

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**June 8, 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. Cruson, 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 approve the agenda as amended.

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

**4.00 Consent Agenda – see attachments**

4.01 Approval of Minutes of Regular Board of Education Meeting 5/11/2017

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

**5.00 Board Update**

*Harold:* I want to congratulate all of our seniors and wish them luck in their future endeavors. How exciting it was to swing a sledgehammer at a wall at Sand Creek to help get that little project started. 3B is on its way successfully. Thank you to the community.

*Graham:* I echo those sentiments, watching the funds being put into place and all the changes that will be taking place over the summer. I also met with Martina and Nancy Lemmond to learn about the McKinney-Vento program which is for our students that do not have homes or they are displaced. What I find every time I meet with these experts is that there's another little program that I knew nothing about but it positively impacts key students within our district and does so much for them. I think that we have a lot of those little programs. I would recommend that people get to know these programs and be supportive.

*Cruson:* As the rookie, what a joy to be part of graduations across the board, young people, parents and loved ones supporting them especially as they were crossing the stages, seeing the joy that they had of accomplishing something and then the families hooting and hollering for them. It was really neat and just a joy to see that.

*Butcher:* It is a lot of fun, it makes you want to come back. This is a great district, I really am glad to be here. Thank you all.

**5.01 Chief Officer Update**

*Hilts:* The graduations were fantastic. The joy is infectious and contagious. Even though it's a long day it's really fun to go home at the end of that day having seen all those bright faces and the promise that is

represented there. One of the things that I really appreciated about that this year was a tradition that Sand Creek High School started where they actually went out and walked the elementary schools in their zone. I know many of you responded to that. We got a great community response to that. To me, what a fantastic example. That's a cultural innovation. I was really proud of the Sand Creek High School community and the vision that they had and the execution with which they pulled that off. I'm hopeful that we'll see some green and gold and some black and blue from Vista walking around elementary schools in about a year because it's great for our youngsters to see the big ones as they are finishing the route. I'm very proud of that. I'm also very proud that our district continues to attract outstanding leaders, people who share our culture. I'm going to introduce one who has joined us. Sue Holmes is joining us as the leader of the Falcon Zone. Would you welcome her to District 49? As a rural Alaska country boy, I really like that Sue comes to us from Peyton, Cripple Creek and Buena Vista and really understands that part of our community but also comes to us from the world of education and the professional side of education. We are really blessed to have her and excited to see where the Falcon Zone will go. Welcome Sue.

Ridgway: Every time that we get to this time of year, some casual acquaintances will ask me, do I get the summers off. No, this is getting to the busiest time of year for us. We have 2 short months to get stuff ready for next year. We have the end of our fiscal year on June 30<sup>th</sup>. We had auditors here this week to get ready for the end of that process. There's a lot that goes on here in the district office during these next couple of months. Thank you.

Bay: I can echo what Brett said. It's kind of neat going out and seeing the status of a lot of the schools one week after school is out. If you go to some of them now, especially a few of them, make sure you bring a hard hat and some safety glasses because you might need it. It kind of makes me a little bit nervous knowing that we have to get this done and be back operational by the first part of August. I was kind of sad about missing our graduations, but I had a graduation of my own so I got to experience dinners and celebrations with my daughter, just seeing the kids, the response of how they handle that milestone in their life. It's kind of neat seeing the difference that we get to make as a district, not only in our own district but also nationally. I'm on the advisory board of one of our School Dude operating systems. There's 10 districts selected out of 6500 school districts that get to share input with them on things that are going to be impacting us in a very short period of time.

La Vere-Wright: Reminded everyone to fill out evaluate forms at the end of the meeting and make sure you get them back to Donna.

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.

Godown: My name is Michelle Godown. I'm here to present a letter that was signed by 27 members of the Falcon Homeschool Enrichment Program parents representing even more kids because most of

them have more than one child in the program. I would like to read the letter. To the District 49 Board Members. There was information released recently confirming the relocation of the Falcon Homeschool Enrichment Program from their current home in the Mohawk building to a temporary home at Banning Lewis Preparing Academy, before moving to a permanent space in a new school yet to be constructed. We the undersigned would like to express our disappointment in this decision, for the following reasons: We choose to educate our children at home for myriad reasons, one being a degree of separation from the general public school structure and population. The FHEP program worked well for many of us precisely because of the physical separation it boasted. We didn't have to worry about the safety issues that often occur in building with Middle and High School students, or that our kids would be in proximity or share facilities older students and staff we do not know or trust. The feeling of the Mohawk building was small, intimate and mimicked the home-like atmosphere of learning that we are trying to foster. All of this is gone the minute you move the program into a large school structure and population. The students and staff worked very hard to design the building in a way that makes learning fun, comfortable and fits their unique needs. The interior décor is bright and colorful and handpicked. The brand new playground was one the students worked very hard to earn themselves and the track put in this year was enjoyed very much by the students for the month or two that they got to use it. It is a shame to take all of these wonderful amenities away from the students and staff who worked so hard to put them there. The building will go from serving over 250 students to serving about 30, which seems like a waste of resources. I have read the proposal and understand the arguments for it that it allows high-needs or expelled or pre-expulsion students who would have been bussed 45 minutes away to continue to remain in the district and I understand it would be good for those families. However, there are over 250 students it will affect negatively, in our view, and their rights are just as important, are they not? We find it disturbing that there was no Town Hall or forum or even notification about this decision. In the video on YouTube on the March 22, 2017 BOE meeting, at about the 2:30:00 mark, Board member John Graham advocates for FHEP and recommends a Town Hall, as he says he foresees apprehension from the parents about the move. CEO Peter Hilts responds only by smirking a little and says nothing. I personally found this clip extremely disturbing. Was there ever a Town Hall offered to discuss parent concerns? A Forum? An email asking for feedback? If there was and we missed it, I apologize, but the parents I have spoken to do not remember ever being informed of this possible decision until it was already apparently made. We pay taxes and vote in this district, even though our children use up only a portion of the resources you receive for their attendance. We believe we should have been allowed to have input into this decision and we highly resent the fact that it was made without our consideration. Would you like the signatures?

Remy: My name is Lexi Remy. I am 10 years old and I have been homeschooled for 2 years now. I've been going to Falcon Homeschool Enrichment Program for a year. I haven't always been homeschooled. I went to a public school for 4 years. I did not like it because I was teased. I was bullied. I was accused of things that I didn't do. I was worried about going into FHEP originally because I was worried that it would be like that public school environment. But it wasn't and I was very happily surprised. I feel that moving to this high school is not a great idea for us, the students, because if we move we will have everything that we had in the public school. I am concerned that the high schoolers will think of us as odd, strange, different, abnormal kids. I'm worried that they'll tease us and make fun of us and bully us and try to make us do things that we don't want to do. I'm concerned about that and I'm sure that I'm not the only one. As a kid I am concerned about the social aspect and I'm also concerned about not having a playground right away. I really hope that you will reconsider your decision to move us. Thank you.

Remy: My name is Stacie Remy. You just heard from my daughter. I am a former Air Force JAG. I am a former owner of a litigation consulting business so obviously I'm an attorney. I gave all of that up to homeschool my child based on the fact that there was not a school in D11 or D49 that could

meet my child's needs. She is exceptional in so many ways and while the resources are there for students who struggle, the resources are not there for students who are exceptional. I gave all that up to homeschool her. You'll find that homeschool parents are extremely involved in their child's lives. As such, we expect to be extremely involved in programs, such as the enrichment program, that are offered for us. We pay the same taxes that every other person in this district does who has their children using the resources in the district. And yet our students use very little of those resources. At minimum, we expect to be consulted when decisions are made that directly affect our students. We never received any information that this move was being contemplated. When I was in District 11, the one thing that they did do very well was if something was affecting the students in one school, those parents were individually notified that there was something going to happen that would affect their school. They were invited to either comment via email, to meet with board members, to attend board meetings and to go to town halls. I didn't see that here and I was very disappointed with that. In that aspect, I would hope that you would at least reconsider the decision and put it off until you've heard we've had an opportunity as a school, as a program to be heard about what we think about this. On this second point that I have is that I think this is wholly inappropriate to put children that are in this age group, we're talking elementary up to 6<sup>th</sup> or 7<sup>th</sup>, into a high school environment. I think that's wholly inappropriate to put children of that age into an environment where there's so many differences socially, cognitively, emotionally, information they could hear from those students. The kinds of words they could hear are something that we have as a whole tried very hard to protect our students from. We're in charge of when our students get to hear that information, when our children are exposed. To put them in a high school environment, I feel is completely inappropriate and would ask you to reconsider your decision. Thank you.

