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## Mission Statement

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

# MINUTES REGULAR BOARD OF EDUCATION MEETING December 10, 2015 6:30 p.m. Education Service Center – Board Room

## Fantastic 49 - 6:00 p.m.

- |   |                             |
|---|-----------------------------|
| ● Outstanding School Psychologist of the Year | ● Young Champion Ambassador |
| ● Alumni – Still Building Pathways            | ● Snow Day Good Deed        |

## 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, Marie LaVere-Wright. The following board members were present: Mr. Butcher, Mr. Graham, Ms. Harold, Mrs. LaVere-Wright and Mr. Moore.

### 2.00 Welcome and Pledge of Allegiance

President LaVere-Wright 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 Harold, seconded by Moore to approve the agenda as presented.

*The motion was put and carried with Butcher, aye; Graham; aye, Harold, aye; LaVere-Wright, aye; Moore, aye. Motion carried 5-0.*

### 4.00 Consent Agenda – see attachments

- 4.01 Approval of Matters Relating to Licensed Personnel
- 4.02 Approval of Matters Relating to Educational Support Personnel
- 4.03 Approval of Matters Relating to Schedule B Personnel
- 4.04 Approval of DAAC Membership
- 4.05 Approval of Minutes of Regular Board of Education Meeting 11/12/15 and Special Board of Education Meeting 11/18/2015
- 4.06 Approval of Matters Relating to Administrative Personnel

### 5.00 Board Update

*Butcher:* Falcon Community Builders had a meeting yesterday. They reimbursed some costs we spent on capital items for schools, it was about \$270,000 that they donated. They voluntarily access themselves a fee every time they pull a building permit and then donate that money to the capital items.

*Harold:* I attended the Patriot Learning Center Feast where they invite the senior citizens from the community and the fire department. It's always such a pleasure to go there and interact with those students. They are so polite and they do such a good job with their presentation. I want to thank them for inviting me and doing that for our community.

*Moore:* I've been invited to be the Special Education Advisory Committee (SEAC) liaison and we're going to have my first meeting on Monday at 6:00 here. I want to wish all of you a very Merry Christmas!

*LaVere-Wright:* I want to thank Mr. Barry in Transportation for doing a tremendous job with Santa's Toy Express and helping children in our district to actually go and shop for their families and to have a really great Christmas. Every year the transportation department raises money through all kinds of pot lucks and things that they've saved money all through the year so they can take some kids who are coming from families who are struggling at the time and make sure that their families have a really great Christmas. Not only do they provide presents for that child, but they help that child go purchase presents for the members of their family which is really an incredible thing. Mr. Barry has been running this for years now and yet again did an awesome job. That was this weekend and I wanted to make sure that we said thank you for that. Reminder to board and chiefs to fill out your evaluation meeting forms please so that we can make sure we continue to get better. Every meeting, the board is provided an informational item to help us continue to grow and learn. These items get put into a binder so we can pass them on as future board members come on as well. This time it is the Leaders Advocacy 101 paperwork from the CASB conference which some of us were able to attend, to help us better advocate on your behalf at the state and federal level.

#### 5.01 Chief Officer Update

*Bay:* I want to echo the sentiments for the Santa's Express as well and a shout out to the ROTC at Falcon High School for supporting it. The gentlemen came and presented a check in support of that. It's interesting to watch all the high school students and kids who were involved in participating in that. I want to thank everyone for their efforts on that.

*Ridgway:* At the CASB conference last week we had the opportunity to do a break out session on our leadership model, the three of us here. Being able to explain to people why we don't have the word superintendent behind any of our job titles. I appreciate their assistance with it. It was a lot of fun. Tammy participated as well and that was very valuable and we appreciate it. We'll hope to keep doing that and carrying our successes out.

*Hills:* Thank you for being there Tammy and other board members that were able to come down to CASB. A lot of really good confirmation that this is work worth doing. Some of the performance excellence work that we're trying to do was strongly affirmed by the keynote speaker. That was great to see. Something else that was going on there was that for the last 14 years CASB has hosted a student leadership strand. I'm very excited as we think about a year from now taking members from our student board of representatives to the CASB conference for some of that learning. I want to recognize again, and we'll probably end up doing this every month, we have two student representatives of the student board of representatives, Lisl Davies from Falcon High School and Naomi Davis from Springs Studio for Academic Excellence. They are here for the 2<sup>nd</sup> time but it may work out to be their last, we don't know for sure yet how the schedule will work out. I want to encourage the board, since student representatives will continually be coming through fairly new to this process, to continue to invite their comments and input and we'll try to do the same thing here from the chief officer side. I also want to take this opportunity to introduce two other members of the student board of representatives who although they are not seated at the dais tonight, are with us from GOAL Academy. This is Daniel Trimble who is a member and representative from GOAL Academy and Raiana Smith who is also from GOAL Academy. We are excited to have them here. Some of us might get to hand them diplomas as will be handing Lisl and

Naomi diplomas eventually. We really appreciate you guys being here and as we figure out our rhythm I want to especially thank Donna Richer and Kayla Maldonado who are helping me do all of the communications and learn how to use something other than email because email doesn't work for people of the student board generation. We are having to learn other communications techniques. We're all about being life-long learners. We are going to learn. Thank you very much for being here and providing a student perspective.

