

MINUTES
REGULAR BOARD OF EDUCATION MEETING
February 8, 2018
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 6:40 p.m. by the Vice-President, *John Graham*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Fry*, and Mr. *Graham*. Mrs. *La Vere-Wright* was absent with prior notice.

2.00 Welcome and Pledge of Allegiance

Vice-President *Graham* 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 *Cruson*, seconded by *Fry* to approve the agenda.

The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye. Motion carried 4-0.

4.00 Consent Agenda – see attachments

- 4.01 Approval of Minutes of Regular Board of Education Meeting 1/11/2018
- 4.02 Approval of Matters Relating to Administrative Personnel
- 4.03 Approval of Matters Relating to Professional/Technical Personnel
- 4.04 Approval of Matters Relating to Licensed Personnel
- 4.05 Approval of Matters Relating to Educational Support Personnel
- 4.06 Approval of Matters Relating to Schedule B Personnel
- 4.07 Approval of District Accountability Advisory Committee (DAAC) Membership
- 4.08 Approval of Administrative Personnel Recommendations – Chief Officers
- 4.09 Approval of Administrative Personnel Recommendations – Zone Leaders
- 4.10 Approval of Administrative Personnel Recommendations – Department and Program Leaders
- 4.11 Approval of Administrative Personnel Recommendations – Building Leaders
- 4.12 Approval of Minutes of Special Board of Education Meeting 1/24/18

5.00 Board Update

Cruson: Three things that I was involved with that I really appreciated our school district being involved with. I was able to attend freshman orientation at Vista Ridge High School and I appreciated the staff and the students that came out to support the programs and all the different classes that were available at Vista. It was neat to see an opportunity for incoming freshman next fall to have that experience of what it's like to be in the classroom and connect in that way. Thanks to everybody at Vista Ridge. I've been able to attend several sporting events throughout the district and thanks to all of our coaches and staff members that participate and help out our young people in those athletic endeavors. I want to say a special thanks for the community members as well. I walked out with a couple at Vista Ridge High School basketball game. Definitely older, I don't think they even had any grandkids, but they were there supporting our community and that was awesome. I want to lift up the Falcon Education Foundation. What are you all doing on April 20th? That's right, you're attending the fundraising event for Falcon Education Foundation! It's a wonderful opportunity for us to support an avenue of the Falcon Education Foundation that lifts up our students and our teachers. Put that major fundraising event in your calendars if you would, Friday, April 20th for that.

Fry: I was able to attend the freshman showcase at Vista Ridge for a different reason. I do have a freshman getting ready to go over there. That's kind of scary, but she'll do well. The other thing that I've noticed a lot of the 3B signs that are around the schools and they look really great.

Graham: Reminder for the board and the chiefs to fill out the evaluation forms and return them to Donna tonight.

5.01 Chief Officer Update

Almeida: This morning, I had the opportunity to go up to the capital with Monica as they were debating. CSNA had a breakfast to garner support from lawmakers with regard to expanding the lunch protection act. It was a good opportunity for me to see what was happening in terms of some of the process that was happening there; meet some of the CSNA crowd as well as a few of the legislators and hope that it passes. It seems to have support. I want to make note of my personal recognition of the value of the rounding process that we're doing. I've had a chance to do about 6 schools along with Peter and I know Brett has done a number of schools. The comment I'd like to make is #1, I learned something every day. It's a very valuable experience every single time we do it. #2, I really appreciate the schools support for all of the schools that are out there that we visited and the schools that we will continue to visit over time as they have opened up their doors and really supported the initiative that we have at the district level to be able to go out there and try to get a little bit of this in terms of what's happening within the schools. Brett and I had the opportunity to sit down at the PPLA earlier this week and present there. Fantastic initiative, I encourage everyone out there in the community to take part in it. If you are interested, it is definitely something that I think is great value added. This was my first exposure to it. I don't know who started that initiative, but whoever did, I think it's absolutely tremendous value added. It was a really good experience.