Schroeder: My name is Elizabeth and I am 11 years old. I have been going to the Falcon Homeschool Enrichment Program since 1<sup>st</sup> grade. Every year within 2 weeks I make a ton of friends. All of my experiences with the teachers, lessons, field trips and kids have been amazing. FHEP has been in this building ever since it very first started. And not only are minds lit up and friendships are made but memories are also collected. I can still remember when we were working towards that playground. Over the summer after we earned it the teachers and families came in and built it themselves. At the new building the school yard is not fenced in, which can make some kids and their parents nervous and uncomfortable. We usually get 3 recesses per day at our current building. But at the new building we currently don't have a dedicated playground for our program which means we would either have no playground or have to share one with another group which could possibly mean less recess. If we do share one with another group, some of the kids could get teased or bullied and that has never happened at our other building. It is important to have lots of time outside so that we can goof off for a while and get exercise and fresh air so that it's easier to pay attention to learning in the classroom when it is time too. Those aren't the only reasons why I think we should keep our building. The move is inconvenient for tons of families including my own. Moving can be especially difficult for kids that take a while to adjust. Some kids are worrying about getting lost in the much bigger building and their parents are worrying about their safety such as mixing homeschool kindergarten through 7<sup>th</sup> graders with public schooled high schoolers. I know that not all high schoolers are mean but some don't make good choices and can be intimidating to younger children. In other words, our building is smaller, easier to get around, cleaner and safer. It's also a good idea to keep our building because it is peanut, tree-nut free which is a huge factor for kids with life threatening allergies. Sharing a building with 600 kids instead of 60 would make it much harder to protect these kids. The community feel of the Falcon Homeschool Program was developed through a mix of the great teachers and the safe homelike atmosphere of our building. With the possible building move and all these worries, lots of kids that love FHEP might not be able to ever go again and I'm one of those kids. Plus we were here first, weren't we? Shouldn't we have first dibs? Why

are you giving it to the other program? That building is like our program's home. So please hear our voice of protest and give us back our building.

Herrold: My name is Neva Herrold. I am a neighbor of this district building. I'm here to talk about the Falcon Marketplace using this frontage road as one of the two main ways to get in and out of that shopping center. As a neighbor I am not happy about increased traffic, noise, lights, etc. The reason I'm here is I read in the New Falcon Herald that the school district was excited about having another option of getting busses out into the community. What I've seen so far, again, it's early, is that using this frontage road, there will be a roundabout getting into the shopping center and then on the other side of Eatonville there will be another roundabout going out. So the school bus would have to go through there and I haven't seen any traffic route other than parking because the retail buildings along Woodmen and Meridian are going to be backing up so it's not like there's a road going around behind them. It may change but if that is the case, it doesn't seem to be that it really would be very safe or efficient having school buses going through the parking lot of the shopping center. Just food for thought.

Hilts: To the parents and the students, I appreciate you guys coming here. I think one of the things that we don't always do well is anticipate how a decision might impact. I will acknowledge fully I think there was a stronger emotional connection to the location you have than I recognized. I will tell you that part of my underestimating that was simply that this move involved seven programs and all but two of them have moved within the last couple of years because we've been shifting things around. We haven't had this level of concern from any of the other moves including part of the homeschool program, so I apologize for not anticipating what it would feel like to be displaced. I recognize in particular the 2 concerns, it's not small to me and it's not a minor thing that the investment in the playground matters. I want parents to know we have asked for a bid, in fact I think we got it today, to replace the exact same or to recreate the same playground in another location. We also asked for a bid for relocating the same playground because we recognize that that's meaningful and that is a response that we can make. The other thing that I am aware of and I kind of heard it more strongly tonight including from both of the students, the idea about the connection or proximity to older students. That's actually something that I managed in another, I was in leadership with the Classical Academy's Cottage School which is their homeschool program which also was displaced into a co-located setting. I have some personal experience, both as a homeschool parent and a homeschool administrator with what you can do when you have co-location. There are a lot of ways that we think we can be responsive to those concerns but we haven't listened well to those concerns. I want to hear more about not only the student perspective, particularly the perspective about the fear of being bullied or being in proximity to older students, but also the parent perspective. I think the big thing that the board heard from me the first time we talked about this is this wasn't really about displacing the homeschool program. We really were trying to give more services to seven programs. I did not emphasize this the last time. I will tonight. There's more demand for the homeschool program that we provide than we can meet in its current location in part because the septic field there is maxed. We simply can't get permission or permits to educate more children there. We can in the location that we're anticipating as the permanent destination. There are things that I did not communicate well, I apologize to the board because I recognize that you have to lead even when we don't execute well and to the families, I apologize for not anticipating the way this would come across. I will also ask you to recognize there were other children and other families who were being excluded from services and I don't compare the numbers to the disruption. I recognize it's a small number of students that will be served better in the Mohawk facility, but I think a pure numerical calculation is inappropriate for them as well. That is part of what we were considering when we made the decision about which programs to place where. Going forward, I think the two main concerns that I heard were outdoor space, the security and the familiarity of the outdoor space as well as the security and essentially being separated from the other students in the same building.

Those would be my primary takeaways from the public forum tonight and then I would be interested in if the board has other things that you would ask me to focus on or direct.

Graham: I think that we do need to work better at the communication when students and parents are affected. That is something where having open forums whether it's called a town hall or something else, we can do better at. It doesn't just have to come from you. We have the leaders of the homeschool program and the zone leader that could also do that reach out and inform parents. Basically there should be a timeframe where they're being informed, invited to speak, share their thoughts, concerns and also as the community is being invited, students are being invited too. I know some of that took place but maybe not from the higher levels. We have to keep in mind that we have to include the community input, the affected stakeholder's input.

Harold: I would like to have some follow up back on some of the concerns that were brought up about the separation and the safety concerns. I would like some follow-up on how that's going to look because I am unfamiliar with how housing 2 different programs like that coexist and on what that's going to be like for them.

Butcher: Thank you for the respectful approach that you gave us. We really appreciate that. We make mistakes and sometimes things happen. I want to let you know how much I appreciate the respect and to the young ladies that spoke, well done.

La Vere-Wright: Peter, do you have what you need to move forward and then come back to us?

Hilts: As long as you all reserve the right to give me additional direction. I appreciate the correction. I also make mistakes and I apologize sincerely. I did not anticipate the level of emotional connection to the site and that's a flaw on my side. But I also anticipate that the board is going to need to give me some other specific direction. I'm not just trying to be responsive to what has happened. It didn't go well but I take Mr. Graham's counsel to heart. I think there's probably a process that we can either learn from a neighboring district or develop that would have preempted this in a future set of decisions and I anticipate we'll keep having opportunities to collect input. I take that correction well but I think you're probably going to need to give us more details as we go forward as well.

Graham: From our students that spoke, I did take that you guys are concerned about improper interactions with older kids. I heard the word being picked on and bullied and I just challenge, again as a parent and as a member of the D49 community, that all of our leadership, all of our staff, all of our teachers would work very hard to prevent kids from being picked on, to prevent bullying at every level. That's part of the compass where we're respectful and treating other the way we want to be treated using the golden rule so to speak. We need, as leaders in the district, to make sure that parents, students, teachers, staff have the tools to prevent bullying and things like that.

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

*La Vere-Wright:* As a general rule we have discussed these at our prior work session so we tend to move through these items fairly quickly.