## 6.00 Open Forum

- R. Valdez: I have two children who attended Woodmen Hills Elementary School last year. I would like to address possible procedures with the school concerning parental rights and fathers and mothers who share decision making and custody arrangements. The difficulties that I've experienced at that school have been particularly excluding of fathers from being involved in their children's lives. Being excluded when you're trying to stay involved with their academic progress as well as their safety is a huge concern for me. I want to be able to be involved. I know divorces can be messy, but if there's nothing in the paperwork that limits a father's involvement or mother's involvement, I think it's very important that they should be allowed equal access to obtaining information to be involved in their children's lives. If one parent has personal relations with a member of the administration then those relationships should be ignored for the betterment of the children. Each parent, once again, would have the opportunity to stay involved. If all paperwork is cleared through schools, including emergency pick-up contact information and things like that that the school already has in place, I believe that those are sufficient as required. Any further documentation from the courts can be requested, but if nothing is barring a parent, I would just like to ask that no member of the administration limit a father or mother's involvement in their children's lives or become personally involved and possibly appear in court cases against them stating personal relations or making those type of personal involvements when they're members of the school administration. Both parents would need support from the administration equally and should feel welcome in that instead of shut out. One of the programs that the school in particular has is Champions, and from personal experience, will accept only one parent's enrollment and then exclude the other.
- K. Valdez: Last November I was called to the school, our Kindergarten grandson left the building and was found on the road by a preschool teacher who brought him back. I'm an emergency contact and I have all rights to him. But when I went into Woodmen Hills, I was denied any access to talk to this grandson who could have been in danger. They refused to let me see him, much less talk to him. The administration, I was really appalled when the one person took out their personal cell phone and called my former daughter-in-law. That to me is very uncalled for from an administrator.
- Cloutier: I am 12 year home owner in district 49. My daughter graduated from Evans, Horizon to Sand Creek. I have a 13 year old son at Horizon Middle School right now and also went through Evans. We had some issues as far as him not being able to return to his middle school. He is autistic and has gone through the system and has done just fine. He had some bumps in the road in Horizon Middle School. Special education teachers came and went throughout the three years he's been there. It's very hard for him to trust anyone. They have a brand new, fresh sped ed team right now that I don't think followed any of his IEP. I feel that his rights to an education were denied. A lot of the teachers, they had 4 brand new teachers this year, new to his class, 2 of them were first year teachers that don't really understand how to deal with an autistic kid. There is very little autistic awareness in Horizon Middle School from top to bottom right now. It's very obvious. He is now being told that

he needs to go to a special school and not allowed to return to Horizon. He's not a violent kid. He certainly minds his own, but he has trouble socializing. He'd rather be by himself and entertain himself. He's a great kid. He's intelligent. He probably knows every mineral on the periodic table. I think the school failed him this year. They did not investigate his IEP enough. A lot of the kids did pick on him. I think because he doesn't know how to react in certain social situations. I think with the proper sped ed teacher at that school and a proper awareness to all your teachers and staff, I think he would have fit in just like the regular mainstream kids can. It's difficult for us now. We were given an option, go to BOCES School of Excellence or find another school to go to. At this time of the year, it wasn't easy for us. We still do not know what to do. We're talking to advocates, media. We're confused. Thank you for your time.

*Herman:* I am the President of Falcon Teachers Education Association. I wanted to come this evening and introduce myself, put names and faces together. I did attend the board meeting that you had here in October but I came late because we had parent conferences that night. Mr. Hiltz and I spoke and he and I have had a meeting since then. Mostly I just wanted to let you know that I will be a regular presence at these meetings. I will come as a representative of our NEA affiliate here in Falcon and I wanted to say that after Mr. Hiltz and I had our conversation and he filled me in on the teacher compensation proposal that you'll be looking at tonight, that I'm coming here in full support of that. I'll be waiting to hear good news after you make your decision on that this evening. I current work as a math teacher at Falcon Middle School and I am very pleased to be here and make your acquaintance.

*R. Valdez:* I am the grandfather of the little boy that ran away, 6 years old and just walked out of the kindergarten class out into a busy intersection. He could've gotten hurt or somebody could have picked him up. The situation really turned embarrassing for us because the mother and father were going through a divorce. Without mentioning any names, the assistant principal there had a personal thing going on with the ex-wife and was texting her and he felt compelled to stand in between us and our grandson or between the father and his son to see what was going on. We didn't know if somebody from the school was a threat to the child. All we knew was that he wanted to see his dad. My wife who is on the emergency contact list, the grandma, went to see what was wrong with the child and they wouldn't let her even talk to him, the same person. So me and my son went the next morning to see what was going on and we were also denied. I called the cops because I feel that a parent's right to see his child is more important, would override the school's right to keep him from seeing his child. Certainly, when he feels there's some harm being done or there's some threat to that child. It was a very embarrassing situation for our family. It made the situation worse for my son who was going through a divorce. I believe that people at the school should not become personally involved. They shouldn't involve themselves with the paperwork of the court. If a parent is in violation of the parenting agreement, that's for the other parent to take them to court. It's settled in family court, that's not for the school to get into and for school officials to try to interpret the legal paperwork unless of course you require a legal degree from them so they can understand these documents. These documents are complicated. Just for a person to say that we feel you shouldn't be in contact with your own children is taking on a lot on the part of a school official. He was out of line and the other thing that was frustrating is that we tried to contact the people here in district 49.

*Duckers:* Welcomed new board member and thanked Marie for running again. There was an article about RJ in the Falcon Harold. He has been not only been a good bus driver, he's doing

everything for the kids. When my grandson went to charter schools, I asked him what he missed about school and he said the only thing I really missed was RJ, because he was his bus driver. They were talking about their little grandson. If that was me and I couldn't see him, it would be a problem.

*LaVere-Wright*. We do have a process, it's called our stakeholder grievance process. It is a formal process that allows people to bring situations like your concern through the appropriate administrative steps so that there can be resolution. I have paperwork on that if you would like that. Mr. Andersen would be your point of contact. Here is a packet if you'd like the information on how to go about that process. The other issue with special education which would be in Peter's realm, I'm sure Peter will make sure the appropriate people follow up with that parent later.

## **7.00 Action Items – see attachments**

- 7.01 Action on Innovation Plans
  - a. Falcon Elementary School
  - b. Meridian Ranch Elementary School
- 7.02 Action on Banning Lewis Preparatory Academy Charter Expansion Application
- 7.03 Action on New Course Proposals
  - a. Farm and Ranch Management at Falcon High School
  - b. Animal Science at Falcon High School
  - c. Introduction to Communication Studies at Sand Creek High School
  - d. International Baccalaureate Sports, Exercise and Health Science at Sand Creek High School
- 7.04 Action on Human Resources Staffing Plan
  - a. Job Description, Human Resources Manager
- 7.05 Approval of 2016-2017 and 2017-2018 Board of Education Meeting Dates
- 7.06 Action on Mill Levy Override Teacher Compensation Proposal
- 7.07 Approval of 2016 Mill Levy Rate
- 7.08 Action on Policy Review and Revision
  - a. ACC, ACC-E, ACC-R Intimidation, Harassment and Hazing
  - b. ADC Tobacco-Free Schools
  - c. BDB Board Officers
  - d. BDFD District Safe & Drug-Free Schools Advisory Council
  - e. BEDB Agenda
  - f. EBCC Bomb Threats
  - g. ECA/ECAB Security/Access to Buildings
  - h. KDB-R Public's Right to Know/Access to Information
- 7.09 Items Removed from Consent Agenda

## **8.00 Information Items – see attachments**

- 8.01 Expulsion Information
- 8.02 Student Study Trips

## **9.00 Discussion Items – see attachments**

- 9.01 Restorative Practices Overview
- 9.02 Operations Performance Report
  - a. Safety and Security (5 minutes)
  - b. Facilities (5 minutes)

- 9.03 Amended Budget Update (10 minutes)
- 9.04 Board Annual Planning Workshop (10 minutes)
- 9.05 Election Planning (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 Education Officer evaluation and review

It was moved by Harold, 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 Education Officer evaluation and review. *The motion was put and carried with Butcher, aye; Graham; aye, Harold, aye; LaVere-Wright, aye; Moore, aye. The motion carried 5-0.*

The President called a ten minute recess at 8:37 p.m.

