

MINUTES
REGULAR BOARD OF EDUCATION MEETING
May 11, 2017
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 6:35 p.m. by the President, Marie La Vere-Wright. The following board members were present: Mr. Butcher, Mr. Graham, Ms. Harold, and Mrs. La Vere-Wright.

2.00 Welcome and Pledge of Allegiance

President La Vere-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 Graham to amend the agenda to remove item 7.02a Transportation Fees.

The motion was put and carried with Butcher, aye; Graham, aye, Harold, aye; La Vere-Wright, aye. Motion carried 4-0.

It was moved by Harold, seconded by Graham to approve the agenda as amended.

The motion was put and carried with Butcher, aye; Graham, aye, Harold, aye; La Vere-Wright, aye. Motion carried 4-0.

4.00 Consent Agenda – see attachments

- 4.01 Approval of Minutes of Regular Board of Education Meeting 4/13/2017
- 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 Matters Relating to Non-Renewal of Probationary Teachers
- 4.08 Approval of Matters Relating to Continuing Special Service Providers
- 4.09 Approval of Minutes of Special Board of Education Meeting 5/3/2017

5.00 Board Update

La Vere-Wright: I want to recognize Evan Mahon as the student representing our student board of representatives tonight. Evan is about to graduate so after two years of getting some great insights from Evan, we are going to lose him to college. But I know he's going to come back and continue to have an impact on our community because that's the kind of person he is. Thank you for being here tonight, just two weeks before graduation and still making sure that student voices are heard for student who are coming after you. That's awesome. We have quite a few people who maybe aren't always here at the meetings, and want to explain some of what we are going to be doing. The consent agenda that we just approved are in general administrative/technical things, so for example, new hires and some of the other kind of housekeeping that we have to do there and any major decisions. The next piece that we move on to will be our action items. Our action items for the most part you won't hear us discuss very much because they were discussed at our last work session. The meeting that we had at the end of April, we spent 3-4 hours discussing each of these items on

this agenda before moving it forward. By the time it comes to action, we've already done most of our due diligence. There may be a couple of things on there that we may get some clarity on tonight but we will move through that very quickly.

Harold: I want to congratulate all of the class of 2017. It's exciting times, go out and make your mark on the world! Congratulations!

Graham: I share those sentiments.

Butcher: Congratulations and to those who were here for the Fantastic 49, listening to those stories, the kids and teachers, it makes sitting in these not so exciting meetings worth it and makes us understand why we're here. I'm really grateful for that.

5.01 Chief Officer Update

5.02 Student Board Update

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

La Vere-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.

Reed: I'm Phoebe and I attend Sand Creek High School. We're addressing the AP program being cut. Cutting the AP program at Sand Creek High School has created an academic disadvantage to students compared to those in other D49, D11 and D20 schools. Sand Creek offered AP courses to prepare students for college starting with the 9th grade. Meaning students at the 9th grade begin on a 5.0 scale. Against the expert decision of the teachers at Sand Creek and without consulting the community (parents and the student body), Sand Creek zone and administrative leadership team cut the program that serves an overwhelming amount of the student body. AP classes are full compared to other academic programs whose classes remain with 4-10 kids per class. The academic disadvantage is students at Falcon and Vista begin their journey of a 5.0 GPA at the 9th grade as well as the neighboring schools of Liberty, Doherty, Rampart, and Pine Creek. Palmer, Rampart and DCC who we compete against offer IB, AP and Concurrent Enrollment. This decision is detrimental to the academic advancement and for students to be academically competitive. This decision seems discriminatory toward Sand Creek as it serves the highest minority population with a lower socioeconomic status. As Sand Creek zone and school leadership team overturned the decision of the teachers, the Board can overturn the decision of the leadership and restore the AP Program at Sand Creek. Thank you.

Jones: My name is DaJa Jones and I'm a junior at Sand Creek High School. I'm here in reference to the AP Program as well. The following students and I have signed a petition in agreement to bring the Advanced Placement Program back to Sand Creek High School. We all feel the decision made to eliminate the classes, excluding AP Calc and AP Stats, was not fair because neither our parents, our teachers, and most importantly us, the students did not get an input. AP is a free program and we have many intelligent teachers at Sand Creek High School that are qualified to instruct an AP class

and would love to bring it back as much as their students do. We are all aware that Sand Creek offers Concurrent Enrollment and the International Baccalaureate Program. These are all extremely amazing programs, but are not programs some of us choose to be a part of. Concurrent Enrollment for example, offer credits that transfer to in-state colleges, whereas AP credits transfer to a variety of other colleges out of state, which means more opportunities. We would also like to have AP on our college transcripts when applying to colleges and universities. As far as I know, Sand Creek is the only high school in the city that does not offer a full AP program. Schools such as Rampart High School, Discovery Canyon Campus and William J. Palmer High School are all IB and still offer AP. The rest of D49 offer it as well so why don't we? As students we all deserve a choice as to whether or not we would like to take an AP class. This is our education and our future and the Advanced Placement classes should be an option to take at Sand Creek. I respect each and every one of the administrators here at Sand Creek High School and admire the things they do to benefit our academics. I hope that you all consider the many students that have signed this petition in reference to their education and bring back the Advanced Placement Program. Thank you for taking your time to listen to this.

Duckers: Ellen Duckers, I'm a grandparent in this district. There was a middle school student in Ohio who was sent home and had a 10 day suspension for liking a picture of a gun on Instagram with a school sanction warranted. Edgewood Middle School in Trenton Ohio has a zero tolerance policy when it comes to violent, harassing or any other inappropriate behavior. That was made crystal clear by slapping the boy with a suspension from school for 10 days for liking a picture on a social media site. The boy's parents were livid when they found out the reason for their son's suspension and posted a picture of the intended suspension notice which reads, "The reason for the intended suspension is as follows: liking a post on social media that indicated potential school violence." The picture in question is of an Airsoft Handgun with a caption, Ready. It's just a toy. According to Fox 19, the boy stated, I liked it, scrolling down Instagram at night about 7 to 8:00. I liked it, he said. The next morning they called me down to the office, patted me down and checked me for weapons. Really? The school has apparently dropped the suspension since the original notice and will not punish the boy any further for his action. This is communist. This is ridiculous. How he's looking at the picture at home. I'm not angry at you guys. I just want to let you know this is getting really out of hand. To me that's adults not being able to think. That's like me hacking into your computer and punishing you for what you have in there. I could do that. But I won't. Now Doherty High School, a kiln was left on and caused wood to smolder and smoke. Now the school is closed today and will be closed tomorrow due to the smoke. Was that teacher suspended or fired for putting the school and everyone inside in danger? We have zero tolerance. The teacher should be punished as the kids are. They put everybody in. (Three minute time limit ran out.)

La Vere-Wright: Peter, if you can take the student petition and information that they have provided and direct it to the appropriate people for response. I think that would be appropriate to take a look at what their concerns are.

Harold: I want to commend Phoebe and DaJa for coming and speaking tonight about this topic. I know it's been a concern at your high school and I really appreciate you coming out tonight and expressing that here at our meeting. Good job.

La Vere-Wright: You expressed yourselves eloquently and together only took 3 minutes when you could have taken 6, which was pretty amazing to me.

7.00 Action Items – see attachments

La Vere-Wright: In general we move through these pretty quickly because we have reviewed them, discussed them and asked our questions at our prior work session.

- 7.01 Approval of Food Service for Banning Lewis Ranch Academy, Banning Lewis Preparatory Academy, Pikes Peak School of Expeditionary Learning, and Power Technical Early College and The Imagine Classical Academy
- 7.02 Approval of Operational Fees:
 - a. Transportation
 - b. Nutrition Services
 - c. School
- 7.03 Action on Policy Revisions
 - a. ADF School Wellness
 - b. EFEA Nutritious Food Choices
 - c. KE Public Concerns and Complaints
 - d. KEA Stakeholder Grievance
 - e. KF Community Use of District Real Property
- 7.04 Approval of Changes to Compensation Schedules
 - a. Licensed
 - b. Educational Support Personnel
 - c. Professional/Technical
 - d. Administrative
- 7.05 Action on Charter School Contract for Pikes Peak School of Expeditionary Learning
- 7.06 Action on Revised Job Descriptions
 - a. Before and After School Manager
 - b. Gifted Education Specialist
 - c. 49 Pathways Specialist
 - d. Teacher on Special Assignment – 21st Century Learning & Innovation Specialist
- 7.07 Action on New Job Descriptions
 - a. Before and After School Assistant Manager
 - b. Director of Community Care
 - c. Primary Proficiency and Data Coach
- 7.08 Falcon Zone Organizational Chart and Proposal for Additional Elementary School
Action on New Job Description: Zone Executive Principal
- 7.09 Adoption of Statement for Reduction in Program
- 7.10 Approval of Cultural Compass 2.0
- 7.11 Action on Policy GCBA Instructional Staff Contracts/Compensation/Salary Schedules
- 7.12 Action on Revised Job Description, Teacher on Special Assignment for Early Childhood Education
- 7.13 Conveyance and Recording of Land at 11243 Londonderry Drive
- 7.14 Use of Land and Construction of School at 11243 Londonderry Drive
- 7.15 Action on Additional Funding for ALLIES Learning Center and Modular Replacement Project at Odyssey Elementary School
- 7.16 Appointment of New Board Member/Oath of Office
- 7.17 Items Removed from Consent Agenda
- 8.00 Information Items – see attachments**
- 8.01 Process Improvement Update
 - a. ADF-R School Wellness
 - b. KEA-R Stakeholder Grievance
 - c. KF-R, KF-E-1, KF-E-2, KF-E-3 Community Use of District Real Property
- 8.02 Expulsion Information
- 8.03 Student Study Trips

9.00 Discussions Items – see attachments

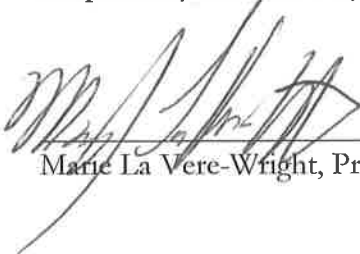
- 9.01 2016 3B Projects Update (10 minutes)
- 9.02 Career and Technology Education Performance Report (10 minutes)
- 9.03 POWER Zone Performance Report (10 minutes)
- 9.04 Vista Ridge High School Course Name Change and Credit Added (5 minutes)
- 9.05 Revised Job Description, Special Education Data Technician (5 minutes)
- 9.06 DoDEA Grants Update (15 minutes)
- 9.07 Budget Focus 2017-2018 (10 minutes)
- 9.08 Policy and Procedure Review (5 minutes)
 - a. BBA Board Powers and Responsibilities
 - b. CBB Recruitment of Chief Officers
- 9.09 Board of Education Goals/Implementation (10 minutes)

10.00 Other Business

11.00 Adjournment

It was moved by Harold and seconded by Graham to adjourn the meeting at 8:59 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Graham; aye, Harold, aye; La Vere-Wright, aye. Motion carried 5-0.*

Respectfully submitted by Donna Richer,



Marie La Vere-Wright, President

Tammy Harold, Secretary

May 11, 2017 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. Phoebe Reed	Student at SCHS	AP Program
2. Daja Jones	Student at SCHS	AP Program
3. Ellen Duckers	grandparent	gen
4.		
5.		
6.		
7.		
8.		
9.		
10.		

BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Donna Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Approval of Minutes of Regular Board of Education Meeting 4/13/2017
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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 April 13th regular board of education meeting.