Ridgway: Even for an introvert, nerd accountant like me, the rounding process has been really great. There's 30 people that I know now that I didn't know before. I appreciate that opportunity. Sue Ann was one of them here earlier tonight. That was great. The PPLA presentation was great. Principal induction presentation, I feel like I'm having that season of presenting some school business issues and things going on, which is fun. We continue to stay engaged at the capital with things going on there. On your desk you have your freshly minted report, Comprehensive Annual Financial Report which is the audit report for the district. That is now available to the constituents, to the public, posted on the website. I want to recognize and thank Jodi here sitting in the front row because we had transitioned this year and she took the reins of the Accounting Group Manager basically the same day that the audit started. That was a tough task to jump in and carry that through. It's a complicated process. We talk about how we're a big business and when you audit all of that big business, it takes a lot of time and there's a lot of information, a lot of data to go through with that. Thank you for that.

Hills: I want to follow up in a minute on the rounding, on some numbers. Members of our community, staff from our district and others will be gathering tomorrow with the rest of Colorado Springs in El Paso County to remember Deputy Micah Flick, someone who had a presence in many ways across our community with friendships, with co-workers. We acknowledge and recognize that loss for the larger community. It is especially meaningful for our friends from RMCA, some of whom are here tonight. We just acknowledge that this is a season of real loss and significant, meaningful loss for our community. It's also season when there are some great things happening with our teams across the district. It's fun tonight to honor an individual athlete. It's a new enough sport that even though I used to be a wrestler myself, I was not aware that we had a girls' wrestling state championship about a week ago. Bella Mitchell from Vista Ridge High School placed second in the state of Colorado which is a big, big deal. If you know or see Bella, you should congratulate her because as a guy who saw the ceiling a time or two in wrestling competitions, it takes great dedication and so I'm very proud of that accomplishment. I want to echo what my colleagues said. It's a little unusual that

they're giving the emotional side of rounding and I'm just going to give you some numbers. We've rounded in 12 schools in the first five weeks of 2018. I guess I'm giving us credit for 1 week in December. We have conducted 92 rounds, where a round is a conversation with an individual or sometimes a small group. That means we've interacted with 15 different staff members. This is one of the board's priorities for senior leader and chief officers to get out and reconnect where we've been disconnected. I'm just as enthusiastic, really proud of the people that have jumped into conversations with us. Really proud of my colleagues at this table. We're not the only ones rounding. There are principals, zone leaders and central office folks rounding. It's a great thing. I'm giving you advanced warning board members that a training in rounding for all of you is coming and then we'll follow that up by scheduling you to get out into some of our programs and offices and schools. You'll love it when you do it.

5.02 *Student Board of Representatives Update*

Graham: We have two student board of representatives today, Vicki Kim from Sand Creek High School and MyAvion Walker from Falcon High School.

Walker: Glad it's almost Friday.

Kim: Sand Creek is going through a really big physical transformation right now. We're almost done with our new wing, athletic hall. A lot of learning has switched over to our blended classrooms so it's really cool. I'm really excited to be able to come back in a few years and see how big of a change Sand Creek has made.

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

We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum.

It is the practice of the board to withhold any board comment or direction to the chiefs until after all who have signed up for open forum have had a chance to speak.

I would also like to make you aware of our stakeholder grievance process. This process can be initiated by anyone in our d49 community and guides the community member through the correct people to help resolve their concern including as a final step the opportunity formally appeal to the board. We encourage you to utilize this process as many have successfully resolved their concerns this way.

Duckers: I'm Ellen Duckers and I've been in the district for almost 30 years. My granddaughter made honor roll in 1st grade. She's as good as her brother. She also goes to Rocky Mountain Classical Academy. If you guys ever think of closing that school, I'll be on your case. Please keep Rocky Mountain open and do whatever you've got to do. We had a big fight out of Vista Ridge High School. My grandson knew all the children, just acquaintances. I think those six children who did the beating of the student need to be expelled permanently.

Fowler: I just wanted to express my gratitude to you guys, to Imagine Schools, Andy Franko and the iConnect Zone. My board particularly appreciate the opportunity to have our students come and speak before you last week. I think that's a fabulous opportunity for those kids to be able to dive in and do something in a public forum. Thank you so much for that. I look forward to continuing to work together. Thanks for all your considerations.