The Board went into Executive Session at 8:56 p.m. with the following people present: Marie LaVere-Wright, President; David Moore, Vice-President, Tammy Harold, Secretary; Kevin Butcher, Treasurer; John Graham, Director, Peter Hilts, Chief Education Officer and Donna Richer, Executive Assistant to the Board of Education.

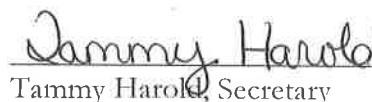
It was moved by Harold and seconded by Moore to return to regular session at 9:38 p.m. *The motion was put and carried with Butcher, aye; Graham; aye, Harold, aye; LaVere-Wright, aye; Moore, aye. Motion carried 5-0.*

#### 11.00 Adjournment

It was moved by Harold and seconded by Moore to adjourn the meeting at 9:38 p.m. *The motion was put and carried with Butcher, aye; Graham; aye, Harold, aye; LaVere-Wright, aye; Moore, aye. Motion carried 5-0.*

Respectfully submitted by Donna Richer,

  
Marie LaVere-Wright, President

  
Tammy Harold, Secretary

# **BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Rebecca Engasser, Human Resources
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Licensed Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major impact
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					
	BAY	HILTS	RIDGWAY		
<b>COMMENTED</b>					

**FALCON SCHOOL DISTRICT 49**  
**APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL**  
**December 10, 2015**

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

**APPOINTMENTS:**

Noonan, Brandy                      Hired as a Night School Science teacher at Patriot Learning Center effective October 27, 2015. This is a replacement position.

**REQUESTS FOR LEAVE:**

**RETIREMENTS:**

Bylund, Diane                      Written notification of her intent to retire from her position as an Library Media Specialist at Remington Elementary School effective May 31, 2016. If her retirement is granted, Ms. Bylund is also requesting approval to complete a PERA 110/110 transitional year for the 2016-2017 academic year.

Johnson, Renee                      Written notification of her intent to retire from her position as an Engineer Teacher at Vista Ridge High School effective December 31, 2015.

**TRANSFERS:**

**TERMINATIONS:**

**RESIGNATIONS:**

Gardner, Keisa                      Written notice of her intent to resign from her position as 4<sup>th</sup> Grade Teacher at Woodmen Hills Elementary School effective December 18, 2015.

Kneupper, Christine                      Written notice of her intent to resign from her position as School Social Worker in the Special Education Department effective December 18, 2015.

Eisenbrown, Kathleen                      Written notice of her intent to resign from her position as School Social Worker in the Special Education Department effective December 18, 2015.

**SUBSTITUTES:**





## BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Lisa Cheney, Educational Support Staff Liaison
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Educational Support Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					

<b>COMMENTED</b>					
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BOE Regular Meeting December 10, 2015

Item 4.02 continued

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					

**EL PASO COUNTY SCHOOL DISTRICT 49**  
**APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL**  
**December 10, 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:**

Brookman, Ashley	Special Education Teacher Assistant at Springs Studio, full time, school year, step 1, start date December 01, 2015
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**APPOINTMENTS TO EXISTING POSITIONS:**

Dice, Gary	Bus Driver at Transportation, full time, school year, step 1, start date December 1, 2015
Sherman, Kimberly	Bus Paraprofessional at Transportation, full time, school year, step 1, start date October 29, 2015
Taylor, Regina	Bus Paraprofessional at Transportation, full time, school year, step 1, start date October 29, 2015
Weatherstone, Daniel	Crossing Guard at Odyssey Elementary School, part time, school year, step 4 r, start date December 1, 2015

**TRANSFERS:**

Carson, Christine	Transfer from her position as Before and After School Site Assistant at Springs Ranch Elementary School to an existing position as Before and School Site Assistant at Evans Elementary School, full time, school year, step 1, start date November 9, 2015
Goodwin, Eva	Transfer from her position as Student Support Coach at Springs Studios to a new position as Lead Mentor at Springs Studios, full time, extended school year, step 2, start date retro dated to September 1, 2015
Kienitz, John	Transfer from his position as full time Bus Driver to part time Bus Driver at Transportation, step 6, start date December 1, 2015
Selken, Julie	Transfer from her position as Nutrition Services Manager at Horizon Middle School to an existing position as Nutrition Services Manager at Imagine Indigo Ranch, full time, school year, step 25, start date November 1, 2015

**SUBSTITUTE:**

Arballo, Marie	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Carnes, Bridget	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Dietrich, Donna	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Huston, Rhonda	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Jones, Jacob	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Staggs, Cole	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement
Webb, Diane	Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement

**RESIGNATIONS:**

Robbins, Wende	Nutrition Services Manager, Ridgeview Elementary School, effective November 6, 2015
Rogers, Mary	Special Education Teacher Assistant, Sand Creek High School, effective November 16, 2015
Shipe, Barbara	Special Education Teacher Assistant, Sand Creek High School, effective November 03, 2015
Smith, Jennifer	Special Services Teacher Assistant, Woodmen Hills Elementary School, November 18, 2015
Wilken, Chelsea	Before & After School Assistant, Evans Elementary School, effective November 11, 2015

**TERMINATIONS:**

None

**RETIREMENTS:**

Wold, Letricia	Date Correction. Building Manager, Ridgeview Elementary School, effective October 1, 2016. Listed on October 8, 2015 board supporting documents as October 1, 2015 retirement date.
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## BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

<b>SPECIAL BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Susan Junkins, HR Specialist
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Schedule B Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** December 01, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

<b>COMMENTED</b>					
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BOE Regular Meeting December 10, 2015

