval of Accreditation of Schools
- 7.02 Approval of District Benefit Plan
- 7.03 Approval of Official Survey Date for Impact Aid, October 27, 2015
- 7.04 Action on Updated Student Fees
- 7.05 Reclassified Job Descriptions
 - a. Facilities Manager
 - b. Facilities System Specialist
- 7.06 Action on Policy Review and Revision
 - a. CASB Recommended Policy Revisions
 - 1. EDC Authorized Use of School-Owned Materials or Equipment
 - 2. GBDD Staff Fringe Benefits
 - 3. GCFA Hiring of Instruction Staff/Portability of Non-probationary Status
 - 4. GCG Part-Time & Substitute Instructional Staff
 - b. District Recommended Policy Revisions
 - 1. EDB Maintenance/Control of Materials/Property
 - 2. FA Facilities Development Goals/Priority Objectives
- 7.07 Approval of Matters Related to Schedule B Personnel
- 7.08 Items Removed from Consent Agenda

8.00 Information Items – see attachments

- 8.01 Student Study Trips
- 8.02 Process Improvement Update

9.00 Discussions Items – see attachments

- 9.01 Student Board of Representatives Proposal (10 minutes)
- 9.02 Sand Creek Zone Performance Report (10 minutes)
- 9.03 Communications Performance Update (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 a specific staff member with prior written notification for Chief Operations Officer evaluation and review

It was moved by LaVere-Wright, seconded by Moore to go into Executive Session pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review. *The motion was put and carried with Butcher, aye; Harold, aye; LaVere-Wright, aye; Moore, aye. The motion carried 4-0.*

The President called a fifteen minute recess at 7:44 p.m.

The Board went into Executive Session at 8:06 p.m. with the following people present: Tammy Harold, President; Marie LaVere-Wright, Secretary; Kevin Butcher, Treasurer; Jack Bay, Chief Operations Officer and Donna Richer, Executive Assistant to the Board of Education.

It was moved by LaVere-Wright and seconded by Moore to return to regular session at 8:43 p.m. *The motion was put and carried with Butcher, aye; Harold, aye; LaVere-Wright, aye; Moore, aye. Motion carried 4-0.*

11.00 Adjournment

It was moved by LaVere-Wright and seconded by Moore to adjourn the meeting at 8:43 p.m. *The motion was put and carried with Butcher, aye; Harold, aye; LaVere-Wright, aye; Moore, aye. Motion carried 4-0.*

Respectfully submitted by Donna Richer,

Tammy Harold
Tammy Harold, President

Marie LaVere-Wright
Marie LaVere-Wright, Secretary



BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

SPECIAL BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Administrative and 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, Director of Human Resources

DATE: September 25, 2015

La Vere-Wright made the motion; seconded by Moore. The motion passed 4-0.



BOE Regular Meeting October 8, 2015
Item 4.01 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO ADMINISTRATIVE
AND PROFESSIONAL/TECHNICAL PERSONNEL
October 8, 2015

Be it resolved, that the following matters relating to administrative and professional/technical personnel be approved as recommended by the Chief Officers:

APPOINTMENTS:

REQUESTS FOR LEAVE:

RETIREMENTS:

TRANSFERS:

Steeves, Kimberly

Transferring from her position as Professional Staff Liaison with the Human Resources Department to Central Enrollment Supervisor with Central Enrollment.

TERMINATIONS:

RESIGNATIONS:



BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	October 8, 2015
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, Director of Human Resources

DATE: September 25, 2015

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

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



BOE Regular Meeting October 8, 2015
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL
October 8, 2015

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

APPOINTMENTS:

Hohner, Barbara	Hired as a School Psychologist with the Special Services Department effective October 5, 2015. She has been set at a MA+36/10. This is a replacement position.
McNeil, Milithza	Hired as an Intent to Non-Renew Family and Consumer Sciences Teacher at Falcon Middle School effective September 28, 2015. She has been set at a BA/4. This is a replacement position.

REQUESTS FOR LEAVE:

RETIREMENTS:

Koiter, Linda	Written notification of her intent to retire from her position as French/German Teacher at Vista Ridge High School effective May 31, 2016. If her retirement is granted, Ms. Koiter is also requesting approval to complete a PERA 110/110 transitional year for the 2016-2017 academic year.
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TRANSFERS:

TERMINATIONS:

RESIGNATIONS:

Latendresse, Olivia	Written notice of her intent to resign from her position as Special Education SLD Teacher at Sand Creek High School effective October 9, 2015.
Lunde, Kristen	Written notice of her intent to resign from her position as School Psychologist with the Special Services Department effective October 10, 2015.
Smith, Melissa	Written notice of her intent to resign from her position as Family and Consumer Sciences Teacher at Falcon Middle School effective September 29, 2015.

SUBSTITUTES:

Adams, Tarike	Hired as a substitute for the 2015-2016 school year.
Backeberg, Pamela	Hired as a substitute for the 2015-2016 school year.
Burgamy, Summer	Hired as a substitute for the 2015-2016 school year.
Carroll, Audrey	Hired as a substitute for the 2015-2016 school year.
Hunt, Bryan	Hired as a substitute for the 2015-2016 school year.
Killgore, Mishka	Hired as a substitute for the 2015-2016 school year.
Mulack, Sonya	Hired as a substitute for the 2015-2016 school year.
Reinhard, Rachel	Hired as a substitute for the 2015-2016 school year.
ross, Jennifer	Hired as a substitute for the 2015-2016 school year.
Schneider, Katherine	Hired as a substitute for the 2015-2016 school year.
Theda, Angela	Hired as a substitute for the 2015-2016 school year.



BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Lisa Cheney, 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
approved salary tables

AMOUNT BUDGETED: In accordance with Board of Education

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, Director of Human Resources

DATE: September 24, 2015

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

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

BOE Regular Meeting October 8, 2015
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL
October 08, 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:

Bailey, Alexis	Special Education Teacher Assistant at Sand Creek High School, full time, school year, step 1, start date October 05, 2015
Bank, Adam	Temporary Regular Education Teacher Assistant at Skyview Middle School, full time, school year, step 9, start date October 01, 2015
Baumgardner, Cindi	Special Education Teacher Assistant at Sand Creek High School, full time, school year, step 1, start date October 1, 2015
King, Augustine	Building Custodial Technician at Horizon Middle School, full time, full year, step 10, start date October 1, 2015
Moquin, Shanna	Special Education Teacher Assistant at Sand Creek High School, full time, school year, step 1, start date October 05, 2015
Ross, Jennifer	Special Education Teacher Assistant at Falcon Elementary School, full time, school year, step 6, start date September 24, 2015

APPOINTMENTS TO EXISTING POSITIONS:

Anderson, Walter	Irrigation Specialist at Facilities, full time, full year, step 11, start date September 08, 2015
Bank, Adam	Special Education Teacher Assistant at Falcon High School, full time, school year, step 9, start date September 08, 2015
Berkeland, Brice	Bus Driver at Transportation, full time, school year, step 1, start date September 15, 2015
Carson, Christine	Before & After School Site Assistant at Springs Ranch Elementary School, full time, school year, step 1, start date September 08, 2015
De La Garza, Laura	Hourly Reading/Math Tutor at Odyssey Elementary School, part time, school year, , start date September 08, 2015
Gardner, Megan	Health Assistant at Rocky Mountain Classical Academy, full time, school year, step 1, start date September 08, 2015
Garza-Abrego, Sylvia	Special Education Teacher Assistant at Woodmen Elementary School, full time, school year, step 4, start date September 14, 2015
Golden, Joshua	Building Custodial Technician at Meridian Ranch Elementary School, full time, full year, step 10, start date September 08, 2015
Green Deanna	Bus Monitor at Transportation, full time, school year, step 1, start date September 21, 2015
Green, Joan	Bus Driver at Transportation, full time, school year, step 1, start date September 15, 2015

Green, Tina	Preschool Teacher Assistant at Odyssey Elementary School, full time, school year, step 6, start date September 21, 2015
Laske, Jennifer	Crossing Guard at Ridgeview Elementary School, part time, school year, step 4, start date October 1, 2015
Martin, Diego	Warehouse Courier at Nutrition Services, full time, full year, step 3, start date October 01, 2015
Mazzagatti, Teri	Bus Driver at Transportation, full time, school year, step 3, start date September 15, 2015
Monteagudo, Vanessa	Nutrition Services Assistant at Falcon High School, part time, school year, step 1, start date September 24, 2015
Nottingham, Cynthia	Preschool Teacher Assistant at Springs Ranch Elementary School, full time, school year, step 1, start date September 17, 2015
Reid, Belinda	Attendance Secretary Evans Elementary School, full time, extended school year, step 4, start date September 08, 2015
Remacle, Virginia	Bus Driver at Transportation, full time, school year, step 11, start date September 22, 2015
Smith, Sharita	Regular Education Teacher Assistant at Stetson Elementary School, part time, school year, step 2, start date September 28, 2015
Traylor, Pamela	Health Assistant at Stetson Elementary School, full time, school year, step 1, start date September 14, 2015
Watts, Hannah	Nutrition Services Assistant at Skyview Middle School, part time, school year, step 3, start date September 28, 2015
West, Kayla	Nutrition Services Assistant at Meridian Ranch Elementary School, part time, school year, step 2, start date September 17, 2015

TRANSFERS:

Carson, Lauric	Transfer from her position as Campus Security Officer at Falcon High School to a new position as Lead Campus Security Officer at Falcon High School, full time, extended year, start date September 01, 2015
Censner, Loretta	Transfer from her position as Nutrition Services Assistant at Meridian Ranch Elementary School to an existing position as Nutrition Services Assistant at Skyview Middle School, full time, school year, start date September 01, 2015
Junkins, Robert	Transfer from his position as Warehouse Courier at Nutrition Services to an existing position as Grounds Technician at Facilities, full time, full year, start date September 16, 2015
Sifford, Brooke	Transfer from her position as Special Education Teacher Assistant at Sand Creek High School to an existing position as Special Education Teacher Assistant at Falcon High School, full time, school year, start date October 01, 2015
Wentworth, Brianne	Transfer from her position as Regular Education Teacher Assistant at Odyssey Elementary School to a new position as Temporary Title 1 Funded Reading/Math Tutor at Odyssey Elementary School, part time, school year, start date September 01, 2015

SUBSTITUTE:

Burdick, Michelle	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
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Butkus, Valerie	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Koch, Amanda	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Lawson, Idali	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Macias, Karla	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Martin, Adam	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Pantoja, Jose	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement

RESIGNATIONS:

Anderson, Jane	Bus Driver, Transportation, effective September 8, 2015
Ardoin, Asel	Nutrition Services Assistant, Stetson Elementary School, effective July 27, 2015
Bachmann, Amanda	Lunch Monitor, Stetson Elementary School, effective May 21, 2015
Bank, Adam	Special Education Teacher Assistant, Falcon High School, effective September 08, 2015
Bauer-Gaylor, Bridgette	Crossing Guard, Odyssey Elementary School, effective October 2, 2015
Crawley, Kyle	Bus Monitor, Transportation, effective August 04, 2015
Engel, Lisa	Special Education Teacher Assistant, Stetson Elementary School, effective September 04, 2015
Green, Dianna	Bus Monitor, Transportation, effective August 04, 2015
Lawson, Idali	Nutrition Services Assistant, Ridgeview Elementary School, effective May 21, 2015
McCullar, Jennifer	Health Assistant, Stetson Elementary School, effective September 04, 2015
Messenger, Suzanne	Nutrition Services Assistant, Falcon High School, effective September 18, 2015
Schneider, Katherine	Special Education Teacher Assistant, Patriot Learning Center, effective September 14, 2015
Solis, Jamian	Crossing Guard, Ridgeview Elementary School, effective July 17, 2015
Swords, Robert	Crossing Guard, Ridgeview Elementary School, effective July 17, 2015
Vasques, Dora	Bus Monitor, Transportation, effective August 04, 2015
Ward, Agustus	Special Education Teacher Assistant, Horizon Middle School, effective September 18, 2015
Woolbert, Rebecca	Special Education Teacher Assistant, Ridgeview Elementary School, effective October 9, 2015

TERMINATIONS:

Albers, Ryne	Temporary Summer Grounds, Facilities, effective August 31, 2015
Ritthaler, Jesse	Temporary Summer Grounds, Facilities, effective August 31, 2015

RETIREMENTS:

Wold, Lettricia	Building Manager, Ridgeview Elementary School, effective October 1, 2015
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BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

SPECIAL BOARD MEETING OF:	October 08, 2015
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: September 10, 2015

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

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



BOE Regular Meeting October 8, 2015
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO “SCHEDULE B” PERSONNEL
October 8, 2015

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

APPOINTMENTS:

Adams, Tarike	Head Girls Basketball, Falcon High School
Allen, Devin	Assistant Boys Golf, Vista Ridge High School
Bailey, Richard	Assistant Wrestling, Falcon High School
Banglesdorf, Brooke	Assistant Volleyball, Vista Ridge High School
Black, Jarred	Boys Basketball, Skyview Middle School
Blocher, Lisa	Sophomore Class Sponsor, Falcon High School
BoomHower, Cindy	Assistant Softball, Vista Ridge High School
Canuel, Eric	Art Department Head, Falcon High School
Cravens, Tim	Percussionist, Falcon High School
Divine, James	Music Department Head, Falcon High School
Divine, James	Band Director, Falcon High School
Eberhart, Stephanie	Assistant Girls Basketball, Falcon High School
Flores, Joshua	PE Department Head, Falcon High School
Flores, Joshua	Assistant Wrestling, Falcon High School
Hartley, William	JROTC Drills & Ceremony, Falcon High School
Hernandez, Adam	Boys Basketball, Falcon Middle School
Hernandez, Oscar	Assistant Boys Basketball, Falcon High School
Kennedy, Dave	Social Studies Department Head, Falcon High School
Kennedy, Dave	Senior Class Sponsor, Falcon High School
Kiger, Michelle	Assistant Volleyball, Sand Creek High School
Kirk, Tammy	Freshman Class Sponsor, Falcon High School
Kirk, Tammy	Math Department Head, Falcon High School
Kranz, Dave	Senior Class Sponsor, Falcon High School
Lacosse, Brian	Wrestling, Horizon Middle School

Lockwood, Zach	Head Girls Tennis, Falcon High School
Lopez, Krista	English Department Head, Falcon High School
Lovato, Robert	Head Wrestling, Falcon High School
Malm, Catherine	Freshman Class Sponsor, Falcon High School
McCluan, Matt Head	Girls Soccer, Falcon High School
McCullohs, Kathryn	Senior Class Sponsor, Falcon High School
McIntire, Alex	Business Department Head, Falcon High School
Mello, Andy	Musical, Vista Ridge High School
Morris, Greg	Counseling Department Head, Falcon High School
Nielson, Brooke	Knowledge Bowl, Falcon High School
Patterson, Diane	Special Education Department Head, Falcon High School
Peltier, Jay	Assistant Cross Country, Vista Ridge High School
Pearce, Alyssa	Color Guard, Falcon High School
Reichers, Dana	Head Baseball, Falcon High School
Reyes-Schaefer, Jennifer	Assistant Girls Soccer, Falcon High School
Reyes-Schaefer, Jennifer	Foreign Language Department Head, Falcon High School
Reyes-Schaefer, Jennifer	LINK, Falcon High School
Rottenborn, Jim	National Honor Society, Falcon High School
Seidl, Carrie	Musical Director, Falcon High School
Seidl, Carrie	Choir, Falcon High School
Shepard, John	Assistant Girls Tennis, Falcon High School
Sieczkowski, Joshua	Tech-Web, Falcon High School
Sieczkowski, Joshua	STUCO, Falcon High School
Simpson, Maureen	Musical Director, Falcon High School
Simpson, Maureen	Drama, Falcon High School
Skinner, George	JROTC Drills & Ceremony, Falcon High School
Spruill, Melissa	Assistant Volleyball, Sand Creek High School
Stump, Nathan	Yearbook, Falcon High School
Torrance, Tom	Science Department Head, Falcon High School