APPROVED BY: Tammy Harold, Board Secretary

DATE: April 27, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting May 11, 2017
Item 4.01 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Paul Andersen, Director of Human Resources
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					

COMMENTED					
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BOE Regular Meeting May 11, 2017
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
May 11, 2017**

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

Appointments:

Name	Position	Location	Effective Date
Wedor, Michael	Assistant Principal	Odyssey Elementary	July 1, 2017

Resignations:

Name	Position	Location	Effective Date
Felice, Jared	Associate Principal	Sand Creek Campus	April 8, 2017
Johanson, Ryan	Accounting Group Manager	ESC/Finance	April 28, 2017
Sieczkowski, Joshua	Assistant Principal	Falcon High School	June 9, 2017

BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	May 11, 2017
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:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 4.03 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Professional/Technical Personnel
May 11, 2017**

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

Appointments to Existing Positions:

Name	Position	Location	Rate of Pay	Effective Date

Appointments to New Positions:

Name	Position	Location	Effective Date
Bowen, Audra	Technology Quality Assurance Manager Full Year/Half Time	ESC/Business Office	5/8/2017

Retirements:

Name	Position	Location	Effective Date

Resignations:

Name	Position	Location	Effective Date

Transfers:

Name	Transfer From	Transfer To	New Rate of Pay	Effective Date

BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

BOARD MEETING OF:	May 11, 2017
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					

COMMENTED					
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BOE Regular Meeting May 11, 2017
Item 4.04 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49**Approval of Matters Relating to Licensed Personnel
May 11, 2017**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Archuleta, Susan	Early Childhood Special Education Teacher	Odyssey Elementary School	July 27, 2017
Carroll, Kelly	High School Counselor	Sand Creek High School	July 27, 2017
Chamberlain, Jennifer	3 rd Grade Teacher	Ridgeview Elementary School	July 27, 2017
Cutler, Kathleen	Math Teacher	Falcon High School	July 27, 2017
Dove, James	Special Education (SSN) Teacher	Vista Ridge High School	July 27, 2017
Emory, Jason	Instrumental Music Teacher/Director of Band and Orchestra	Sand Creek High School	July 27, 2017
Gross, Victoria	Special Education (SSN) Teacher	Odyssey Elementary School	July 27, 2017
Hedding, Jennifer	Special Education (SLD) Teacher	Pikes Peak School of Expeditionary Learning	July 27, 2017
Hinnen, Amanda	School Nurse	Special Education Services	July 27, 2017
Hinson, Blake	Special Education (SSN) Teacher	Vista Ridge High School	July 27, 2017
Hoang, Trang	1 st Grade Teacher	Evans International Elementary School	July 27, 2017
Hopkins, Christine	Special Education (SLD) Teacher	Horizon Middle School	July 27, 2017
Koestler, Melissa	Math Teacher	Vista Ridge High School	July 27, 2017
Lange, Lucas	Math Teacher	Falcon Middle School	July 27, 2017
McBroom, Gina	2 nd Grade Teacher	Evans International Elementary School	July 27, 2017
McFall, Stephen	School Psychologist	Special Education Services	July 27, 2017
Patterson, Sarah	Early Childhood Special Education Teacher	Ridgeview Elementary School	July 27, 2017
Peters, Shari	Math Teacher	Horizon Middle School	July 27, 2017
Phillips, Stacy	8 th Grade Math Teacher	Horizon Middle School	July 27, 2017
Roitz, Caitlyn	Kindergarten Teacher	Evans International Elementary School	July 27, 2017
Warden, Erin	Special Education (SLD) Teacher	Imagine Classical Academy Indigo Ranch	July 27, 2017

Appointments to New Positions:

Name	Position	Location	Effective Date
Rush, Anthony	JROTC Instructor	Vista Ridge High School	July 27, 2017
Smits, Ann	School Nurse	Special Education Services	July 27, 2017
Stuart, Madison	Spanish Teacher	Horizon Middle School	July 27, 2017

Retirements:

Name	Position	Location	Effective Date
Breitmeyer, David requesting 110- Transitional year for 2017-18	Instructional Coach	Woodmen Hills Elementary School	May 31, 2017

Gianarelli, Leesa	Special Education (SLD) Teacher	Imagine Classical Academy Indigo Ranch	May 31, 2017
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Transfers:

Name	Position	Location	Effective Date
Ewing, Kevin	.2 Part-Time Coordinator of Concurrent Enrollment	Transferring to Pikes Peak Community College	May 31, 2017

Resignations:

Name	Position	Location	Effective Date
Anderson, Jennie	5 th Grade Teacher	Woodmen Hills Elementary School	May 31, 2017
Brown, Sarah	1 st Grade Teacher	Evans International Elementary School	May 31, 2017
Fowler, Brandy	Special Education (So/Co) Teacher	Evans International Elementary School	May 31, 2017
Hahnfeld, Cheryl	Math Teacher	Falcon High School	May 31, 2017
Klausmeier, Alicia	STEM Teacher	Odyssey Elementary School	May 31, 2017
Lachat, Emily	4 th Grade Teacher	Meridian Ranch Elementary School	May 31, 2017
Lord, Kara	.5 Part-Time Advanced Learning Facilitator	Springs Studio of Academic Excellence	May 31, 2017
Maze, Jennifer	Chemistry Teacher	Vista Ridge High School	May 31, 2017
McCullohs, Kathryn	English Teacher	Falcon High School	May 31, 2017
McFarland, Sarah	Special Education (SED) Teacher	Horizon Middle School	May 31, 2017
Nicholson, Brittany	6 th Grade Writing Teacher	Falcon Middle School	May 31, 2017
Sampson, Raenise	Speech Language Pathologist	Special Education Services	May 31, 2017
Tamura, Patricia	.4 Part-Time Kindergarten/1 st Grade Teacher	Falcon Homeschool Enrichment Program	May 31, 2017
Valdez, Kelsey	English Teacher	Vista Ridge High School	May 31, 2017
Valerio, Caitlin	7 th Grade Reading Teacher	Falcon Middle School	May 31, 2017

Substitutes:

Name	Position	Location	Effective Date
Becker, Kristin	Licensed Substitute	Varies	March 23, 2017
Durst, Pamela	ESP Substitute	Varies	March 23, 2017
Holley, Marcus	ESP Substitute	Varies	March 23, 2017
Jewell-Nieman, Linda	ESP Substitute	Varies	March 23, 2017
Martin, Mary	ESP Substitute	Varies	March 23, 2017
Parmelee, Rose	ESP Substitute	Varies	March 23, 2017
Pitts, Charlotte	Licensed Substitute	Varies	March 23, 2017
Williams, Glenn	ESP Substitute	Varies	March 23, 2017

Substitute Resignations:

Name	Position	Location	Effective Date
Alley, Nanci	Licensed Substitute	Varies	January 6, 2017
Avdem, Kristy	ESP Substitute	Varies	April 13, 2017
Bussell, Monica	ESP Substitute	Varies	February 6, 2017
Cornelius, Allan	Licensed Substitute	Varies	December 15, 2016

Frazier, Clinton	Licensed Substitute	Varies	April 13, 2017
Fuller, Meghan	ESP Substitute	Varies	December 15, 2016
Gowen, Francine	ESP Substitute	Varies	April 13, 2017
Ashley Hamman	Licensed Substitute	Varies	December 21, 2016
Kettinger, Amber	Licensed Substitute	Varies	January 16, 2017
King, Robert	Licensed Substitute	Varies	February 23, 2017
Koch, Amanda	ESP Substitute	Varies	December 15, 2016
Lamb, Sandra	Licensed Substitute	Varies	January 10, 2017
Mills, Wayne	Licensed Substitute	Varies	April 13, 2017
Pool, Sylvia	Licensed Substitute	Varies	April 13, 2017
Roggie, Debra	ESP Substitute	Varies	February 8, 2017
Schloesser, Bonnie	ESP Substitute	Varies	April 13, 2017
Schmidt, Debra	ESP Substitute	Varies	January 30, 2017
Skrzypek, Felicia	ESP Substitute	Varies	January 29, 2017
Strasner, Anne	ESP Substitute	Varies	December 15, 2016
Storms, Kevin	Licensed Substitute	Varies	December 20, 2016
Thompson, Larry	Licensed Substitute	Varies	February 24, 2017
Thomsen, Patricia	Licensed Substitute	Varies	March 9, 2017
Trynoski, Elizabeth	ESP Substitute	Varies	December 15, 2016
Warren, Stacey	ESP Substitute	Varies	April 13, 2017

BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

BOARD MEETING OF:	May 11, 2017
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 4.05 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49**Approval of Matters Relating to Educational Support Personnel
May 11, 2017**

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

Appointments:

Name	Position	Location	Effective Date
Baker, Jo Ann	Nutrition Services Assistant	Falcon High School	May 10, 2017
Bredesen, Kenneth	Building Custodial Technician	Falcon High School	April 06, 2017
Davis, Tessie	Nutrition Services Assistant	Remington Elementary School	May 04, 2017
Demuth, Joni	Nutrition Services Assistant	Falcon High School	May 04, 2017
Holzwarth, Pamela	Temporary Hourly Reading Tutor	Remington Elementary School	April 05, 2017
Kirkham, Lyndsay	Regular Education Paraprofessional	Stetson Elementary School	April 13, 2017
Sims, Megan	Bus Paraprofessional	Transportation Department	April 07, 2017
Thill, Jennifer	Special Education Paraprofessional	Banning Lewis Ranch Academy	April 13, 2017
Torres, Melissa	Bus Paraprofessional	Transportation Department	April 18, 2017

Transfers:

Name	Transfer From	Transfer To	Effective Date
Mazzagatti, Teri	Bus Driver, Transportation Department	Bus Monitor, Transportation Department	April 3, 2017
Roth, Thomas	Building Custodial Technician, Sand Creek High School	Building Manager, Horizon Middle School	May 08, 2017

Resignations:

Name	Position	Location	Effective Date
Anderson, Charity	Preschool Paraprofessional	Stetson Elementary School	April 12, 2017
Aragundi, Anna	Health Assistant	Special Services Department	May 24, 2017
Bartlett, Sarah	Special Education Paraprofessional	Vista Ridge High School	April 28, 2017
Caban, Gretchen	Special Education Paraprofessional	Meridian Ranch Elementary School	May 31, 2017
Carroll, Kimberly – in lieu of termination	Bus Paraprofessional	Transportation Department	April 21, 2017
Catalini, Michael	Special Education Paraprofessional	Sand Creek High School	May 25, 2017
Cecil, Amy	Special Education Paraprofessional	Remington Elementary School	May 8, 2017
Despain, Kelsey	Health Assistant	Horizon Middle School	May 26, 2017
Franklin, Holly	Pathways Secretary	Special Services Department	April 28, 2017
Herzog, Joseph	Bus Driver	Transportation Department	April 3, 2017
Jackson, Courtney	Crossing guard	Meridian Ranch Elementary School	March 31, 2017
Maldonado, Kayla	Marketing and Communications Specialist	Education Service Center	April 21, 2017
Montoya, Sarah	Nutrition Services Assistant	Skyview Middle School	April 30, 2017
Ramos, Ruth	Nutrition Services Assistant	Falcon High School	Resigned before starting
Reeves, Tina	Assistant Principal/Dean Secretary	Sand Creek High School	Resigned before starting
Romo, Laura	Crossing Guard	Ridgeview Elementary School	April 18, 2017
Skinner, Michelle	Special Education Paraprofessional	Stetson Elementary School	May 26, 2017
Woody, Deborah	Nutrition Services Assistant	Vista Ridge High School	May 01, 2017

Retirements:

Name	Position	Location	Effective Date
Adams, Darlene	Bus Paraprofessional	Transportation Department	May 26, 2017

Terminations due to position elimination:

Name	Position	Location	Effective Date
Caffee, Kelly	Special Education Paraprofessional	Patriot High School	May 26, 2017
Goodwin, Eva	Lead Online Learning Coach/Mentor	Springs Studio for Academic Excellence	June 8, 2017
O'Neal, Irene	Registrar	Pikes Peak Early Colleges	June 14, 2017
Seebach, Trina	Hourly Reading Tutor	Stetson Elementary School	May 19, 2017
Shaw, Cynthia	Lead Online Learning Coach/Mentor	Springs Studio for Academic Excellence	June 8, 2017
Wright, Mary	Administrative Secretary	Patriot High School	June 9, 2017

Terminations:

Name	Position	Location	Effective Date
Lopar, Anto	Building Manager	Falcon Legacy Campus	April 27, 2017
Schmidt, Tami	Bus Paraprofessional	Transportation Department	April 13, 2017

BOARD OF EDUCATION AGENDA ITEM 4.06 MINUTES

BOARD MEETING OF:	May 11, 2017
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 4.06 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Schedule B Personnel
May 11, 2017**

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

Appointments:

Name	Position	Location
Bauer, Erick	Assistant Track	Sand Creek High School
Block, Will	Assistant Girls Soccer	Sand Creek High School
Hinson, Franklin	Head Girls Tennis	Sand Creek High School
Hensley, Marc	Assistant Track	Sand Creek High School
Jordan, Marcus	Assistant Girls Soccer	Sand Creek High School
Linkous, Karigan	Head Cheer	Sand Creek High School
Lutz, Loren	Head Girls Golf	Sand Creek High School
Moore, Clint	Assistant Track	Sand Creek High School
Moss, Morgan	Head Volleyball	Falcon High School
Nelson, Ed	Head Baseball	Sand Creek High School
Richardson, Rob	Assistant Baseball	Sand Creek High School
Saipaia, Blaine	Assistant Track	Sand Creek High School
Tafoya, Jeremy	Head Girls Soccer	Sand Creek High School
Wood, Nate	Assistant Girls Golf	Sand Creek High School

Resignations:

Name	Position	Location	Date
Siemieniec, Erika	Dance	Sand Creek High School	06/30/2017

BOARD OF EDUCATION AGENDA ITEM 4.07 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Sally McDermott, Human Resource Manager
TITLE OF AGENDA ITEM:	Non-Renewal of Probationary Teachers
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes. To remain in compliance with statute C.R.S. 22-63-203(3) of the Teacher Employment, Compensation and Dismissal Act of 1990, action needs to be taken concerning probationary teacher contracts.

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

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

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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 for Education salary tables.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached personnel changes as recommended by administration.

APPROVED BY: Peter Hilts, Chief Education Officer;
Brett Ridgeway, Chief Business Officer, Jack Bay, Chief Operations Officer

DATE: April 24, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 4.07 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2016-2017 Probationary Non-Renews
March 11, 2016

Falcon Zone

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>
Little	Jon	Math Teacher	Falcon Middle School (Probationary)
Londo	Katelyn	1 st Grade Teacher	Meridian Ranch Elementary School (INR)
Mauzy	Janet	Special Education Teacher	Falco High School (Probationary)

iConnect Zone

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>
Haeseker	Kathryn	.5 Special Education Teacher	Patriot Learning Center (Probationary)
Tomberlin	Joshua	Social Studies/English Blended Teacher	Springs Studio for Academic Excellence (Program Change)
Vance	Jennifer	English/Social Studies Teacher	Springs Studio for Academic Excellence (Program Change)

Sand Creek Zone

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>
Aragon	Lisa	Interventionist	Horizon Middle School (Probationary)
Clemens	Sarah	3 rd Grade Teacher	Evans Elementary School (INR)
Goodwin	Nancy	Physical Science Teacher	Sand Creek High School (INR)
Lucas	Frances	.67 Video/Broadcasting Teacher	Sand Creek High School (Program Change)
Smith	Sandra	.5 Science Teacher	Sand Creek High School (Program Change)
Wilson	Claire	.45 Science & Broadcasting Teacher	Sand Creek High School (Program Change)

Special Services

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>
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BOARD OF EDUCATION AGENDA ITEM 4.08 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Sally McDermott, Human Resources Manager
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Special Services Providers Being Recommended for Continuation
ACTION/INFORMATION/DISCUSSION:	Consent - Action

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

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

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

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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: May 1, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 4.08 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2017-2018 Special Services Provider Recommendation
May 11, 2017

Last Name	First Name	Location	Position
Dreher	Amy	SPED	School Nurse

BOARD OF EDUCATION AGENDA ITEM 4.09 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Donna Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Approval of Minutes of Special Board of Education Meeting 5/3/2017
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 MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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 May 3rd special board of education meeting.

APPROVED BY: Tammy Harold, Board Secretary

DATE: May 3, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting May 11, 2017
Item 4.09 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Monica Deines-Henderson
TITLE OF AGENDA ITEM:	Approval of Food Service for Banning Lewis Ranch Academy, Banning Lewis Preparatory Academy, Imagine Classical Academy, Pikes Peak School of Expeditionary Learning and Power Technical Early College
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Approval for the agreement to continue providing meals for the 2017-2018 school year between District 49 Nutrition Services Department and Banning Lewis Ranch Academy, Banning Lewis Preparatory Academy, Imagine Classical Academy, Pikes Peak School of Expeditionary Learning and Power Technical Early College

RATIONALE: Providing nutritious meals will enhance student's wellbeing for academic success.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Major
	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: None

AMOUNT BUDGETED: This is a revenue generating contract

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the contracts between District 49's Nutrition Department and Banning Lewis Ranch Academy, Banning Lewis Preparatory Academy, Imagine Classical Academy, Pikes Peak School of Expeditionary Learning and Power Technical Early College.

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: March 23, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.01 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.02a MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Jack Pietraallo, Interim Director of Transportation
TITLE OF AGENDA ITEM:	Approval of Operational Fees: a. Transportation
ACTION/INFORMATION/DISCUSSION:	Acton

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Transportation provides services approximately 280 days per year to include fee for service (both direct routes and a transfer system), special education, trips, CE/AVP, summer extended school year, summer reading camp and special transportation requests.

RATIONALE: Provide the Board of Education with transportation comparative operational data across multiple years in order to depict trends, reflect strengths, and highlight areas of concern.

RELEVANT DATA AND EXPECTED OUTCOMES: Bring Board of Education up to date regarding, personnel, budget and operations of the Transportation Department.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Remain good stewards of taxpayers' dollars while providing the highest level of service
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	Santa's Toy Express conducting 15 th year of its event SafeStop application to track buses and students. Free to parents
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Transfer system allows choice middle and high school students to ride bus from a bus stop near home to choice school
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Deliver students on time and safely in order to properly begin each school day
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	Support 6 CE/AVP programs

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the changes to the transportation fees as recommended by the administration.

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: April 28, 2017

This item was removed from the agenda. It will be a discussion item at the June regular meeting.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE					
VOTED NAY					
COMMENTED					

BOE Regular Meeting May 11, 2017
Item 7.02a continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.02b MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Monica Deines-Henderson, Director of Nutrition Services
TITLE OF AGENDA ITEM:	Meal Price Increase
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Approval of meal price increase to put the District in compliance with the Section 205; Equity in School Lunch Pricing of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296).

Price Increase of \$0.25 for all meal categories. Bringing the meal prices to:

Elementary:

Breakfast \$1.55

Lunch \$2.35

Secondary:

Breakfast \$1.75

Lunch \$2.65

Adult (without milk)

Breakfast \$2.10

Lunch \$3.25

RATIONALE: To maintain compliance with the Healthy Hunger Free Kids Act. By raising the meal prices \$0.25 the District will stay in compliance with Section 205 through the 2017-18 school year.

RELEVANT DATA AND EXPECTED OUTCOMES:

Keep District in compliance with section 205 of the Healthy Hunger Free Kids Act

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Major Impact
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	Major Impact
	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: None

AMOUNT BUDGETED: This is a revenue-generating fund

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve Nutrition Services' recommended price increases for meals as recommended by the administration.

BOE Regular Meeting May 11, 2017
Item 7.02b continued

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.02c MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	School Fees update / planning for 2017/18
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: There are a number of program offerings in the district that are either extracurricular in nature (i.e. not part of a core academic program), or they are academic in nature but are beyond a standard or ‘normal’ academic program. In either case, it has been and continues to be appropriate to assign participation fees for such program offerings so that the standard academic program does not overly subsidize choices that some students make significantly more favorably than students that do not make similar choices.

We admit that this is a ‘fine line’ distinction. The underlying motivation is very altruistic, however; that being the intention that each student has the opportunity to gain as much benefit as they can from their relative share of Per—Pupil revenue (PPR). If a fee program did not exist, that ideal would be severely compromised.

For some time, we have been changing business practices to enable the district to more accurately and more completely identify program costs for extracurricular and specific-choice academic programs so that fee determinations can be well-presented and defended.

With such an endeavor, however, also comes a greater need and therefore greater emphasis on the collection of fees assigned in the structure then derived. If fees are assigned without collection, then the intention of ensuring maximum benefit to every student for their relative share of PPR is compromised, almost from the beginning.

RATIONALE: Being more complete, more accurate, and more intentional about fee programs also better supports those students we serve with economic difficulties. Board policy provides assistance to cover fees for students and participants that have a documented status of economic need.

RELEVANT DATA AND EXPECTED OUTCOMES: We expect schools to be transparent and completely forthcoming and intentional about program design and the costs associated. We expect fees to be more and more specific to each program rather than generalized across programs. If these expectations are met, then all students will benefit with our stated intention to ensure that each student receives maximum benefit from the relative share of per pupil revenue.

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	<i>Ensuring students with economic disadvantage receive equal opportunities.</i>
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Providing transparency to program designs</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>	

BOE Regular Meeting May 11, 2017
Item 7.02c continued

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>	<i>Ensuring that each student receives maximum benefit for their relative share of per-pupil revenue as possible.</i>

FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the school fees for 2017-18 listed in item 7.02c as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.03a MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Rachel Duerr, Health and Wellness Coordinator
TITLE OF AGENDA ITEM:	Policy ADF School Wellness
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

Federal law requires all school districts receiving federal funding for child nutrition programs to have adopted a policy on “school wellness.” New federal rules require updating the policy to be in compliance by June 30, 2017.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	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: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After a first reading at the previous work session, I move to approve revisions to policy ADF as recommended by the administration.

APPROVED BY: Amber Whetstine, Executive Director of Learning Services,
Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

BOE Regular Meeting May 11, 2017
Item 7.03a continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.03b MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Monica Deines-Henderson, Director of Nutrition Services
TITLE OF AGENDA ITEM:	Policy EFEA
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To align policy EFEA with the policy changes to Wellness policy required by the Federal Government.

RATIONALE: to maintain alignment between the two policies

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	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: none

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After a first reading at the previous work session, I move to approve the revisions to policy EFEA as recommended by the administration.

APPROVED BY: Jack Bay, Chief Operations Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.03c-d MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Dr. Louis Fletcher, Director of Culture and Services Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Stakeholder Grievance Policy & Regulation Revisions
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

The board adopted policy KEA, Stakeholder Grievance in October 2014 as means to provide employees, parents and community members access to a clear and well-documented process for presenting and seeking resolution to grievances. With the intent to evaluate and improve the policy and process, the board discussed this topic at the November 16, 2016 meeting and again at the board's annual planning retreat.

RATIONALE:

In our work toward becoming the best choice to learn, work and lead, we continually seek establish and strengthen trust with stakeholders in tangible, sincere and effective ways. We also seek to continuously improve our processes.

The stakeholder grievance process is designed to foster open communication with stakeholders through a clear stakeholder grievance system. Improvements to the stakeholder grievance policy and regulations will help us address performance gaps and enable the process to better serve stakeholders.