Item 4.03 continued

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					

**FALCON SCHOOL DISTRICT 49**  
**APPROVAL OF MATTERS RELATING TO “SCHEDULE B” PERSONNEL**  
**December 10, 2015**

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

**APPOINTMENTS:**

Ehrensaft, Alison	Assistant Girls Basketball, Sand Creek High School
Grayson, Rita	Assistant Girls Basketball, Sand Creek High School
Prince, Colbert	Assistant Girls Basketball, Sand Creek High School
Travelstead, Andrea	Assistant Girls Basketball, Sand Creek High School



## **BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Barbara Seeley, Executive Assistant to CEO
<b>TITLE OF AGENDA ITEM:</b>	District Accountability Advisory Committee Appointment
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent-Action

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

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

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

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

**RATIONALE:** The enclosed membership application includes the name of one alternate DAAC member 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 alternate DAAC member: Marie Kruhn-Skyview Middle School. 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:**

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

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:** N/A



BOE Regular Meeting December 10, 2015  
Item 4.04 continued

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

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 30, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Donna Richer, Executive Assistant to the BOE
<b>TITLE OF AGENDA ITEM:</b>	Approval of Minutes of Regular Board Meeting 11/12/2015 and Special Board of Education Meeting 11/18/2015
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<b><u>Major impact</u></b>
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** Tammy Harold, Board Secretary

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY		
COMMENTED					



## **BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES**

<b>SPECIAL BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Rebecca Engasser, Human Resources
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Administrative and Professional-Technical Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** December 1, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

BOE Regular Meeting December 10, 2015  
Item 4.06 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

**FALCON SCHOOL DISTRICT 49**  
**APPROVAL OF MATTERS RELATING TO ADMINISTRATIVE AND PROFESSIONAL/TECHNICAL**  
**PERSONNEL**  
**December 10, 2015**

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

**APPOINTMENTS:**

Fisk, Elisabeth	Hired as Dean of Concurrent Enrollment at Vista Ridge High School effective December 10, 2015. This is a replacement position.
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**REQUESTS FOR LEAVE:**

**RETIREMENTS:**

**TRANSFERS:**

**TERMINATIONS:**

**RESIGNATIONS:**

# 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	Topic of Comment
1. Ruben Valdez	Father of children	Mike Miller
2. Kelly Volney	Grandmother of children	Mike Miller
3. Robert Clostine	Father of child	Kyle Clostine
4. Marcia Herman	<del>NEA</del> FTEA President	Introduction
5. Ruben Valdez	Grandpa of children	Matt Miller
6. Ellen Duckert	Grandparent	General
7.		
8.		
9.		
10.		



## **BOARD OF EDUCATION AGENDA ITEM 7.01a MINUTES**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Malinda Keck, Principal – Falcon Elementary School of Technology
<b>TITLE OF AGENDA ITEM:</b>	Innovation Plan Update, Falcon Elementary School of Technology
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Falcon Elementary School of Technology adopted their innovation plan at the end of the 2011-2012 school year. Our innovation plan contained waivers from District 49. Falcon Elementary School of Technology has reached the end of its three-year approval of our innovation plan. The purpose of this discussion item is to review the components of the approved plan with the Board of Education, provide data and insight into the progress that FESoT has made, and request future action so that the plan can move to its next phase.

**RATIONALE:** Provide District 49 Board of Education information related to the progress Falcon Elementary School of Technology has made since the adoption of the Innovation Plan and to make recommendation of next steps for our school to move forward.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Please see attached Innovation Plan and Self-Assessment for Three-Year Review Summary.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Falcon Elementary School of Technology has worked closely with our community members through our PTA and SAC meetings. We have updated our parents on the progress of our plan and our next steps.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Falcon Elementary School of Technology is a Title 1 school focused on student success. As a school of technology, we have implemented a 1:1 iPad model in grades 2-5.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	Through the curriculum waivers in the plan, Falcon Elementary School of Technology has incorporated new programs in order to develop a culture of respect focused on student learning.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to affirm the existing innovation plan with the recommended adjustments for Falcon Elementary School of Technology.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

BOE Regular Meeting December 10, 2015  
Item 7.01a continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					



## BOARD OF EDUCATION AGENDA ITEM 7.01b MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Kim Leon, Principal- Meridian Ranch Elementary
<b>TITLE OF AGENDA ITEM:</b>	Innovation Plan Update, Meridian Ranch Elementary
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Meridian Ranch Elementary adopted our innovation plan in October of 2012 with final board approval on November 8<sup>th</sup>, 2012. The innovation plan contained waivers from District 49 Policy. Meridian Ranch Elementary has reached the end of its three-year approval of the innovation plan. The purpose of the discussion item is to review the components of the approved plan with the Board of Education, provide data and insight to the progress of the plan, and request revisions to move our innovation plan into the next phase.

**RATIONALE:** To provide District 49 Board of Education updated information regarding Meridian Ranch Elementary innovation plan and make recommendations for next steps of the plan.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Please see attached summary.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	N/A
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Meridian Ranch Elementary has dug deep into our data over the past couple of years and worked with our SAC and PTA to not only celebrate our strengths within that data but also work in collaboration to support growth areas. This collaboration has led us to a more refined and focused innovation plan.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Meridian Ranch Elementary School has refined it's instructional practices, adopted new curriculum, and attended extensive training in primary literacy as well as Classroom Instruction that Works strategies This provides teachers with the necessary tools and training to meet our rigorous goals.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	Through the curriculum waiver in the plan, Meridian Ranch Elementary has adopted a curriculum that provides targeted and explicit primary literacy instruction for our communities needs.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	N/A

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the revised innovation plan for Meridian Ranch Elementary School.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

BOE Regular Meeting December 10, 2015  
Item 7.01b continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Andy Franko
<b>TITLE OF AGENDA ITEM:</b>	Banning Lewis Preparatory Academy Charter Expansion
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

The Banning Lewis Ranch Academy Board of Directors has submitted an application to expand its existing charter from grades K-8 to grades K-12. The application has been reviewed, the applicant has submitted response to questions from the review, and district administration has drafted and executive summary for the board.

### RATIONALE:

- District 49's RFP for charter school applications prioritized high school proposals.
- D49's RFP states the commitment to programs offering technology and tools for student-based learning. BLPA proposes to provide a traditional brick and mortar school program as well technology integration and an online curriculum to offer a complete array of high school courses based on the needs of students.