7.01 Election of Board Officers

7.02 Action on Course Revision at Vista Ridge High School: Pathway Exploration/Design/Mastery

7.03 Approval of Policy Revisions:

a. BBA Board Powers and Responsibilities

b. CBB Recruitment of Chief Officers

7.04 Reauthorization of Contract between District 49 and Community Partnership for Child Development-Head Start

7.05 Action on Revised Job Description, Special Education Data Technician

7.06 Action on Teacher's Salary Schedule

7.07 Items Removed from Consent Agenda

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

- 8.01 Process Improvement Update
- 8.02 Expulsion Information
- 8.03 Student Study Trips

**9.00 Discussions Items – see attachments**

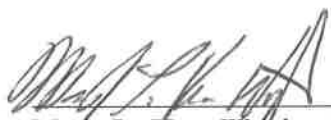
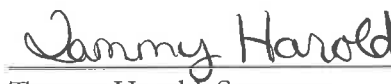
- 9.08 Teacher Compensation Task Force Related to 2016-3B Funds (10 minutes)
- 9.01 Legislative Update (10 minutes)
- 9.02 School Fees: Transportation (10 minutes)
- 9.03 2016 3B Projects Update (10 minutes)
- 9.04 Proposed Budget and DAAC Review for 2017-18 Fiscal/School Year (20 minutes)
- 9.05 Change of Student Contact Day for Capturing Kids Hearts (5 minutes)
- 9.06 New Job Descriptions
  - a. Dean of Workplace Learning, Sand Creek Zone (5 minutes)
  - b. Teacher on Special Assignment (TOSA) for Zone Data Design (5 minutes)
  - c. Dean of Concurrent Enrollment (5 minutes)
- 9.07 Policy GCBA Instructional Staff Contracts/Compensation/Salary Schedule (5 minutes)
- 9.09 Chief Officer Team Performance Process Review (10 minutes)
- 9.10 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 9:03 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

# June 8, 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. Lexi Remy	Homeschool Enrichment student	Move of FHEP to new HS bldg
2. Stacie Remy	" " Parent	" " " " " " " "
3. Michelle Godowr	" Parent	"
4. Lizzie Schroeder	FHEP student	FHEP building move
NEVA HEROLA	RESIDENT	FALON MARKETPLACE
6.		
7.		
8.		
9.		
10.		



## BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Donna Richer, Executive Assistant to the BOE
<b>TITLE OF AGENDA ITEM:</b>	Approval of Minutes of Regular Board of Education Meeting 5/11/2017
<b>ACTION/INFORMATION/DISCUSSION:</b>	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 11th regular board of education meeting.

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

**DATE:** May 26, 2017

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

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

BOE Regular Meeting June 8, 2017  
Item 4.01 continued

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

## BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Paul Andersen, Director of Human Resources
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Administrative Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

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

**RATIONALE:** The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are 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:** May 26, 2017

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

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

BOE Regular Meeting June 8, 2017  
Item 4.02 continued

	BAY	HILTS	RIDGWAY		
COMMENTED					

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Administrative Personnel  
June 8, 2017**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Poulin, Jodi	Accounting Group Manager	Business Office	May 30, 2017
Truex, Nathan	Assistant Principal	Falcon High	July 1, 2017
Petzold, Brian	Assistant Principal/Athletic Director	Sand Creek High	July 1, 2017
Roth, Michael	Principal	Falcon Elementary	July 1, 2017
Holmes, Susan	Zone Superintendent	Falcon Zone	May 22, 2017

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Bonavita, James	Associate Principal (Based on HS Assistant Principal)	Patriot High School	July 1, 2017
Thompson, Rebecca	Director of Academic Services (Based on Elementary Principal)	ALLIEs	July 1, 2017
Boyd, Kim	Director of Community Care	Individualized Education	July 1, 2017
Smith, Brian	Executive Principal (Blend of MS Principal and Zone CIA)	Falcon Zone	July 1, 2017

**Continuing in Position:**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Schoen, Elaine	Assistant Principal	Vista Ridge High School

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Hahn, Jay	Assistant Director for At-Risk / Expelled Students	Individualized Education	May 31, 2017

## BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Sally McDermott, Human Resources Manager
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Professional Technical Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

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

**RATIONALE:** The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are 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:** May 26, 2017

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

BOE Regular Meeting June 8, 2017  
Item 4.03 continued

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
VOTED AYE	X	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  
June 8, 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Matisek, Amy	Internal Communications Manager	Education Service Center	06/01/2017

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Litchenberg, John	Internal Communications Manager	ESC/Communications	6/05/2017

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Riggs, Melissa	5 <sup>th</sup> Grade Teacher	Education Technology Specialist	07/01/2017



## BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Sally McDermott, Human Resources Manager
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Licensed Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

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

**RATIONALE:** The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are 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:** May 26, 2017

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

BOE Regular Meeting June 8, 2017  
Item 4.04 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

**EL PASO COUNTY SCHOOL DISTRICT 49****Approval of Matters Relating to Licensed Personnel  
June 8, 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Bates, Corey	7 <sup>th</sup> Grade Math Teacher	Falcon Middle School	July 27, 2017
Brockberg, Sarah	Adaptive Physical Education Teacher	Special Education Services	July 27, 2017
Bruhl, Anthony	Math Teacher	Sand Creek High School	July 27, 2017
Caffee, Kelly	Special Education (SLD) Teacher	Patriot High School	July 27, 2017
Carboni, Sabrina	School Psychologist	Special Education Services	July 27, 2017
Craver, Rebecca	Art Teacher	Skyview Middle School	July 27, 2017
Fiedler, Molly	7 <sup>th</sup> Grade English Teacher	Horizon Middle School	July 27, 2017
Hibbard, Burnett	Math Teacher	Vista Ridge High School	July 27, 2017
Hoffman, Aimee	English Teacher	Vista Ridge High School	July 27, 2017
Howe, Marie	Special Education (SLD) Teacher	Stetson Elementary School	July 27, 2017
Kappelmann, Leah	Special Education (SLD) Teacher	Horizon Middle School	July 27, 2017
Kasper, Keith	4 <sup>th</sup> Grade Teacher	Evans International Elementary School	July 27, 2017
Ling, Michael	Math Teacher	Vista Ridge High School	July 27, 2017
Michaud, Brittney	Elementary Teacher	Odyssey Elementary School	July 27, 2017
Miller, Rachel	5 <sup>th</sup> Grade Teacher	Ridgeview Elementary School	July 27, 2017
Monk, Merry	Elementary Teacher	Meridian Ranch Elementary School	July 27, 2017
McPeck, Rachel	6 <sup>th</sup> Grade Social Studies Teacher	Skyview Middle School	July 27, 2017
Parsons, Nathan	Theater Teacher	Sand Creek High School	July 27, 2017
Rasmussen, Cynthia	Elementary Teacher	Meridian Ranch Elementary School	July 27, 2017
Ravetti, Shannan	Elementary Teacher	Woodmen Hills Elementary School	July 27, 2017
Richards, Mark	Special Education (So/Co) Teacher	Remington Elementary School	July 27, 2017
Rowles, Amy	English Teacher	Patriot High School	July 27, 2017
Russell, Daniel	Social Studies Teacher	Falcon Middle School	July 27, 2017
Scapin, Micaela	English Teacher	Sand Creek High School	July 27, 2017
Shorette, Emily	Elementary Teacher	Meridian Ranch Elementary School	July 27, 2017
Smith, Gretchen	Special Education (SED) Teacher	Sand Creek High School	July 27, 2017
Smith, Rachel	Physical Therapist	Special Education Services	July 27, 2017
Spillman, Phuong	Math Teacher	Falcon Middle School	July 27, 2017
Waldo, Ross	8 <sup>th</sup> Grade Math Teacher	Skyview Middle School	July 27, 2017

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Lewis, Jared	Counselor	Vista Ridge High School	July 27, 2017
Spencer, Lorraine	Take Flight Therapist	ALLIES	July 27, 2017

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Mahoney, Margaret	English Language Development Teacher	Odyssey Elementary School	May 31, 2017