7.00 Action Items – see attachments

- 7.01 Action on Charter School Contract Renewal for GOAL Academy
- 7.02 Action on Charter School Contract Renewal for Imagine Classical Academy
- 7.03 Action on Charter School Contract Renewal for Rocky Mountain Classical Academy
- 7.04 Revised Job Descriptions
 - a. Bus Driver
 - b. Bus Paraprofessional
 - c. Transportation Dispatcher
 - d. Transportation Driver Trainer
 - e. Transportation Operations Technician
 - f. Transportation Student Liaison Technician
 - g. Transportation Trainer
- 7.05 Policy and Procedure Review
 - a. AD School District 49 Identity, Vision, Mission and Philosophy
 - b. DG Banking Services
 - c. DI Fiscal Accounting & Reporting
 - d. DID Record of Fixed Assets
 - e. DKB Salary Deductions
 - f. DKC Expense Authorization Reimbursement
 - g. DM Cash in Buildings
 - h. JJF Student Activities Funds
 - i. GBJA Disclosure of Information to Prospective Employers
 - j. GBQE Retirement of Staff
 - k. GCQE Retirement of Professional Staff
 - l. GDQC Retirement of Educational Support Staff
 - m. GDJ Educational Support Staff Transfer and Vacancy Policy
- 7.06 New Course Proposals at Vista Ridge High School
 - a. World of Work
 - b. Education Exploration
 - c. College Preparatory Physics
 - d. Military Science
- 7.07 New Job Description
 - a. Athletic Director
- 7.08 Items Removed from Consent Agenda

8.00 Information Items– see attachments

- 8.01 Process Improvement Update
 - a. AD-R School District 49 Identity, Vision, Mission and Philosophy
 - b. GDJ-R Educational Support Staff Transfer and Vacancy Policy
- 8.02 Expulsion Information
- 8.03 Student Study Trips
- 8.04 Current Legal Issues

9.00 Discussions Items– see attachments

- 9.01 2016 3B Projects Update (10 minutes)
- 9.02 Mission Innovation Proposals (25 minutes)

10.00 Other Business

Hilts: The current practice of board is to entertain open forum at the beginning of the meetings. Other districts identify speakers and hold them until they speak during the related topic. That was the concept that Marie wanted to introduce. It's still limited to 30 minutes, each person 3 minutes. If a topic is specific to a certain item, if we have consensus we can direct the chief officers to work on the policy. Consensus to direct Peter to come up with a proposed policy to address that issue.

11.00 Adjournment

It was moved by *Cruson* and seconded by *Fry* to adjourn the meeting at 8:03 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; Motion carried 4-0.*

Respectfully submitted by Donna Richer,



Marie La Vere-Wright, President



Dave Cruson, Secretary

February 8, 2018 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. Ellen Duckers	Kids	gen.
2. FRANK FOWLER	PRINCIPAL ICA	THANKS
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

BOARD OF EDUCATION ITEM 4.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: D. Richer, Executive Assistant to the Board

TITLE OF AGENDA ITEM: Approval of Minutes of Regular Board of Education Meeting
1/11/18

ACTION/INFORMATION/DISCUSSION: Consent Agenda-Action

BACKGROUND OR RATIONALE

Board review and approval is required prior to posting minutes.

RELEVANT DATA AND EXPECTED OUTCOMES:

Once approved by the board, the minutes will be posted on the district website.

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>	

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

APPROVED BY: Dave Cruson, Board Secretary

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 4.02 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Matters Relating to Administrative Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. 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 actions, 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>	
	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>	

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

APPROVED BY: Peter Hiltz, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
February 8, 2018**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Lientz, Kava	Assistant Principal	Falcon Middle School	July 1, 2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Kolhouse, Rochelle	Associate Principal	Pikes Peak Early College	January 1, 2018

BOARD OF EDUCATION ITEM 4.03 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Matters Relating to Professional Technical Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. 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 actions, 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>	
	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>	

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

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Professional/Technical Personnel
February 8, 2018**

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

Transfers:

Name	Transfer From	Transfer To	Effective Date
Mize, Patricia	Lead Trainer	Transportation Training Supervisor	12/1/2017

BOARD OF EDUCATION ITEM 4.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Melanie White, Human Resources Manager

