

MINUTES
REGULAR BOARD OF EDUCATION MEETING
October 13, 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 9/8/2016

4.02 Approval of Matters Relating to Administrative Personnel

4.03 Approval of Matters Relating to Professional/Technical 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 Committee (DAAC) Membership

5.00 Board Update

Moore: It will be my 40th anniversary and I'll be going on a cruise.

LaVere-Wright: I'd like to thank Rocky Mountain Classical Academy's Board of Education. They voted on a resolution of support for the initiative that's on the upcoming ballot that would be supportive of the district. I would like to recognize that we've gotten word that they approved a resolution of support. We have something similar on our agenda tonight for our board to consider. Reminder to fill out your evaluation forms and return them to Donna. Those are things that help us grow. Every month we have an information item to help the board continue our own professional development and education as volunteers. That piece this month is an item from CASB on the requirements of the open meeting act to make sure that we're keeping those rules in mind as we move through board business. The CASB legislative assembly is this weekend, so please be sure that your tally sheet has been returned to Donna. Amy Atwood and I should be speaking over the next day or two as well. I will be the delegate carrying that information this weekend.

I would like to ask everyone to do a moment of silence for a few people that we lost over this last month that were important to our community. The first was Dana Palmer who died on September 16th, 2016. She was a parent in the Falcon Zone who served on School Accountability committees pretty much from the time she moved in the district as a parent. I believe she was active at Falcon Middle and Falcon High School. She served on the District Advisory Accountability Committee both as a member from the Falcon community and eventually as the DAAC chair. She had been

active in community meetings for the entire time I've been on the board providing feedback and her perception and advice. That has truly been a loss to the Falcon community. Within a week, on September 21st, 2016, Kimberly O'Connor also lost her battle with cancer. She was a teacher at Meridian Ranch for the last eleven years but had been in the district for close to twenty as a teacher. She was also a Falcon High School graduate who chose to return to our community as a parent and as an employee whose children attend here. She's truly someone who learned, worked and lead in our district and both of those losses within a week of one another in that zone has really hit the Falcon Zone particularly hard. I'd like to extend our condolences to those families and take a moment of silence as a district in their recognition.

5.01 Chief Officer Update

Bay: Even though we are on vacation on the education side, we have several things that are going on in transportation. We have about 60-65 trips with athletics and other activities. Also six of our schools are getting some TLC which we call tender loving care from our painting crew. We're also doing a couple bathrooms because of our new TLC floor team. We have several projects that we're trying to complete in the next two weeks. One of them was actually beginning to reroof all of the finance and the HR mods as well.

Ridgway: Late last month Jack and I had the opportunity to make a presentation at the International Association of School Business Officials about our distributed leadership model, which we're now branding as the Apex Leadership. That was a really great presentation and a great experience. We had a lot of interaction internationally, some of the more vocal questioners were from Australia and Canada. They were really interested in what we were doing and chiming in quite a bit. That was a great experience and exposure for our district on that. We finished our annual financial audit field work in September. That has gone well. As soon as we get some of our charter school stuff done we'll be able to issue our final audit report for the 15-16 year. Another audit that we go through, it isn't every single year, usually it's every couple of years, is an audit of our October count. We spend a lot of time talking about how our October count is the important driver of our revenue in the district. They audited three years, 11-12, 12-13 and 13-14. That was over \$300 million worth of funding that they audited. They go through a really detailed review of that. Our total adjustment off of that review was \$21,000 on \$300 million worth of revenue which equates to 99.993% of accuracy. I talk a lot about precise performance too as what's important to the business office. Lynette Fandrei who manages the October count process for us, that's a very important role that she has. Having that kind of precision on it is something that I was really proud of and I wanted to make sure that you were aware of that.