RELEVANT DATA AND EXPECTED OUTCOMES:

The administration will present recommendations for improvements, including a revised policy and regulation.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	An effective stakeholder grievance process serves to strengthen trust with our stakeholders and foster intentional stakeholder participation.
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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: No.

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the prior work session, I move to approve revised policy KE and KEA as recommended by the administration.

APPROVED BY: Peter Hilts, CEO

DATE: April 28, 2017

BOE Regular Meeting May 11, 2017
Item 7.03c - d continued

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.03e MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	KF Community Use of District Real Property (for Non-District Use)
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: There is no District 49 real property that has stipulations requiring availability for community use. Nevertheless, the District desires to be a good partner to the community and so has made certain components of real property available for community use through BoE policy KF - Community Use of District Real Property (for Non-District Use) and policy regulation KF-R - Community Use of District Real Property (for Non-District Use). Through the observation of a community member, we have discovered that policy KF and regulation KF-R are completely oriented to community group use and do not have provisions for and individual community member to use components of our facilities.

The perspective that is presented in policy KF and regulation KF-R are, in fact, oriented toward group use of certain components of district facilities. This use is managed through the District Business Office and facilitated in the district website under the 'Building and Field Use' selection included in the 'Community Support' menu. The overarching strategy of group use of District Real Property is to ensure that the school's students whose property is used by outside groups is not penalized in any way as a result of that use. Therefore, there are liability protections required to ensure no legal risk, property protections to ensure no unreimbursed damage risk, rental fees required to ensure no financial risk, and scheduling permission processes to ensure no programmatic risk to the school.

There are scenarios, however, where certain facilities, particularly exterior facilities are desired to be used by individual community members and not just community groups. The facilities that are specifically considered herein are high school tracks. A high school track has a surface that is designed to minimize repetitive impact damage to athletes which could be a benefit to persons in the community as well.

There is a concept of attractive nuisance that is common to schools, particularly elementary schools and their exterior facilities. The liability risks associated with that are significant and require a separate, focused, discussion on those issues. The high school tracks are typically fenced and locked to prevent the kind of easy access that is normally associated with attractive nuisance, so, this effort is intended to apply only to high school tracks and provide some appropriate process and boundaries (both philosophical and literal) to distinguish high school tracks from other district exterior facilities.

As we have considered the potential of allowing individual community member use of high school tracks, we have tried to balance the protections necessary for the school and district with the potential benefit to individual community members.

RATIONALE: A school district, particularly a suburban district (more than a rural or urban one) has the general charge of providing and education to students living in its boundaries and providing facilities to deliver that education. Beyond that a school district generally desires to be a good community member as well. The challenge is finding a balance between the two – the challenge of balancing 'needs' of students vs. 'wants' of the community. With the proposed policy and policy regulation changes, District 49 presents a scenario to keep us firmly on the tightrope – enabling community wants up to a point that does not infringe upon student needs.

RELEVANT DATA AND EXPECTED OUTCOMES: We expect individual community members to be respectful of District priorities for the education of community students. We further endeavor to be a good community partner and will make accommodations for appropriate community use wherever and whenever we can.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	<i>Hearing issues respectfully and caring about others' perspectives..</i>
	Outer Ring —How we treat our work	<i>Considering innovative and creative approaches to complex problems.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Providing transparency to secondary matters surrounding decisions</i>
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Seeking to respond to community observations about small ways to be respectful of community participation.</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 <u>launch each student toward success</u>	<i>Ensuring that each student receives maximum benefit for their relative share of per-pupil revenue as possible.</i>

FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion and review, I move to approve revisions to policy KF as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED			X		

BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Compensation Schedule Review
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: School District 49 has four distinct compensation schedules used in its operation; one each for Certified (Licensed) Staff, Administrative Staff, Professional/Technical Staff, and Educational Support Personnel (Classified) Staff. In budgeting for the 2017/18 fiscal year, district administration has recommended that staff be given a compensation adjustment as a normal step increase that comes with each employee's additional year of service to the district. The normal step increase for each schedule is targeted at approximately 2.1%. Past comp schedule designs limited the ability to grow 'base pay' which is the starting point of each schedule. This year's proposals eliminate that limitation by shrinking step changes and adding steps, to facilitate annual increases to each schedules base pay in future years that would 'ripple through' the entire schedule and still result in desired results for returning staff while allowing base pay to change each year as well.

RATIONALE: The District Compensation schedules intentionally do not create a consistent percentage increase for all staff on a schedule, nor do they facilitate a consistent dollar increase for all staff on a schedule. Each of those two options have undesired limitations. The D49 schedules instead promote a blended strategy with higher percentages for lower pay points and higher dollar, but lower percentage increases for higher pay points. The mix of all of the changes should blend to a ~ 2.2% increase for the district as a whole. Some employees will experience rates higher than 2.2% and some will be lower. It is the combination of all that will leave the district at the desired total increase target.

RELEVANT DATA AND EXPECTED OUTCOMES: The 2017/18 fiscal year budget is assuming an increase to the per-pupil funding rate of 2.5% and District Leadership felt that it was appropriate to propose a change in gross compensation that was fairly close to the change in the program formula revenue rate.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	<i>Hearing issues respectfully and caring about others' perspectives..</i>
	Outer Ring —How we treat our work	<i>Considering innovative and creative approaches to complex problems.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Clarity and transparency in budget strategy and decisions. Proactively doing what we can, when we can for improving employee compensation</i>
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>The Teacher Compensation Task Force, formed in February to consider how to establish a process for 2016-3B MLO dollars has heard and supports the proposals.</i>
	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>	

BOE Regular Meeting May 11, 2017
Item 7.04 continued

FUNDING REQUIRED:

AMOUNT BUDGETED: \$1.6mm estimated

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Salary Schedules in item 7.04 as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED			X		

BOARD OF EDUCATION AGENDA ITEM 7.05 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Andy Franko, iConnect Zone Leader
TITLE OF AGENDA ITEM:	PPSEL Renewal Contract
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

Pikes Peak School of Expeditionary Learning submitted a renewal application in December of 2016. The charter renewal application was reviewed, a site review was conducted, and the Board of Education approved the renewal in February of 2017.

RATIONALE:

The Charter School Act of Colorado requires the Authorizer (D49) and the School (PPSEL) maintain a charter contract throughout the agreed upon term.

RELEVANT DATA AND EXPECTED OUTCOMES:

The proposed agreement places the Pikes Peak School of Expeditionary Learning and District 49 under contract through June 30, 2022

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	The contract provides clarity to the agreements made between D49 and the PPSEL Board of Directors.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	PPSEL has been a strong partner within the District community.
	Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	The charter renewal supports the continuation of the EL model school within 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: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

Move to approve the charter contract between District 49 and Pikes Peak School of Expeditionary Learning as presented.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.05 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06a MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Kayla Martinez, Kids' Corner Manager Sean Dorsey, Sand Creek Zone Leader
TITLE OF AGENDA ITEM:	Proposed New Job Descriptions for Kids' Corner
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In 2014 the Sand Creek Zone piloted the Kids' Corner Before and After School Program as a district run school age child care program, with much success. The POWER and Falcon Zones have decided to not renew their contract with a third party vendor and instead expand the Kids' Corner program into the three elementary schools in each zone. Currently, a single manager runs the program with seven team members and roughly 90-100 students in attendance on average daily. As of June 1, 2017 there will be two additional summer programs and in the coming school year there will be a total of nine locations. Total staffing needs is expected to grow to roughly 24 staff members in the coming 2017-2018 school year.

Proposed is a new job description for an Assistant Manager to assist in managing the program on a day to day basis, as well as continue building the program into a solid community asset. With this increase, the Job Description for Manager has been updated as well and moved to a higher salary to compensate for the added responsibilities and authority.

RATIONALE: Adding an Assistant Manager and revising the Manager position will be crucial in maintaining program quality for all stakeholders.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	Kids' Corner is dedicated to maintaining the highest quality of staff members; observation, quality feedback, coaching, and purposeful professional development are key. Having an Assistant Manager and upgrading the Manager position will help maintain the quality which we currently have in Kids' Corner.
	Outer Ring —How we treat our work	Adding an Assistant Manager to the Kids' Corner program will help the ability for the current Manager to maintain the highest quality of work.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	With current enrollment one manager is able to answer family needs and questions in a timely manner, by adding an Assistant Manager the ability to maintain high quality customer service to our families and perspective families will be continued in the expansion.
	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	

BOE Regular Meeting May 11, 2017
Items 7.06a continued

Rock #5 — Customize our educational systems to launch each student toward success	
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FUNDING REQUIRED: As with all of our positions, this position will be solely funded by tuition.

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the job description in item 7.06a as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06b MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Nancy L. Lemmond, PhD – Executive Director of Individualized Education
TITLE OF AGENDA ITEM:	Gifted Education (GE) Specialist
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: A current job description, D49 Pathways Data Technician, has responsibilities for Concurrent Enrollment (CE), management of College in Colorado (CIC) for iCAP milestones, and GE support. This new job description removes GE support from the D49 Pathways Data Technician job description and creates a position strictly focused on GE.

RATIONALE: Due to resignation of the current D49 Pathways Data Technician and growth in GE enrollment, it is a good time to split the position. This also eliminates the conflict of “dual supervisors” – a practice that is not encouraged by the Director of HR and allows intentional hiring of personnel.

RELEVANT DATA AND EXPECTED OUTCOMES: With a split of the position, it is expected that GE Coordinator will be able to recruit and retain an individual who has a passion for GE.

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	Continued focus on how to best serve our students and families
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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>	Acknowledge the growth of our GE population with improved support and attention.

FUNDING REQUIRED: N/A – the current D49 Pathways Data Technician is being split.

AMOUNT BUDGETED: No Change (ESP Range 17)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion at the previous work session, I move to approve the job description in item 7.06b as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.06B continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06c MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Mary Perez / Peter Hilts
TITLE OF AGENDA ITEM:	Revised Job Description – <i>49 Pathways</i> Specialist
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: For the last two years, program administrative support has been a shared position between the Gifted Education Program, ICAP technical support, and Concurrent Enrollment. Support needs now exceed capacity for one person. This position will directly support the Director of Concurrent Enrollment with the coordination of semester reconciliations with PPCC, college course final grades and transcribing, tuition repayment fees and parent notifications, tracking of graduate tuition for D49 Concurrent Enrollment adjuncts, college texts and other associated program costs, coordinating events with IHE partners, archiving semester records for CDE audit and compliance, developing CE planning calendars to support all D49 high schools, and other duties.

RATIONALE: As the Gifted Education and Concurrent Enrollment program grow and support needs expand, there is a need to separate a shared support position into two part-time positions to more effectively accommodate the unique needs of both programs. Concurrent Enrollment is now implemented on all D49 high school campuses, including the Falcon Homeschool Program. Concurrent Enrollment growth is anticipated in D49 high schools for both career and academic pathways. The PPCC Career Start Program (formerly Area Vocational Program) for D49 students has doubled from the 2016-17 to 2017-18 school year. The onboarding of Power Technical Early College and Banning Lewis Ranch High School will also stretch existing management, mentoring, and support resources in the Concurrent Enrollment Office.

