

MINUTES
REGULAR BOARD OF EDUCATION MEETING
September 8, 2016
6:30 p.m.
Education Service Center – Board Room

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 Minutes of Regular Board of Education Meeting 8/11/2016

4.02 Approval of Minutes of Special Board of Education Meeting 8/24/2016

4.03 Approval of Matters Relating to Administrative Personnel

4.04 Approval of Matters Relating to Licensed Personnel

4.05 Approval of Matters Relating to Educational Support Personnel

4.06 Approval of Matters Relating to Schedule B Personnel

4.07 Approval of District Accountability Advisory Appointments

5.00 Board Update

LaVere-Wright: We have heard back from CASB and their legislative screening group did not move any of our resolutions forward with recommendation. I asked them to include them without recommendation so I can debate from the floor. They will be up for debate. Last time we debated the exact resolutions and convinced the majority to support them. I'm hopeful that they'll move forward at that point. Chiefs, I may need your help getting some data ahead of time so that I can prepare my 3 minute spiel. We need someone to serve an ADA compliance person, which is a contact at the board level. We could assign it to a role or just have someone volunteer this time. We have a Special Education Advisory Council representative, ADA compliance is frequently related to special education so does it make sense for us to automatically assign or designate the board member contact as the person who attends SEAC? Or would we prefer to have it be any board member who's at large.

Moore: What are the responsibilities?

LaVere-Wright: My understanding is that if someone feels that their rights were violated, you would be a person in the chain they would call. Your responsibility would be to take the phone call and refer them to the stakeholder grievance process. Correct?

Hilts: That is correct if that is the board's protocol which it is currently in policy to refer those kinds of things to the stakeholder grievance process, yes.

LaVere-Wright: By either statute or regulation, we need a specific contact. If we decide it should be this person who represents the board as liaison to SEAC, it would be David's responsibility. If there is someone else who would like to step up instead, that's okay too. The reason I had suggested the SEAC piece was then it continues beyond so that every time we do our committee designations, because each of us serve on other committees in the district, then that person automatically becomes the contact. It might make it easier for them to designate that on the policy. What is our consensus?

Harold: I agree with that.

Butcher: I second that.

LaVere-Wright: David are you okay with that since you'll be the contact?

Moore: Yes, I'll do it.

LaVere-Wright: Is that sufficient direction for you Peter and Dr. Lemmond?

Hilts: Yes.

LaVere-Wright: A reminder that we need to fill out our board and chief evaluations for our meeting and return them to Donna tonight. We each get an informational item to help us in our professional development each month. This month it's a chart on the senior leadership and work groups with reporting relationships because as we've just finished a hiring season, some of those things have changed. We have some new people in different roles and we've also done some job realignments that have changed some of those reporting structures.

5.01 Chief Officer Update

Bay: I find it very interesting that when I was moseying through some of our support operations on the facilities side is that we're actually getting ready for snow season right now.

Ridgway: As we're here in September, I had an all staff meeting this last week and was reminded of how we're coming off of our busy time of year. The summer is the really busy time to get ready for a new school year. I went around the table and asked everyone what they'd done this summer and they all said, work, so I felt like an ogre on one hand but also it helped me remember that this is the busy season getting all the new folks hired and getting them set up for benefits and payroll. It's a huge task. In a couple weeks, Jack and I are going to go down to Phoenix and represent and present to the International Association of School Business Officials about our distributed leadership model, our apex leadership process. Peter is busy and can't join us. We're going to enjoy our opportunity to have a voice and make that presentation. It is truly an international audience that attends that event.

Hilts: About a year and half ago you approved me volunteering to participate in something that CDE calls the accountability working group. We began working through the transition from then TCAP to PARCC and on to a new accountability structure under the Every Student Succeeds Act or ESSA. That group has transitioned and become the ESSA accountability working group. With your approval, I would like to continue meeting with that group. That is the meeting that I was at this afternoon to see what that transition would look like and what our role would be. There are some items that are under consideration that are very significant. For example, we were emphasizing our partnership with the military earlier, this is a place from which I could advocate for inclusion of military service as being comparable to attending college in terms of evaluating our programs. Right now, if a student finishes our high school and then enrolls or enlists in the military, they are counted against our matriculation rate. With your approval, and it's not something that the board would formally take action on, I would just expect you to come and stop me if you did not want me to re-up with the accountability working group. I will go forward and Kathlynn Jackson will also be joining me from the district as a representative from our Special Education perspective. I think it's good for the district. Not many districts have more than one voice. It's good for us to have a

partnership and to have two voices on the committee. I will keep you updated as developments proceed there. My plan is to continue to represent us there.

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

LaVere-Wright: We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum. It is the practice of the board to withhold any board comment or direction to the chiefs until after all who have signed up for open forum have had a chance to speak. I would also like to make you aware of our stakeholder grievance process. This process can be initiated by anyone in our d49 community and guides the community member through the correct people to help resolve their concern including as a final step the opportunity formally appeal to the board. We encourage you to utilize this process as many have successfully resolved their concerns this way.

Duckers: I've been coming to board meetings for 28 years. I'm a grandparent now. It was my grandson who jumped at Vista Ridge High School. I presume most of you know. He broke his wrist and elbow and is doing okay now. He was in Cedar Springs for 3 days. I feel that district kind of pushed him into jumping because the last week at Skyview Middle School, he got detention. He had freedom of speech and the same thing happened at Vista Ridge High School. After he was reprimanded, he didn't get dismissed from school for a few days but he had to stay after school for a half hour, he still took it as a detention. He feels that his freedom of speech is not there. So he just decided to jump. When I was at Cedar Springs, I was wondering, there were kids as young as 7 in Cedar Springs, how many kids were pushed into that situation by schools or by other students? Something needs to be done. We can't harp on the little kids where you don't have freedom of speech. They do have freedom of speech. This is still the United States of America. When Hillary gets in it may change but right now he has freedom of speech and he wants to be a writer. If he writes at home on his computer, that's his business and his parent's business, none of the schools. I feel like you're being FBI and KGB snooping around on what the kids are doing at home. I don't think that is not fair. Remember I said if anybody harms my kids, I'll shoot them? I promise I will not shoot anybody. I love you guys. I think the rules are not the proper rules.

7.00 Action Items – see attachments

- 7.01 Action on Updated Position/Job Descriptions
 - a. English Language Development Technician
 - b. Assistive Technology Assistant
- 7.02 Action on Policy Additions
 - a. EJ Service Animals
 - b. EJ-E-1 Request to be Accompanied by Service Animal
 - c. EJ-E-2 Service Animal Agreement
- 7.03 Action on Policy Review
 - a. EBCA Disaster Plan
 - b. EBCB Safety Drills
 - c. GA Personnel Goals/Priority Objectives