Hilts: Two years ago the board agreed that it would be a good idea to try to connect with the National School Board Association. Two years ago I went to a conference. Marie and I went to a conference last year in Boston. That conference, held annually, is scheduled to be in Denver this year the last week of March. We think that some of the things that we are doing, including having a team in the superintendent role versus individual; our hard work of preparing a policy that balances legal as well as compassionate care related to cannabis therapies and our work with our student board, we thought those are things that we'd like to share with the larger school board community. We have an invitation to come and share what we're doing at the conference in Denver in March. I am officially inviting all of you to come and be parts of those conversations. Marie can speak from the school board side because she also brought back some great ideas that you are working through in terms of school board evaluation. It's a strong conference and the fact that it's in our neighboring community really makes it more accessible for us and more fiscally available to us. Congratulations for leading good work that other school board want to learn about because they selected all of the proposals that

we submitted. That's a pretty cool thing to have happen. It'll be exciting to get ready for that and go together in March.

LVW: It is a Saturday, Sunday, Monday morning conference. The majority of the really strong things are Saturday, Sunday in my limited experience at the conference. Not as much PTO has to be burned to attend. It's during March break. Ordinarily we have a student representative on our board. We don't have someone here today because being on break, the student board of representatives was unable to meet to be able to provide the feedback they normally provide and many of them are on trips with their families. We will have a student rep at our October work session. We'll see a student representative back at our board table then. I'd also like to recognize that we have a Boy Scout, is there a second one that I don't see? Would you guys like to share what badge you're working on? Responses, one in communications and the other in citizenship. Thank you for coming. If you have any questions on anything you see tonight, feel free to contact any of us or grab us after the meeting. Our meetings tend to run kind of late so if we run late enough that it gets kind of uncomfortable for you, don't worry. We don't get offended when people have to go because of their other obligations. We understand because we're getting tired too.

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.

T. Hall: My name is Tara Hall. I am here to do an invite for the educators of D49. I have 3 students in D49 district, two middle school girls and a son that is in elementary school. I am also retired law enforcement. I do a lot of stuff in relation to what I'm about to invite you to. The human trafficking task force for southern Colorado is holding an event specifically for school administrators and educators on trafficking awareness. You can choose from 2 identical sessions Thursday, November 10th 5:30-7:30, Friday, November 11th from 9:00-11:00 and is basically to come and learn how to spot the signs in our schools. Schools are known to be targeted by traffickers. 20.9 million victims are trafficked annually through force, fraud and coercion. Trafficking is the second largest criminal activity globally. Drugs does beat it, but trafficking is second. Arms dealing usually runs a close second as well. The agenda for those two dates that I gave you, there's going to be a welcome by the human trafficking task force. The district attorney's office is going to be there and they're going to talk about what's going on in Colorado Springs. A message from the chancellor of the University of Colorado in Colorado Springs who is an advocate for sex and human trafficking awareness and education at UCCS. There's going to be an educational presentation by a group called I Empathize and they are the developer of an empower youth program which is an exploitation awareness and character education tool with far-reaching transformative potential for schools and classrooms. I believe you all got packets on that. Thank you for your time.

LaVere-Wright: The other two signed up are the Boy Scout families who thought it was another document.

7.00 Action Items – see attachments

- 7.01 Action on Policy Review
 - a. AC Nondiscrimination/Equal Opportunity
 - b. FEG Construction Contacts, Bidding and Awards
 - c. JB Equal Opportunity Education
 - d. JC School Attendance Areas
 - e. JEB Entrance Age Requirements
 - f. JF Admission and Denial of Admission
 - g. JFAA Residency Requirements for Admission
 - h. JFAB Continuing Enrollment of Nonresident Students
 - i. JFBA School Choice/Open Enrollment Transfer Policy
 - j. JFBB Inter-District Choice/Open Enrollment
 - k. JICDE Bullying Prevention and Education
 - l. JII Student Concerns, Complaints and Grievances
 - m. JK Student Discipline
 - n. JKF Educational Alternatives for Expelled Students
 - o. JLA Student Insurance Program
 - p. KE Public Concerns and Complaints
- 7.02 Approval of Resolution in Support of Bond
- 7.03 Action on Vista Ridge High School Course Proposal for Paraprofessional Educator
- 7.04 Action on Updated Job Descriptions
 - a. School Psychologist Intern
 - b. Budget Analyst
 - c. Student Information System Data Technician
 - d. Senior Data Analyst, Student Information Systems
- 7.05 Action on Update to Student Fees
- 7.06 Approval of Official Survey Date for Impact Aid, October 25, 2016
- 7.07 Reauthorization of the Pikes Peak Board of Cooperative Educational Services Contracts
- 7.08 Items Removed from Consent Agenda