RELEVANT DATA AND EXPECTED OUTCOMES: The *49 Pathways* initiative will inform elementary, middle school, and high school students and families about free college tuition opportunities through Concurrent Enrollment and CTE articulation. Concurrent Enrollment integrates into career and academic pathways, expanding certification, associate degree, and transfer options for our D49 high school students, allowing them to explore their interests while in high school, offsetting tuition costs for D49 families, and preparing students directly for career placement and/or transfer to 2 and 4 year colleges and universities.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Provides college tuition cost relief to D49 parents for students seeking college transfer, professional certificates, and associates degrees.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	Concurrent Enrollment is part of the CTE and internship/apprenticeship continuum through high school into career preparation and college.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Extending Concurrent Enrollment to all high schools gives more students more high quality options at their school of choice.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	ENG121 English Composition is delivered on most high school campuses as the foundational writing course prerequisite for subsequent college courses with writing components.

BOE Regular Meeting May 11, 2017
Item 7.06c continued

Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Successful completion of ENG121 and other college level courses offered both on- and off-campus are mastery demonstrations for new D49 Graduation Requirements.
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FUNDING REQUIRED: N/A

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review, I move to approve the 49 Pathways Specialist job description as recommended by the administration.

APPROVED BY: Peter Hilts, D49 CEO

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.06d MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Mike Pickering, POWER Zone Leader
TITLE OF AGENDA ITEM:	Job Description Modification – 21 st Century Learning & Innovation Specialist
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Updated job description is needed to reflect zone needs.

RATIONALE: Candidate must coach, support, and provide coordinated professional development for 5 buildings with over 250 licensed staff members.

RELEVANT DATA AND EXPECTED OUTCOMES: Continued support of schools with 21st century teaching and learning opportunities throughout the zone. Increases in teacher and student opportunities to collaborate, communicate creatively, and think critically with one another.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	21 st century skill attainment is now a required graduation element. This position directly supports teachers and students acquiring more knowledge in this area.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	Many of the classroom tools that this position supports can be used to increase and improve communications between key stakeholders.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Increased and coordinated focus on 21 st century skill learning further differentiates our portfolio.
	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>	Individualized student demonstrations of learning will become more authentic through the increased use of student portfolios.

FUNDING REQUIRED: Additional 10% from base **AMOUNT BUDGETED:** Covered in zone budget

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion, I move to approve the job description in item 7.06d as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer
B. Ridgway, Chief Business Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.06d continued

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07a MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Kayla Martinez, Kids' Corner Manager Sean Dorsey, Sand Creek Zone Leader
TITLE OF AGENDA ITEM:	Proposed New Job Descriptions for Kids' Corner
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In 2014 the Sand Creek Zone piloted the Kids' Corner Before and After School Program as a district run school age child care program, with much success. The POWER and Falcon Zones have decided to not renew their contract with a third party vendor and instead expand the Kids' Corner program into the three elementary schools in each zone. Currently, a single manager runs the program with seven team members and roughly 90-100 students in attendance on average daily. As of June 1, 2017 there will be two additional summer programs and in the coming school year there will be a total of nine locations. Total staffing needs is expected to grow to roughly 24 staff members in the coming 2017-2018 school year.

Proposed is a new job description for an Assistant Manager to assist in managing the program on a day to day basis, as well as continue building the program into a solid community asset. With this increase, the Job Description for Manager has been updated as well and moved to a higher salary to compensate for the added responsibilities and authority.

RATIONALE: Adding an Assistant Manager and revising the Manager position will be crucial in maintaining program quality for all stakeholders.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	Kids' Corner is dedicated to maintaining the highest quality of staff members; observation, quality feedback, coaching, and purposeful professional development are key. Having an Assistant Manager and upgrading the Manager position will help maintain the quality which we currently have in Kids' Corner.
	Outer Ring —How we treat our work	Adding an Assistant Manager to the Kids' Corner program will help the ability for the current Manager to maintain the highest quality of work.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	With current enrollment one manager is able to answer family needs and questions in a timely manner, by adding an Assistant Manager the ability to maintain high quality customer service to our families and perspective families will be continued in the expansion.
	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	

BOE Regular Meeting May 11, 2017
Items 7.07a continued

Rock #5 — Customize our educational systems to launch each student toward success	
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FUNDING REQUIRED: As with all of our positions, this position will be solely funded by tuition.

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the job description in item 7.07a as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07b MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Nancy L. Lemmond, PhD – Executive Director of Individualized Education
TITLE OF AGENDA ITEM:	Director of Community Care
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Although this is a new job description, the responsibilities of the Director of Community Care have been performed for the past 15+ years by the Team Lead for School Psychologists. With the strategic initiative of community care, this job description directly supports the initiative and formalizes a previously informal position.

RATIONALE: While care of our stakeholders is unquestionably required during tragic times, care of stakeholders is also needed during the routine day as staff, students, and families experience a variety of stressors and experiences which affect their personal day and, in the case of students, their education. Great strides have been made in improving the culture of the district – within the classroom, building, and administrative departments. The same can be said for our legal compliance with district, state, and federal requirements. Formalizing this position moves the district further on our journey to be the best district to Learn, Work, and Lead.

RELEVANT DATA AND EXPECTED OUTCOMES: Please refer to the data from the October 2016 IE Performance report which provides numbers on our increasing special populations and administration of safety assessments. The expected outcome is continued care of our community.

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	This position directly speaks to the tenets of “Caring” and “Respectful” treatment of each other.
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Tragedy within a family, classroom, school, or district puts people at their most vulnerable. The Director of Community Care establishes and maintains trust during the most vulnerable times.
	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	Although Firm Foundations is focused on academics, learning cannot occur is a student is struggling with behaviors, grief, negative self-talk, and feelings of defeat. The Director of Community Care will closely assist the Dean of At-Risk/Expelled and PEAK programs which educate our most vulnerable populations.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	As with Rock #4, Launching Each Student Toward Success involves not only academics but also mental health, physical health, and other aspects of well-being.

BOE Regular Meeting May 11, 2017
Item 7.07b continued

FUNDING REQUIRED:

AMOUNT BUDGETED: Additional \$5K-\$12K

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After prior review, I move to approve the job description in item 7.07b as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07c MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Dr. Kathy Pickering, Principal, Woodman Hills Elementary
TITLE OF AGENDA ITEM:	Primary Proficiency and Data Coach
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Primary literacy proficiency continues to be a district priority, and Woodmen Hills Elementary is committed to increasing the number of kindergarten through third grade students who meet or exceed grade level literacy expectations. As part of our district's commitment to continuous improvement, Woodmen Hills analyzes current and previous years' school level data and uses those findings to align resources to identified areas of need. Our data over the past few years indicates staff members need additional support in effective data analysis in order to adjust core instruction to meet individual student needs. Our current instructional coach role is too broad and does not align directly with our primary literacy and numeracy efforts. For this reason, we are interested in redefining our instructional coach role to provide more specific and targeted support.

RATIONALE: This job description accurately describes the roles and responsibilities of this position based on needs identified at our school. Accurate job descriptions provide employees clarity regarding job responsibilities and help the district increase performance through increased efficiency.

RELEVANT DATA AND EXPECTED OUTCOMES: This job description provides clarity regarding our specific needs and will allow for more targeted support.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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	The Primary Proficiency and Data Coach focuses on enhancing teachers' abilities to provide instruction that builds students' engagement in learning and their skills. The coach works directly with teachers in the school providing classroom-based demonstrations, collaborative and one-on-one support, and facilitating teacher inquiry and related professional development.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: The current instructional coach position at WHES is on the Team Coach salary schedule and is a half time position. The proposed Primary Proficiency Coach position would be on a teacher salary schedule and would transition to a full time position, if possible, with the assistance of READ funds and building discretionary funds. If the building is not able to absorb the additional cost, the position will remain a .5 position and the district will see a savings based on the change to a teacher salary schedule.

BOE Regular Meeting May 11, 2017
Item 7.07c continued

AMOUNT BUDGETED: Full time position- \$30,000 (READ funds and building principal discretionary); Half time position- n/a

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion, I move to approve the job description in item 7.07c as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.08 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brian Smith, Principal, Falcon Middle School
TITLE OF AGENDA ITEM:	Falcon Zone Organizational Chart and Proposal for New Elementary School/New Job Description/Position: Executive Principal
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: With the upcoming addition of a fourth elementary school to the Falcon Zone, it is important to consider the overall organization of the zone, and maximize opportunities for increased student learning and success.

RATIONALE: The Falcon Zone emphasizes collaboration and teamwork among the existing five schools, and it is necessary to plan strategically for the addition of a school. This requires a thoughtful design which incorporates the unique occasion to begin a school “from scratch,” while enhancing the coherence among all sites.

RELEVANT DATA AND EXPECTED OUTCOMES: By creating a new organizational chart and plan for the Falcon Zone, the leadership team may proceed in preparing for the opening of a new school while continuing to align goals, programs and strategies for improvement across the zone. The proposed chart and plan streamlines support and services provided by administrators in leading our schools.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Major Impact: The proposed plan demonstrates fiscal responsibility, and maximizes direct, positive impact on students in classrooms.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	School Accountability Committees and the Falcon Zone Coalition will be involved in the planning and implementation processes.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major Impact: This proposal honors existing strengths of Falcon Zone schools and allows for distinct characteristics to continue to emerge among four elementary schools.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Major Impact: The new elementary school staff will build upon the successes found in the existing elementary schools and middle school in providing quality instruction and increasing student performance levels.
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	Major Impact: The proposed plan highlights even greater coordination among all Falcon Zone Schools in recognizing the common goals and unique needs of each community in our zone. The increased attention to appropriate transitions between elementary schools and the middle school strengthens the pathways for all students as they progress from one level to the next,

BOE Regular Meeting May 11, 2017
Item 7.08 continued

	and ultimately graduate successfully from Falcon High School.
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FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the prior work session, I move to approve the Proposed Falcon Zone Innovative Plan Organizational Chart and Plan for New Elementary School and the Zone Executive Principal job description.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.09 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Peter Hiltz, Chief Education Officer
TITLE OF AGENDA ITEM:	Statement of Reduction in Program
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Due to lower student numbers than projected, the administration recommends a cancellation of the Dean position at Stetson Elementary School for the 2017-2018 school year. The program cancellation will result in the elimination of one full time position at Stetson Elementary School.

RATIONALE: Pursuant to Board Policy GCKAA, in the event that a programmatic change will result in the elimination of one or more staff positions, the Board of Education must direct the Chief Education Officer to take appropriate steps to comply with the policy.

RELEVANT DATA AND EXPECTED OUTCOMES: Student enrollment at Stetson Elementary did not meet the projections. This resulted in moving the Dean temporarily to Odyssey Elementary and discontinuing the position at Stetson for next year..

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	We have an obligation (accountability) to use personnel resources to best address the overall needs and interest of students.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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>	Allows the potential for additional teachers if student numbers increase.

FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the attached statement of reduction in program as recommended by the administration.

APPROVED BY: Marie La Vere-Wright, Board President

DATE: May 4, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.09 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.10 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Peter Hilts, Chief Education Officer
TITLE OF AGENDA ITEM:	Cultural Compass Proposal
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In January, at the Annual Planning Retreat, the board approved a series of initiatives related to cultural and strategic planning. The initiative related to the cultural compass include direction to seek input and facilitate a discussion about calibrating the compass with new, modified, or additional language. During the months of March and April, the communications department administered a survey to gather stakeholder input about the current cultural compass as well as possible modifications. We intend to re-present the proposed compass to our entire community before the next board meeting.

RATIONALE: Calibrating the cultural compass is a cycle of learning that matches our commitment to continuous improvement. High-performing organizations do not set vision, mission, and values once and leave them unchanged forever. They revisit their core commitments regularly to ensure they are aligned with their stakeholders.