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- d. GCG Part-Time and Substitute Instructional Staff
- e. GCI Staff Professional Development
- f. GCU Professional Staff Membership in Professional and Union Organizations
- g. IHA Basic Instructional Program
- h. IHACA Law-Related Education
- i. IHAMA Teaching About Drugs, Alcohol and Tobacco
- j. IHD Adult/Community Education
- k. IMB Teaching about Controversial Issues and Use of Controversial Materials
- l. JGB Assignment of Continuing Students to Classes
- m. JH Student Attendance
- n. JHB Truancy
- o. JHC Released Time for Students
- p. JICEA School-Related Student Publications
- q. JICF Secret Societies/Gang Activity
- r. JICI Weapons in Schools
- s. JJA-1, JJA-2 Student Organizations
- t. JLIA Supervision of Students
- u. JRCA Sharing of Student Records/Information between School Districts & State Agencies
- v. KFA Public Conduct on District Property
- w. KI Visitors to Schools
- x. LDA Student Teaching & Internships
- 7.04 Action on BRIGHT Project Manager Job Description
- 7.05 Action on Pay Schedule-Limited Employee Compensation Proposal
- 7.06 Approval of Resolution for Constitution Day
- 7.07 Board Evaluation Process
 - a. Policy BAA Board of Education Evaluation and Professional Development
- 7.08 Action on Intergovernmental Agreement Regarding School Resource Officer Program
- 7.09 Items Removed from Consent Agenda
- 8.00 Information Items – see attachments**
- 8.01 Process Improvement Update
 - a. EBCB-R Safety Drills
 - b. GCI-R Staff Professional Development
 - c. IHA-R Basic Instructional Program
 - d. IMB-R Teaching about Controversial Issues
 - e. JH-R, JH-E Student Attendance
 - f. JHB-R Truancy
 - g. JICEA-R School-Related Student Publications
 - h. JICF-R Secret Societies/Gang Activity
 - i. JJA-1-R, JJA-2-R Student Organizations
- 8.02 Student Study Trips
- 9.00 Discussions Items – see attachments**
- 9.01 iConnect Zone Performance Report (10 minutes)
- 9.02 Summer School Performance Report (5 minutes)

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- 9.03 Colorado Measures of Academic Success (CMAS) English Language Arts & Math Results and Partnership for Assessment of Readiness for College and Career English (PARCC) Science and Social Studies Results (20 minutes)
- 9.04 Enrollment Update (10 minutes)
- 9.05 2016 Election Education/Information Update (10 minutes)
- 9.06 Performance Excellence Self-Assessment (10 minutes)

10.00 Other Business

11.00 Adjournment

It was moved by Harold and seconded by Moore to adjourn the meeting at 7:54 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 REGULAR MEETING – SEPTEMBER 8, 2016

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. Ellen Duckers	Grandparent	Students
2. Chai Benitez	Boy scout	
3. Ryan Benitez	Boy scout	
4. Tyler Benitez	Boy scout	
5.		
6.		
7.		
8.		
9.		
10.		



BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Donna Richer, Executive Assistant to the Board of Education
TITLE OF AGENDA ITEM:	Approval of Minutes of Regular Board of Education Meeting 8/11/2016
ACTION/INFORMATION/DISCUSSION:	Consent Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda, including the minutes from the August 11, 2016 regular board of education meeting.

APPROVED BY: Tammy Harold, Board Secretary

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.01 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Donna Richer, Executive Assistant to the Board of Education
TITLE OF AGENDA ITEM:	Approval of Minutes of Special Board of Education Meeting 8/24/2016
ACTION/INFORMATION/DISCUSSION:	Consent Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda, including the minutes from the August 24, 2016 special board of education meeting.

APPROVED BY: Tammy Harold, Board Secretary

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Paul Andersen, Human Resources Director
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Administrative Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

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

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
September 8, 2016**

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

Appointments:

Kulbacki, Edward Interim Principal, Meridian Ranch Elementary, effective August 29, 2016.

Resignations:

Leon, Kim Resigned as Principal, Meridian Ranch Elementary, effective August 29, 2016.



BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Sally McDermott, Human Resources Manager
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Licensed Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

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

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.04 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL
September 8, 2016

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

APPOINTMENTS TO EXISTING POSITIONS:

Bedee, Julie	Hired as a Speech Language Pathologist for Special Services Department effective September 12, 2016. She has been set at a MA/4.
Clemens, Sarah	Hired as a 3 rd Grade Teacher at Evans International Elementary School effective August 29, 2016. She has been set at a BA/1.
Moon, Jane	Hired as a School Psychologist for Special Services Department effective September 12, 2016. She has been set at a MA+36/17.
Noetzelman, Douglas	Hired as an Intent to Non-Renew Manufacturing/Technology Teacher at Sand Creek High School effective August 9, 2016. He has been set at a MA/1.
VanSant, Lance	Hired as an Early Childhood Special Education Teacher at Stetson Elementary School effective August 5, 2016. She has been set at a MA/11.

APPOINTMENTS TO NEW POSITIONS:

Cooper, Callaway	Hired as a .5 Elementary Teacher at Woodmen Hills Elementary School effective July 27, 2016. She has been set at a BA/11.
Wozniak, Micki	Hired as a Counseling Intern at Vista Ridge High School effective August 19, 2016.
Yepez, James	Hired as a Counseling Intern at Vista Ridge High School effective August 19, 2016.

RETIREMENTS:

TRANSFERS:

RESIGNATIONS:

Noonan, Brandy	Resigned from her position as Night School Science Teacher at Patriot Learning Center as of May 27, 2016.
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SUBSTITUTES:

Boehringer, Jane	Hired as a substitute for the 2016-2017 school year.
Castillo, Leslie	Hired as a substitute for the 2016-2017 school year.
Clemens, Sarah	Hired as a substitute for the 2016-2017 school year.
Correa, Marcy	Hired as a substitute for the 2016-2017 school year.

Dunphey, Rose	Hired as a substitute for the 2016-2017 school year.
Esposito, David	Hired as a substitute for the 2016-2017 school year.
Hudson, Juanita	Hired as a substitute for the 2016-2017 school year.
Kitajewitz, Abe	Hired as a substitute for the 2016-2017 school year.
Lusk, Kaitlin	Hired as a substitute for the 2016-2017 school year.
Morgan, Kay	Hired as a substitute for the 2016-2017 school year.
Neal, Katrina	Hired as a substitute for the 2016-2017 school year.
Sharp, Malcolm	Hired as a substitute for the 2016-2017 school year.
Straub, Vickie	Hired as a substitute for the 2016-2017 school year.
Torrez, Annette	Hired as a substitute for the 2016-2017 school year.
Watts, Melody	Hired as a substitute for the 2016-2017 school year.
Wrany, Amy	Hired as a substitute for the 2016-2017 school year.

BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Nicole Evans, Human Resources Manager
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Educational Support Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

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

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.05 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL
September 8, 2016

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

APPOINTMENTS TO NEW POSITIONS:

Abbott, Helen	Online Learning Coach Mentor at Vista Ridge High School, full time, school year, step 1, start date September 01, 2016
Baker, Robyn	Regular Education Paraprofessional at Evans International Elementary School, full time, school year, step 1, start date August 05, 2016
Banuelos, Carmen	Temporary School Receptionist at Evans International Elementary School, par time, school year, step 2, start date September 01, 2016
Christensen, Kristen	Special Education Paraprofessional at Pikes Peak School of Expeditionary Learning, part time, school year, step 7, start date September 01, 2016
Roberts, Sophia	Health Assistant at Banning Lewis Ranch Academy, full time, school year, step 8, start date August 19, 2016

APPOINTMENTS TO EXISTING POSITIONS:

Bateman, Shannon	Lunch Monitor at Stetson Elementary School, part time, school year, step 1, start date August 15, 2016
Beckham, Melinda	Lunch Monitor at Meridian Ranch International Elementary School, part time, school year, step 1, start date August 15, 2016
Carter, Shannon	Nutrition Services Assistant at Pikes Peak School of Expeditionary Learning, part time, school year, step 8, start date August 22, 2016
Catalini, Michael	Special Education Paraprofessional at Sand Creek High School, full time, school year, step 2, start date August 10, 2016
Ellis, Latee	Crossing Guard at Woodmen Hills Elementary School, part time, school year, step 4, start date August 05, 2016
Ellis, Latee	Lunch Monitor at Woodmen Hills Elementary School, part time, school year, step, start date August 05, 2016
Gunn, Judy	Bus Driver at Transportation, full time, school year, step 1, start date August 8, 2016
Hall, Jeffrey	Special Education Paraprofessional at Falcon Elementary School, full time, school year, step 6, start date August 15, 2016
Herzog, Joseph	Bus Driver at Transportation, full time, school year, step 5, start date August 2, 2016
Hoover, Debra	Bus Paraprofessional at Transportation, full time, school year, step 1, start date August 2, 2016
Husted, Madelyn	Online Learning Coach Mentor at Vista Ridge High School, full time, school year, step 1, start date August 05, 2016