### RELEVANT DATA AND EXPECTED OUTCOMES: Executive Summary Attached

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	BLPA has community support and has the recommendation of the DAAC.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	The expansion contributes to the robust portfolio of schools in D49.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	Provides a charter high school option for students on a college preparatory pathway.

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

### RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

Subject to the district providing approval to a proposed management agreement between BLPA and ACCEL Schools, approve the charter school expansion request from Banning Lewis Preparatory Academy, using the recommended contract provisions and contingencies, to open for the 2017-18 school year by amending the current Banning Lewis Ranch Academy contract.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** December 2, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

BOE Regular Meeting December 10, 2015  
Item 7.02 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 7.03a MINUTES

<b>BOARD MEETING OF:</b>	December 10 2015
<b>PREPARED BY:</b>	Cheryl DeGeorge, Principal, Falcon High School
<b>TITLE OF AGENDA ITEM:</b>	Falcon Zone Farm and Ranch Management Course Proposal
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** This is a follow on course to the Introduction to Agriculture class currently offered at Falcon High School. It is part of the Agricultural Pathway that we are building at Falcon High School. This class will provide students with practical experience in applying principles of economics, business, marketing, and finance to the management of farm/ranch operation.

**RATIONALE:** This course will consist of in-class work and field experience through a partnership with local ranches, banks, and ranch supply businesses. Students will continue their exploration of Agriculture from a business perspective. Students will study topics to include but not be limited to: acquiring and organizing management information, depreciation and asset valuation, balance sheets, income statements, economic principles, enterprise budgeting, cash flow budgeting, farm business analysis, managing risk and uncertainty, and managing income taxes. Class objectives will also reflect what students are learning as part of the field experience. This is an articulated program and fits nicely with the pathways at FHS.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Over 20 students signed up for the first class in this pathway and many additional students have expressed interest in this particular pathway. Informal student surveys indicated that Animal Science and Farm and Ranch Management were the two highest areas of interest for students in the Introduction class.

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

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

**FUNDING REQUIRED:** Supported through CTE Funding (\$1500.00 year one, \$500.00 per year going forward)  
**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After discussion at the previous work session, I move to approve the Farm and Ranch Management course at Falcon High School.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

BOE Regular Meeting December 10, 2015  
Item 7.03a continued

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY	L. DAVIES	
COMMENTED				X	

## BOARD OF EDUCATION AGENDA ITEM 7.03b MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Cheryl DeGeorge, Principal, Falcon High School
<b>TITLE OF AGENDA ITEM:</b>	Falcon Zone Animal Science Course Proposal
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** This is a follow on course to the Introduction to Agriculture class currently offered at Falcon High School. It is part of the Agricultural Pathway that we are building at Falcon High School. This class will provide students with the opportunity to study the basic fundamentals of livestock production pertaining to breeding, genetics, nutrition, health and physiology of beef, sheep, swine, dairy and horses. Some small animal studies will also be included.

**RATIONALE:** This course will consist of in-class work and field experience through a partnership with a local equestrian center and veterinary clinic. Students will continue their exploration of Agriculture, fundamentals of livestock production pertaining to breeding, genetics, nutrition, health and physiology of beef, sheep, swine, dairy and horses. Some small animal studies will also be included. They will identify the scientific connection between each of the learning objectives to include, but not limited to: issues and trends affecting the field of animal science, livestock nutrition, animal health, reproduction, breeding, and genetics. Class objectives will also reflect what students are learning as part of the field experience. This is an articulated program and fits nicely with the pathways at FHS.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Over 20 students signed up for the first class in this pathway and many additional students have expressed interest in this particular pathway. Informal student surveys indicated that Animal Science and Farm and Ranch Management were the two highest areas of interest for students in the Introduction class.

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

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

**FUNDING REQUIRED:** Supported through CTE Funding (\$7500.00 year one, \$500.00 per year going forward)  
**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the addition of the Animal Science course at Falcon High School.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

BOE Regular Meeting December 10, 2015  
Item 7.03b continued

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY	L. DAVIES	
COMMENTED				X	



## BOARD OF EDUCATION AGENDA ITEM 7.03c MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Sand Creek High School
<b>TITLE OF AGENDA ITEM:</b>	Proposed new courses
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** SCHS is launching a new School of Business. An essential part of this is our Business Communication pathway/plans of study. The beginning course for this would be Introduction to Communication Studies.

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

**RELEVANT DATA AND EXPECTED OUTCOMES:** Communication is an ELA Common Core standard so this pathway helps us meet the requirements for this standard. This pathway will increase college and career readiness and appeal to a range of students that we currently do not serve. Communications skills are necessary for the 21st century learner.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	The SCHS School of Business will be the best and most relevant preparation for students to further their college and career aspirations. Who doesn't want to work for the best program?
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	The School of Business will provide a distinctive opportunity for students to find relevance and engagement in their educational experience.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	The School of Business classes will be taught under the Personalized Learning initiative and platform. This will allow for student voice, choice, path and pace.

**FUNDING REQUIRED:** none needed

**AMOUNT BUDGETED:** Zone FTE

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After discussion at the previous work session, I move to approve Introduction to Communication Studies as a new course at Sand Creek High School.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>	X				X

BOE Regular Meeting December 10, 2015  
 Item 7.03c continued

	BAY	HILTS	RIDGWAY	N. DAVIS	
COMMENTED				X	

## BOARD OF EDUCATION AGENDA ITEM 7.03d MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Nicole Sides
<b>TITLE OF AGENDA ITEM:</b>	New Course Proposal: IB DP Sports, Exercise and Health Science
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Sand Creek High School will continue to strengthen its Advanced Academic Pathway and IB program. According to our current career cluster survey, this area is our second most desired career path by students.

**RATIONALE:** Because of the draw down of our AP offerings, we need to increase our one year higher level science offerings. Most IB DP classes are two years but we want to meet the needs of students who may only want a one-year course.

**RELEVANT DATA AND EXPECTED OUTCOMES:** An increase in students taking the IB at SCHS and it will serve the needs and interests of a student population that we are currently not serving.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	As in all of our pathways, we intend to be the best at what we do and what we offer for students. Our programs will be in high demand and will produce high engagement and achievement.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	This class will be a one-year SL (standard level) offering in the IB Diploma Program that resides in our Advanced Academic pathway. It will also enhance our Sports and Entertainment marketing courses in the Business Pathway and our emerging Sports Science pathway.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	This class will help facilitate our aims for student voice, choice, path and pace.