Tropp, Justin	Junior Class Sponsor, Falcon High School
Turner, James	JROTC Drills & Ceremony, Falcon High School
Turner, James	JROTC Department Head, Falcon High School
Vega, Dennis	Assistant Boys Soccer, Vista Ridge High School
Villani, Amber	Head Girls Golf, Falcon High School
Villani, Amber	Counseling Department Head, Falcon High School
Watley, Mark	Head Boys Basketball, Falcon High School
Worley, Nathan	Assistant Girls Soccer, Falcon High School



BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Barbara Seeley, Executive Assistant to CEO
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 names of two DAAC members for the 2015-2017 school years 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 members: David Cruson-Stetson Elementary School, Michelle Wendt-Rocky Mountain Classical Academy and . DAAC members have already committed to the responsibilities of their charge through state statute and will report out their accomplishments in June 2016.

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 October 8, 2015
Item 4.05 continued

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

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 25, 2015

La Vere-Wright made the motion; seconded by Moore. The motion passed 4-0.

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Donna Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Approval of Minutes of Regular Board Meeting on 9/10/2015
ACTION/INFORMATION/DISCUSSION:	Consent Action

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 board 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 best <u>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: September 25, 2015

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.07 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Dustin Horras, Horizon Middle School Principal
TITLE OF AGENDA ITEM:	CHSAA Middle School Membership
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Horizon Middle School would like to become a member of the Colorado High School Activities Association (CHSAA). Our membership would not tie us to a high school membership nor would we be governed by CHSAA or have to follow CHSAA bylaws or rules. We would experience other benefits and resources such as: NFHS rule books for all of our sports, CHSAA bylaws and Constitution Handbook, and a membership directory of all middle and high school members.

RATIONALE: We believe it is important to establish Horizon as a school focused on not only improving teaching and learning, but also focused on improving the athletic and activities success and experiences of our students and schools. Also, the ability to reference and refer to CHSAA bylaws and rules is helpful at times when our league is looking at changes to regulations. CHSAA is recognized as the governing body of athletics and activities for all high school schools, it only makes sense for Horizon to be a member as well.

RELEVANT DATA AND EXPECTED OUTCOMES: Being recognized as a CHSAA member will help establish Horizon as a school that views athletics and activities as an essential benefit of students' Middle School experience.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Membership will help establish Horizon's relevancy in athletics and activities, especially as we grow our student population.
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	Recognition in the membership handbook will help establish relevancy and support.
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: \$100 annual membership fee

AMOUNT BUDGETED: \$100

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I recommend Horizon Middle School be approved for membership to CHSAA.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 30, 2015

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

BOE Regular Meeting October 8, 2015
Item 4.07 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

October 8, 2015

OPEN FORUM

"Please provide your name, relation to the district and the topic of comment for this open forum. Just as we hold our students to high standards of speech and respect for others, we expect your comments to follow these same standards. Please limit your comments to three minutes. Thank you."

NAME	Relation to the District	training	Topic of Comment
1. Stacy Henn	Parent	Peter to address Jack's Gluten free	Daughter Nutrition needs
2. Michelle Gibson	Teacher	VRHS prep ACT course	ACT program
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			



BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Amber Whetstine, Executive Director of Learning Services
TITLE OF AGENDA ITEM:	Accreditation of Schools
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In fall 2014, the Colorado Department of Education (CDE) released District and School Performance Framework reports to all districts/ schools in Colorado. D49 received an “Accredited” rating based on seven indicators; Academic Achievement, Academic Growth, Academic Growth Gaps, Post Secondary Workforce Readiness, Test Participation, Finance and Safety. Each of the district’s schools also received a rating, indicating a proposed accreditation rating and Unified Improvement Plan (UIP) type. Schools were rated based on five indicators; Academic Achievement, Academic Growth, Academic Growth Gaps, Post Secondary Workforce Readiness, and Test Participation. With the absence of new performance and growth results in 2015, district and school accreditation and plan types will carry over from the previous year.

RATIONALE: In addition to the changes in the state-assessment system, HB15-1323 included provisions that affect accountability and improvement planning. School plan types and district accreditation ratings will not be assigned in 2015, and for the 15-16 school year, each district / school shall continue the plan type assigned the previous year.

RELEVANT DATA AND EXPECTED OUTCOMES: Attached

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Continuing to provide accredited schools supports re-establishing taxpayer trust.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Parent and community involvement is embedded in and essential to the Unified Improvement Planning process.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	By continuing to offer accredited schools committed to continuous improvement, the Board supports establishing D49 as the best district to learn, work and lead.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	By accrediting each of our coordinated, charter, alternative and blended schools, the Board commits to growing and supporting a 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: Move to accredit all District 49 schools as recommended by the administration.