RELEVANT DATA AND EXPECTED OUTCOMES: The RMPEX site visit report last winter, and the survey results this spring both pointed out limitations of the current cultural compass. Those limitations and proposed solutions are included in the recalibration proposal.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	In District 49, our culture and strategy of continuous improvement are embodied in our mission to learn, work, and lead. Along with our five strategic priorities, the inner and outer rings of the compass shape our organizational performance.
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Under the proposed recalibration, the inner ring of the cultural compass will still address interpersonal values—how we treat each other and the outer ring will continue to address workplace values—how we treat our work. The language will still reflect important values that are validated by our stakeholders, but it will be more accessible to students, and less redundant than the original version.
	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: Approximately \$1-2,000

AMOUNT BUDGETED: \$1-2,000

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve Cultural Compass 2.0 as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 1, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.10 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY	MAHON	
COMMENTED		X		X	

BOARD OF EDUCATION AGENDA ITEM 7.11 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Proposed Revision to Policy GCBA, Instructional Staff Contracts/Compensation/Salary Schedules
ACTION/INFORMATION/DISCUSSION:	Discussion and Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The market for talent is going increasingly competitive, especially in certain workforce segments such as math, special education and science teaching. Per current board policy, District 49 recognizes up to ten years of relevant work experience when determining pay for new hires. To improve our competitive position in the market for talent, the administration proposes increasing from 10 to 15 the number of years the district will recognize for setting pay.

RATIONALE: This change aligns us more closely with some other districts in the region.

RELEVANT DATA AND EXPECTED OUTCOMES: The administration requests that the board emergency approval of the revised policy, so that the district may begin applying the new experience limit immediately.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	The district strives to be strategic in the attracting the right talent to serve our students. The revised policy supports this strategy.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Recommend emergency approval of the revised Policy GCBA.

APPROVED BY: Peter Hilts, Chief Education Officer,
Brett Ridgway, Chief Business Officer

DATE: May 4, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.11 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY	ANDERSEN	
COMMENTED		X		X	

BOARD OF EDUCATION AGENDA ITEM 7.12 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Kathlynn Jackson
TITLE OF AGENDA ITEM:	Revised Job Description Teacher on Special Assignment for Early Childhood Education
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Updated job description is needed to reflect leadership needs.

RATIONALE: An updated job description is needed to reflect the leadership needs of the role of the Early Childhood Leader.

RELEVANT DATA AND EXPECTED OUTCOMES: Special Education leadership met with preschool teachers on April 10, 2017 to seek input on the leadership expertise and other qualities the preschool teachers desired. This generated a refreshing of the job description to highlight supporting instructional coaching, support for home-bound students, and refinement of the criteria that someone have an Early Childhood Special Education focus.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	The expectations are that the new leader possesses and demonstrates the qualities of the inner circle.
	Outer Ring —How we treat our work	The new leader will be expected to demonstrate the qualities of the outer circle.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Enhance the professional development model within early childhood preschool classrooms to include more instructional coaching with an intentional focus on serving students with at-risk and special needs. This also addresses the Special Education Department's Area of Focus of Recruit and Retain Effective and Highly Effective staff. Finally, it corrects grammatical errors in the previous job description.
	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 through the increased focus on instructional coaching; therefore student outcomes will be positively impacted.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Supports the District's Primary Literacy focus.
	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: None

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the revised job description for a Teacher on Special Assignment for Early Childhood Education as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 1, 2017

BOE Regular Meeting May 11, 2017
Item 7.12 continued

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.13 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Melissa Andrews, Strategic and Project Planning Manager
TITLE OF AGENDA ITEM:	Conveyance and Recording of Land at 11243 Londonderry Drive
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: When the Paint Brush Hills subdivision was proposed, an elementary school site was set aside in 1986 for School District 49.

RATIONALE: After the successful passing of the MLO in 2016, it was decided that this was the best location to build an elementary school to offload Meridian Ranch Elementary School and assist with continued residential development.

RELEVANT DATA AND EXPECTED OUTCOMES: All due diligence has been performed per State Statutes prior to acceptance of land dedication, to include Soils testing, environmental site assessment, traffic study, topographic survey and boundary survey. A deed has been drafted and signed by the Developer and the Board of County Commissioners and has been recorded by El Paso County. Construction can commence once the board approves the use of land at 11243 Londonderry Drive for construction of an elementary school.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Trust is established by doing our due diligence prior to accepting a land dedication, knowing as much about the site and what costs to expect before we commit to a particular location. Additionally, the District will strive to complete steps in the proper order to keep from having to go back and correct a process that could potentially be time consuming and costly.
	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: \$100

AMOUNT BUDGETED: \$100

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the conveyance of the deed.

APPROVED BY: Brett Ridgway CBO

DATE: May 3, 2017

BOE Regular Meeting May 11, 2017
Item 7.13 continued

Harold made the motion; seconded by Graham. The motion passed 4-0.

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.14 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Melissa Andrews, Strategic and Project Planning Manager
TITLE OF AGENDA ITEM:	Use of land and construction of school at 11243 Londonderry Drive
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: After the successful passing of the MLO in 2016, voters approved the construction of an elementary school in the northern portion of District 49.

RATIONALE: The elementary school would offload Meridian Ranch Elementary School, Woodmen Hills Elementary School, and assist with continued residential development.

RELEVANT DATA AND EXPECTED OUTCOMES: The deed for the land at 11243 Londonderry Drive has been transferred to School District 49. In order to reach the goal of opening in 2018, we are asking for the Board to approve the use of the land for construction of an elementary school.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Tax Payers voted for an elementary school to help alleviate overcrowded schools and accommodate continued developmental growth. This strategically placed school will meet both goals and fulfil our promise to the community.
	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: \$23,000,000

AMOUNT BUDGETED: \$23,000,000

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve use of 11243 Londonderry Drive to construct an elementary school.

APPROVED BY: Brett Ridgway CBO

DATE: May 3, 2017

Harold made the motion; seconded by Graham. The motion passed 4-0.

BOE Regular Meeting May 11, 2017
Item 7.14 continued

	BUTCHER	GRAHAM	HAROLD	LA VERE-WRIGHT	VACANCY
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.15 MINUTES

BOARD MEETING OF:	May 1, 2017
PREPARED BY:	Jack W. Bay, Chief Operations Officer
TITLE OF AGENDA ITEM:	Odyssey Allies Learning & Mod Replacement Project
ACTION/INFORMATION/DISCUSSION:	Discussion & Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

In developing the capital construction budget for the Allies Learning Center and the Modular replacement project a “turnkey” price was requested from the various vendors and general contractors that were submitting proposals to the Chief Operations Officer. The COO received bids back from three general contractors for this project. After reviewing the bids, submitted the preferred general contractor from the building vendor being utilized for the project due to the construction time needed of 90 days or less was identified as the lowest bid. Several discussions followed the preliminary selection to investigate how the general contractor could complete the project for the submitted price. The general contractor indicated that due to his long term relationship with his sub-contractors and his ability to complete the work in house his firm could get the project completed in the condensed time frame for the quoted price. The information noted on the bid indicated the price was a “turnkey” price. As a result, the COO made an assumption that all the components needed to complete the project were included in the quote. After further review and discussions regarding splitting the building costs from the GC’s bid to accommodate our two fiscal budget years that would be impacted by the project, the GC and the building vendor revealed that the building was not quoted in the submitted bids. This created a significant budget deviation that would result in additional capital funds begin needed to complete the project. After reviewing all of the three bids along with a fourth bid that was submitted by an alternate local contractor the GC that was identified as the highest bid initially was truly the lowest bid since they were the only contractor of the initial three that submitted a turnkey quote.

RATIONALE:

As a result of the budget deviation all revised quotes are being reviewed by the purchasing department to confirm the scope and price of the project along with the contractor’s ability to meet the requested completion dates so the new facility will be ready for the 2017-2018 school year. This re-review resulted in a projected budget deviation of approximately \$600,000 (\$579,330) more than the funding requested by the COO when the project was submitted to the Board for review earlier this spring. In order to fund this deviation the building vendor has proposed several lease options for the acquisition of the building that will lower our initial investment. Since the funds needed exceed the \$1,000,000 approved in the 2017-2018 capital program these options are being reviewed by the finance team to determine the most efficient means to acquire the building.

RELEVANT DATA AND EXPECTED OUTCOMES:

As a learning experience the budget deviation could have been disclosed prior to the projects initial submittal to the board and our stakeholders had the COO utilized the purchasing office to receive and vet the submitted bids for this project. In an effort to assist the D49 administrative support team and due to the workloads that are resulting from the passing of the 3B MLO initiative the COO took the lead on the project. This circumvented the check and balance process that may have identified this issue much sooner in the process. Through our involvement in the RMPEX continuous improvement process we have learned that following processes and procedures lead to superior results. In the future the COO will ensure that all processes that are in place to ensure efficient and effect decisions involving capital projects will be utilized.

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other Two components of the cultural compass are transparent and accountable, these two bedrocks are in how we communicate new information that impacts our daily decisions.
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	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	As new information becomes available that significantly impacts past or future decisions it is our responsibility to communicate the new information so we can maintain the trust we have earned with our stakeholders.
	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	By providing a safe, aesthetically pleasing, efficient and comfortable learning facility for our students and staff the operations department assists D49 in building a firm foundation for education to flourish
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: Additional \$600,000 to fund project **AMOUNT BUDGETED:** \$1,500,000

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to authorize the Chief Business Officer to obtain short-term financing to be used in conjunction with the 2017/18 capital reserve budget for the ALLIES/Odyssey Elementary School Building Project for a total project price not to exceed \$2,357,430.

APPROVED BY: Jack W. Bay COO; Brett Ridgway CBO **DATE:** May 4, 2017

Harold made the motion; seconded by Graham. Staff members presented a review of various options for the ALLIES Program and Odyssey modular replacement project. After substantive discussions, the board agreed to support a steel building to house both projects, the larger building for option 10, slide 4. The previous motion was withdrawn. Harold moved to authorize the Chief Business Officer to obtain short-term financing to be used in conjunction with the 2017-18 capital reserve budget for the ALLIES/Odyssey Elementary School building project for a total project price not to exceed \$3,129,630; seconded by Graham. The motion passed 4-0.

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

	BAY	HILTS	RIDGWAY	ANDREWS/ROHR	PICKERING/THOMPSON
COMMENTED	X	X	X	X/X	X/X

BOARD OF EDUCATION AGENDA ITEM 7.16 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brad Miller, Legal Counsel
TITLE OF AGENDA ITEM:	Appointment of New Board Member/Oath of Office
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: After the resignation of David Moore, the Board stated its intention to consider nominations at its May 9th meeting and extended the nomination/application period related to that decision.

RATIONALE: C.R.S. 22-31-129(2) At the next board of education meeting immediately following the occurrence of any condition specified in subsection (1) of this section, the board of education of the district shall adopt a resolution declaring a vacancy in the school director office, and the board of education of the school district in which the vacancy occurs shall appoint a person to fill the vacancy within sixty days after the vacancy has occurred. **If the appointment is not made by the board within the sixty-day period, the president of the board shall forthwith appoint a person to fill the vacancy. The appointment shall be evidenced by an appropriate entry in the minutes of the meeting and the board shall cause a certificate of appointment to be delivered to the person so appointed.** A duplicate of each certificate of appointment shall be forwarded to the department of education.

RELEVANT DATA AND EXPECTED OUTCOMES: No applications from the two open director districts were received within the sixty-day period. On May 10, 2017, David E. Cruson filed a candidate packet for the appointment.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION: President La Vere-Wright appoints David E. Cruson to the District 49 Board of Directors and administers the Oath of Office to Mr. Cruson.