### **Transfers:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Aragon, Andrea	5 <sup>th</sup> Grade Teacher	Stetson Elementary School	July 27, 2017
Sandidge, Karen	Dean of At-Risk/Expelled & PEAK Programs	PEAK Education Center	July 27, 2017

### **Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Adler, Jill	Speech Language Pathologist	Special Education Services	May 31, 2017
Attias, Julie	English Language Development Teacher	Vista Ridge High School	May 31, 2017
Bedee, Julie	Speech Language Pathologist	Special Education Services	May 31, 2017
Catron, Erin	Instructional Coach	Meridian Ranch Elementary School	May 31, 2017
Fajardo, Kimberly	.8 Falcon Homeschool Teacher	Falcon Homeschool Enrichment Program	May 31, 2017
Flynn, Stephanie	4 <sup>th</sup> Grade Teacher	Evans International Elementary School	May 31, 2017
Funk, Lora	Art Teacher	Odyssey Elementary School	May 31, 2017
Headley, Lisa	1 <sup>st</sup> Grade Teacher	Springs Ranch Elementary School	May 31, 2017
Hodge, Sherri	5 <sup>th</sup> Grade Teacher	Woodmen Hills Elementary School	May 31, 2017
Holdman, Gemma	7 <sup>th</sup> Grade Math Teacher	Falcon Middle School	May 31, 2017
James, Brittany	.5 Part-Time Social Worker	Falcon Elementary School	May 31, 2017
Johnson, Otis	Special Education (SED) Teacher	Special Education Services	May 31, 2017
Joyce, Kellyann	Early Childhood Special Education Teacher	Remington Elementary School	May 31, 2017
Kearns, Taralyn	K-8 Online Teacher	Springs Studio for Academic Excellence	May 31, 2017
Kober, Jordan	Spanish Teacher	Vista Ridge High School	May 31, 2017
Kohl, Leslie	Math Teacher	Falcon High School	May 31, 2017
Krider, Sarah	.5 Dean/.5 Instructional Coach	Falcon High School	May 31, 2017
Kutsner, Julie	Counselor	Vista Ridge High School	May 31, 2017
Lohr, Timothy	8 <sup>th</sup> Grade Science Teacher	Horizon Middle School	May 31, 2017
McClain, Susan	Math Teacher	Falcon High School	May 31, 2017
McIntosh, Kathleen	Art Teacher	Vista Ridge High School	May 31, 2017
Moore, Clinton	Special Education (SLD) Teacher	Sand Creek High School	May 31, 2017
Patterson, Dena	Elementary Teacher	Odyssey Elementary School	May 31, 2017
Rushing, Cody	Social Studies Teacher	Vista Ridge High School	May 31, 2017
Sexe, Sandra	6 <sup>th</sup> Grade Social Studies Teacher	Skyview Middle School	May 31, 2017
Tafoya, Vanessa	1 <sup>st</sup> Grade Teacher	Meridian Ranch Elementary School	May 31, 2017
Wozinak, Micki	Counseling Intern, contract ending	Vista Ridge High School	May 31, 2017
Yepez, James	Counseling Intern, contract ending	Vista Ridge High School	May 31, 2017

### **Requests for Leave:**

**Substitutes:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Bartlett, Sarah	ESP Substitute	Varies	May 1, 2017
Kuyper, Kelsey	Licensed Substitute	Varies	May 10, 2017
Woody, Deborah	ESP Substitute	Varies	May 2, 2017

## BOARD OF EDUCATION AGENDA ITEM 4.05 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Nicole Evans, Human Resources Manager
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Educational Support Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

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

**RATIONALE:** The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are 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	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Major impact
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — 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 26, 2017

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

BOE Regular Meeting June 8, 2017  
Item 4.05 continued

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
VOTED AYE	X	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 (ESP)  
June 8, 2017**

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

**Appointments:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Atencio, Margaret	Before and After School Site Assistant	Meridian Ranch Elementary School	June 01, 2017
Brewer, Gregg	Bus Driver	Transportation Department	May 05, 2017
Broce, Donna	Before and After School Site Assistant	Spring Ranch Elementary School	June 01, 2017
Gilmore, Lisa	Special Education Paraprofessional	Imagine Indigo Ranch	July 28, 2017
Gonzalez, Michelle	Temporary Summer Before and After School Site Assistant	Remington Elementary School	June 01, 2017
Johnson, JoAnna	Before and After School Site Assistant	Evans International Elementary School	June 01, 2017
Johnson, Susan	Special Education Paraprofessional	Ridgeview Elementary School	July 28, 2017
Jones, Lisa	General Education Paraprofessional	Ridgeview Elementary School	July 28, 2017
Malchow, Samantha	Before and After School Site Lead	Meridian Ranch Elementary School	June 01, 2017
Martin, Jeannie	Blended Online Tutor	Allies	July 28, 2017
Murdock, Damiana	Temporary summer Before and After School Site Assistant	Stetson Elementary School	June 01, 2017
Musil, Linda	Special Education Paraprofessional	Vista Ridge High School	July 28, 2017
Prince, Zach	Special Education Paraprofessional	Special Services	July 28, 2017
Reyes, Victoria	Marketing and Communications Specialist	Education Service Center	June 01, 2017
Ropeter, Margaret	Special Education Paraprofessional	Vista Ridge High School	July 28, 2017
Schaal, Hunter	Temporary Summer Before and After School Site Assistant	Remington Elementary School	June 01, 2017
Stilson, Kelly	Preschool Paraprofessional	Stetson Elementary School	July 28, 2017
Swanstrom, Doris	Health Assistant	Imagine Indigo Ranch	July 28, 2017
Vanderpluym, Jeannie	Variable Custodial Technician	District Wide	June 01, 2017
Willborn, Sharon	Preschool Paraprofessional	Stetson Elementary School	July 28, 2017
Williams, Glenn	Building Custodial Technician	Falcon Middle School	June 01, 2017
Williams, Rebecca	Health Assistant	Horizon Middle School	July 28, 2017
Williams, Wanda	Special Education Paraprofessional	Remington Elementary School	July 28, 2017

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Davis, Kean	Special Education Paraprofessional at Sand Creek High School	Before and After School Site Assistant at Falcon Elementary School	June 01, 2017
Garcia, Patricia	Before and & After School Site Assistant at Remington Elementary School	Before and After School Site Lead at Evan International Elementary School	June 01, 2017



Hawley, Stacey	Before and After School Site Lead at Evans International Elementary School	Before and After School Site Lead at Woodmen Hills Elementary School	June 01, 2017
Hildreth, Linnea	Before and & After School Site Lead at Springs Ranch Elementary School	Before and & After School Site Lead at Ridgeview Elementary School	June 1, 2017
Howe, Dawn	Before and & After School Site Assistant at Remington Elementary School	Before and & After School Site Assistant at Stetson Elementary School	June 1, 2017
Morris, Dwayne	Temporary Building Custodial Technician at Woodmen Hills Elementary School	Building Custodial Technician at Woodmen Hills Elementary School	June 01, 2017
Murphy, Robert	Bus Driver at Transportation Department	Grounds Technician at Facilities	June 01, 2017
Smart, Cashea	Before and & After School Site Assistant at Evans International Elementary School	Before and & After School Site Assistant at Remington Elementary School	June 01, 2017

#### **Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Isaacson, Ross	Bus Driver	Transportation Department	May 26, 2017
Kienitz, John	Bus Driver	Transportation Department	June 01, 2017