**FUNDING REQUIRED:** Existing FTE

**AMOUNT BUDGETED:** None

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the addition of the International Baccalaureate Sports, Exercise and Health Science course at Sand Creek High School.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** 11/23/2015

*Harold made the motion; seconded by Moore. The motion passed 5-0 with a directive that all student concerns are heard.*

BOE Regular Meeting December 10, 2015  
Item 7.03d continued

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

	BAY	HILTS	RIDGWAY	L. DAVIES	N. DAVIS
COMMENTED		X		X	X

## BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Paul Andersen, Director of Human Resources
<b>TITLE OF AGENDA ITEM:</b>	Human Resources Department Staffing Plan
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

Over the past several years, the administration focused efforts on refining the district's human resources (HR) function and increasing capacity and expertise in HR's areas of service. A recent vacancy in the HR staff provided an opportunity to evaluate and improve the department staffing model. The new organizational structure organizes the work to maximize support to key employee groups, yet anticipates continued cross training and teamwork.

The staffing plan also includes new or revised job descriptions. The director of human resources asks the Board to approve the job descriptions.

### RATIONALE:

Agile organizations seize opportunities to adjust and maximize resources. The HR department staffing plan seeks to do that. The plan also provides an opportunity to add leadership capability and capacity; this supports continuous improvement and succession planning.

### RELEVANT DATA AND EXPECTED OUTCOMES:

The proposed staffing plan will increase the capacity of the HR department with limited increase in personnel cost. The plan also expands our leadership capability by adding new a new level of experience and expertise.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	As a matter of building trust with stakeholders, the staffing plan seeks to maximize fiscal and human resources.
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	The staffing plan builds upon HR's focus on providing excellent service to district staff and leaders.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	

**FUNDING REQUIRED:** \$15,000

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** With prior discussion at the work session, I move to approve the Human Resources staffing plan and Human Resources Manager job description as recommended by the Administration.

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** November 23, 2015

BOE Regular Meeting December 10, 2015  
Item 7.04 continued

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	BUTCHER	GRAHAM	HAROLD	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**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Donna Richer, BOE Executive Assistant
<b>TITLE OF AGENDA ITEM:</b>	2016-2017 and 2017-2018 Board of Education Meeting Dates
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Regular Board of Education meetings have typically been held on the second Thursday of the month and work sessions have been held on the fourth Wednesday of the month.

November work sessions have been moved up due to the holiday break. Work sessions in May, July and December have not been scheduled due to graduations and breaks.

**RATIONALE:** The staff and public are accustomed to regularly scheduled Board of Education meetings.

**RELEVANT DATA AND EXPECTED OUTCOMES:** By approving board meetings in advance and aligning that approval with the school calendar, it provides continuity and encourages planning.

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

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

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After prior discussion and revision, I move to approve the attached list of 2016-2017 and 2017-2018 Board of Education meeting dates.

**APPROVED BY:** Tammy Harold, Board Secretary

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	<b>BUTCHER</b>	<b>GRAHAM</b>	<b>HAROLD</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

BOE Regular Meeting December 10, 2015  
Item 7.05 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



## BOARD OF EDUCATION AGENDA ITEM 7.06 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Peter Hilts and Brett Ridgway
<b>TITLE OF AGENDA ITEM:</b>	MLO Teacher Compensation Proposal
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

**RATIONALE:** As part of the MLO election in 2014, District 49 targeted teacher compensation as one of four strategic investments. After working with a larger teacher town hall and a teacher compensation task force composed of representatives from each school, the Chief Officers propose the attached process for investing MLO dollars to restore years that some teachers lost when wages were frozen from 2009-10 through 2011-12.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The proposed process will restore all teachers who were impacted by wage freezes or “discounted” hiring status over a graduated cycle that phases in during the current and two subsequent budget cycles. Therefore, all teachers should be on their original step trajectory when they begin the 17-18 school year.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<p>The proposal was presented to and endorsed by the MLO Oversight Committee on December 1, 2015.</p> <p>Investing MLO dollars in teacher compensation will support trust because that is what we said we would do. Increasing sensitivity to teacher preferences is culturally consistent and matches our strategy to be the best district to learn, work, and lead.</p>
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	

**FUNDING REQUIRED:** \$560,000 (\$1.9 million over three years)    **AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the mill levy override teacher compensation proposal as recommended by the Administration subject to future state appropriations necessary to fulfill the plan.

**APPROVED BY:** Brett Ridgway, CBO and Peter Hilts, CEO    **DATE:** December 9, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0. A directive was given to the Chief Business Officer to develop options for other staff groups who were impacted by the freeze.*

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>	X	X	X	X	X

BOE Regular Meeting December 10, 2015  
Item 7.06 continued

	BAY	HILTS	RIDGWAY	L. DAVIES	N. DAVIS
COMMENTED		X	X	X	X



## **BOARD OF EDUCATION AGENDA ITEM 7.07 MINUTES**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Certification of Mill Levies for Property Tax Year 2015
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Each year, the District must certify to the El Paso County Commissioners, the property tax mill levy. The Mill Levy to be assigned is for the tax year 2015, that will be collected in 2016 as part of the District's 2015-16 fiscal year. The Mill Levy can have many components, but for District 49, there are only four components: Total Program (General Fund) Voter-Approved Override (Mill Levy Override related to the District's issuance of Certificates of Participation to construct new facilities according to the November 2005 election), Abatement, and the Bond Redemption Fund.

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

In November 2014, the voters of District 49 approved a measure put forth by the District that would allow the District to utilize a portion of the then already-approved annual Mill Levy Override revenues originally established by the November 2005 election. The MLO passed in November 2005 was capped at \$7.5mm of annual collections to service MLO certificates that had been issued to fund the construction program of 2006-2010. To this point, the District has never collected the full \$7.5mm authorized amount, instead preferring to keep a consistent mill rate for the taxpayers and allowing the collection to grow only as the District's Assessed Value grows. With the growth in Assessed Value for this year, the proposed collection actually gets very close to the \$7.5mm using the same mill rate of 9.982 that has been assessed for the last

In September 2015, the District undertook a refinancing of all then-outstanding bond instruments in order to affect savings for the District Taxpayers by utilizing lower borrowing costs (i.e. interest rates) that were available in the municipal bond market. The refinancing strategy had the effect of both lowering overall repayment costs as well as shortening the repayment term. As such, the maximum bond levy collection for 2015, authorized by previous constituent elections, totals \$7,639,375. That collection total, applied to the current Total Assessed Value, targets the Bond Redemption Fund Mill Rate at 10.159 mills, which is a reduction from the long established rate of 11.212 mills of 1.053 mills.