Lafferty-Bozek, Jessica	Nutrition Services Assistant at Falcon Middle School, part time, school year, step 1, start date August 12, 2016
McCusker, Ryan	Crossing Guard at Ridgeview Elementary School, part time, school year, step 4, start date August 05, 2016
Meckenstock, Ronald	Bus Driver at Transportation, full time, school year, step 8, start date August 22, 2016
Olson, Susan	Special Education Paraprofessional at Springs Ranch Elementary School, full time, school year, step 10, start date August 10, 2016
Patterson, Cynhia	Lunch Monitor at Woodmen Hills Elementary School, part time, school year, step 1, start date August 05, 2016
Ragsdale, Jean	Bus Driver at Transportation, full time, school year, step 1, start date August 8, 2016
Rutledge, Steven	Bus Driver at Transportation, full time, school year, step 4, start date August 25, 2016
Skinner, Michelle	Special Education Paraprofessional at Stetson Elementary School, full time, school year, step 1, start date August 05, 2016
Stephen, Yong	Nutrition Services Assistant at Sand Creek High School, part time, school year, step 2, start date August 05, 2016
Treadway, Teresa	Lunch Monitor at Stetson Elementary School, part time, school year, step 1, start date August 22, 2016
Watson, Cynthia	Nutrition Services Assistant at Meridian Ranch International Elementary School, part time, school year, step 1, start date August 17, 2016

TRANSFERS:

Avdem, Kristy	Transfer from her position as Health Assistant at Sand Creek High School from part time to full time, school year, step 18, start date August 3, 2016
Cross, Theresa	Transfer from her position as Special Education Paraprofessional at Sand Creek High School to an existing position as Job Transition Coach at Special Services, full time, school year, step 14, start date August 24, 2016
Muffler, Pierette	Transfer from her position as Health Assistant at Sand Creek High School to a new position as Library Assistant at Sand Creek High School, full time, school year, step 18, start date August 3, 2016
Schubin, Barbara	Transfer from her position as Nutrition Services Assistant at Odyssey Elementary School to an existing position as Nutrition Services Manager at Odyssey Elementary School, full time, school year, step 8, start date July 27, 2016
Webb, Diane	Transfer from her position as Nutrition Services Assistant at Meridian Ranch International Elementary School to an existing position as Special Education Paraprofessional at Woodmen Hills Elementary School, full time, school year, step 2, start date August 12, 2016

SUBSTITUTE:

Fuller, Meghan	Substitute, wage range \$8.31 - \$15.30 per hour depending on substitute placement.
Ritthaler, Jesse	Substitute, wage range \$8.31 - \$15.30 per hour depending on substitute placement.
Settle, Valerie	Substitute, wage range \$8.31 - \$15.30 per hour depending on substitute placement.

Tisler, Megan Substitute, wage range \$8.31 - \$15.30 per hour depending on substitute placement.

RESIGNATIONS:

Archuleta, Michael	Special Education Paraprofessional, Odyssey Elementary School, effective July 21, 2016
Bailey, Alexis	Special Education Paraprofessional, Sand Creek High School, effective July 18, 2016
Bank, Adam	Regular Education Paraprofessional, Skyview Middle School, effective May 27, 2016
Caban, Gretchen	Special Education Paraprofessional, Meridian Ranch International Elementary School, effective August 9, 2016
Castillo, Shannon	Lunch Monitor, Woodmen Hills Elementary School, effective May 26, 2016
Craig, Ami	Administrative Assistant, Special Services, effective August 19, 2016
Forbes, Kendra	Bus Paraprofessional, Transportation, effective August 19, 2016
Franke, Monica	Nutrition Services Assistant, Woodmen Hills Elementary School, effective July 12, 2016
Gillespie, Jimmy	Bus Paraprofessional, Transportation, effective July 31, 2016
Green, Tina	Preschool Paraprofessional, Transportation, effective August 22, 2016
Harvey, Robert	Bus Paraprofessional, Transportation, effective August 9, 2016
Haselhorst, Cassie	Special Education Paraprofessional, Woodmen Hills Elementary School, effective May 27, 2016
Hatch, MaryBeth	School Support Secretary, Falcon Middle School, effective August 12, 2016
Kern, Dylan	Building Custodial Technician, Woodmen Hills Elementary School, effective August 21, 2016
Krista, Melodie	Special Education Paraprofessional, Skyview Middle School, effective August 22, 2016
Johnson, Tina	Records Secretary, Sand Creek High School, effective July 22, 2016
McCusker, Ryan	Crossing Guard, Ridgeview Elementary School, effective September 01, 2016
Mendez, Iris	Nutrition Services Assistant, Vista Ridge High School, effective August 05, 2016
Mendez, Iris	Crossing Guard, Ridgeview Elementary School, effective August 05, 2016
Mendez, Iris	Support Substitute, effective August 05, 2016
Minnis, Chelsea	Building Custodial Technician, Horizon Middle School, effective August 19, 2016
Morales, Mary	Regular Education Paraprofessional, Odyssey Elementary School, effective June 01, 2016
Moukaddam, Karim	Administrative Dietitian, Nutrition Services, effective July 22, 2016
Nottingham, Cynthia	Preschool Paraprofessional, Springs Ranch Elementary School, effective September 8, 2016
Paulson, Sheryl	Nutrition Services Assistant, Falcon Middle School, effective August 5, 2016
Rico Taube, Rachael	Temporary Summer Registrar, Creekside Service Center, effective August 28, 2016

Sarafis, Nicolle	Special Education Paraprofessional, Woodmen Hills Elementary School, effective May 27, 2016
Scandozza, Thomas	Bus Driver, Transportation, effective August 4, 2016
Schloesser, Bonnie	Lunch Monitor, Horizon Middle School, effective June 13, 2016
Shaw, Jordan	Nutrition Services Assistant, Banning Lewis Ranch Academy, effective July 22, 2016
Stoss, Shenay	Building Custodial Technician, Stetson Elementary School, effective September 06, 2016
Straub, Vickie	Crossing Guard, Woodmen Hills Elementary School, effective July 18, 2016
Tisler, Megan	Special Education Paraprofessional, Falcon Elementary School, effective May 27, 2016
Van Bemden, Susan	Special Education Paraprofessional, Falcon Middle School, effective August 12, 2016
Villa, Karla	Crossing Guard, Ridgeview Elementary School, effective August 15, 2016
Watson, Cynthia	Nutrition Services Assistant, Meridian Ranch International Elementary School, effective August 23, 2016
Weatherlow, Kari	Temporary Building Custodial Technician, Woodmen Hills Elementary School, effective June 16, 2016
Wentworth, Brianne	Title Funded Tutor, Odyssey Elementary School, effective May 27, 2016
Wilson, Erika	Bus Monitor, Transportation, effective August 10, 2016

TERMINATIONS:

Castro, Cecilia	Administrative Secretary, Stetson Elementary School, effective August 19, 2016
Emrick, Kelly	Crossing Guard, Ridgeview Elementary School, effective August 11, 2016
Emrick, Kelly	Lunch Monitor, Ridgeview Elementary School, effective August 11, 2016
Green, DeAnna	Bus Paraprofessional, Transportation, effective August 05, 2016
Lingold, Kimberly	Assistive Technology Assistant, Special Services, effective August 10, 2016
Spring, Alexander	Temporary Summer Position, Facilities, effective July 31, 2016
Travis, Jerry	Temporary Summer Position, Facilities, effective July 31, 2016