#### **Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Alonge, Lindsay	Hourly Reading Tutor	Remington Elementary School	March 16, 2017
Brown, Michelle	Special Education Paraprofessional/Crossing Guard	Evans International Elementary School	May 26, 2017
Christensen, Kristen	Special Education Paraprofessional	Pikes Peak School of Expeditionary Learning	May 26, 2017
Catalini, Michael	Special Education Paraprofessional	Sand Creek High School	May 26, 2017
Crandall, Chelsea	Special Education Paraprofessional	Falcon Elementary School	May 26, 2017
Denning, Sarah	Special Education Paraprofessional	Meridian Ranch Elementary School	May 26, 2017
Green, Darrell	Bus Driver	Transportation Department	May 08, 2017
Levy, Erica	Online Learning Coach/Mentor	Vista Ridge High School	May 26, 2017
McCulloch, Janet	Special Education Paraprofessional	Horizon Middle School	May 26, 2017
Mitzel, Elaine	Nutrition Services Assistant	Falcon High School	May 26, 2017
Monteagudo, Vanessa	Nutrition Services Assistant	Falcon High School	March 30, 2017
Romo, Laura	Nutrition Services Assistant	Imagine Indigo Ranch	April 27, 2017
Schwelling, Lisa	Special Education Paraprofessional	Skyview Middle School	May 26, 2017
Treadway, Teresa	Lunch Monitor	Stetson Elementary School	May 26, 2017

#### **Terminations due to position elimination:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Banuelos, Carmen	Temporary School Receptionist	Evans International Elementary School	May 26, 2017
Holzwarth, Pamela	Temporary Hourly Reading Tutor	Remington Elementary School	May 26, 2017
Schink, Laurie	Temporary Regular Education Paraprofessional	Springs Studio for Academic Excellence	May 26, 2017
Stuehm, Tracy	Temporary Preschool Paraprofessional	Springs Ranch Elementary School	May 26, 2017

#### **Terminations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Luna Bushong, Kisi	Nutrition Services Manager	Sand Creek High School	May 9, 2017



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

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Donna Richer, Executive Assistant
<b>TITLE OF AGENDA ITEM:</b>	Election of Board Officers
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** The resignation of David Moore created a vacancy in the office of Vice President. The appointment of Dave Cruson necessitates a reorganization of board officers to fill the vacant office.

### **RATIONALE:**

**RELEVANT DATA AND EXPECTED OUTCOMES:** Nominations for vice president shall be made from the floor and voting shall be by roll call or secret ballot after a vote to do so by a majority of the Board members present. If the nomination creates another vacancy, subsequent elections shall be held to fill vacant positions.

### **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:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Nominate the board vice president and fill vacancies of other offices via nominations as necessary.

**APPROVED BY:** Marie La Vere-Wright, Board President

**DATE:** May 26, 2017

*Harold nominated John Graham as Vice President; seconded by Butcher. Mr. Graham accepted the nomination. The motion passed 5-0.*



BOE Regular Meeting June 8, 2017  
Item 7.01 continued

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## **BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES**

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Sarah Temple (VRHS)
<b>TITLE OF AGENDA ITEM:</b>	Vista Ridge High School Course name change and credit added
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**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	<b>Inner Ring</b> —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.
	<b>Outer Ring</b> —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	<b>Rock #1</b> —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.
	<b>Rock #2</b> —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.
	<b>Rock #3</b> — 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 June 8, 2017  
Item 7.02 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.	
<b>Rock #4</b> — 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.	
<b>Rock #5</b> — 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 at the prior work session, I move approve the name change and assigned credit to the Pathways Exploration/ Designs/Mastery courses as described in item 7.02.

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

**DATE:** May 26, 2017

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	D. Richer, Executive Assistant to the BOE
<b>TITLE OF AGENDA ITEM:</b>	Approval of Policy Revisions: a. BBA Board Powers and Responsibilities b. CBB Recruitment of Chief Officers
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

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

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

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

No.	Designation	Title	Reviewed by	Recommendations
7.03a	BBA	Board Powers and Responsibilities	D. Richer	Reviewed; No changes recommended
7.03b	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, I move to approve the two policies in item 7.03.

**REVIEWED BY:** Chief Officers

**DATE:** May 26, 2017

BOE Regular Meeting June 8, 2017  
Item 7.03 continued

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					



## BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Kathlynn Jackson, Director of Special Education
<b>TITLE OF AGENDA ITEM:</b>	Action on Contract between District 49 and Community Partnership for Child Development-Head Start
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Annual update/renewal of CPCD contract for services at FES and EES regarding Head Start Services.

**RATIONALE:**

**RELEVANT DATA AND EXPECTED OUTCOMES:** Required compliance around services and delivery of Head Start Services.

**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	Ensures all legal compliance regarding Head Start services are conducted according to Federal guidelines and at a reasonable cost.
	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>	Head Start services provide a strong foundation for our at-risk students to reach academic potential.

**FUNDING REQUIRED:** \$199,075.68

**AMOUNT BUDGETED:** None

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Motion to approve the contract between District 49 and Community Partnership for Child Development for 2017-18.

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

**DATE:** May 26, 2017

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

	BUTCHER	CRUSON	GRAHAM	HAROLD	LA VERE-WRIGHT
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

BOE Regular Meeting June 8, 2017  
Item 7.04 continued

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

## BOARD OF EDUCATION AGENDA ITEM 7.05 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Kathlynn Jackson, Director of Special Education
<b>TITLE OF AGENDA ITEM:</b>	Revised Job Description, Special Education Program Specialist
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**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	<b>Inner Ring</b> —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.
	<b>Outer Ring</b> —How we treat our work	The Special Education Program Specialist will be expected to continue to demonstrate the qualities of the outer circle.
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — 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.
	<b>Rock #5</b> — 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.

BOE Regular Meeting June 8, 2017  
Item 7.05 continued

**FUNDING REQUIRED:** Range 19

**AMOUNT BUDGETED:** Range 19

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the revisions to the Special Education Data Technician job description as recommended by the administration.

**APPROVED BY:** Brett Ridgeway, Chief Financial Officer

**DATE:** May 26, 2017

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

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

	BAY	HILTS	RIDGWAY		
COMMENTED					

## BOARD OF EDUCATION AGENDA ITEM 7.06 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Compensation Schedule Review
<b>ACTION/INFORMATION/DISCUSSION:</b>	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.

Schedules were approved at the May 11, 2017 regular meeting. Subsequent to that meeting, in our efforts to place every employee for 2017/18, including repositioning steps where necessary, we discovered that additional steps were needed on the licensed staff schedule. This revised version of the licensed schedule includes those additional steps. With only very limited and immaterial exceptions, all of the previous 'above the line' cells have not been changed; 'the line' referring to the cap line in each lane where step increases cease for that particular lane.

**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.

Overall, the changes presented to not create a material difference in the 2017/18 proposed budget, but they do ensure that we hold to the stated desire that the change from a 2% schedule (16/17 version with ~ 30 steps) to a 1% schedule (new version with 60 steps) does not create any material harm to any staff member.

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

Culture	<b>Inner Ring</b> —How we treat each other	<i>Hearing issues respectfully and caring about others' perspectives.</i>
	<b>Outer Ring</b> —How we treat our work	<i>Considering innovative and creative approaches to complex problems.</i>
Strate	<b>Rock #1</b> —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>

<b>Rock #2</b> —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>
<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:**

**AMOUNT BUDGETED:** \$1.6mm estimated

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the Salary Schedule presented in item 7.06 as recommended by the administration.

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

**DATE:** June 1, 2017

*Harold made the motion; seconded by Graham. Ridgway stated that this is a small change due to the recognition of limitations on the previous schedule after placement of individuals on the schedule. The primary goal that no one would receive any material harm from this change would be able to be accomplished. The motion passed 5-0.*

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

	BAY	HILTS	RIDGWAY		
COMMENTED			X		

## BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	D. Richer, Executive Assistant to the BOE
<b>TITLE OF AGENDA ITEM:</b>	Process Improvement Update
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

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

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

No.	Designation	Title	Reviewed by	Recommendations
8.01a	KEA-E-1	Stakeholder Grievance Process	P. Andersen, L. Fletcher	Updated exhibit to reflect revisions to policy and regulation KEA, KEA-R.
8.01b	KEA-E-2	Stakeholder Grievance Process	P. Andersen, L. Fletcher	New exhibit provides stakeholders with a quick timeline of the grievance process.