8.00 Information Items – see attachments

- 8.01 Process Improvement Update
 - a. AC-E-1, AC-E-2, AC-E-3, AC-R Nondiscrimination/Equal Opportunity
 - b. FEG-R Construction Contacts, Bidding and Awards
 - c. JF-E, JF-R Admission and Denial of Admission
 - d. JFBA-R School Choice/Open Enrollment Transfer Policy
 - e. JK-R Student Discipline
 - f. JKF-R Educational Alternatives for Expelled Students
- 8.02 Expulsion Information
- 8.03 Student Study Trips

9.00 Discussions Items – see attachments

- 9.01 Sand Creek Zone Performance Report (10 minutes)
- 9.02 Enrollment Update (10 minutes)
- 9.03 2016 Election Education/Information Update (10 minutes)

10.00 Other Business – see attachment

- 10.01 Executive Session: Pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review

It was moved by Harold, seconded by Moore to go into Executive Session pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review. *The motion was put and carried with Butcher, aye; Graham, aye; Harold, aye; LaVere-Wright, aye; Moore, aye. The motion carried 5-0.*

The Board took a fifteen minute break at 7:15 p.m.

The Board went into Executive Session at 7:31 p.m. with the following people present: Marie LaVere-Wright, President, David Moore, Vice-President, Tammy Harold, Secretary, John Graham, Director, Kevin Butcher, Treasurer, Jack Bay, Chief Operations Officer and Donna Richer, Executive Assistant to the Board of Education.

It was moved by Harold and seconded by Moore to return to regular session at 8:06 p.m. *The motion was put and carried with Butcher, aye; Graham, aye; Harold, aye; LaVere-Wright, aye; Moore, aye. The motion carried 5-0.*

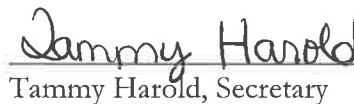
11.00 Adjournment

It was moved by Harold and seconded by Moore to adjourn the meeting at 8:06 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

October 13, 2016 Regular Board of Education Meeting

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. Tara Hall	Parent	Human Trafficking Awareness Training
2. Marie & Matthew Dibaldi	Parent	none, needs to attend for Scouts
3. Pat & Alan Claman	Parent / Student	Scouts - Communication Merit Badge
4.		
5.		
6.		
7.		
8.		
9.		
10.		



BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

BOARD MEETING OF:	October 13, 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 9/8/2016
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 September 8, 2016 regular board of education meeting.

APPROVED BY: Tammy Harold, Board Secretary

DATE: September 30, 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 October 13, 2016
Item 4.01 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	October 13, 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: September 30, 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 October 13, 2016
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
October 13, 2016**

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

Resignations:

Name	Position	Location	Effective Date
Mason, Erica	CIA Professional Development Administrator	Falcon Zone	September 30, 2016

Transfers:

Name	Transfer From	Transfer To	Effective Date
Ortiz-Torres, Amanda	Assistant Principal at Patriot High School	Assistant Principal at Meridian Ranch Elementary School	October 3, 2016

BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Sally McDermott, Human Resources Manager
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Professional Technical Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are 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</u> of 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: September 30, 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 October 13, 2016
Item 4.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

BOARD MEETING OF:	October 13, 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: September 30, 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 October 13, 2016
Item 4.03 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

BOARD MEETING OF:	October 13, 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: September 30, 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 October 13, 2016
Item 4.05 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

BOARD MEETING OF:	October 13, 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: September 30, 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 October 13, 2016
Item 4.06 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 4.07 MINUTES