APPROVED BY: Marie La Vere-Wright, Board President

DATE: May 10, 2017

BOE Regular Meeting May 11, 2017
Item 7.16 continued

President La Vere-Wright appointed David E. Cruson to the open seat in Director District 1, District 49 Board of Directors. The Oath of Office was administered by President La Vere-Wright and a Certificate of Appointment was delivered to Director Cruson. La Vere-Wright invited folks to review Mr. Cruson's candidate packet in the May 11th board packet, item 7.16a.

	BUTCHER	GRAHAM	HAROLD	LA VERE- WRIGHT	VACANCY
VOTED AYE					
VOTED NAY					
COMMENTED				X	

	BAY	HILTS	RIDGWAY	CRUSON	
COMMENTED				X	

STATE OF COLORADO

El Paso County

District 49

OATH OF OFFICE

On this 11th day of May 2017, having duly been appointed as director of the Board of Education, District 49 of El Paso County, Colorado, I, DAVID E. CRUSON, do solemnly swear that I will faithfully perform the duties of the office as required by law and will support the constitution of the United States, the constitution of the state of Colorado, and the laws made pursuant thereto.



Signature

Printed Name: DAVID E. CRUSON

The foregoing oath was administered by me this 11th day of May 2017 to
David E. Cruson.



President, Board of Education


District 49

STATE OF COLORADO)
COUNTY OF EL PASO) ss.

AFFIDAVIT

I, DAVID E. CRUSON, being first duly sworn, do state and affirm the following:

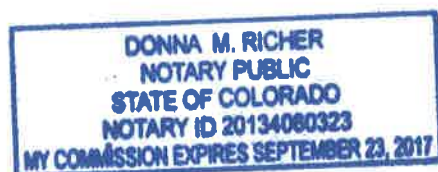
1. I am a member of the Board of Directors of District 49.
2. I am aware of and will comply with the confidentiality requirements and restrictions applicable to executive sessions of the board, as described in Section C.R.S. 24-6-402.
3. I will comply with these confidentiality requirements regardless of whether I participate in executive session in person or electronically in accordance with board a policy adopted pursuant to C.R.S. 22-32-108(7).

By: 
(Name)

Subscribed and sworn to before me this 11th day of May,
2017,
by David E. Cruson. Witness my hand and official seal.

By: 
Notary Public

(Seal)



Note: This document shall be maintained with the minutes of board meetings and other board documents.

BOARD OF EDUCATION AGENDA ITEM 8.01a MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Rachel Duerr, Health and Wellness Coordinator
TITLE OF AGENDA ITEM:	Regulation ADF-R School Wellness
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

Federal law requires all school districts receiving federal funding for child nutrition programs to have adopted a policy on “school wellness.” New federal rules require updating the policy to be in compliance by June 30, 2017.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	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: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only on updates to ADF-R.

APPROVED BY: Amber Whetstone, Executive Director of Learning Services,
Peter Hilts, Chief Education Officer

DATE: April 28, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.01b MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Dr. Louis Fletcher, Director of Culture and Services Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Process Improvement Update, KEA-R Stakeholder Grievance
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

The board adopted policy KEA, Stakeholder Grievance in October 2014 as means to provide employees, parents and community members access to a clear and well-documented process for presenting and seeking resolution to grievances. With the intent to evaluate and improve the policy and process, the board discussed this topic at the November 16, 2016 meeting and again at the board's annual planning retreat.

RATIONALE:

In our work toward becoming the best choice to learn, work and lead, we continually seek establish and strengthen trust with stakeholders in tangible, sincere and effective ways. We also seek to continuously improve our processes.

The stakeholder grievance process is designed to foster open communication with stakeholders through a clear stakeholder grievance system. Improvements to the stakeholder grievance policy and regulations will help us address performance gaps and enable the process to better serve stakeholders.

RELEVANT DATA AND EXPECTED OUTCOMES:

The administration will present recommendations for improvements, including a revised policy and regulation.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	An effective stakeholder grievance process serves to strengthen trust with our stakeholders and foster intentional stakeholder participation.
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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: No.

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, CEO

DATE: April 28, 2017

BOE Regular Meeting May 11, 2017
Item 8.01b continued

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE- WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.01c MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	KF-R, KF-E-1, KF-E-2, KF-E-3 Community Use of District Real Property (for Non-District Use)
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: There is no District 49 real property that has stipulations requiring availability for community use. Nevertheless, the District desires to be a good partner to the community and so has made certain components of real property available for community use through BoE policy KF - Community Use of District Real Property (for Non-District Use) and policy regulation KF-R - Community Use of District Real Property (for Non-District Use). Through the observation of a community member, we have discovered that policy KF and regulation KF-R are completely oriented to community group use and do not have provisions for and individual community member to use components of our facilities.

The perspective that is presented in policy KF and regulation KF-R are, in fact, oriented toward group use of certain components of district facilities. This use is managed through the District Business Office and facilitated in the district website under the 'Building and Field Use' selection included in the 'Community Support' menu. The overarching strategy of group use of District Real Property is to ensure that the school's students whose property is used by outside groups is not penalized in any way as a result of that use. Therefore, there are liability protections required to ensure no legal risk, property protections to ensure no unreimbursed damage risk, rental fees required to ensure no financial risk, and scheduling permission processes to ensure no programmatic risk to the school.

There are scenarios, however, where certain facilities, particularly exterior facilities are desired to be used by individual community members and not just community groups. The facilities that are specifically considered herein are high school tracks. A high school track has a surface that is designed to minimize repetitive impact damage to athletes which could be a benefit to persons in the community as well.

There is a concept of attractive nuisance that is common to schools, particularly elementary schools and their exterior facilities. The liability risks associated with that are significant and require a separate, focused, discussion on those issues. The high school tracks are typically fenced and locked to prevent the kind of easy access that is normally associated with attractive nuisance, so, this effort is intended to apply only to high school tracks and provide some appropriate process and boundaries (both philosophical and literal) to distinguish high school tracks from other district exterior facilities.

As we have considered the potential of allowing individual community member use of high school tracks, we have tried to balance the protections necessary for the school and district with the potential benefit to individual community members.

RATIONALE: A school district, particularly a suburban district (more than a rural or urban one) has the general charge of providing and education to students living in its boundaries and providing facilities to deliver that education. Beyond that a school district generally desires to be a good community member as well. The challenge is finding a balance between the two – the challenge of balancing 'needs' of students vs. 'wants' of the community. With the proposed policy and policy regulation changes, District 49 presents a scenario to keep us firmly on the tightrope – enabling community wants up to a point that does not infringe upon student needs.

RELEVANT DATA AND EXPECTED OUTCOMES: We expect individual community members to be respectful of District priorities for the education of community students. We further endeavor to be a good community partner and will make accommodations for appropriate community use wherever and whenever we can.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	<i>Hearing issues respectfully and caring about others' perspectives.</i>
	Outer Ring —How we treat our work	<i>Considering innovative and creative approaches to complex problems.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Providing transparency to secondary matters surrounding decisions</i>
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Seeking to respond to community observations about small ways to be respectful of community participation.</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 <u>launch each student toward success</u>	<i>Ensuring that each student receives maximum benefit for their relative share of per-pupil revenue as possible.</i>

FUNDING REQUIRED:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 28, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE- WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	May 11, 2017
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 April 2017.

RATIONALE: Board Policy

RELEVANT DATA AND EXPECTED OUTCOMES: See attachment

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

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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>	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 <u>launch each student toward success</u>	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: April 28, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 8.03 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Barbara Austin-Seeley, Executive Assistant to CEO
TITLE OF AGENDA ITEM:	Travel Study Trips
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

FMS

WorldStrides Washington, DC Trip

Depart-10/8/17 Return-10/11/17

23 Students will attend this trip.

Cost of trip is \$1,699 per student and includes transportation, meals, lodging, insurance and tours.

Students will have the opportunity to visit a variety of museums and memorials to enhance their study our nation's history.

Fundraising will not be part of this trip.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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: May 2, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY		

COMMENTED					
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BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Officer Jack Bay, Chief Operations Officer
TITLE OF AGENDA ITEM:	2016 3B Projects 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. That election question subsequently passed with a near 65/35 ratio on November 8, 2016.

With that success, another set of work processes and sequences begins. We must take the direction approved for us by the constituents and implement those plans with full integrity and appropriate urgency to allow students, staff, and constituents to realize the maximum benefit from the plan for the maximum duration.

RATIONALE: Some portions of the early steps may feel like a ‘hurry up and wait’ scenario where work will be done internally to get all necessary items set, presented, and executed before visible construction begins.

RELEVANT DATA AND EXPECTED OUTCOMES: We expect to execute a plan that is faithfully consistent with the plans presented for the election question, and for those plans to be fully compliant with the ballot language approved. We expect to move with intention and urgency to drive completion of stated projects in an optimal timeframe. During this update the COO will propose some facilities staffing changes requested to provide construction oversight for the 3B MLO capital construction projects. This requested organizational change is requested to ensure the successful completion and delivery of the 145 D49 capital projects that are encompassed in the 3B MLO priorities 2, 3 & 4 capital projects.

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>The election proposal has clear connections to increasing our portfolio of distinct and exceptional schools</i>
Rock #4 — Build <u>firm foundations of</u> 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: No

AMOUNT BUDGETED: \$83.5mm capital projects
\$1mm teacher comp.

BOE Regular Meeting May 11, 2017
Item 9.01 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Brett Ridgway, Chief Business Officer,
Jack Bay, Chief Operations Officer

DATE: April 28, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED	X				X
	BAY	HILTS	RIDGWAY	ANDREWS	
COMMENTED	X		X	X	

BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

BOARD MEETING OF:	April 13, 2017
PREPARED BY:	Nikki Lester, Career & Technical Education Director
TITLE OF AGENDA ITEM:	Career & Technical Education Update
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Update on new and current partnerships. Outcome of D49 2nd district wide College and Career fair.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Discuss pathways at various schools. Highlight CTE Career & Technical Student Organizations/Club participation.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Increase awareness of the Career & Technical Education programs in D49.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Continuing to update and grow secondary and post secondary opportunities while still in high school.

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, CEO

DATE: March 7, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED	X				
	BAY	HILTS	RIDGWAY	LESTER	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Mike Pickering, POWER Zone Leader
TITLE OF AGENDA ITEM:	POWER Zone Performance Report
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

POWER Zone would like to present our BOE with relevant data and information that will help explain overall zone progress and performance in key areas. POWER Zone will primarily report on the six indicators within the POWER Zone's Performance Dashboards. We will also draw connections between our BOE peak initiatives our zone initiatives, and the work happening in within our classrooms. This report will also include data to evidence progress in the areas of Primary Performance at the elementary levels and POWER/49 Pathways at the secondary levels.

RATIONALE:

By keeping our BOE informed of the zone's progress towards increased student learning and seeking any resultant feedback we believe we will have an even stronger opportunity to serve our students and families at the highest levels possible.

RELEVANT DATA AND EXPECTED OUTCOMES:

The zone will share available and relevant data that is aligned to zone and district priorities.

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

Culture	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	High Reliability School Certification supports this rock well.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Zone Innovation Assembly and School Accountability Committee collaboration over community created and approved performance framework indicators.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Increased efforts and resources in primary proficiency and pathway opportunities are leading to increased opportunities for our students.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Schools become exceptional in part by having great processes and programming. The work being done within our primary literacy programming, our strong curriculum pathway work, and our focused POWER Pathways work continues to increase the quality and diversity within our programming.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Customizing a performance and accountability system to a specific community helps drive programming and resources into areas that are most important to them.

FUNDING REQUIRED: None

AMOUNT BUDGETED: None

BOE Regular Meeting May 11, 2017
Item 9.03 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 27, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED	X			X	X
	BAY	HILTS	RIDGWAY	PICKERING	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 9.04 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Sarah Temple (VRHS)
TITLE OF AGENDA ITEM:	Vista Ridge High School Course name change and credit added
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Seeking approval of both the name change of our current Advisory class period, as well as attaching .25 credits to the completion of the course for each school year.