APPROVED BY: Peter Hilts, CEO

DATE: September 23, 2015



BOE Regular Meeting October 8, 2015
Item 7.01 continued

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Brett Ridgway, Chief Business Officer Shannon Hathaway, Risk & Benefits Manager
TITLE OF AGENDA ITEM:	Approval of Benefit Plan
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In July 2008, Falcon School District embarked on plan to self-fund its Health Insurance benefit program. This was and continues to be a good and appropriate strategy for a business this size (1,400+ employees).

Every year, virtually every company that provides a benefit program has to make adjustments to that program in terms of offerings and pricing to allow the program to continue. For self-funded programs such as ours, the adjustments are more at our discretion rather than simply being 'told' by the insurance underwriter. However, having that discretion comes with risks associated with making decisions that could harm the viability of the plan in the future.

In May 2011, we significantly changed our health plan offering to cease providing a HMO option and begin offering an HSA option. This was done in recognition of where the future lies with health care and to control costs for the district, and the employees by extension, as a result. This year, we felt it appropriate to only seek offers from Insurance carriers through our Insurance Broker – Hub International Insurance Services. As always, we strive to validate our plan offerings as well as seek the best option for the coming calendar year to serve our employee's healthcare needs.

RATIONALE: In general, a self-funded health insurance plan should strive for a fund balance that represents one-third (33%) of the average annual expense load. This helps the fund absorb any timing anomalies in the expense pattern and any case anomalies in the lives of the insured. However, D49 has consistently carried 'Aggregate Stop Loss Insurance' as part of the overall plan design. We are now proposing to change our target from the simple 33% of expenses to a more precise measurement of 37.5% of expected claims for the fiscal year. This covers the risk of claims above expected to ASL, plus another 50% of that difference to make sure there are funds to restart with in a worst-case scenario.

RELEVANT DATA AND EXPECTED OUTCOMES: After review of our offers, we believe that our plan design continues to be appropriate. .

At this point, we are recommending an increase to program revenue of 4.6%. In the last two cycles, we have been able to absorb revenue increases within the district general fund budget and not pass on any cost increases to employees. With other general fund revenue pressures this year, we don't feel the employees will have to share in creating the needed revenue increase. Sharing the increase between employees and the district will keep the overall ratio of the distribution of costs at 69/31 – same as it was last year. To affect this change, we evaluated a number of scenarios to come up with the following recommendation:

	<u>OAP-2015</u>	<u>OAP-2016</u>	<u>OAP-change</u>	<u>HSA-2015</u>	<u>HSA-2016</u>	<u>HSA-change</u>
Employee Only	70	80	10	0	0	0
Employee/Spouse	400	425	25	275	285	10
Employee/Child	325	340	15	200	210	10
Family	585	600	15	460	465	5

It is an important strategy/priority with the affordable care act to maintain the employee only HSA cost at 0\$ if at all possible to be certain that we have an 'affordable' option. We have also taken care to ensure that there is no impact to the district, up or down, relative to which option (OAP or HSA) the employee chooses. In the past the differences have been immaterial, but now they are literally zero.

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

Rock #1—Reestablishing the district as a trustworthy recipient of taxpayer investment

Clarity and transparency in financial management strategy and decisions.

BOE Regular Meeting October 8, 2015
Item 7.02 continued

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>D49's plan design and service offerings are starting to separate us from other districts in what we can offer and the cost to the employees.</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: Yes

AMOUNT BUDGETED: 2015/16~\$5.520mm
(Proposed-Amended General Fund)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the changes in health care rates as recommended by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 1, 2015

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

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

	BAY	HILTS	RIDGWAY	RIDGWAY	
COMMENTED			X	X	

BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Heather Diaz, Finance Department
TITLE OF AGENDA ITEM:	Selection of Official Survey Date for Impact Aid
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Each year, the District must set an official survey date for Impact Aid – Public Law 103-382. This survey determines where students are connected to other federal programs; in our case, largely the US Military. The District receives a federal revenue subsidy each year that is based on this student count. In general, there is a delay in the count data and the dollars that are remitted related to that count. So, while this particular count technically has no impact on the current year budget, it will have an impact on the 2016-2017 budget and so is still a very import exercise.

RATIONALE: Tuesday, October 27, 2015 is the recommended date for this year. Being a Tuesday, it is believed that this will give schools an opportunity to distribute the forms to the students and the families will have that week as well as the weekend to complete the form and return them early the following week. The final due date will be Tuesday, November 20, 2015.

RELEVANT DATA AND EXPECTED OUTCOMES: Our process for impact aid tracking has evolved over the last couple of years to be much more rigorous and we believe that that effort will result in better funding results in coming years. In addition, we had a review by Impact Aid auditors this past year and they are assisting in the design of the form to ensure we have complete information for their purposes.

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>Clarity and transparency in financial management strategies and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Impact Aid is a community participation item in that we are asking the community for their assistance and they have the direct ability, then, to impact a revenue stream available to the District.</i>
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: Yes

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve Tuesday, October 27, 2015 as the Official Impact Aid Survey Date for the 2015-16 school year.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: September 19, 2015

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

BOE Regular Meeting October 8, 2015
Item 7.03 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED			X		

BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Additional School Fees proposed for 2015/16
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: With consistent budget difficulties in public education, it has become standard practice to have a fee structure that assists the district in providing services to its customers. In general, fees are categorized as Activity (which would cover things like field trips), Academic (which would normally address disposable items used in the educational program), or Extracurricular (which addresses the cost of providing extracurricular programs).