TITLE OF AGENDA ITEM: Approval of Matters Relating to Licensed Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. 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 actions, 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> 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>	

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

APPROVED BY: Peter Hiltz, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Licensed Personnel
February 8, 2018**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Hamman, Ashley	Intent to Non-Renew 5 th Grade Teacher	Stetson Elementary School	January 16, 2018
Lunden, Toni	Intent to Non-Renew 8 th Grade Math Teacher	Horizon Middle School	January 2, 2018
Roberts, Valerie	Intent to Non-Renew Special Education (SSN) Teacher	Evans International Elementary School	February 5, 2018
Rodriguez-Reyes, Irene	Intent to Non-Renew .6 Part-Time High School English Teacher	Falcon Homeschool Enrichment Program	January 30, 2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Gripentrog, Suzanne	Intent to Non-Renew Deaf/Hard of Hearing Teacher	Special Education Services	February 1, 2018
Youngblood, Sheila	Intent to Non-Renew Reading Specialist	Patriot High School	January 22, 2018

Resignations:

Name	Position	Location	Effective Date
Hegger, Julie	3 rd Grade Teacher	Ridgeview Elementary School	May 30, 2018
Patterson, Sarah	Early Childhood Special Education Teacher	Ridgeview Elementary School	May 30, 2018
Sundberg, Laura	Special Education (SLD) Teacher	Odyssey Elementary School	May 30, 2018
Webster, Bridget	French Teacher	Horizon Middle School	May 30, 2018
Webster, Matthew	Spanish Teacher	Horizon Middle School	February 9, 2018

Substitutes:

Name	Position	Location	Effective Date
Arriaga, Enrique	ESP Substitute	Varies	January 17, 2018
Baker, Brittany	Licensed Substitute	Varies	January 26, 2018
Barrett, Hayden	Licensed Substitute	Varies	January 26, 2018
Boswell, Jarrod	Licensed Substitute	Varies	January 26, 2018
Brence, Vickie	ESP Substitute	Varies	January 4, 2018
Conboy, Sally	Licensed Substitute	Varies	January 26, 2018
Conradson, Adrianna	ESP Substitute	Varies	January 4, 2018
Cummins, Bobbe	Licensed Substitute	Varies	January 26, 2018
Duncan, Amy	ESP Substitute	Varies	January 4, 2018
Faciane, Ann	Licensed Substitute	Varies	January 26, 2018
Giorgi, Jennifer	ESP Substitute	Varies	January 4, 2018
Hammes, Kristine	Licensed Substitute	Varies	January 26, 2018

Jensen, Jennifer	ESP Substitute	Varies	January 4, 2018
Krug, Stephanie	Licensed Substitute	Varies	January 26, 2018
Lemons, Sheryl	ESP Substitute	Varies	January 4, 2018
Mattern, Carolyn	ESP Substitute	Varies	January 4, 2018
Meyer, Jason	Licensed Substitute	Varies	January 26, 2018
Minks, Anais	Licensed Substitute	Varies	January 11, 2018
Nelson, Edward	Licensed Substitute	Varies	January 26, 2018
Palaia, Theresa	ESP Substitute	Varies	January 4, 2018
Parr, Christy	Licensed Substitute	Varies	January 26, 2018
Roitsch, Kaytlon	Licensed Substitute	Varies	January 26, 2018
Salas, Michael	Licensed Substitute	Varies	January 26, 2018
Saunders, Victoria	ESP Substitute	Varies	January 4, 2018
Schlosser, Janet	Licensed Substitute	Varies	January 26, 2018
Schultz, Mary Ann	Licensed Substitute	Varies	January 26, 2018
Warren, Stacey	ESP Substitute	Varies	January 4, 2018
White, Connie	Licensed Substitute	Varies	January 26, 2018
Zenner, Delanee	Licensed Substitute	Varies	January 26, 2018

BOARD OF EDUCATION ITEM 4.05 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Nicole Evans, Human Resources Manager

TITLE OF AGENDA ITEM: Approval of Matters Relating to Educational Support Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. 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 actions, 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> 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>	