RETIREMENTS:

Burkhart, Mark	Building Custodial Technician, Odyssey Elementary School, effective October 31, 2016
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BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Nicole Evans, Human Resources Manager
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Schedule B Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

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

DATE: August 26, 2016

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					



BOE Regular Meeting September 8, 2016
Item 4.06 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
APPROVAL OF MATTERS RELATING TO “SCHEDULE B” PERSONNEL
September 08, 2016

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

APPOINTMENTS

Adams, Andre	Yearbook, Skyview Middle School
Alexander, Jeff	Assistant Football, Vista Ridge High School
Allen, Devin	Head Girls Golf, Vista Ridge High School
Allen, Devin	Assistant Boys Golf, Vista Ridge High School
Allen, Storm	Leadership, Vista Ridge High School
Allen, Storm	Assistant Boys Basketball, Vista Ridge High School
Almazan, Rafaelita	Band, Skyview Middle School
Anderson, Megan	Girls Basketball, Skyview Middle School
Anderson, Megan	Softball, Skyview Middle School
Anderson, Megan	6 th Grade Team Lead, Skyview Middle School
Anderson, Nick	Assistant Boys Soccer, Vista Ridge High School
Baker, Fred	Team Leader Website, Falcon Middle School
Baumann, James	Skills USA, Patriot High School
Beeler, Shawna	Choir, Vista Ridge High School
Beeler, Shawna	Assistant Musical Director, Vista Ridge High School
Bell, Ray	Marching Band, Sand Creek High School
Bell, Ray	Band Director, Sand Creek High School
Billingsley, Rich	Football, Falcon Middle School
Bochringer, Joe	SPED Team Lead, Skyview Middle School
Boehringer, Joe	Reading Team Lead, Skyview Middle School
Bonyng, Scott	Athletic Director, Skyview Middle School
Boyle-Edge, Jenny	Yearbook, Sand Creek High School
Bridges, Jeremy	Football, Skyview Middle School
Brundage, Kat	National Junior Honor Society, Skyview Middle School
Brundage, Kat	Theater, Skyview Middle School
Calip, Jeremy	FBLA, Vista Ridge High School
Callahan, Emily	Choir, Falcon Middle School
Cassidy, Conner	Assistant Boys Basketball, Vista Ridge High School
Champlin, Kelly	Art Department Head, Horizon Middle School

Chapman, Joanie	Choir, Odyssey Elementary School
Christy, Bill	Assistant Music Director, Sand Creek High School
Christy, Bill	Choir, Sand Creek High School
Christy, Bill	Musical Accompanist, Sand Creek High School
Christy, Kristen	Choir Accompanist, Sand Creek High School
Cosner, Chad	Assistant Girls Golf, Vista Ridge High School
Cox, Ken	TSA, Vista Ridge High School
Cox, Ken	Stellar Explores, Vista Ridge High School
Cross, Lisa	National Art Honor Society, Sand Creek High School
Dale, Brandon	Girls Basketball, Horizon Middle School
Davis, Ian	Forensics/Speech & Debate, Sand Creek High School
DeWitt, Sheldon	Wrestling, Horizon Middle School
Dicker, Karen	Musical Orchestra Director, Horizon Middle School
Dipasquale, Tresha	Senior Class Sponsor, Sand Creek High School
Doorack, Cindy	Assessment Lead, Skyview Middle School
Drawe, Amy	Head Volleyball, Sand Creek High School
Dye, Caroline	Softball, Falcon Middle School
Eaton, Robert	Cross Country, Falcon Middle School
Ehrhardt, Nancy	Choir, Springs Ranch Elementary School
Ellenberger, Melissa	Choir, Woodmen Hills Elementary
Elwin, Deryl	Assistant Softball, Vista Ridge High School
Fargo, Lindsey	Yearbook, Horizon Middle School
Farrar, Whitney	Freshman Class Sponsor, Vista Ridge High School
Finicle, Michelle	Senior Class Sponsor, Vista Ridge High School
Garner, Becca	Choir, Stetson Elementary School
Gibeault, Arianna	Assistant Boys Soccer, Falcon High School
Gould, Kevin	Football, Horizon Middle School
Green, Tina	Math Department Head, Sand Creek High School
Hatchett, William Andre	Boys Basketball, Skyview Middle School
Hawthorne, Melanie	Yearbook, Horizon Middle School
Herstatt, Valeria	Choir, Remington Elementary School
Hinson, Joey	Head Boys Tennis, Sand Creek High School
Humes, Marla	Color Guard, Sand Creek High School
Hurdel, Alex	Spirit Club, Horizon Middle School
Jarmon, Harriett	Music, Skyview Middle School

Jeffery, Rachel	Track, Skyview Middle School
Karwin, Joe	Assistant Football, Sand Creek High School
Kennedy, Karen	Drama Director, Sand Creek High School
Kennedy, Karen	Musical Director, Sand Creek High School
Kennedy, Karen	Play Director, Sand Creek High School
Kennedy, Karen	Musical Choreographer, Vista Ridge High School
Kiger, Fred	Assistant Football, Vista Ridge High School
Kizewski, Kevin	Track, Falcon Middle School
Klose, Desiree	Choir, Falcon Elementary School
Kober, Jordan	Assistant Boys Basketball, Vista Ridge High School
Krantz, Dave	FFA, Falcon High School
LaCosse, Brian	Wrestling, Horizon Middle School
Lamb, Rachel	HOSA, Falcon High School
Lewis, Brian	Cross Country, Skyview Middle School
Lewis, Brian	Track, Skyview Middle School
Lobato, Ricky	Assistant Football, Sand Creek High School
Logsdon, Christine	WEB Leader, Skyview Middle School
Love-Minton, Kristina	Color Guard, Sand Creek High School
Luchessi, Robert	Assistant Football, Vista Ridge High School
Lusk, James	WEB Leader, Skyview Middle School
Maher, Todd	Football, Horizon Middle School
Maher, Todd	Boys Basketball, Horizon Middle School
Malcolm, Alyssa	Junior Class Sponsor, Sand Creek High School
Malcolm, Alyssa	Freshman Class Sponsor, Sand Creek High School
Malone, Bryre	Step Team Sponsor, Sand Creek High School
Mansfield, Jerry	Assistant Football, Vista Ridge High School
Marcantel, Mary	Spirit Club, Horizon Middle School
Marino, Anthony	Cross Country, Skyview Middle School
Marino, Anthony	Track, Skyview Middle School
Marino, Anthony	Intramurals (Quarter 2 & 3), Skyview Middle School
Martinez, Rick	Wrestling, Falcon Middle School
Martus, Chelsea	Assistant Cross Country, Vista Ridge High School
McCorquodale, Andrea	National Honor Society, Vista Ridge High School
McFail, Trevas	Assistant Football, Vista Ridge High School
McIntire, Lloyd	DECA, Falcon High School