BOARD MEETING OF:	October 13, 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 October 13, 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 30, 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 7.01 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Action on Policy 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
7.01a	AC	Nondiscrimination/Equal Opportunity	L. Fletcher	Align with CASB August updates
7.01b	FEG	Construction Contracts Bidding and Awards	J. Rohr	Periodic review; minor revisions
7.01c	JB	Equal Educational Opportunities	L. Fletcher	Align with CASB August updates
7.01d	JC	School Attendance Areas	L. Fletcher	Periodic review; no changes
7.01e	JEB	Entrance Age Requirements	L. Fletcher	Periodic review; align with CASB
7.01f	JF	Admission and Denial of Admission	L. Fletcher	Align with CASB August updates
7.01g	JFAA	Residency Requirements for Admission	L. Fletcher	Periodic review; minor revisions
7.01h	JFAB	Continuing Enrollment of Nonresident Students	L. Fletcher	Periodic review; align with current practice
7.01i	JFBA	School Choice/Open Enrollment Transfer Policy	L. Fletcher	Periodic review; align with CASB
7.01j	JFBB	Inter-District Choice/Open Enrollment	L. Fletcher	Periodic review; align with CASB
7.01k	JICDE	Bullying Prevention and Restorative Interventions	L. Fletcher	Align with CASB August updates
7.01l	JII	Student Concerns, Complaints and Grievances	L. Fletcher	Align with CASB August updates
7.01m	JK	Student Discipline	L. Fletcher	Align with CASB August update; delete redundant FERPA guidance
7.01n	JKF	Educational Alternatives for Expelled Students	L. Fletcher N. Lemmond	Minor revisions; reassign custodian
7.01o	JLA	Student Insurance Programs	L. Fletcher S. Hathaway	Recommend repeal; not applicable
7.01p	KE	Public Concerns and Complaints	L. Fletcher P. Andersen	Periodic review; clarify procedure

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>	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 16 policies in item 7.01.

REVIEWED BY: Chief Officers

DATE: September 30, 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:	October 13, 2016
PREPARED BY:	Tammy Harold
TITLE OF AGENDA ITEM:	Resolution of Support of Ballot Issue 3B
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: After an extensive community process involving students, staff, parents, elected officials and members of the larger District 49 community, the Board of Education submitted ballot language to seek community approval of El Paso County Issue 3B.

RATIONALE: Issue 3B will provide capital investment and operating revenue in support of District 49's vision to be the best choice in public education and the district's mission to learn, work, and lead.

RELEVANT DATA AND EXPECTED OUTCOMES: The issue does not raise the tax rate District 49 residents are assessed each year and provides investment in teachers, existing school facilities and would build two new K-5 elementary schools in areas of the district that continue to grow.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	District 49 has worked hard to become fiscally sound and efficient. Issue 3B gives our community another opportunity to affirm that District 49 is maintaining trust.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The extended planning and collaborative process included healthy and vigorous conversations about the future of District 49. The entire community was invited, and thousands participated in school-level, board, tele-town hall, community information nights, and other meetings to discuss this proposal.
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	The mill levy override will provide essential improvements to existing schools and construction in the areas of our district that have badly outgrown existing neighborhood school facilities.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	The mill levy override will provide one million dollars each year to attract and retain highly effective teachers to provide students with firm foundations on their educational journey.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	The mill levy override will allow major remodeling and additions at the three largest high schools, providing flexible learning space

FUNDING REQUIRED: NO

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the resolution in item 7.02 in support of ballot issue 3B.

APPROVED BY: Chief Officers

DATE: September 30, 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	X	

BOE Regular Meeting October 13, 2016
Item 7.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					



A RESOLUTION IN SUPPORT OF EL PASO COUNTY BALLOT ISSUE 3B

- WHEREAS, 3B will support taxpayers by not raising the overall tax rate; and
- WHEREAS, 3B will support teachers by providing \$1 million dollars annually to attract and retain highly effective teachers by offering salaries and benefits that are competitive with other districts in El Paso County; and
- WHEREAS, 3B will support students by providing every District 49 school, including charter schools and the Falcon Homeschool Program, capital investment each decade to improve their learning facility; and
- WHEREAS, 3B will support students by investing in the traditional high schools to ensure buildings provide equitable opportunities for students and safe and effective environments for student achievement; and
- WHEREAS, 3B will support students by building two new K-5 elementary schools to serve current and growing demand in the central and northern parts of the district; and
- WHEREAS, a citizen's oversight committee will provide accountability by monitoring how the funds generated by 3B are spent and will provide an annual audit on the district website; and
- WHEREAS, all funds will directly benefit our students and teachers, with no funds being spent on administration; and
- WHEREAS, a strong school district decreases crime rates and retains property and home values for residents;