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

**RELEVANT DATA AND EXPECTED OUTCOMES:** The Total Program Levy should be 24.459 mills, the Abatement Levy should be 0.217 mills, the Override Levy should be 9.800 mills, and the Bond Redemption Levy should be 10.159 mills; all applied to a Gross Assessed Value of property in the district of \$ 751,972,470.

It is also interesting and appropriate to note that the 'what if' assessment that considers what the total assessment would be in the absence of state support would project to 220.264 mills – an amount that is nearly 5x the proposed actual assessment.

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



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

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** \$ 33,564,291

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling 44.635 mills, comprised of a General Funds Levy of 34.476 mills, and a Bond Redemption Fund Mill Levy of 10.159 mills.

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** December 3, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 7.08 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	D. Richer, Executive Assistant to the BOE
<b>TITLE OF AGENDA ITEM:</b>	Policy and Procedure Review
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Ongoing review of Board policies to ensure compliance with current laws and regulations and to ensure policies align with practices that best serve the district.

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

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

No.	Designation	Title	Reviewed by	Recommendations
11.a	ACC, ACC-E, ACC-R	Intimidation, Harassment and Hazing	L. Fletcher	Repeal, included in other board policies
11.b	ADC	Tobacco-Free Schools	D. Watson	Revise designation to match CASB
11.c	BDB	Board Officers	D. Richer	Recommended revisions
11.d	BDFD	District Safe & Drug-Free Schools Advisory Council	D. Watson	Revise per CASB
11.e	BEDB	Agenda	D. Richer	Add student representative update
11.e	EBCC	Bomb Threats	D. Watson	Repeal for security reasons
11.f	ECA/ECAB	Security/Access to Buildings	D. Watson	Recommended revisions
11.g	KDB-R	Public's Right to Know/Access to Information	M. Meister	Recommended revisions

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

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

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:** N/A

BOE Regular Meeting December 10, 2015  
Item 7.08 continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After review and discussion at the previous work session, I move to approve the seven policies, two regulations and one exhibit included in agenda item 7.08.

**REVIEWED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Zach Craddock, Executive Director of Individualized Education Lou Fletcher, Director of Culture & Services
<b>TITLE OF AGENDA ITEM:</b>	Expulsion Information
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

See attached confidential sheet for list of expulsions in November 2015.

**RATIONALE:** Board Policy

**RELEVANT DATA AND EXPECTED OUTCOMES:** See attachment

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Ensures compliance with all Colorado Revised Statutes
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	Provide alternative pathways to students that align with 49 Pathways Initiative

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Peter Hilts, CEO

**DATE:** November 30, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE- WRIGHT	MOORE
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Barbara Seeley, Executive Assistant to CEO
<b>TITLE OF AGENDA ITEM:</b>	Student Study Trips
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

#### **FHS**

Wrestling tournament in Brush, CO  
 Departure-12/18/15 Return-12/11/15  
 16 students will attend this trip.  
 Cost of trip is about \$25 per student (includes transportation, meals and lodging).  
 The objective of this trip is for students to compete in wrestling tournament.  
 Fundraising will be part of this program.

#### **FHS**

Wrestling tournament at Abraham Lincoln HS-Denver  
 Departure-1/29/16 Returning-1/30/16  
 16 students will attend this trip.  
 Cost of trip is about \$25 per student (includes transportation, meals and lodging).  
 The objective of this trip is for students to compete in wrestling tournament.  
 Fundraising will be part of this program.

#### **FHS**

Wrestling tournament in Pueblo, CO  
 Departure-2/18/16 Returning-2/21/16  
 6 students will attend this trip.  
 Cost of trip is about \$100 per student (includes transportation, meals and lodging).  
 The objective of this trip is for students to compete in wrestling tournament.  
 Fundraising will not be part of this program.

#### **FHS**

Wrestling tournament in Pueblo, CO  
 Departure-2/12/16 Returning-2/13/16  
 16 students will attend this trip.  
 Cost of trip is about \$25 per student (includes transportation, meals and lodging).  
 The objective of this trip is for students to compete in wrestling tournament.  
 Fundraising will not be part of this program.

#### **FHS**

State Spirit Competition in Denver, CO  
 Departure-12/11/15 Returning-12/12/15  
 26 students will attend this trip.  
 Trip cost includes transportation, meals and lodging.  
 The objective of this trip is for students to compete in Colorado High School Spirit Competition.  
 Fundraising will not be part of this program.

### RATIONALE:

### RELEVANT DATA AND EXPECTED OUTCOMES:

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

<b>Rock #1</b> —Reestablishing the district as a trustworthy recipient of taxpayer investment	
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**BOE Regular Meeting December 10, 2015**  
**Item 8.02 continued**

<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — 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.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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:** December 2, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Dr. Lou Fletcher
<b>TITLE OF AGENDA ITEM:</b>	Restorative Practices Overview
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information/Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Restorative Practices (RP) abrogates the Zero Tolerance mindset. The use of RP stresses building relationships, fostering accountability, addressing harm, and repairing harm with respect to mediating disciplinary situations.

**RATIONALE:** Introducing the BOE to RP is an interim step to requesting a resolution supporting RP as the primary methodology for discipline in District 49.

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	RP is an accountable process that is also transparent; therefore, stakeholders will participate in a fair process that respects and cares for students in distress.
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	RP is a community relevant program that uses dialog to ensure that outcomes inform a growth mindset for the students and community.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	RP is a forward looking paradigm that has support in the legislature; hence the best districts will lead the way.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	Exceptional schools ensure that students receive the maximum instructional time possible and seek out accountable discipline practices that respect the latter goal.
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	Students who are treated fairly through RP will have a better chance of escaping the school to prison.

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** November 23, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED		X		X	X
	BAY	HILTS	RIDGWAY	FLETCHER	
COMMENTED				X	

## BOARD OF EDUCATION AGENDA ITEM 9.02a MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	David Watson, Director of Safety & Security
<b>TITLE OF AGENDA ITEM:</b>	Safety and Security Update
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Security updates will be provided as well as continued and new safety and security initiatives.