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

APPROVED BY: Peter Hiltz, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Educational Support Personnel (ESP)
February 8, 2018**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Brothers, Lillian	Special Education Paraprofessional	Skyview Middle School	January 18, 2018
Kocab, Debbie	Special Education Paraprofessional	Falcon High School	January 25, 2018
Staggs, Cole	Special Education Paraprofessional	Falcon High School	February 01, 2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Esparsen, Sandra	Allies School Secretary	Allies	February 01, 2018
Giersch, Rachel	Special Education Paraprofessional	Meridian Ranch Elementary School	January 18, 2018
Hinds, Janell	Preschool Paraprofessional – Temporary	Remington Elementary School	January 16, 2018
McKinnon, Lindsay	Special Education Paraprofessional	Evans International Elementary School	February 07, 2018
Montano, Roberta	Administrative Assistant	Human Resources	January 08, 2018
Wolf, Tami	Special Education Paraprofessional	Horizon Middle School	February 01, 2018

Transfers:

Name	Transfer From	Transfer To	Effective Date
Devitt, John	Bus Driver/Part Time Trainer at Transportation	Bus Driver at Transportation	January 3, 2018
Donigian, Jeremy	Maintenance Technician at Facilities	Area Project Maintenance Coordinator	January 1, 2018
Haby, Ingrid	Kids' Corner Site Assistant at Meridian Ranch Elementary School	Kids' Corner Site Lead at Odyssey Elementary School	January 3, 2018
Jordan, Kristina	Kids' Corner Site Lead at Odyssey Elementary School	Kids' Corner Site Assistant at Meridian Ranch Elementary School	January 3, 2018
Schroeder, Tonya	Bus Driver at Transportation	Bus Driver Trainer at Transportation	February 2, 2018
Taylor, Regina	Bus Monitor at Transportation	General Education Paraprofessional at Ridgeview Elementary School	January 29, 2018

Resignations:

Name	Position	Location	Effective Date
Adam, Kimberly	Physical Therapy Assistant	Special Education Department	January 03, 2018
Albrecht, Darlena	Building Custodial Technician	Falcon Middle School	January 26, 2018
Berryman, Alexis	Campus Security Officer	Vista Ridge High School	February 16, 2018
Breezee, Julianne	Special Education Paraprofessional	Horizon Middle School	February 02, 2018
Brothers, Lillian	Special Education Paraprofessional	Skyview Middle School	January 23, 2018
Brown, Stephanie	Nutrition Services Assistant	Pikes Peak School of Expeditionary Learning	February 01, 2018
Corneliusen, Lisa	Nutrition Services Assistant	Evans International Elementary School	January 22, 2018
Couch, Jazmyn	Special Education Paraprofessional	Vista Ridge High School	January 05, 2018
Dunford, Valerie	Special Education Paraprofessional	Falcon High School	December 27, 2017
Farrell, Kathleen	Speech Language Pathologist Assistant	Stetson Elementary School	January 28, 2018
Garza-Abrego, Sylvia	Special Education Paraprofessional	Woodmen Hills Elementary School	February 01, 2018
Gordon, Stephanie	Preschool Paraprofessional	Ridgeview Elementary School	January 12, 2018
Green, Breianna	Crossing Guard	Woodmen Hills Elementary School	February 07, 2018
Harrison, Leighann	Nutrition Services Assistant	Skyview Middle School	January 29, 2018
Hawkins, Shannon	Nutrition Services Assistant	Skyview Middle School	May 26, 2017
Jones, Lisa	General Education Paraprofessional	Ridgeview Elementary School	December 06, 2017
Kitt, Tracy	Lunch Monitor	Odyssey Elementary School	January 19, 2018
Laycock, Shane	Special Education Paraprofessional	Skyview Middle School	January 12, 2018
Palgut, Jenny	Bus Driver	Transportation Department	January 03, 2018
Piert, Ailisa	Building Custodial Technician	Ridgeview Elementary School	January 24, 2018
Ryan, Robert	School Security Guard	Sand Creek High School	January 31, 2018
Smart, Cashea	Kids' Corner Site Lead	Remington Elementary School	January 26, 2018
Sullivan, Cheryl	Administrative Secretary	Springs Studio For Academic Excellence	January 15, 2018
Zillmann, Shawn	Bus Paraprofessional	Transportation Department	January 03, 2018