NOW THEREFORE BE IT RESOLVED

that the Board of Directors of School District 49 support ballot issue 3B and strongly encourage the residents of District 49 to vote yes for the measure in November.

ADOPTED AND APPROVED this 13th day of October, 2016 by **SCHOOL DISTRICT 49**

Marie LaVere-Wright, Board President
Falcon School District 49

(SEAL)

ATTEST:

Tammy Harold, Board Secretary
Falcon School District 49

BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Sahvanna Mease, Family Consumer Sciences Teacher
TITLE OF AGENDA ITEM:	VRHS Course Proposal for Paraprofessional Educator
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Seeking approval of the addition of the block semester long (year-long credit) course entitled Paraprofessional Educator.

RATIONALE: Students who are interested in special education, becoming a paraprofessional, working with individuals with disabilities, or education in general will benefit from this course. Students will be equipped with the training to pursue a career or degree in education. Successful completion of the course will make the student highly qualified for a paraprofessional position after graduation.

Paraprofessional Educator

Grade Level: 11-12

Length: Blocked Semester (2 class blocks)

Prerequisite: Successful completion of Child Development and Teacher Approval.

Paraprofessional Educator is recommended for students who are interested in pursuing a career working with children and/or individuals with disabilities. Students that complete this course are eligible for a Paraprofessional Certificate and 8 college credits through CU Denver. Upon completion of this training, students will be prepared to enter the workforce as an educational assistant. This also provides the foundation necessary for students interested in becoming a teacher. The course provides training and instructional methods, use of technology, behavior management techniques and includes training for CPR and First Aid Certificate. Students will also complete a 30-hour practicum experience in the classroom during the program.

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>	Approval of career preparation courses helps to define an academic pathway in Education and Training for students.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learns can thrive	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Provides students with career and college readiness skills that can be applied immediately following graduation.

FUNDING REQUIRED: Yes

College Credit fees from the University of Colorado Denver

AMOUNT BUDGETED:

\$800 per student * 12 students a year= \$9600

BOE Regular Meeting October 13, 2016
Item 7.03 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the course proposal for Paraprofessional Educator at Vista Ridge High School as recommended by the administration

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 30, 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 7.04a MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Nancy Lemmond, PhD – Executive Director of Individualized Education Paul Anderson –Director of Human Resources
TITLE OF AGENDA ITEM:	School Psychologist Intern Job Description
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: School Psychologists are an integral part of the special education team and a building's student support team. They are considered a "hard to fill" position with demand outpacing supply. A shortage of school psychologists requires us to place greater demands on our current school psychologists or contract with outside agencies.

RATIONALE: Providing a paid internship to a school psychologist intern provides us with an opportunity to continue the education of a candidate in an innovative educational environment that is growing and changing to meet a spectrum of student needs. We can guide an intern's final year of education while meeting the needs of our children.

RELEVANT DATA AND EXPECTED OUTCOMES: Historically, we have either operated in a deficit of school psychologists or contracted with outside agencies for the position. The expected outcome is to build capacity within our district through the relationship between the district's school psychologist mentor and intern.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Building capacity within the district with focus on the hire of district employees instead of contracted services.
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.	As learners, we can provide school psychologist interns with a unique experience in our innovative district.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Providing school psychology services as necessitated by student need.

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$20,000-\$25,000 per intern

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to accept the job description for School Psychologist Intern.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 30, 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 October 13, 2016
Item 7.04a continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.04b MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Ron Sprinz, Finance Group Manager
TITLE OF AGENDA ITEM:	New Position/Job Description – Budget Analyst
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: As part of a renewed focus on the all of the positions within the Business (Finance) office, we are in the early stages of defining/changing all of the Job Descriptions within the department. More job description changes will follow.