McIntosh, Kathleen	Yearbook, Vista Ridge High School
Mease, Savannah	FCCLA, Vista Ridge High School
Mello, Andy	Musical, Vista Ridge High School
Mello, Andy	Play, Vista Ridge High School
Meyer, Bethany	Choir, Horizon Middle School
Meyer, Bethany	Play, Horizon Middle School
Michaels-Lipp, Connie	HOSA, Falcon High School
Moore, Don	Girls Basketball, Skyview Middle School
Moore, Don	Volleyball, Skyview Middle School
Moore, Don	Athletic Director, Skyview Middle School
Moore, Don	Intramurals (Quarter 2), Skyview Middle School
Mortensen, Ross	Boys Basketball, Skyview Middle School
Mulder, Windy	7 th Grade Team Lead, Horizon Middle School
Murphy, Toni	Girls Basketball, Falcon Middle School
Newberg, Jason	Football, Skyview Middle School
Newberg, Jason	Track, Skyview Middle School
Newberg, Jason	Wrestling, Skyview Middle School
Newberg, Jason	STUCO, Skyview Middle School
Ninemire, Jeanette	Volleyball, Falcon Middle School
Ninemire, Jeanette	Explore Team, Falcon Middle School
Olivera, Samantha	Assistant Cheer, Sand Creek High School
Olmstead, Cynthia	Cyber Security, Vista Ridge High School
O'Meara, Shanna	Softball, Skyview Middle School
O'meara, Shanna	Yearbook, Skyview Middle School
O'Rourke, Katheryn	Team Leader SPED, Falcon Middle School
Owen, Spencer	Team Leader Counselor, Falcon Middle School
Phipps, Craig	Choir, Meridian Ranch Elementary School
Proctor, Tim	Robotics, Horizon Middle School
Rasmusen, Megan	Volleyball, Skyview Middle School
Rasmusen, Megan	Track, Skyview Middle School
Rhodes, Marcus	Football, Skyview Middle School
Riner, Patricia	National Junior Honor Society, Horizon Middle School
Ritz, David	6 th Grade Girls Basketball, Skyview Middle School
Ritz, David	Boys Basketball, Skyview Middle School
Russell, Thomas	Cyber Security, Falcon High School

Russel, Thomas	FBLA, Falcon High School
Sangiorgi, Janine	WEB Leader, Skyview Middle School
Scarselli, Jennifer	Assistant Softball, Sand Creek High School
Schell, Stephanie	LINK, Vista Ridge High School
Schell, Stephanie	Junior Class Sponsor, Vista Ridge High School
Schoonover, Robert	Head Baseball, Vista Ridge High School
Schaap, Jennifer	Assistant Volleyball, Vista Ridge High School
Scheck, Tim	Team Lead Explore, Falcon Middle School
Scruggs, Madeline	Team Leader 6/7, Falcon Middle School
Seeley, Angela	Musical Choreographer, Vista Ridge High School
Smith, Carey	Football, Skyview Elementary School
Smith, Melvin	Assistant Football, Vista Ridge High School
Stafford, Katie	Choir, Ridgeview Elementary School
Stephens, Erik (Larry)	Head Boys/Girls Track, Vista Ridge High School
Stephens, Erik (Larry)	Head Cross Country, Vista Ridge High School
Strand-Crowe, Carri	Academic Team Lead, Skyview Middle School
Stribel, Robert	HOSA, Falcon High School
Stribel, Robert	Assistant Softball, Falcon High School
Stuart, Lauren	Website Webmaster, Sand Creek High School
Sturm, Shawn	Wrestling, Skyview Middle School
Sundberg, Kristy	STUCO, Falcon Middle School
Swanson, Stephen	Cyber Security, Sand Creek High School
Syngajewski, Steve	National Honor Society, Vista Ridge High School
Thompson, David	Assistant Football, Vista Ridge High School
Tupper, Monica	HOSA, Vista Ridge High School
Valdez, Kelsey	Sophomore Class Sponsor, Vista Ridge High School
Valer, Karlie	Play, Horizon Middle School
Valer, Karlie	Yearbook, Horizon Middle School
Valer, Karlie	Art Department Head, Horizon Middle School
Van Hook, Dalton	Percussionist, Sand Creek High School
Vrana, Mike	Assistant Football, Vista Ridge High School
Wall, Heather	Enrichment Team Lead, Skyview Middle School
Wall, Heather	GT Team Lead, Skyview Middle School
Webster, Bridget	Volleyball, Horizon Middle School
Webster, Matthew	Cross Country, Horizon Middle School

Winans, Joshua

Choir, Evans Elementary School

Zander, Ginger

Volleyball, Skyview Middle School

Adjusted Placements

Clay, Carrie

STUCO, Falcon Middle School

Fargo, Lindsey

Yearbook, Horizon Middle School

Hawthorne, Melanie

Yearbook, Horizon Middle School

BOARD OF EDUCATION AGENDA ITEM 4.07 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Mary Velasquez, Administrative Assistant to Communication and Culture
TITLE OF AGENDA ITEM:	District Accountability Advisory Committee Appointments
ACTION/INFORMATION/DISCUSSION:	Consent-Action

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

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

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

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

RATIONALE: The enclosed membership applications include the names of nine DAAC members for the 2016-2018 school years for your approval. At a minimum they are required to review the District Improvement Plan, charter school applications, recommend the prioritization of expenditures of school district funds, review district assessments and report on the educational and safety performance of the district.

RELEVANT DATA AND EXPECTED OUTCOMES: Recommended DAAC members: Alternate-Erica West- SMS and Alternate – Dr. Steven Pomery- RMCA, Chairperson- David Rex, Middle School District Rep- Patricia Gioscia, Kris Levi- MRES, Joanne Wheeler- PPSEL, Shelly Demetrelis- HMS, Mariana Lewis- SRES, and Frank Fowler- ICA. DAAC members have already committed to the responsibilities of their charge through state statute and will report out their accomplishments in June 2018.

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

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

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

BOE Regular Meeting September 8, 2016
Item 4.07 continued

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

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 1, 2016

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 7.01a MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Nancy Lemmond, Director of Individualized Education Martina Meadows, Coordinator of English Language Dept.
TITLE OF AGENDA ITEM:	Update Position/Job Description English Language Development (ELD) Technician
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

With the addition of more district/charter schools and the increased amount of English Learners (EL) the current ELD Parent Liaison/Testing Clerk position has fused into more of a technician of the ELD program.

RATIONALE:

The ELD Technician duties include having flawless record keeping, support the ELD Coordinator with managing of federal/state/local funds and support staff with increasing student achievement for English Learners. Thus the reason, we are proposing the change in title of the current ELD Parent Liaison/Testing Clerk to ELD Technician.

RELEVANT DATA AND EXPECTED OUTCOMES:

- Increased EL population
- Flawless EL data (student information systems, etc.)

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Updating the position does not increase staffing but targets the actual tasks and responsibilities performed
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	The effective use of the ELD Technician allows for a solid start for our EL population and provides support for continued needs as students and families move towards graduation

FUNDING REQUIRED: Range 9 to Range 14

AMOUNT BUDGETED: \$6000.00

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After previous discussion, I move to approve the updated position/job description for the English Language Development Technician.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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

BOE Regular Meeting September 8, 2016
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

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Nancy Lemmond, Executive Director of Individualized Education
TITLE OF AGENDA ITEM:	Update Position/Job Description Assistive Technology Assistant Job Description
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Review, update, and/or creation of job descriptions for personnel working in Individualized Education.

RATIONALE: Structure changes and growth within Individualized Education requires job descriptions be more specific and focused in order to recruit and retain quality personnel.

RELEVANT DATA AND EXPECTED OUTCOMES: Improved applicant pool and hiring for positions within Individualized Education

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Transparency in job descriptions currently filled in Individualized Education and those being filled as growth necessitates
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: Educational Support Personnel Range 16

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the revised job description for the Assistive Technology Assistant as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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 7.02 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Nancy Lemmond, Executive Director of Individualized Education Paul Anderson, Director of Human Resources
TITLE OF AGENDA ITEM:	Policy Additions: EJ - Service Animal Policy E-1 – Request to be Accompanied by a Service Animal E-2 – Service Animal Agreement
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: District 49 currently operates under an informal process for request by both families and D49 staff to be accompanied by a service animal.