**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	Updated regulations and exhibits support board policies to reflect current laws, regulations and best practices which 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:** Information only

**REVIEWED BY:** Chief Officers

**DATE:** May 26, 2017

BOE Regular Meeting June 8, 2017  
Item 8.01 continued

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>GRAHAM</b>	<b>HAROLD</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>					
	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Nancy Lemmond, Executive Director of Individualized Education
<b>TITLE OF AGENDA ITEM:</b>	Expulsion Information
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

See attached confidential sheet for list of expulsions in May 2017.

**RATIONALE:** Board Policy

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

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

Culture	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Ensures compliance with all Colorado Revised Statutes
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — 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:** May 26, 2017

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>GRAHAM</b>	<b>HAROLD</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>					
	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					

## BOARD OF EDUCATION AGENDA ITEM 8.03 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Barbara Austin-Seeley, Executive Assistant to CEO
<b>TITLE OF AGENDA ITEM:</b>	Travel Study Trips
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

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

#### **FHS**

CHSAA State Track Meet in Denver, CO

Depart-5/18/17 Return-5/20/17

7 Students will attend this trip.

Trip costs will include transportation, lodging and meals.

Fundraising will not be part of this trip.

#### **VRHS**

HOSA-International Leadership Conference in Orlando, FL

Depart-6/20/17 Return-6/25/17

7 Students will attend this trip.

Cost of trip is \$500 per student and includes transportation, lodging, meals, insurance and tours.

Students will gain knowledge of healthcare careers and Current topics. Students network with representatives from post secondary professionals, employers, and leaders in medicine and healthcare. Students represent Colorado while competing in a variety of healthcare specific events. Keynote speakers from the healthcare field and symposiums will be available.

Fundraising will be part of this trip.

#### **FMS**

Camp Golden Bell 6<sup>th</sup> grade trip

Depart-8/29/17 Return 8/31/17

300 Students will attend this trip.

Cost of trip is \$100 per students and includes transportation, meals and lodging.

We would like to give our incoming 6th graders an experience they will remember and be able to understand what Firebird Nation is all about! They will stay in cabins and participate in team building activities.

Fundraising will be part of this trip.

#### **HMS**

WorldStrides Washington DC trip

Depart-10/8/17 Return 10/12/17

10 Students will attend this trip.

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

Students will experience the history and civics of our country by visiting monuments, museums, and areas historical significance to our American culture. This trip also allows for me to receive credit towards recertification.

Fundraising will not be part of this trip.

#### **VRHS**

Choir trip to Disneyland in Anaheim, CA

Depart-11/17/17 Return-11/21/17

40 Students will attend this trip.

Cost of trip is \$1,479 per students and includes transportation, meals, lodging, insurance, park admission and tours.

BOE Regular Meeting June 8, 2017  
Item 8.03 continued

Through this trip, students will (1) perform on a national stage; (2) receive instruction and guidance from professional musicians; (3) Students will experience the life of a professional studio recording musician, as the band records its own soundtrack for a Disney film;  
(4) Students will experience the world-renowned Los Angeles Philharmonic, in live performance; (5) visit a top music school in California to see what it's like to be a music major  
Fundraising will not be part of this trip.

## FHS

Military Child Education Coalition National Training in Washington, DC

Depart-7/30/17 Return-8/2/17

3 Students will attend this trip.

Cost of trip will be 0. Military Child Education Coalition pays and arranges all travel, lodging and meals for students.

Training and collaboration for our student-2-student program on a national level working with other S2S teams from around the country. Students will also have opportunities to listen and engage with keynote speakers at the conference.

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 of</u> distinct and exceptional <u>schools</u>	Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 31, 2017

BOE Regular Meeting June 8, 2017  
Item 8.03 continued

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>GRAHAM</b>	<b>HAROLD</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>					
	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					

## BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Legislative Update
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Up until 2011, District 49, like most of the districts in the Colorado Springs area, belonged to the ‘Pikes Peak Alliance’; which is a group of school districts that collaborate and combine efforts and financial resources for lobbying state education entities and the State Legislature regarding issues relevant to education. In 2011, District 49 determined that the Pikes Peak Alliance too often supported initiatives that were not best for D49 and/or were not consistent with the preferences of our constituents.

For a time, D49 did not have an advocate. In late 2012, District Administration entered into an agreement with Amy Attwood for her to begin advocating for the District, its students, staff and constituents on educational matters. That relationship has existed now for the past five legislative sessions and has proven to be very valuable in helping D49 support or oppose items as necessary at the State Legislature, Department of Education, State Board of Education, CASE, CASB, etc., to name a few.

Two particular bills that will be relevant for District 49 going forward are (1) HB17-1375, which was merged with a Senate version SB17-061, both concerning “Distributing Mill Levy Override Revenue To Schools” and (2) HB17-1340 - Legislative Interim Committee On School Finance. The final text of those bills are included in your packet, but the discussion with Ms. Attwood will be most beneficial for your understanding.

**RATIONALE:** As one of the largest school districts in Colorado, District 49 has to engage, and stay engaged on a regular basis, with people and issues that play out on a State level. Many school districts retain a lobbyist on a full-time basis. D49’s relationship with Ms. Attwood is much more affordable than that and is still very effective.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Ms. Attwood normally provides a summary of the recently completed spring 2017 legislative session and preview upcoming issues that are pertinent to D49. However, the progress of this session leaves us still not knowing exactly which bills will be signed by the Governor and which will not. Therefore the full recap document will only be available at a later date and this meeting will be limited to an oral presentation and discussion.

### 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	<i>Arranging for specific advocacy for District interests to benefit students, staff, parents, &amp; constituents.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	<i>Familiarity with the community will lead to more input.</i>
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Utilizing an advocacy resource helps issues unique and/or especially pertinent to D49 have greater visibility and increase the likelihood of a positive result.</i>

BOE Regular Meeting June 8, 2017  
Item 9.01 continued

<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:** No new funding, built into run rate pattern. **AMOUNT BUDGETED:** \$20,166

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

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

**DATE:** June 1, 2017

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

## BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Jack Pietraallo, Interim Director of Transportation
<b>TITLE OF AGENDA ITEM:</b>	School Fees: Transportation
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**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 information regarding the inefficiencies within the current fee for service structure.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Outline a more efficient fee for service structure for the Board of Education.

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

Culture	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Remain good stewards of taxpayers' dollars while providing the highest level of service
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	SafeStop application to track buses and students at no additional costs to parents
	<b>Rock #3</b> — 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
	<b>Rock #4</b> — 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
	<b>Rock #5</b> — 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:** After discussion, move changes to the transportation fees to the June 28<sup>th</sup> special meeting for action.

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

**DATE:** May 26, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

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

## BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer Jack Bay, Chief Operations Officer
<b>TITLE OF AGENDA ITEM:</b>	2016 3B Projects Update
<b>ACTION/INFORMATION/DISCUSSION:</b>	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:**

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in revenue generation strategies and related decisions.</i>
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	<i>There is no closer engagement for community participation than an election. Pursuing an election question in 2016 will need significant community participation for it to be reflective of the community’s wishes for D49</i>
<b>Rock #3</b> — 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>
<b>Rock #4</b> — 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>
<b>Rock #5</b> — 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 June 8, 2017  
Item 9.03 continued

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

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

**DATE:** May 26, 2017

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

## **BOARD OF EDUCATION AGENDA ITEM 9.04 MINUTES**

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer Ron Sprinz, Finance Group Manager
<b>TITLE OF AGENDA ITEM:</b>	Proposed Budget and DAAC Review for 2017-18 Fiscal/School Year
<b>ACTION/INFORMATION/DISCUSSION:</b>	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 2016/17 that was first released in November 2016. At this point of the year it is also necessary to receive budget priorities that are driven at the school level. Individual SAAC (School Accountability/Advisory Committee) provide spending priorities for schools that are then sent to the DAAC (District Accountability/Advisory Committee) for presentation to the BOE.

**RATIONALE:** The assumption, at this point, is that funding will increase slightly at the state level for the 2017/18 fiscal year. A funding increase for the fifth year in a row, no matter how slight, is a welcome sign after reductions were recognized in the 2010/11 and 2011/12 years, and then flat to 2012/13. Other factors that are defined early, 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 increase by ~2.1%. In addition, the district will show an increase in student count as is normal for El Paso School District 49. The combination of rate and volume increases will provide additional funds (aka 'new money') to the District.