Retirements:

Name	Position	Location	Effective Date
Smith, Michael	Building Manager	Springs Ranch Elementary School	January 5, 2018

Terminations:

Name	Position	Location	Effective Date
Barnes, Yvonne	Administrative Secretary	Odyssey Elementary School	January 17, 2018
Berkeland, Brice	Bus Driver	Transportation Department	January 22, 2018

Hillick, James	Bus Driver	Transportation Department	January 17, 2018
Reyes-Arroyo, Gladys	Bus Driver	Transportation Department	January 15, 2018

Revised pay rate:

Name	Position	Location	Effective Date
Waldron, Aurelia	Preschool Paraprofessional	Springs Ranch Elementary School	January 18, 2018

BOARD OF EDUCATION ITEM 4.06 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Nicole Evans, Human Resources Manager

TITLE OF AGENDA ITEM: Approval of Matters Relating to Schedule B Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. 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 actions, 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>	
	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>	

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

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.06 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Schedule B Personnel
February 08, 2018**

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

Appointments:

Name	Position	Location
Garza, Leslie	Softball	Horizon Middle School
Galetta, Brian	Assistant Wrestling	Vista Ridge High School
Kremer, Nichole	Assistant Girls Basketball	Vista Ridge High School

Resignation:

Name	Position	Location	Date
Miller, Allison	Assistant Girls Tennis	Sand Creek High School	January 26, 2018

BOARD OF EDUCATION ITEM 4.07 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Deb Hall, Administrative Assistant to Cultural & Services

TITLE OF AGENDA ITEM: District Accountability Advisory Committee Appointments

ACTION/INFORMATION/DISCUSSION: Consent Agenda - Action

BACKGROUND OR RATIONALE

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

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

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

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

The enclosed membership applications include the name of three DAAC member for the 2017- 2019 school years for your approval. At a minimum they are required to review the District Improvement Plan, charter school applications, recommend the prioritization of expenditures of school district funds, review district assessments and report on the educational and safety performance of the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Recommended DAAC members: Maria Cortez – RVES, Carrie Geitner – Member At Large, Rochelle Kolhouse - PPEC, John Newbill - FMS, Lyndell Copeland – Allies. DAAC members have already committed to the responsibilities of their charge through state statue and will report out their accomplishments in June 2019.

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	
	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>	The DAAC is the primary system of formal accountability to our community. Community participation on the DAAC gives senior leaders input from all stakeholders.

BOE REGULAR MEETING FEBRUARY 8, 2018
ITEM 4.07 CONTINUED

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

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: JANUARY 30, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 4.08 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Administrative Personnel Recommendations – Chief Officers

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

As a part of its annual business calendar, the Board of Education considers the whether to continue the employment of the Chief Officers.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in 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> 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>	Employment of effective chief officers has a direct and positive impact on all five of the Big Rocks.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the continued employment of the chief officers for 2017-18.

APPROVED BY: Marie La Vere-Wright, Board President

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 4.08 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2018-2019 Administrative Personnel Recommendations – Chief Officers
February 8, 2018

Last Name	First Name	Position
Almeida	Pedro	Chief Operations Officer
Hilts	Peter	Chief Education Officer
Ridgway	Brett	Chief Business Officer

BOARD OF EDUCATION ITEM 4.09 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Administrative Personnel Recommendations – Zone Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

As a part of its annual business calendar, the Board of Education considers the Chief Officers' recommendations regarding personnel who will continue in administrative positions in the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in 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> 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>	Employment of effective zone leaders has a direct and positive impact on all five of the Big Rocks.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2018-19.

APPROVED BY: Pedro Almeida, Chief Operations Officer; Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

BOE Regular Meeting February 8, 2018
Item 4.09 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2018-2019 Administrative Personnel Recommendations – Zone Superintendents
February 8, 2018

Last Name	First Name	Position
Holmes	Susan	Falcon Zone Leader/Zone Superintendent
Franko	Andrew	iConnect Zone Leader/Zone Superintendent
Pickering	Michael	Power Zone Leader/Zone Superintendent
Dorsey	Sean	Sand Creek Zone Leader/Zone Superintendent

BOARD OF EDUCATION ITEM 4.10 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Administrative Personnel Recommendations –
Department and Program Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

As a part of its annual business calendar, the Board of Education considers the Chief Officers' recommendations regarding personnel who will continue in administrative positions in the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in 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> 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>	Employment of effective department and program leaders has a direct and positive impact on all five of the Big Rocks.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2018-19.