RATIONALE: Formalizing a Service Animal policy will provide consistency in the procedure and response for Title II of the ADA requests

RELEVANT DATA AND EXPECTED OUTCOMES: Enhanced response to requests with uniformity and application of the legal requirements; clear guidelines and application process for individuals requesting to be accompanied by a service animal; clear guidelines and review criteria for building administrators

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	An approved district-side policy for service animals insures families and staff that we treat all request equally
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion at the previous work session, I move to approve the policy and exhibits in item 7.02.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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				X	

BOE Regular Meeting September 8, 2016
Item 7.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Policy and Procedure Review
ACTION/INFORMATION/DISCUSSION:	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
8.a	EBCA	Disaster Plan	T. Carey D. Watson	Periodic review; no changes
8.b	EBCB	Safety Drills	D. Watson	Periodic review; minor revision
8.c	GA	Personnel Goals/Priority Objectives	P. Andersen	Recommend repeal of policy; pertinent data included in GCF and GBDD
8.d	GCG	Part-Time and Substitute Instructional Staff	S. McDermott	Clarify language and update policy
8.e	GCI	Staff Professional Development	A. Whetstine	Periodic review; no changes
8.f	GCU	Professional Staff Membership in Professional and Union Organizations	A. Whetstine	Recommend repeal; no CASB policy
8.g	IHA	Basic Instructional Program	A. Whetstine	Recommend repeal; no CASB policy; included in other policies
8.h	IHACA	Law-Related Education	A. Whetstine	Periodic review; update legal/cross references
8.i	IHAMA	Teaching About Drugs, Alcohol and Tobacco	A. Whetstine	Periodic review; minor revision
8.j	IHD	Adult/Community Education	A. Whetstine	Recommend repeal; no CASB policy
8.k	IMB	Teaching about Controversial Issues	A. Whetstine L. Fletcher	Periodic review; see revisions
8.l	JGB	Assignment of Continuing Students to Classes	A. Whetstine	Recommend repeal; no CASB policy
8.m	JH	Student Attendance	L. Fletcher A. Whetstine	Periodic review; simplify policy and regulation; create flowchart
8.n	JHB	Truancy	L. Fletcher	Periodic review; simplify policy; repeal regulation
8.o	JHC	Released Time for Students	A. Whetstine	Recommend repeal; no CASB policy; covered under other policies
8.p	JICEA	School-Related Student Publications	A. Whetstine	Periodic Review; minor revisions

BOE Regular Meeting September 8, 2016
Item 7.03 continued

8.q	JICF	Secret Societies/Gang Activity	D. Watson	Periodic review; minor change in policy
8.r	JICI	Weapons in Schools	D. Watson	Periodic review; no changes
8.s	JJA-1, JJA-2,	Student Organizations Student Organizations- Open Forum	A. Whetstine	Periodic review; align with CASB
8.t	JLIA	Supervision of Students	A. Whetstine	Recommend repeal; no CASB policy
8.u	JRCA	Sharing of Students Records/Information between School District and State Agencies	D. Watson	Periodic review; minor changes
8.v	KFA	Public Conduct on District Property	D. Watson	Periodic review; align with CASB
8.w	KI	Visitors to Schools	D. Watson	Periodic review; align with CASB
8.x	LDA	Student Teaching and Internships	P. Andersen, A. Whetstine	Recommend repeal; no CASB policy

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the District.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion, I move to approve the 25 policies in item 7.03 as recommended by the administration.

REVIEWED BY: Chief Officers

DATE: August 26, 2016

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				X	

BOE Regular Meeting September 8, 2016
Item 7.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Dr. Louis L. Fletcher, Director of Culture and Services
TITLE OF AGENDA ITEM:	Action on BRIGHT Project Manager Job Description
ACTION/INFORMATION/DISCUSSION:	Discussion and Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The 5-year Department of Defense Education Activity (DODEA) grant award funds District 49's Building Restorative Interventions Growing Honorable Traditions (BRIGHT) initiative, which included two grant funded positions to support the district. The Military Student Transition Consultant (MTSC) is hired directly by the Military Child Education Coalition (MCEC) in coordination with the district's BRIGHT grant oversight team and Human Resources (HR). The BRIGHT Project Manager (PM) is hired directly by the district using the district's HR process.

RATIONALE: Out of cycle board approval action is being requested to ensure that a thorough hiring process could be conducted before DODEA's grant training event being held during the third week of October 2016 in Norfolk, VA. It would be beneficial for the BRIGHT PM to have the opportunity to ask direct questions and network with peer institutions.

RELEVANT DATA AND EXPECTED OUTCOMES: The BRIGHT PM will be the coordinator of the district's social-emotional support through restorative practices initiative; therefore, a thorough hiring process and the opportunity to interact with DODEA early would enable the BRIGHT initiative and empower every student.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Good stewardship of a federal grant in the interest of supporting every student builds the community's trust.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	BRIGHT is an initiative that moves the community from engagement to investment with respect to the social-emotional health of District 49's students.
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Distinct and exceptional schools are places where students feel safe, have a voice, and perceive that discipline processes are fair.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	The social-emotional support through BRIGHT will equip students with foundational skills that will benefit them throughout their lives.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	The implementation of restorative practices through the BRIGHT initiative fundamentally changes the administrator-teacher-student-parent experience and cultivates a growth mindset, which launches every student toward success.

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: grant funded

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the BRIGHT Project Manager Job Description.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 31, 2016

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

BOE Regular Meeting September 8, 2016
Item 7.04 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 7.05 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer Paul Andersen, Human Resources Director
TITLE OF AGENDA ITEM:	Pay Schedule-Limited Employee Compensation Proposal
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: All District 49 employees are compensated from one of our four compensation schedules. These schedules have a very traditional education design in which the employee is able to increase their compensation over time by moving along the ‘steps’ in their schedule when the Board of Education grants an additional step for a new school year. In this way, an employee’s step placement is often similar to their years of experience, but they are always not definitively equal. Each schedule has an upper limit, where there are no additional steps available. The District has, and has had, employees, then, who do not receive an adjustment to their compensation because to this point, none has been available to them.

RATIONALE: The reasons for the traditional schedule structure that we utilize are rooted deep in educational tradition. While it makes sense that that structure may need to be reviewed to be restructured for a more modern era, we are utilizing them in the traditional way until, and if, that day comes. Some schedules have employee-choice options for salary advancement, and the limitation on the number of steps was and is a way to encourage employees to follow those options when they are available to them. However, some employees either do not have that option, or they have fully pursued those options and still reach a limit to their compensation due to the design of the schedule that is relevant to them.

RELEVANT DATA AND EXPECTED OUTCOMES: Currently there are 17 employees whose compensation is limited by their current placement on their respective pay schedule. We seek to end the abrupt and somewhat insensitive limit to their growth in compensation with a proposal that is tied to their continued value to the organization and the District’s changes in program formula funding.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Caring for staff only enhances the quality of our portfolio.</i>
Rock #4 — Build <u>firm</u> foundations of knowledge, skills and experience so all learns can thrive	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to adopt the attached Schedule Limited Supplementary Pay as recommended by the administration.



BOE Regular Meeting September 8, 2016
Item 7.05 continued

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: August 26, 2016

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				X	X

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Peter Hilts, Chief Education Officer
TITLE OF AGENDA ITEM:	Resolution for Constitution Day 9-17-16
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Constitution week is an opportunity for our schools to focus on the very important part of our country's heritage. We are fortunate to live in a community that believes that the preparation for the next generation of leaders is the responsibility of the entire community. Teachers in the district welcome the opportunity to review with our students the importance of this document to our country.

RATIONALE: Recognition of the importance of setting aside a specific period of time to focus as a district on the Constitution of the United States.