RATIONALE: With the increased focus on continuous improvement brought about by the District's RMPEX journey we are desiring to increase our detailed focus on the creation and management of the budget process.

RELEVANT DATA AND EXPECTED OUTCOMES: By approving this position, the BOE would be bolstering the District's budgeting process, with increased stakeholder interaction and buy-in.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Major Impact
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 - No Increase in Head Count

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Budget Analyst job description as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: 9/30/2016

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 7.04c & d MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Dr. Louis L. Fletcher, Director of Culture & Services
TITLE OF AGENDA ITEM:	Student Information System (SIS) Job Descriptions
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The stewardship of student information is one of the most important responsibilities in a school district. District 49 is one of the fastest growing school districts in the state of Colorado; however, the Student Information System (SIS) is still managed/maintained by one employee. The aforementioned fact creates potential vulnerability/liability for the school district, which could pose a risk to district's ability access, modify, and use student information.

RATIONALE: District 49 should implement personnel-based safeguards that ensure continuous access to student information while decreasing the risk associated with the absence/unscheduled departure of a single key employee.

RELEVANT DATA AND EXPECTED OUTCOMES: Defining the role the senior analyst and adding a subordinate data analyst establishes a framework that decreases the vulnerability currently associated with student information. The proposed personnel configuration creates capacity and distributes management/maintenance responsibilities, which safeguards the continuity of SIS operations.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Reinforcing data integrity, information security, and system availability builds trust and increases return on investment.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The Student Information System (SIS) is the district's most accessed data asset; therefore, implementing mission assurance measures directly supports the community's participation.
Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	Distinct and exceptional 21 st century schools employ Student Information Systems (SIS) to create digital records of each student's academic and behavioral development.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	Maintaining reliable data facilitates accurate analysis of student behavioral trends and academic growth gaps, which establishes an evidence-based foundation for learners to thrive.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Student data accuracy and availability empowers educators to differentiate instruction and assess behavioral interventions, which launches each student toward success.

FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the jobs descriptions in item 7c and d as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: September 30, 2016

Harold made the motion; seconded by Moore. A pay range of professional technical 3 will be added to the Senior Data Analyst job description. The motion passed 5-0.

BOE Regular Meeting October 13, 2016
Item 7.04c and d continued

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

	BAY	HILTS	RIDGWAY	ANDERSEN	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 7.05 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Additional School Fees proposed for 2016/17
ACTION/INFORMATION/DISCUSSION:	Action

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

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

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

The Board of Education considered, and approved a comprehensive fee schedule for the FY16-17 school year at the May 12, 2016 Regular Board meeting. Since then, it has been noted by the schools that a few fees were missing from that original list and accordingly, those fees are presented here for the Board's consideration to approve.

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

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

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

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in financial management strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — 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 each student toward success	<i>Identify situations where a decision should be made by district leaders to provide the highest benefit to each student from their relative share of per pupil revenue.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$4,595 (Approx.)

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

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 5, 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 7.06 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Heather Diaz, Business Department
TITLE OF AGENDA ITEM:	Approval of Official Survey Date for Impact Aid, October 25, 2016
ACTION/INFORMATION/DISCUSSION:	Action

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

RATIONALE: Tuesday, October 25, 2016 is the recommended date for this year. Being a Tuesday, it is believed that this will give schools an opportunity to distribute the forms to the students and the families will have that week as well as the weekend to complete the form and return them early the following week. The final due date will be Friday, November 18, 2016.

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in financial management strategies and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Impact Aid is a community participation item in that we are asking the community for their assistance and they have the direct ability, then, to impact a revenue stream available to the District.</i>
Rock #3 — Establish District 49 as the <u>best</u> district in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	Click here to enter text.