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

<b>Rock #1</b> —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in budget strategy and decisions.</i>
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	<i>Participation by the DAAC budget sub-committee this year is better than recently seen.</i>
<b>Rock #3</b> — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
<b>Rock #4</b> — Grow a robust portfolio of distinct and exceptional schools	
<b>Rock #5</b> — Customize our educational systems to launch each student toward success	<i>Our decentralized approach with innovation is foundational to designing a program for each student.</i>

**FUNDING REQUIRED:**

**AMOUNT BUDGETED:** \$150mm+

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve budget at June 28<sup>th</sup> Special Meeting.

BOE Regular Meeting June 8, 2017  
Item 9.04 continued

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

**DATE:** May 26, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

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

## **BOARD OF EDUCATION AGENDA ITEM 9.05 MINUTES**

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Mike Pickering, POWER Zone Leader
<b>TITLE OF AGENDA ITEM:</b>	Change of Student Contact Day for Capturing Kids Hearts (CKH) 2
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

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

For the past 4 years the POWER Zone has invested in training every licensed staff member in the zone in the Capturing Kids Hearts (CKH) relational framework. The zone has been able to continue this practice due to the high level of priority the zone has placed on this training over the past few years. RVES was just selected by the CKH's Flippen Group to undergo a site review to potentially become a national Capturing Kids Hearts Showcase School. This review process is offered to current schools who have shown a great deal of expertise in the Capturing Kids Hearts practices and overall philosophies. RVES would like to take their staff to the next level in this relational framework and engage in a Capturing Kids Hearts 2 training that models more of the leadership trainings that the Flippen group offers. However, due to the beginning of the year focuses on Firm Foundations and Primary Performance, math training will take up any two consecutive day option during this time.

Given the two consecutive day requirement for this training RVES is requesting to be able to hold this training August 31st and September 1st. September 1st is already a non student contact professional development day and RVES is requesting to have August 31st be changed to a non student contact day for RVES students only to accommodate the two consecutive days of training.

### **RATIONALE:**

In this training, unlike with CKH 1, each teacher receives their own TrAction Plan, a vitally important self-reflection document that is individually produced for every single teacher in the building based off of their unique personal constraints. This document then becomes a critical piece of professional development where each teacher is working on directly supporting their own unique set of personal constraints.

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

While RVES is currently one of the largest and fastest growing schools with District 49, they also have some of the largest academic growth as evidenced through basic early literacy assessments. If we can continue to grow our educator's pedagogical strengths, while simultaneously decreasing the constraints that can hold us back the most, we believe that the sky could truly be the limit at RVES.

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other	The Capturing Kids Hearts philosophy gets to the core of our cultural compass.
	<b>Outer Ring</b> —How we treat our work	Work becomes more productive and enjoyable when we have high quality strategies for how to support our students regardless of their academic and/or social/emotional needs.
S t r a t	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	As we continue to improve upon the social/emotional supports we can offer our students we continue to evidence our commitment to the whole child.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	

BOE Regular Meeting June 8, 2017  
Item 9.05 continued

e g y	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Schools, in part, become exceptional when they are able to not only meet the academic needs of our students, but when they are also able to support and understand the unique personalities and social/emotional needs of the students we serve as well.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	The sooner we can instill consistent behavioral expectations the more opportunity our students have to thrive in a system where they know what to expect from year to year and grade level to grade level.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:** None

**AMOUNT BUDGETED:** None

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move the change in student contact day at RVES forward as an action item at the June 28<sup>th</sup> special meeting.

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

**DATE:** May 23, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

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

## BOARD OF EDUCATION AGENDA ITEM 9.06a MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Sean Dorsey, Sand Creek Zone Leader
<b>TITLE OF AGENDA ITEM:</b>	New Job Description: Dean of Workplace Learning-Sand Creek Zone
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** District graduation guidelines allow students to demonstrate mastery in multiple ways, including through workplace learning. To support workplace learning, our zone will create a position that ensures our students can access safe, engaging learning experiences in the community.

**RATIONALE:** This leadership position reflects the commitment of the Sand Creek Zone to our district's initiatives, specifically 49 Pathways. Additionally, our students require support in procuring internships, mentorships, and job shadowing experiences in the community.

### **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	A Dean of Workplace Learning allows our students to engage purposefully with community partners.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Workplace learning provides augmented, varied educational opportunities for our students.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Workplace learning experiences will include orientation and practice in basic safety, production, and service across multiple industries.
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	Students who choose workplace learning will experience personalized community-based learning opportunities promoting career and college readiness.

**FUNDING REQUIRED:** None

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move this new job description for action at the June 28<sup>th</sup> special board meeting.

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

**DATE:** May 26, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

BOE Regular Meeting June 8, 2017  
 Item 9.06a continued

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

## BOARD OF EDUCATION AGENDA ITEM 9.06b MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Mike Pickering, POWER Zone Leader
<b>TITLE OF AGENDA ITEM:</b>	New Job Description: Teacher on Special Assignment (TOSA) for Zone Data Design
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

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

As the zone continues to see gains in student outcomes across various levels and content areas it becomes even more critical that we are keenly aware of how to use the data we have access to, aware of where we need to focus the most support, and alternatively where we need to expand on the bright spots. Getting data is the easy part, aggregating the thousands of lines of data and then disaggregating the data into meaningful chunks of usable/teachable information is the key to this position.

### **RATIONALE:**

We are more local data rich than ever with our new POWER Dashboard accountability system and need support ensuring we are able to regularly update and message progress in the 6 key areas identified within this new local system.

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

More relevant and currently updated performance reports will directly align to the 6 POWER Dashboard indicators. More visible and usable data will be available at the zone, building, and classroom levels across the entire K-12 zone system.

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other	This position will allow teachers to focus on the data and student feedback that is most critical to increased student learning.
	<b>Outer Ring</b> —How we treat our work	Data team meetings become far more strategic when the data is paired down and focused to the main essential outcomes.
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	High Reliability Survey data will be randomly sampled from community members to provide a continual monitoring of indicators 5 and 6, school climate and school safety & Security.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This position will also provide support with the Marzano Evaluation System, helping the zone ensure the entire model is meaningful and supportive of both increased student and teacher growth.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	More individualized student data can be reviewed on larger scales than ever before.

**FUNDING REQUIRED:** No additional funding required

**AMOUNT BUDGETED:** None

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move the job description TOSA for Zone Data Design Analyst forward as an action item at the June 28<sup>th</sup> special meeting.



BOE Regular Meeting June 8, 2017  
Item 9.06b continued

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

**DATE:** May 23, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

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

## **BOARD OF EDUCATION AGENDA ITEM 9.06c MINUTES**

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Bruce Grose, Principal, Vista Ridge High School
<b>TITLE OF AGENDA ITEM:</b>	New Job Description: Dean of Concurrent Enrollment
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Seeking approval of the Dean of Concurrent Enrollment (CE) job description.

**RATIONALE:** Vista Ridge currently has 160+ student enrolled in CE courses and/or programs. It requires a full time position to support these students, ensure they have met all academic and assessment requirements to enroll, and follow up and support students through the CE process. The Dean of CE will ensure Vista Ridge is able to provide a positive and supportive learning experience for students in CE courses and programs. Additionally, Vista Ridge host three adjunct faculty from Pikes Peak Community College. This position will help support these individuals on our campus as they work with students on our campus.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The Dean of Concurrent Enrollment will support the partnership between Vista Ridge and educational programs providing CE opportunities for our students (PPCC, Payton Woods, etc.). The expected outcomes are to increase information distribution to students and parents related to possible opportunities. This position will support programming on the Vista Ridge campus used to provide students with pathway information leading to more students in CE programs.