RELEVANT DATA AND EXPECTED OUTCOMES: The community and staff will understand the Board's commitment to and support of Constitution Week.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	As a culture and community, we rely on the structure and rule of law provided under the U.S. Constitution. This action connects our district with that larger community legacy.
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the attached resolution supporting Constitution Day.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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		X			

	BAY	HILTS	RIDGWAY		
COMMENTED					



**RESOLUTION
NATIONAL CONSTITUTION DAY
September 17th 2016**

WHEREAS, District 49 recognizes the importance of the Constitution in the development of our country; and

WHEREAS, District 49 is dedicated to providing a quality education for the students; and

WHEREAS, it is appropriate for District 49 to endorse the observance of National Constitution Day as an opportunity to support better understanding of our nation's history and culture;

**NOW THEREFORE, WE THE DISTRICT 49 BOARD OF EDUCATION PROCLAIM
September 17th 2016 NATIONAL CONSTITUTION DAY.**

ADOPTED AND APPROVED this 8th day of September 2016.

(District Seal)

Marie LaVere-Wright, President

David Moore, Vice President

Kevin Butcher, Treasurer

Tammy Harold, Secretary

John Graham, Director

Peter Hiltz, Chief Education Officer

BOARD OF EDUCATION AGENDA ITEM 7.07 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Marie LaVere-Wright, Board President
TITLE OF AGENDA ITEM:	Board Evaluation Process
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: High performing Boards of Education utilize a process of evaluation of the Board's leadership, goal setting, and professional development to continuously improve their leadership as a governing body. The behaviors and qualities necessary to be a high performing Board were documented in the Iowa Lighthouse Study, and have also been defined in the Key Work of School Boards. The District 49 Board of Education currently uses a checklist for board members and chiefs to evaluate the efficiency of regular board meetings however this tool is not adequate to evaluate our strengths and opportunities for improvement as a governing body or to guide in the development of performance goals and professional development for the board.

RATIONALE: In order to fulfill our vision of becoming the best district to learn, work, and lead, the Board should consider adopting a process for Board Evaluation and growth. District 49 has adopted the Baldrige Model for continuous improvement. It is appropriate for the Board of Education to use a tool for evaluation and professional growth aligned with the Baldrige model. The Baldrige Model is also consistent with the Iowa Lighthouse Study and Key work of School Boards.

RELEVANT DATA AND EXPECTED OUTCOMES: Adopting a formal process of evaluation, goal setting, and professional development for the Board will improve our leadership as a governing body, improve the relationship between the board and our community and increase support for our district.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	A high performing Board of Education will earn the trust and respect of our community, which will in turn increase community support for our district. This support is key to providing the resource needed to achieve Rocks 2-5
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: TBD

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve policy BAA Board of Education Evaluation and Professional Development.

APPROVED BY: Marie LaVere-Wright, BOE President

DATE: August 26, 2016

BOE Regular Meeting September 8, 2016
Item 7.07 continued

Harold made the motion; seconded by Moore. Board consensus was that the staff survey would be administered in December with results provided at the January regular board meeting and discussed at the board's annual planning workshop to come up with our action plan. The motion passed 5-0.

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.08 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Dave Watson, Director of Safety and Security
TITLE OF AGENDA ITEM:	Intergovernmental Agreement Regarding School Resource Officer Program
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: School District 49 seeks to grow and maintain School Resource Officer services through the El Paso County Sheriff's Office. There is an additional need for coverage at the Falcon Legacy Campus, and for a liaison for the CRT unit.

RATIONALE: SRO services are an important component of Student Safety and Wellness strategies. Student safety and security is a primary mission in School District 49. The presence of law enforcement officer's assist in day to day operations, as well as monitor for criminal violations.

RELEVANT DATA AND EXPECTED OUTCOMES: The BOE will approve and allow additional SRO services in the district.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	A safe learning environment is key to an excellent education. An SRO helps alleviate fears of our community with their presence.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Safe schools equal successful schools.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	SRO's conduct community outreach as part of their duties. This type of interaction can help boost student confidence and more.

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$67,510

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the revised Intergovernmental Agreement between El Paso County Sheriff's Office and Falcon School District 49 for a full time School Resource Officer position as proposed by the administration.

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: September 1, 2016

Harold made the motion; seconded by Moore. LaVere-Wright stated that there were no dates in the contract and it is understood that those dates will be filled in when the El Paso County Sheriff determines when they can fill the position. The contract stated a 9/12's of the year salary commitment and listed an August payment due for 2016 and a January payment due for 2017, but we don't have this person yet. My understanding is that number will be adjusted based on the number of months we actually have an SRO. The vote is on the motion with those two pieces of understanding. The motion passed 5-0.

BOE Regular Meeting September 8, 2016
Item 7.08 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED	X				

BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Process Improvement Update
ACTION/INFORMATION/DISCUSSION:	Information

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

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

RELEVANT DATA AND EXPECTED OUTCOMES:

No.	Designation	Title	Reviewed by	Recommendations
8.01a	EBCB-R	Safety Drills	D. Watson	Periodic review; minor revisions
8.01b	GCI-R	Staff Professional Development	A. Whetstine	Periodic review; no changes
8.01c	IHA-R	Basic Instructional Program	A. Whetstine	Recommend repeal; no CASB policy; included in other policies
8.01d	IMB-R	Teaching about Controversial Issues	A. Whetstine L. Fletcher	Periodic review; see revisions
8.01e	JH-R, JH-E	Student Attendance	L. Fletcher A. Whetstine	Periodic review; simplify regulation; create flowchart
8.01f	JHB-R	Truancy	L. Fletcher	Periodic review; repeal regulation
8.01g	JICEA-R	School-Related Student Publications	A. Whetstine	Periodic review; minor changes
8.01h	JICF-R	Secret Societies/Gang Activity	D. Watson	Periodic review; minor changes
8.01i	JJA-1-R, JJA-2-R	Student Organizations	A. Whetstine	Periodic review; align with CASB

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	Updating policies and regulations to reflect current laws, regulations and best practices provides a solid foundation to lead the District.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BOE Regular Meeting September 8, 2016
Item 8.01 continued

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

REVIEWED BY: Chief Officer Team

DATE: August 26, 2016

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

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Barbara Seeley, Executive Assistant to CEO
TITLE OF AGENDA ITEM:	Student Study Trips
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

Vista Ridge High School

FCCLA National Cluster Meeting in Denver

Departure-11/4/16 Return-11/6/16

Approximately 12 students will attend this trip.

Cost of trip will be \$90 per student and includes transportation, leadership academy and lodging.

Students in FCCLA will participate in the FCCLA Leadership Academy as well as other training in FCCLA programs while meeting students from around the country. This training will provide students with a leadership certificate and the preparation to making the FCCLA chapter at VRHS successful.

Fundraising will be part of this program.

Falcon High School

Adams State Top of the Nation Honor Choir trip to Alamosa, CO

Departure-2/18/16 Return-2/20/16

15 students will attend this trip.

Cost of trip will be \$100 per student and includes transportation, meals and lodging.

Students are selected by the choral staff at Adams State University through an audition process. This honor choir represents the top performing choral students at high schools around Colorado. Students prepare their music ahead of time, rehearse with other top choral students, professors, and other high school directors. The culminating event is a combined concert on Saturday afternoon.

Fundraising will not be part of this program.

Skyview Middle School

Educational Trip to New Zealand, Australia and Hawaii

Departure-6/4/18 Return -6/17/18

Approximately 10-15 students will attend this trip.

Cost of trip will be \$5,975 per student and includes transportation, 2 meals a day, insurance, tours and lodging.

Students will study the history, land, people and cultures of these lands.

Fundraising will not be part of this program.

Springs Ranch Elementary School

Camp Elim 5th grade trip to Woodland Park, CO

Departure-5/10/17 Return-5/12/17

100 Students will attend this trip.

Cost of trip will be \$115 per student and includes transportation, meals and lodging.