Four years ago, the Business Office embarked on a project to bring greater structure and consistency to the district school's fee programs. This included bringing the fee programs onto the district accounting system, and implementing processes to encourage accuracy, completeness, and validity of the accounting records.

At the February 25, 2015 Board of Education Work Session, Item 5 was presented to discuss Student Fee Structure and Philosophy. Among the topics discussed was the potential of beginning to differentiate extracurricular fees in the same manner that academic and activity fees are – meaning the fee is more related to the activity being supplemented with the fee, rather than assuming a blanket, single-price approach that the District has used for years.

The Board of Education considered, and approved a comprehensive fee schedule at the May 14, 2015 Regular Board meeting. Since then, it has been noted by the schools that a few fees were missing from that original list and accordingly, those fees are presented here for the Board's consideration to approve.

RATIONALE: The cost of education and peripheral programs is high. In order to provide the best educational product, we are hoping to curb the amount of spend that goes to peripheral programs, or at least, to bring the true cost of those issues to the board, to the parent community, and to administration so that good, informed decisions can be made.

District 49 has a strategic plan that is summarized in what is called "The five rocks" or "The big rocks". These 'rocks' represent the high-level goals of the district's strategic plan. One of those rocks (specifically, rock #5) is summarily titled "Every Student"; fully described as "Customize our educational systems to launch each student toward success". From a Finance or Business-Office perspective, 'Every Student' means that every student has the best opportunity to take advantage of their relative share of per-pupil income. This means that, while every student has to subsidize certain district-wide programs and legal mandates, it is incumbent upon District Leadership to know what those subsidies are and when possible, how those subsidies are valued to achieve the best and appropriate balance between every student.

RELEVANT DATA AND EXPECTED OUTCOMES: It is hoped that fee structures will have greater clarity as to how, when, and why the money is spent, with a natural corresponding clarity in how the fee is valued and how and why it exists and is set.

This request covers seven additional fee items. These fees have already been charged to participants based on Administrative review of each situation that deemed then appropriate and consistent with other, similar, fee items; and knowing that it was better to assess and collect those fees at the beginning of the school year rather than a couple of months in. The Board of Education, however, still has the final authority on this matter, and if they choose not to approve the fee requests, those fees already collected will be refunded.

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>Clarity and transparency in financial management strategy and decisions.</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	<i>Identify situations where a decision should be made by district leaders to provide the highest benefit to each student from their relative share of per pupil revenue.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$6,490 (Approx.)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve school student fee schedules as presented by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 1, 2015

LaVere-Wright made the motion; seconded by Moore.

LaVere-Wright amended the motion to change the Kindergarten and 1st grade fee to \$5 and grades 2-5 to \$10 at Remington Elementary School. The motion passed 4-0.

The amended motion passed 4-0.

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

	BAY	HILTS	RIDGWAY	ROARK	DORSEY
COMMENTED			X	X	X

BOARD OF EDUCATION AGENDA ITEM 7.05a MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Jack Bay COO
TITLE OF AGENDA ITEM:	Existing Job Description Revision a. Facilities Manager
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

In an effort to further refine the facilities team and its various needs, I am submitting a position upgrade for the Board of Education to consider. Earlier this fiscal year, the Board of Education approved the Director of Facilities position. As part of this change, the Assistant Manager of Facilities and the Grounds Supervisor's position should have been reviewed and adjusted to provide a consistent leadership chain. As a result of this oversight, I am requesting these two job descriptions be combined into one consolidated position under the Facilities Manager title.

RATIONALE:

In order to provide clear and concise organizational leadership in the facilities department, it is my opinion that the current Grounds Supervisor and the Assistant Manager of Facilities job descriptions be combined into a consolidated manager's position. This position will provide backup for the current Director of Facilities when he is out of the office and work in conjunction with him to gain knowledge of the entire facilities operation. The upgraded position will also clearly communicate who is in charge in the Director's absence. The Facilities Manager and the Director of Facilities will work in conjunction with one another to provide leadership and direction to the entire facilities, grounds and building maintenance teams.

RELEVANT DATA AND EXPECTED OUTCOMES:

The current Assistant Manager of Facilities and Grounds Supervisor will be promoted to the Facilities Manager upon the approval from the Board of Education.

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	This facilities staff fine tuning will allow the department to provide clear and efficient leadership for the entire facilities team and thus lead to a more productive 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: yes

AMOUNT BUDGETED: TBD

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the revised job description to the Facilities Manager position and the promotion of the Assistant Manager of Facilities and Grounds Supervisor to Facilities Manager.

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: September 25, 2015

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

BOE Regular Meeting October 8, 2015
Item 7.05a continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED	X				

BOARD OF EDUCATION AGENDA ITEM 7.05b MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Jack Bay COO
TITLE OF AGENDA ITEM:	Existing Job Description Revision b. Facilities System Specialist
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

In an effort to further refine the facilities team and its various needs, I am submitting a position upgrade for the Board of Education to consider. Earlier this fiscal year, the Board of Education approved the Low Voltage Specialist position. After reviewing this position in relationship to the District's overall demand for repair, maintenance, monitoring and installation needs in the low voltage systems the Director of Facilities and myself have concluded that a restructuring of this position was needed to attract more qualified candidates.