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve Tuesday, October 25, 2016 as the Official Impact Aid Survey Date for the 2016-17 school year.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: September 08, 2016

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



BOE Regular Meeting October 13, 2016
Item 7.06 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Kathlynn Jackson, Director of Special Education
TITLE OF AGENDA ITEM:	Pikes Peak BOCES Annual Contract
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Pikes Peak Board of Cooperative Educational Services (BOCES) is utilized by Falcon School District 49 for providing a number of mandated special education services. These services are delineated in four contracts, two of which have been already approved, with two remaining: 1) is for \$407,668, related to Deaf/Hard of Hearing, Speech-Language Pathology services and Administrative costs; 2) the second contract (\$26,500/Annual rate) is for one student slot at the Pikes Peak Pathways Program, providing day-treatment type services related to emotional and behavioral disabilities (this contract however, has had revisions made so that if the student's IEP team determines that he no longer requires the Pathways program placement, District 49 is billed for services)

RATIONALE: These are federally (IDEIA) and state (ECEA) required Special Education services. The Pathways Program services are for out-of-district placements requiring more intensive intervention. Contracting these services through the Pikes Peak BOCES is more cost effective than contracting the services through other agencies.

RELEVANT DATA AND EXPECTED OUTCOMES: Itinerant Services Contract: \$407,668; Pathways Program Contract: \$26,500/Annually, based on student enrollment dates.

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Reduced Itinerant Contract due to providing Deaf/Hard of Hearing and Audiology services by District Staff, implementation of the District PEAK program, which mirrors Pathways but brings the program into the District, as well as proceeding with a new agency for Orientation and Mobility services. This also reduces Transportation costs.
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>	Supports Best District in a manner that shows our commitment to meet the needs of all students and leverage additional program support.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive.	Supports portfolio of schools for students with high needs and still maintaining service commitment and high level of support.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Focus on the individual needs of the student to excel academically, behaviorally, and socially.

FUNDING REQUIRED: \$434,168

AMOUNT BUDGETED: \$434,168

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Pikes Peak Annual BOCES contracts in item 7.07 as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 5, 2016



BOE Regular Meeting October 13, 2016
Item 7.07 continued

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Process Improvement Update
ACTION/INFORMATION/DISCUSSION:	Discussion

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	AC-E-1, AC-E-2, AC-R	Nondiscrimination/Equal Opportunity	L. Fletcher	Align with CASB August updates
8.01b	FEG-R	Construction Contracts Bidding and Awards	J. Rohr	Periodic review; minor revisions
8.01c	JF-E, JF-R	Admission and Denial of Admission	L. Fletcher	Align with CASB August updates
8.01d	JFBA-R	School Choice/Open Enrollment Transfer Policy	L. Fletcher	Periodic review; align with CASB
8.01e	JK-R	Student Discipline	L. Fletcher	Align with CASB August update; delete redundant FERPA guidance
8.01f	JKF-R	Educational Alternatives for Expelled Students	L. Fletcher N. Lemmond	Minor revisions; reassign custodian

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>	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

BOE Regular Meeting October 13, 2016
Item 8.01 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

REVIEWED BY: Chief Officers

DATE: September 30, 2016

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

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Nancy Lemmond, Executive Director of Individualized Education
TITLE OF AGENDA ITEM:	Expulsion Information
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

See attached confidential sheet for list of expulsions in September 2016.

RATIONALE: Board Policy

RELEVANT DATA AND EXPECTED OUTCOMES: See attachment

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>	Ensures compliance with all Colorado Revised Statutes
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 each student toward success	Provide alternative pathways to students that align with 49 Pathways Initiative

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, CEO

DATE: September 30, 2016

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

BOARD OF EDUCATION AGENDA ITEM 8.03 MINUTES

BOARD MEETING OF:	October 13, 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:

VRHS

Show Choir competition in Scottsbluff, NE

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

28 students will attend this trip.

Cost of trip will be \$50 per student and includes transportation, competition registration and lodging.

Students will compete against other ensembles at our site/ability performance state standard.

Fundraising will be part of this program.

EIES

YMCA of the Rockies Outdoor Education in Estes Park, CO

Departure-4/26/17 Return-4/28/17

100 students will attend this trip.