Outdoor education and team building. All Educational activities are led by the 5th grade teachers. GPS skills, teambuilding, comparing and contrasting different environments, journaling, descriptive multiple paragraphs and ecosystems will be explored.

Fundraising will be part of this program.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

BOE Regular Meeting September 8, 2016
Item 8.02 continued

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 1, 2016

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

BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Andy Franko, iConnect Zone Leader
TITLE OF AGENDA ITEM:	iConnect Zone Performance Report
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

The Zone Leader will provide the board with an update of student performance within iConnect Zone schools. This information includes summative results on PARCC, CMAS, ACT, and DIBEL's. In addition, the board will receive an update on the launch of programs at the Falcon Legacy Campus and as well as a status update on Power Technical Early College.

RATIONALE: The iConnect Zone performance report provides clarity to the board of education and general public of student outcomes within the zone.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	Major Impact
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Major Impact

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: No action required

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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



BOARD OF EDUCATION AGENDA ITEM 9.02

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Jim Bonavita, iConnect Solutions Coordinator
TITLE OF AGENDA ITEM:	Summer School Update
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The D49 Summer School Credit Recovery Program is open to high school students in grades 9-12 (during the 2015-2016 school year) who are credit deficient and not on track to graduate. These students must have taken and failed a course at their high school of attendance and the course must be available to be re-taken through FuelEd Online Credit Recovery

RATIONALE: This gives students another avenue in which to make up credit and get back on track for graduation.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Monies collected will go toward payment of student support coaches' time and effort
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The district website and all high school websites in D49 have been updated to include all relevant information
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	This gives students another avenue in which to make up credit and get back on track for graduation
Rock #5 — Customize our educational systems to launch each student toward success	The High School Credit Recovery Summer Program offers students the ability to catch up on lost credits.

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$6,900

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: August 26, 2016

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

BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Kathleen Granaas, Coordinator of Academic Performance
TITLE OF AGENDA ITEM:	2016 CMAS ELA, Math, Science and Social Studies Results
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: 2016 CMAS ELA, Math, Science and Social Studies Results - 2015 was the first year the PARCC ELA and Math assessment was given. With the 2016 results, we have the ability to observe trends across the two years. The 2016 results indicate mixed results across our schools. Overall, the district performed higher than the state in most areas. With the latest results, we have the ability to observe trends across three years in science. The state reduced the amount testing in SS by only testing a sampling of schools. The 2016 results indicate mixed results across our schools. Participation in Science testing stayed higher in School District 49 than the state average.

RATIONALE: D49 has a comprehensive assessment system to evaluate how students are progressing, and how schools and the district are preparing students. State assessment is one data point used in this evaluation. CMAS-PARCC ELA and Math results, participation rates, data considerations will be presented. It is valuable for Board members to understand the state assessment results in order to understand district performance.

RELEVANT DATA AND EXPECTED OUTCOMES: CMAS- ELA, Math, Science and Social Studies results and data considerations will be presented.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	State assessment results are one indication of district performance and one that families rely on to gauge performance of districts, schools and their students.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	State assessment results are used to evaluate the effectiveness of instruction and programming among our portfolio of schools.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	CMAS is an indicator of academic success for students beginning in 3 rd grade. CMAS science and social studies are indicators of academic success for students beginning in 4th grade.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Overall school assessment results and individual student assessment results, provide teachers and leaders with information to support instructional programming decisions, and developing individual student plans so every student succeeds.

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: 8/26/16

BOE Regular Meeting September 8, 2016
Item 9.03 continued

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



BOARD OF EDUCATION AGENDA ITEM 9.04 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer Ron Sprinz, Finance Group Manager
TITLE OF AGENDA ITEM:	Preliminary Enrollment Update
ACTION/INFORMATION/DISCUSSION:	Discussion

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

RATIONALE: sFTE is the largest variable in determining program formula funding and since program formula funding accounts for 94% 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:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>
Rock #4 — Build <u>firm</u> foundations of knowledge, skills and experience so all learns can thrive	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: August 26, 2016

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

BOARD OF EDUCATION AGENDA ITEM 9.05 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer Matt Meister, Director of Communications
TITLE OF AGENDA ITEM:	Election Education/Information Update
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Board of Education previously provided guidance to the Administration to conduct primary research for needs, options and financing vehicles for potential participation in the November 2016 election. That work resulted in the development of a plan dubbed “Building our Future Community” and requisite language that will be placed on the November 2016 general election ballot as a result of the Board’s decision at a special meeting held on August 24, 2016.

From that point on, the District is limited by the Fair Campaign Practices Act, to ‘informing’ our public rather than advocating for the initiative. The informing must be cognizant of both protagonist and antagonist positions on the subject. To this point, District Administration is not aware of any organized opposition to the initiative, but is aware of organized support being provided by “Citizens for Building Our Future Community in D49”.

RATIONALE: While the District, and the Board of Education, naturally support the initiative, as evidenced not only by the unanimous vote to place the measure on the ballot, by also by the months and months of discussion, presentation, gathering of thought and opinion feedback – the District also desires to be properly observant of its responsibilities now that the ballot initiative has been formally approved. That does not, and should not, mean, however, that the district ‘go silent’. District Administration, in particular should still strive to inform our community but to carefully do so with a balanced perspective.

RELEVANT DATA AND EXPECTED OUTCOMES: Above all, the hope of District 49 leadership is that our constituents are able to make an informed decision on initiative 3B – a decision not merely based on opinions and quick reactions to limited information, but one based on deep information full of context and accurate data.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in revenue generation strategies and related decisions.</i>
Rock #2 —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>
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	<i>The election proposal has clear connections to increasing our portfolio of distinct and exceptional schools</i>
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	<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; building a firm foundation for the future..</i>
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>A commitment to improving facilities and programs will have a positive contribution to ensuring each student has their best opportunity for success.</i>



BOE Regular Meeting September 8, 2016
Item 9.05 continued

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Continue to be aware of community involvement on both sides of the ballot initiative.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: August 31, 2016

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



BOARD OF EDUCATION AGENDA ITEM 9.06 MINUTES

BOARD MEETING OF:	September 8, 2016
PREPARED BY:	Peter Hilts, Chief Education Officer
TITLE OF AGENDA ITEM:	Performance Excellence
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In 2015, D49 began formal pursuit of 'Performance Excellence' through the Rocky Mountain Performance Excellence, our regional affiliate of the Baldrige Foundation which oversees the Malcom Baldrige National Quality Award. Our intention is to continue pursuing Performance Excellence through the full award. As we have heard from previous recipients, and as we are experiencing currently, it is the journey that is more informative and valuable than the award stages along the way.

To that end, after having made our first application and having been given the Foothills award for that application, we have sought to continue our journey towards performance excellence with specific focus on (1) Engaging with a simpler Mission and Vision; (2) Defined-Issue focus for Strategic Action Planning; and (3) improving Reporting and Relevant Results.

RATIONALE: RMPex and the Baldrige criteria are a good pursuit for District 49 because it does not only fit education. D49 is unique in Colorado, and around the country for that matter, with our focus on innovation, creativity and running our district like a business – all priorities identified from and continually reinforced by our community. This pursuit, we believe is the best option for us to honor that desire from our community rather than pursuing a traditional path for traditional education.

RELEVANT DATA AND EXPECTED OUTCOMES: We have submitted our application and expect a site visit in early November.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Being open to honest, critical evaluation in order to get better.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Pursuing a path that is consistent with the values of the community we serve.</i>
Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	
Rock #5 — Customize our educational systems to launch <u>each student</u> toward success	

FUNDING REQUIRED: None

AMOUNT BUDGETED: \$~10,000

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, Chief Education

DATE: September 1, 2016

BOE Regular Meeting September 8, 2016
 Item 9.06 continued

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