RATIONALE:

After several hire cycles for the low voltage position it became evident that the Facilities department needed a better trained and more qualified technician to work on all of the increasing low voltage systems ranging from POS, fire, video/security camera, CCTV, communications, etc. Through the last interview cycle, the district was able to hire a highly qualified candidate on short term contract basis in August 2015. However, the qualification of the candidate required a revised or restructuring of the current job description to meet industry demands for this type of position. Human Resources is reviewing the position to determine the appropriate status.

RELEVANT DATA AND EXPECTED OUTCOMES:

The expected outcome once this job description is revised is to hire the current contracted employee on a full time basis. Given his skill set and experience the facilities department will be able to work on all of our low voltage systems. In the long term this will save the District on the facilities contracted services with several fire, communication and security vendors since the work load can be handled in house.

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	This facilities staff fine tuning will allow the department to be more self-reliant in performing maintenance and installation for its low voltage operating equipment and systems.
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, currently budget FTE

AMOUNT BUDGETED: TBD

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the job description changes to the Facilities System Specialist position.

APPROVED BY: Jack W. Bay Chief Operations Officer

DATE: September 25, 2015

BOE Regular Meeting October 8, 2015
Item 7.05b continued

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06a MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	CASB Recommended Policy Revisions
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: We seek to continuously improve our processes in the district. The Colorado Association of School Boards (CASB) periodically publishes Policy Parameters and Special Policy Updates to inform boards and staff about changes to federal and state law and to provide pertinent policy updates to CASB's sample policies.

RATIONALE: Administrative regulation development and revision and systematic review of district policies are designed to increase the probability of an effective and efficient school system.

RELEVANT DATA AND EXPECTED OUTCOMES:

No.	Designation	Title	Reviewed by	Recommendations
10.a.1	EDC	Authorized Use of School-Owned Materials or Equipment	J. Rohr	Updated
10.a.2	GBDD	Staff Fringe Benefits	P. Andersen	New district policy; recommended by CASB
10.a.3	GCFA	Hiring of Instructional Staff/Portability of Non-probationary Status	P. Andersen	New district policy; recommended by CASB to comply with rules in SB 10-191
10.a.4	GCG	Part-time & Substitute Instructional Staff	P. Andersen	Added language to comply with the Affordable Care Act

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	

BOE Regular Meeting October 8, 2015
Item 7.06a continued

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion at the previous work session, I move to approve the four policies in item 7.06a.

REVIEWED BY: Brett Ridgway, Chief Business Officer,
Peter Hilts, Chief Education Officer, Jack Bay, Chief Operations Officer

DATE: September 25, 2015

La Vere-Wright made the motion; seconded by Moore. The motion passed 4-0.

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06b MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Donna Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	District Recommended Policy Revisions
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: We seek to continuously improve our processes in the district.

RATIONALE: Administrative regulation development and revision and systematic review of district policies are designed to increase the probability of an effective and efficient school system.

RELEVANT DATA AND EXPECTED OUTCOMES:

No.	Designation	Title	Reviewer	Recommendation	Notes
10.b.1	EDB	Maintenance/ Control of Materials/Property	J. Rohr	REVISION	
10.b.2	FA	Facilities Development Goals/Priority Objectives	D. Richer	REVIEW	Review only

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: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion at the previous work session, I move to approve the two policies in item 7.06b.

REVIEWED BY: Brett Ridgway, Chief Business Officer,
Peter Hilts, Chief Education Officer, Jack Bay, Chief Operations Officer

DATE: September 25, 2015

BOE Regular Meeting October 8, 2015
Item 7.06b continued

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07 MINUTES

SPECIAL BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Susan Junkins, HR Specialist
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Schedule B Personnel
ACTION/INFORMATION/DISCUSSION:	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; Paul Andersen, Director of Human Resources

DATE: September 25, 2015

La Vere-Wright made the motion; seconded by Moore. Butcher recused himself from the vote because his wife is in the position. The motion passed 3-0.

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

BOE Regular Meeting October 8, 2015
Item 7.07 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO "SCHEDULE B" PERSONNEL
October 8, 2015

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

APPOINTMENTS:

Butcher, Jean

Volleyball Coach, Horizon Middle School

BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	October 8, 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:

FHS

CSU-Pueblo Orchestra Festival

Departure-11/20/15 Return-11/21/15

3-5 students will attend this trip.

Cost of trip is about \$100 per student (includes transportation, registration fees and lodging).

The objective of this trip is for advanced students to participate in the honor orchestra.

Fundraising will not be part of this program.

FHS

CSU-Pueblo Festival of the Winds

Departure-2/25/16 Return-2/27/16

15 students will attend this trip.

Cost of trip is about \$100 per student (includes transportation, registration fees and lodging).

The objective of this trip is for advanced students to participate in the honor band.

Fundraising will not be part of this program.

FHS

All-State Band in Fort Collins, CO

Departure-3/31/16 Return-4/2/16

1-2 students will attend this trip.

Cost of trip is about \$200 per student (includes transportation, registration fees and lodging).

The objective of this trip is for our best musicians to participate in the All-State band.

Fundraising will not be part of this program.

FHS

UNC Jazz Festival in Greeley, CO

Departure-4/22/16 Return-4/23/16

15 students will attend this trip.

Cost of trip is about \$100 per student (includes transportation, registration fees and lodging).

The objective of this trip is for our musicians to be rated and adjudicated by nationally known jazz educators.

Fundraising will not be part of this program.