Cost of trip will be \$200 per student and includes transportation, meals, tours and lodging.

This trip supports the IB application of trans disciplinary skills in an outdoor educational setting.

Fundraising will be part of this program.

FHS

CSU-Pueblo Honor Orchestra

Departure-11/18/16 Return-11/19/16

6 Students will attend this trip.

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

This trip will meet the needs of more advanced orchestra student.

Fundraising will not be part of this program.

FHS

CSU-Pueblo Festival of Winds

Departure-2/23/17 Return-2/25/17

15 Students will attend this trip.

Cost of trip will be \$120 per student and includes transportation, meals, lodging and registration.

This will be a differentiated learning experience for advanced band students.

Fundraising will not be part of this program.

FHS

All State Band at UNC Greeley

Departure-3/30/17 Return-4/1/17

5 Students will attend this trip.

This will be a differentiated learning experience for advanced band students.

Cost of this trip will be \$150 per student and includes transportation, meals, lodging and registration.

Fundraising will not be part of this program.

BOE Regular Meeting October 13, 2016
Item 8.03 continued

FHS

Canon City Music & Blossom Festival

Departure-5/5/17 Return-5/6/17

90-100 Students will attend this trip.

Students on this trip will receive feedback from nationally recognized adjudicators.

Cost of this trip will be \$125 per student and includes transportation, meals, lodging and a t-shirt.

Fundraising will not be part of this program.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Grow a robust <u>portfolio</u> of 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 30, 2016

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

BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Sean Dorsey, Sand Creek Zone Leader
TITLE OF AGENDA ITEM:	Sand Creek Zone Performance Report
ACTION/INFORMATION/DISCUSSION:	Information

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

RATIONALE:

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

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

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Included in the Sand Creek Zone report is a preview of upcoming forums with students, staff, and community conducted by the Studer Education Group.
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.	The update provides the BOE with a snapshot of how elementary school students are performing with regard to District 49's primary literacy initiative, as well as information concerning efforts to improve math performance across the SC Zone
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	The BOE will hear solutions currently implemented at the Sand Creek Campus concerning SAT preparation, as well as 49 Pathways.

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 30, 2016

	BUTCHER	GRAHAM	HAROLD	LAVERE-WRIGHT	MOORE
COMMENTED			X		X
	BAY	HILTS	RIDGWAY	DORSEY/MERRITT	LANE
COMMENTED				X/X	X

BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer Ron Sprinz, Finance Group Manager
TITLE OF AGENDA ITEM:	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: September 30, 2016

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

BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD WORK SESSION OF:	October 13, 2016
PREPARED BY:	Brett Ridgway, Chief Business Officer Matt Meister, Director of Communications
TITLE OF AGENDA ITEM:	2016 Election Education/Information Update
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Board of Education has previously provided guidance to the Administration to conduct primary research for needs, options and financing vehicles for potential participation in the November 2016 election.

As details of the plan projects continue to be finalized, communication efforts are underway. Colorado law allows any school districts to speak positively and create promotional material about a potential bond issue before it refers the actual bond question to the voters.

RATIONALE: A coordinated communications plan identifying key audiences, materials, presentations and a timeline to ensure educational efforts around the proposed plan has been approved.

RELEVANT DATA AND EXPECTED OUTCOMES: Current D49.org webpages for the plan are presented as are examples of facility performance scorecards available for download on D49.org. Scorecards will also be printed and made available at each campus for review by students, parents, staff and community members.

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 of</u> distinct and exceptional <u>schools</u>	<i>An election campaign should have clear connection 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>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Continued Thoughts/Guidance

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: September 30, 2016

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

BOARD OF EDUCATION AGENDA ITEM 10.01 MINUTES

BOARD MEETING OF:	October 13, 2016
PREPARED BY:	D. Richer, Executive Assistant to BOE
TITLE OF AGENDA ITEM:	Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Operations Officer evaluation and review
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to go into Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review.

APPROVED BY: Marie LaVere-Wright, Board President

DATE: September 30, 2016

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