**RATIONALE:** To provide members of the Board of Education relevant information on security operations.

**RELEVANT DATA AND EXPECTED OUTCOMES:** It is expected the members of the board of Education will become more familiar with safety and security operations throughout the district.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Introduction of the new Safety and Security Specialist. Position funded through Mil Levy override.
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Introduce to members of the BOE a new initiative and program to target at risk juveniles.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

**APPROVED BY:** Jack Bay, Chief Operations Officer

**DATE:** November 23, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED			X		X
	BAY	HILTS	RIDGWAY	WATSON	PRATT
COMMENTED				X	X

## BOARD OF EDUCATION AGENDA ITEM 9.02b MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Ron Lee, Director of Facilities
<b>TITLE OF AGENDA ITEM:</b>	Facilities Performance Report
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Present an update of the operational support departments of the District.

**RATIONALE:** These periodic department updates keep the Board of Education and the general public abreast of the activities associated with the Nutrition Services, Transportation and Facilities/Grounds Departments. By providing key performance indicators (KPI's), dash board report updates and other key performance informational updates periodically we assist in re-establishing the District as a trustworthy recipient of taxpayer investment.

**RELEVANT DATA AND EXPECTED OUTCOMES:** An overview of the activities of each respective department will reflect overall efficiencies.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	The periodic updates provide transparency insight for the Facilities/Grounds Departments.
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Providing community stakeholders key performance information for the Facilities/Grounds Departments invites community participation.
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	By providing key performance metrics, benchmarking performance and continually reviewing operational performance, the various operational departments will become recognized as the best district to work and lead.
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The information is provided to enhance transparency with the BOE and the District's stakeholders.

**APPROVED BY:** Jack W. Bay, Chief Operations Officer

**DATE:** December 4, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>COMMENTED</b>				X	
	BAY	HILTS	RIDGWAY		
<b>COMMENTED</b>	X				

## BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer Ron Sprinz, Finance Group Manager
<b>TITLE OF AGENDA ITEM:</b>	Amended Budget
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

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

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

**RELEVANT DATA AND EXPECTED OUTCOMES:** The actual October Count result will be the driving factor in compiling the amended budget, to be approved by the Board of Education prior to January 31, 2016. Estimates of how the October Count will unfold, and how that will affect each school and zone in turn, in terms of financial impacts, will be used in strategic decisioning throughout the course of the fall semester.

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

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

**FUNDING REQUIRED:**

**AMOUNT BUDGETED:** \$ 158,904,642

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** December 3, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED	X		X	X	
	BAY	HILTS	RIDGWAY	SPRINZ	CRADDOCK
COMMENTED		X	X	X	X

## BOARD OF EDUCATION AGENDA ITEM 9.04 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Marie LaVere-Wright, Board President
<b>TITLE OF AGENDA ITEM:</b>	Board Annual Planning Workshop
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

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

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

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

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

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

**FUNDING REQUIRED:** N/A

**AMOUNT BUDGETED:** N/A

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

**APPROVED BY:** Marie LaVere-Wright, Board President

**DATE:** November 23, 2015

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED				X	X
	BAY	HILTS	RIDGWAY		
COMMENTED		X			

## BOARD OF EDUCATION AGENDA ITEM 9.05 MINUTES

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	2016 Election Planning
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** On November 4, 2015, School District 49 presented two ballot questions to the constituency. Item 3A, which requested permission to utilize an existing mill levy override, originally approved in 2006 and designed to repay certificates of participation issued for the last building campaign in 2007-09, for certain operational priorities passed by a 60/40 margin. Item 3B, which requested authority to issue new debt and repay that debt with a new bond levy, to initiate a new building campaign, failed by a similar 60/40 margin. Other building campaign and related bond issue questions were also posed in 2010 and 2011 and also failed (by 52/48 and 72/28 margins respectively).

In 2015, District 49 took a question to the voters as well. Issue 3A for 2015, which asked constituents to consider creating ‘director districts’ from which each Board of Education would be elected out of, passed by a 74/26 margin.

The needs of the district, its students and staff continually evolve. However, the general theme of the needs presented in ballot question 3B do remain: the need for additional space to educate our growing population and the needs of improving existing space to reflect new realities and opportunities of public education.

**RATIONALE:** Public entities like District 49 have but one option to raise funds for significant capital projects – that is voter approval of a strategy that identifies district needs, designs options to adequately address those needs, and makes a compelling case to constituents for them to increase their property taxes to repay the instruments issued to facilitate the project.

**RELEVANT DATA AND EXPECTED OUTCOMES:** District 49 has been ever-striving to be a trustworthy recipient of taxpayer investment. With the passage of ballots 3A in 2014 and 2015, and an improved result for the failure of ballot 3B in 2014 compared to the previous election in 2012, we feel that progress is being made in being that trustworthy recipient of taxpayer investment.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in revenue generation strategies and related decisions.</i>
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	<i>There is no closer engagement for community participation than an election. Pursuing an election question in 2016 will need significant community participation for it to be reflective of the community’s wishes for D49.</i>
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<i>Recognizing that the efficiencies D49 has achieved the last several years puts the district in a position to be trusted, to be innovative and through the continuous exercise of both, to be the best district to learn, work &amp; lead.</i>
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	<i>An election campaign should have clear connection to increasing our portfolio of distinct and exceptional schools.</i>
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	<i>A commitment to improving facilities and programs will have a positive contribution to ensuring each student has their best opportunity for success.</i>

**FUNDING REQUIRED:** Yes

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The Administration seeks direction from the Board of Education on whether to conduct preliminary research for needs, options and financing vehicles for potential participation in the November 2016 General Election.

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** December 6, 2015

The Board directed the Administration to move forward by gathering feedback and conducting preliminary research.

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED	X	X	X	X	X
	BAY	HILTS	RIDGWAY		
COMMENTED			X		



# **BOARD OF EDUCATION AGENDA ITEM 10.01 MINUTES**

<b>BOARD MEETING OF:</b>	December 10, 2015
<b>PREPARED BY:</b>	D. Richer, Executive Assistant to BOE
<b>TITLE OF AGENDA ITEM:</b>	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 Education Officer evaluation and review
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

## **BACKGROUND INFORMATION, DESCRIPTION OF NEED:**

## **RATIONALE:**

## **RELEVANT DATA AND EXPECTED OUTCOMES:**

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — 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 Education Officer evaluation and review.

**APPROVED BY:** Marie LaVere-Wright, Board President

**DATE:** November 23, 2015

*Harold made the motion; seconded by Moore. The motion passed 5-0.*

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

	BAY	HILTS	RIDGWAY		
<b>COMMENTED</b>					