FHS

Canon City Music & Blossom Festival

Departure-5/6/16 Return-5/7/16

70 students will attend this trip.

Cost of trip is about \$100 per student (includes transportation, registration fees and lodging).

The objective of this trip is a music competition and opportunity for our musicians to be adjudicated by nationally known educators.

Fundraising will not be part of this program.

SCHS

University of New Mexico Zia Marching Fiesta in Albuquerque, NM

Departure-10/23/15 Return-10/25/15

57 students will attend this trip.

Cost of trip is about \$200 per student (includes transportation, meals, tours and lodging).

The objective of this trip is to learn from adjudicators at the event and learn from watching other bands perform.

Fundraising will be part of this program.

RATIONALE:

BOE Regular Meeting October 8, 2015
Item 8.01 continued

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: September 25, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Donna Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Process Improvement Update
ACTION/INFORMATION/DISCUSSION:	Information/Review

BACKGROUND INFORMATION, DESCRIPTION OF NEED: We seek to continuously improve our processes in the district.

RATIONALE: Administrative regulation development and revision and systematic review of district policies are designed to increase the probability of an effective and efficient school system.

RELEVANT DATA AND EXPECTED OUTCOMES:

No.	Designation	Title	Reviewed by	Recommendations
8.02a	EDB-E-1	Personal Custody Property Records/ Hand Receipt	J. Rohr	• New form
8.02b	EDB-E-2	Statement of Damage or Loss	J. Rohr	• New form

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: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

REVIEWED BY: Chief Officers

DATE: September 25, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Student Representatives and Peter Hilts
TITLE OF AGENDA ITEM:	Student Board of Representatives (SBOR) Proposal
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

District 49 does not currently have a systematic way to collect and include student perspectives at the governance level.

In January 2015, the BOE directed the CEO to explore and propose options to create a systematic opportunity for students to add their perspective to the governance process.

RATIONALE:

Including student perspectives in governance decisions will increase the credibility of those decisions while adding a valuable perspective to board deliberations and decisions.

RELEVANT DATA AND EXPECTED OUTCOMES:

If approved, this policy and procedure will become effective immediately—with student representatives joining the Board of Directors at the next scheduled meeting.

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	Students, particularly high school students, have meaningful perspectives as direct recipients of our educational programs. This proposal will encourage and formally enable participation by an important segment of our community.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Inviting student leaders to learn, work, and lead alongside elected members of the BOE will move of closer to being the best choice for anyone considering District 49.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	Hearing directly from students who represent those about to launch toward success will give our policy and governance actions a grounding in authentic student experiences.

FUNDING REQUIRED: None

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

We recommend the BOE review the proposed policy and procedures to verify that they meet the intent and expectations of the BOE.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 28, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED	X	X		X	

BOE Regular Meeting October 8, 2015
Item 9.01 continued

	BAY	HILTS	RIDGWAY	DAVIES	OCCHI
COMMENTED		X		X	X

BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Sean Dorsey
TITLE OF AGENDA ITEM:	Sand Creek Zone Performance Update
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The update is the 1st semester performance update regarding the Sand Creek Zone.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES: The performance update will emphasize, but not be limited to, performance data aligned with district and zone goals.

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	Included in the Sand Creek Zone update is a review of community engagement/participation opportunities, including our inaugural community Math Night.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	The update includes how the zone is emphasizing the observation/feedback cycle to provide continuous, embedded learning opportunities for our teachers.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	The update provides the BOE with a snapshot of how the start-up Innovations Institute at Horizon is performing thus far.
Rock #5 — Customize our educational systems to launch each student toward success	The BOE will hear solutions currently implemented at the Sand Creek Campus concerning ACT preparation, as well as college and career advisement.

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 30, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					X

	BAY	HILTS	RIDGWAY	DORSEY	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	Matt Meister, Director of Communications
TITLE OF AGENDA ITEM:	Communications Performance Update
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Update to Board of Education of performance of communications department.

RATIONALE: District 49 is on a path to become the best district to learn, work and lead through performance excellence. The communications department focuses on building up rock #1 through transparent communication to our community using a “show not tell” philosophy based around highly relevant message delivery.

RELEVANT DATA AND EXPECTED OUTCOMES: As part of the communications department performance excellence journey, we continue to develop key metrics on all communication platforms. These are presented to measure overall use and engagement with delivered messages. In the media data is presented too as one component of the communication strategy. Any insight and guidance from the BOE after reviewing the data is appreciated and welcome.

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 “show not tell” philosophy used by the D49 comm team is integral in building and maintaining trust with the community.
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	The communications department strives to lead the journey to being the best district through excellent customer service and strategically providing high quality, relevant communication
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: Continued support and guidance from BOE

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: October 1, 2015

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED					

	BAY	HILTS	RIDGWAY	MEISTER	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 10.01 MINUTES

BOARD MEETING OF:	October 8, 2015
PREPARED BY:	D. Richer, Executive Assistant to BOE
TITLE OF AGENDA ITEM:	Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Operations 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</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	

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 a specific staff member with prior written notification for Chief Operations Officer evaluation and review.

APPROVED BY: Tammy Harold, Board President

DATE: September 25, 2015

LaVere-Wright made the motion; seconded by Moore. The motion passed 4-0. Butcher stated that there is an annual 360 review of executive officers by their direct reports, peers and the board.

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

	BAY	HILTS	RIDGWAY		
COMMENTED					