RATIONALE: To align with CDE's Quality Indicators of ICAP, we'd like to call our (current) Advisory class period Pathway Exploration for 9th and Pathway Design for 10th grade students. For our 11th graders, we'd call Advisory: Pathway Mastery 1, and for 12th grade students: Pathway Mastery 2. Should we have students on a 5-year plan we will build in Pathway Mastery 3. In the Pathway Exploration, Design and Mastery classes, students will have a 90-minute opportunity weekly to complete work as it pertains to the student's determined 49 Pathway, as well as his/her ICAP completion (which includes YouScience, aptitude assessments). The course will count as .25 credit; if they complete both the Exploration and Design classes and Mastery 1 and 2, they'll earn 1 full credit towards graduation. The course will be pass/fail.

RELEVANT DATA AND EXPECTED OUTCOMES: N/A

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

C u l t u r e	Inner Ring —How we treat each other	In Pathway Exploration/ Designs, our freshmen and sophomores will be developing soft-skills as they pertain to working respectfully with their peers, staff members, as well as community visitors.
	Outer Ring —How we treat our work	Pathway Exploration/Designs/Mastery's purpose is to give students the opportunity to explore career opportunities; in exploring careers, students will see a direct correlation between future careers and the coursework that they'll complete at VRHS.
S t r a t e g y	Rock #1 —Establish enduring <u>trust</u> throughout our community	Pathway Exploration/ Design/Mastery teachers will move up with their students, ensuring that our student body has another supportive adult-- one who has seen the student evolve over the course of his/her high school experience-- in the building.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	We've not researched it, but CDE and the District have set forth strong suggestions to each of the high schools to solicit community guest speakers, internships, and externships. Pathway Exploration/Designs/Mastery will give our students an opportunity (built into each week) to parlay with community members.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	We will add to the robust portfolio of exceptional schools in the fact that we will be providing our students various opportunities to explore careers, aptitudes, skills, interests, etc. Through these opportunities, students will be able to better determine

BOE Regular Meeting May 11, 2017

Item 9.04 continued

	their career pathways and how their coursework at Vista aligns with those pathways. This will help to set VRHS apart from other schools in the district; because our students will see the value in their coursework, we'll have fewer students failing, missing class, dropping out, etc.	
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	ICAP means Individualized Career and Academic Planning. As our students complete the ICAP process in their Exploration/Designs/Mastery classes, they will build firm foundations of <i>purposeful</i> knowledge, skills, and experience-- all of which will be reflected in a digital portfolio that will follow a student as s/he prepares to leave Vista Ridge.	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	(See above statement-- the process is individualized for each student)	

FUNDING REQUIRED: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion and consensus, move this course forward for action at the June regular board meeting.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: April 28, 2017

Move this item forward for action at the June regular meeting.

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED				X	X
	BAY	HILTS	RIDGWAY	GROSE	TINUCCI/MAHON
COMMENTED				X	X/X

BOARD OF EDUCATION AGENDA ITEM 9.05 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Kathlynn Jackson, Director of Special Education
TITLE OF AGENDA ITEM:	Revised Job Description, Special Education Program Specialist
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Updated job description is needed to reflect pay increase due to increase in workload for Enrich.

RATIONALE: An updated job description is needed to reflect a proposed pay increase needed due to the workload increase on the Special Education Program Specialist for Enrich, as well as updated job description. If approved, it would be effective July 1, 2017.

RELEVANT DATA AND EXPECTED OUTCOMES: After the full roll out of Enrich in February of 2017, further work is required to maintain the capabilities provided by Enrich; including ensuring proper inputting of data, calibration between Enrich and Infinite Campus, and communication with Special Education staff to assist with proper use. These additional duties have increased the workload of the Special Education Program Specialist, which justifies a pay increase.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring —How we treat each other	The expectation is that the Special Education Program Specialist will continue to possess and demonstrate qualities of the inner circle.
	Outer Ring —How we treat our work	The Special Education Program Specialist will be expected to continue to demonstrate the qualities of the outer circle.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	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	The role of Special Education Program Specialist is a frontline support position for teachers and Special Service Providers in supporting effective Individual Education Program (IEP) writing to include enhanced alignment to the Colorado Academic Standards, inclusion of progress monitoring, and benchmark data within the IEP which ultimately supports more precise writing of student goals with emphasis on outcomes.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	By ensuring that all individualized education plans are appropriately accessible within the new system, students will continue to receive individualized pathways of instruction.

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Item 9.05 continued

FUNDING REQUIRED: Range 19

AMOUNT BUDGETED: Range 19

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I recommend this Discussion item be moved forward for Action at the next Board of Education meeting.

APPROVED BY: Brett Ridgeway, Chief Financial Officer

DATE: May 3, 2017

Move this item forward for action at the June regular meeting.

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					
	BAY	HILTS	RIDGWAY	JACKSON	
COMMENTED				X	

BOARD OF EDUCATION AGENDA ITEM 9.06 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Lea Holland; BRIGHT Project Manager
TITLE OF AGENDA ITEM:	DoDEA Grants updates
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: D49 has been awarded a 2016 DoDEA grant, BRIGHT, which brings Restorative Practices to the district and community. A second application for a 2017 grant has been submitted to bring STEAM enrichment to our k-8 schools.

RATIONALE: As leaders of the district, there is a duty to update the BoE of grant initiatives that are in progress, or submitted for approval if it affects the district as a whole.

RELEVANT DATA AND EXPECTED OUTCOMES: Inform the BoE on current BRIGHT initiative and application for additional DoDEA grant.

IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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	The newly submitted grant, IGNITE, focuses on STEAM enrichment to lead to Career and College Readiness
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	The BRIGHT initiative brings Restorative Practices to D49, ensuring that we build a culture of respect and accountability for every student.

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: 05/02/2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					X
	BAY	HILTS	RIDGWAY	HOLLAND	FLETCHER
COMMENTED				X	X

BOARD OF EDUCATION AGENDA ITEM 9.07 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Brett Ridgway, Chief Business Office Ron Sprinz, Finance Group Manager
TITLE OF AGENDA ITEM:	2017/18 Budget Focus and Legislative Update
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Late in the third quarter of each fiscal year, it is appropriate for the District to begin considering budget priorities for the following fiscal year. In recent years, the amount of funding available for K12 education has been in question and has, in fact, seen several reductions on a year-by-year basis. As a result, the State's quarterly revenue forecast has become a key indicator on what may happen – not only with the current year state revenue forecast (and by extension K12 funding), but also the forecast for the subsequent year. The next forecast will be released March 20 and provides some flavor to Governor Hickenlooper's original forecast for 2017/18 that was first released in November 2016 and then revised in January 2017.

RATIONALE: The assumption, at this point, is that funding will increase slightly at the state level for the 2017/18 fiscal year. Other factors that are typically defined and quantified early on, at a high level, include projected student count and revenue allocations. Revenue allocations, while tied to specific priorities, have the potential to be managed according to priorities and preferences stated by the Board of Education.

RELEVANT DATA AND EXPECTED OUTCOMES: With the increased funding proposals we are aware of at this time, the PPR rate would only increase by ~0.6%. In addition, the district will likely show an increase in student count as is normal for District 49, but we will attempt to be conservative in that estimate.

Complicating this year's endeavor is Colorado's worsening state budget projection. Even though the economy in general is perceived as healthy and/or recovering from the Great Recession, The Taxpayer Bill of Rights (TABOR), passed in 1992 restricts revenue growth in the state budget to only match the level of inflation. TABOR does not provision for volume changes (other than student growth from Amendment 23, passed in 2000), nor does TABOR provision for revenue growth for a change in the mix of contributions to the K12 Education state funding formula. Since the local share of K12 funding continues to decrease, it places more responsibility on the state equalization portion of the formula. That increased responsibility is akin to a volume variance and so state revenue is not provisioned to meet that increasing responsibility.

The shrinking local share contribution to K12 education is directly tied to the impacts of the Gallagher Amendment, passed in 1982. Gallagher had the effect of freezing the ratio of property tax collections in Colorado between residential property and non-residential (e.g. commercial, industrial, mineral rights, etc.) at a 45% / 55% mix. As Colorado's aggregate residential property values have continued to grow over the years, the non-residential property value growth has not kept up with inflation. Therefore, residential assessment rates have had to decrease in order to maintain the 45/55 ratio. While this drop is nice to any individual homeowner, it is very detrimental, bordering on catastrophic, for the state budget since it now puts residential property taxes abnormally low and virtually robs K12 education of a key funding source that cannot be made up by State Equalization due to revenue growth limits established by TABOR.

For 2017/18, instead of seeing a 2.5%-3.0% increase in PPR rate, it will be reduced to the 0.6% increase previously mentioned. As the conflict of Gallagher and TABOR continues to worsen in the coming years, K12 education funding increases will continue to be muted and will likely even decrease, even in years where inflation would suggest that funding should increase. This is in addition to the existence of the 'Negative Factor' that already has reduced K12 education funding in Colorado by \$800mm - \$1B per year since the Great Recession.

Whatever PPR rate level is eventually determined, the combination of that rate change and volume (student count) change will provide additional funds (aka ‘new money’) to the District. The first questions to consider, then, are the revenue allocations and next, whether to change compensation rates for district staff in the 2017-18 fiscal year.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	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: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 28, 2017

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED			X		X
	BAY	HILTS	RIDGWAY	SPRINZ	
COMMENTED			X	X	

BOARD OF EDUCATION AGENDA ITEM 9.08 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	D. Richer, Executive Assistant to the BOE
TITLE OF AGENDA ITEM:	Policy and Procedure Review
ACTION/INFORMATION/DISCUSSION:	Discussion

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
9.08a	BBA	Board Powers and Responsibilities	D. Richer	Reviewed; No changes recommended
9.08b	CBB	Recruitment of Chief Officers	D. Richer B. Miller	Reviewed; No changes recommended

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.
	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: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review and discussion, move the two policies in item 9.08 for action at the next regular board meeting.

REVIEWED BY: Chief Officers

DATE: April 28, 2017

Move these policies forward for action at the June regular board meeting.

BOE Regular Meeting May 11, 2017
Item 9.08 continued

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED					X
	BAY	HILTS	RIDGWAY		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 9.09 MINUTES

BOARD MEETING OF:	May 11, 2017
PREPARED BY:	Marie La Vere-Wright
TITLE OF AGENDA ITEM:	Board of Education Goals
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In accordance with policy BAA, Board of Education Evaluation and Professional Development, the Board completed an annual self-evaluation instrument and sought feedback through an anonymous instrument administered by a third party aligned with the same criteria. This feedback was used during the Annual Peak Planning Workshop to develop annual goals for improvement

RATIONALE: The Board evaluation summative report and goals for improvement will be discussed at a public meeting.

RELEVANT DATA AND EXPECTED OUTCOMES: At the Board's Annual Peak Planning Workshop the Board discussed the summative report and other relevant data, and identified 3 areas for improvement.

A check list entitled *Orientation for New Board Members* has been developed from the Board Goal #1 Implementation Plan. Request input on possible additions to the list, see page 3. On Google Drive, a team drive has been set up for Board members with 75% of required documents.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	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 resources 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:

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Marie La Vere-Wright, Board President

DATE: April 28, 2017

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Harold requested that Richer provide instructions to the Board on how to access the Team Drive. La Vere-Wright requested that board members review the possible additions to Orientation for New Board Members and the Team Drive and provide feedback.

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
COMMENTED				X	X
	BAY	HILTS	RIDGWAY		
COMMENTED					