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other	The Dean of CE will be a pivotal role-player in the guiding of students and parents as they begin to work through the challenges of CE. This will be a customer service based job that supports partnerships with the community.
	<b>Outer Ring</b> —How we treat our work	The Dean of CE will be focused on supporting pathway needs and goals of students. This will require expertise in CE opportunities as well as Vista Ridge Pathways. This will take time and dedication to meet student needs.
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	The Dean of CE will develop and support vital partnerships with the CE community as well as with students, parents, and adjunct faculty. Information from and within these groups are often confidential and need to be handled accordingly. This position will develop trust with the community.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	The Dean of CE will develop and support vital partnerships with the CE community as well as with students, parents, and adjunct faculty. This position will work to build community supporters in the academic and professional growth of Vista Ridge students.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Vista Ridge has a growing CE population. This is providing many unique learning opportunities for students. These growing opportunities will continue to grow the portfolio of exceptional schools.

BOE Regular Meeting June 8, 2017  
Item 9.06c continued

<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	The Dean of CE will support students in providing of information regarding opportunities to support their pathway development. This will help connect students with the learning and skills needed to be successful.
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	The Dean of CE will drive the customization of learning for students at Vista Ridge. This will be achieved through the many CE courses and programs the Dean will be able to advise students in connection to their pathways.

**FUNDING REQUIRED:** Currently allocated in our staffing budget

**AMOUNT BUDGETED:** \$73,144 including benefits

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move this item for action at the special board meeting on June 28<sup>th</sup>.

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

**DATE:** May 26, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

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

## BOARD OF EDUCATION AGENDA ITEM 9.07 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Paul Andersen, Director of Human Resources
<b>TITLE OF AGENDA ITEM:</b>	Proposed Revision to Policy GCBA, Instructional Staff Contracts/Compensation/Salary Schedules
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**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:** Following the process in policy BG, after emergency approval of policy GCBA, the policy is being brought before the board for a first reading to follow the normal approval process.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —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.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:**

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move policy GCBA for action at the June special board meeting.

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

**DATE:** May 26, 2017

*Move this item for action at the June 28<sup>th</sup> special meeting.*

BOE Regular Meeting June 8, 2017  
Item 9.07 continued

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

## BOARD OF EDUCATION AGENDA ITEM 9.08 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Teacher Compensation Task Force related to 2016-3B funds
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** On November 8, 2016, the constituents of District 49 approved ballot measure 3B. That measure included four distinct priorities, three that were capital focused, and one that was operationally focused as follows:

ATTRACTING AND RETAINING HIGHLY EFFECTIVE TEACHERS BY OFFERING SALARIES  
AND BENEFITS THAT ARE COMPETITIVE WITH OTHER DISTRICTS IN EL PASO COUNTY;

Happily, with the passage of 3B, we convened a committee of teachers to consider how to design a plan that honors the language in the ballot and resonates well with our current teaching staff. The TCTF was comprised of 36 teachers from around the district – intending to be two from each of our 18 coordinated school programs. The group was intentionally comprised of both veteran and newer teachers as well, to ensure that the group was representative of the full teacher demographic in District 49.

The TCTF met four times in all, and presentations from each of those meetings are included in the board packet.

**RATIONALE:** The ballot language that was used was completely consistent with a prior successful campaign that was 2014-3A, which also provides funds for teachers among its four operationally-focused priorities. To this point, 2014-3A funds have been used to enact the teacher repositioning plan approved by the Board in January 2015. The recent measure, 2016-3B, consistently implied that approximately \$1mm per year would be available through the specific collection of 16-3B MLO assessed taxes, to be spent for purposes that satisfy the ballot language listed above. It should always be noted and remembered that the \$1mm is to be spent in all district schools – charter schools included. Therefore the amount available to coordinated schools will vary depending on the balance of enrollment between coordinated and charter schools. The initial distribution is 79.5% to coordinated schools and 20.5% to charter schools.

While the Board of Education, of course, has the real authority on what plan is actually implemented, we pursued the course of gathering feedback from teachers, at the direction of the Board of Education, so that a proposal could be brought to the full BoE for consideration that is derived from teacher feedback.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The work of the TCTF also included a survey that went out to all licensed staff in the coordinated schools. That survey was completed by 545 licensed staff members, of the 891 that were invited to – a participation rate of 61%.

The TCTF was an enjoyable group to work with. Their consistent engagement over the course of the four meetings provided great perspective and largely shaped the plan that is proposed herein.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	<i>Being proactive and inclusive to important opportunities to our teaching staff.</i>
	<b>Outer Ring</b> —How we treat our work	<i>Being intentional with financial resources.</i>

BOE Regular Meeting June 8, 2017  
Item 9.08 continued

<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	<i>Following through on priorities supported by our constituents in a way that honors the intended beneficiary (teachers) and also honors the ballot language approved by our voters..</i>
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	<i>Many beneficiaries to this plan are residents of the community and so engaging them in the plan development also engages our community.</i>
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Exceptional schools are staffed by exceptional teachers. Utilizing funds to both retain and attract highly effective teachers should have great benefits in the portfolio of exceptional schools.</i>
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>Firm foundations for our students are established by teachers. Investment in the teachers invests in the firm foundations of our students.</i>
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<i>Each student is better launched to success by highly effective teachers. Investment in the teachers invests in the desire to launch each student toward success.</i>

**FUNDING REQUIRED:** No new funding, built into run rate pattern. **AMOUNT BUDGETED:** \$1mm

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

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

**DATE:** June 1, 2017

*Request granted that this item was moved up on the agenda.*

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>GRAHAM</b>	<b>HAROLD</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>			X	X	X
	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>	<b>TCTF TEACHERS</b>	
<b>COMMENTED</b>		X	X	X	

## BOARD OF EDUCATION AGENDA ITEM 9.09 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Jack Bay, Peter Hilts, Brett Ridgway
<b>TITLE OF AGENDA ITEM:</b>	Chief Officer Team Performance Review Process
<b>ACTION/INFORMATION/DISCUSSION:</b>	Discussion

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

When evaluating a senior executive, it is important to align leadership activity with the district's peak plan. Since the peak plan is operational, it is helpful to use a portfolio review model where the reviewers may examine leadership behavior in the context of daily and long-term activity and accomplishments. In 2017, we are transitioning the mechanisms of goal setting and tracking to the Cascade™ system.

### RATIONALE:

The purpose of performance review is to improve outcomes by improving our performance. The sections organize leadership performance into manageable, observable patterns (i.e. Performance Domains from established standards from CDE). For each domain, additional insights might be gleaned from existing surveys and feedback systems or the pursuit of new collections related to a particular performance measure.

### RELEVANT DATA AND EXPECTED OUTCOMES:

Quality feedback is the ingredient that will help us become the best district to learn, work, and lead. Performance review is a systematic way to provide feedback about how well the chief officers are meeting the board's expectations.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	As a school district, our culture and strategy depends on collaboration between our three district offices, so the performance of the chief officers is significant for all our strategic and cultural priorities.
	<b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:** None

**AMOUNT BUDGETED:** None

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Discuss and recommend modifications to the chief officer objectives.

**APPROVED BY:** Jack Bay, Peter Hilts, Brett Ridgway

**DATE:** June 1, 2017



BOE Regular Meeting June 8, 2017  
Item 9.09 continued

*Chief Officers requested that the Board approve them walking forward using Cascade and this model to represent their goals. Board members will have access to Cascade which will include a training session at a work session.*

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

## BOARD OF EDUCATION AGENDA ITEM 9.10 MINUTES

<b>BOARD MEETING OF:</b>	June 8, 2017
<b>PREPARED BY:</b>	Marie La Vere-Wright
<b>TITLE OF AGENDA ITEM:</b>	Board of Education Goals
<b>ACTION/INFORMATION/DISCUSSION:</b>	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 uploaded. The Board's Assistant will be trained in Cascade to update and manage the board's goals.

### **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:** Provide feedback on whether items on page 3 of *Orientation for New Board Members* should be added to the document.

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

**DATE:** May 26, 2017

BOE Regular Meeting June 8, 2017  
Item 9.10 continued

*The Board agreed to add the items on page 3 with the potential for additional items.*

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