APPROVED BY: Pedro Almeida, Chief Operations Officer; Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

	BUTCHER	FRY	CRUSON	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	X	X	X	Absent

BOE Regular Meeting February 8, 2018
Item 4.10 continued

VOTED NAY					
COMMENTED					

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2018-2019 Administrative Personnel Recommendation – Central Office
February 8, 2018

Business Office

Last Name	First Name	Position
Andersen	Paul	Director of Human Resources
Poulin	Jodi	Accounting Group Manager
Sprinz	Ronald	Finance Group Manager

Education Office

Last Name	First Name	Position
Whetstine	Amber	Executive Director of Learning Services
Lemmond	Nancy	Executive Director of Individualized Education
Leschisin	Emily	Assistant Director of Special Education
Fletcher	Louis	Director of Culture & Services
Perez	Mary	Director of Concurrent Enrollment
Nancarrow	David	Director of Communications
Boyd	Kim	Director of Community Care
Lester	Nikki	Director of Career & Technical Education
Coleman	Paul	Coordinator of Title Programs Compliance
Rigdon	Kristina	Coordinator of Literacy Performance
Vail	Patricia	Coordinator of Gifted Services
Meadows	Martina	Coordinator of English Language Development
Finch	Paul	Coordinator of Concurrent Enrollment
Granaas	Mary Kathleen	Coordinator of Academic Performance

Operations Office

Last Name	First Name	Position
Deines-Henderson	Monica	Director of Nutrition Services
Lee	Ronald	Director of 3B Projects
Watson	David	Director of School Safety And Security
Pietraallo	Jack	Director of Transportation

BOARD OF EDUCATION ITEM 4.11 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Administrative Personnel Recommendations –
Building Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

As a part of its annual business calendar, the Board of Education considers the Chief Officers' recommendations regarding personnel who will continue in administrative positions in the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in 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> 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>	<p style="text-align: center;">Employment of effective department and program leaders has a direct and positive impact on all five of the Big Rocks.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2018-19.

APPROVED BY: Pedro Almeida, Chief Operations Officer; Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

BOE Regular Meeting February 8, 2018
Item 4.11 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49
2017-2018 Administrative Personnel Recommendations – Building Administrators
February 8, 2018

Falcon Zone

Last Name	First Name	Position	Location
Roth	Michael	Principal	Falcon Elementary School
Crespin	Aimee'	Assistant Principal	Falcon Elementary School
Freeman-Todd	Sheehan	Principal	Meridian Ranch Elementary School
Kulbacki	Edward	Assistant Principal	Meridian Ranch Elementary School
Pickering	Katarzyna	Principal	Woodmen Hills Elementary School
Rose	Angela	Assistant Principal	Woodmen Hills Elementary School
Smith	Brian	Executive Principal	Zone
Maranville	Amanda	Associate Principal	Bennett Ranch Elementary
Belveal	Chad	Assistant Principal	Falcon Middle School
Anderson	Michael	Assistant Principal	Falcon Middle School
Goodyear-Degeorge	Cheryl	Principal	Falcon High School
Prochnow	Angela	Assistant Principal	Falcon High School
Truex	Nathan	Assistant Principal	Falcon High School

iConnect Zone

Last Name	First Name	Position	Location
Knoche	David	Executive Principal	Zone
Vidovich	Christina	Zone Operations Administrator	Zone
Bonavita	James	Associate Principal	Patriot High School

POWER Zone

Last Name	First Name	Position	Location
Mcafee	Sarah	Principal	Odyssey Elementary School
Wedor	Michael	Assistant Principal	Odyssey Elementary School
Ritz	Theresa	Principal	Ridgeview Elementary School
McKeal	Marjorie	Assistant Principal	Ridgeview Elementary School
Moore	Kimberly	Assistant Principal	Ridgeview Elementary School
Moulton	Jeffrey	Principal	Stetson Elementary School
McGee	Eddy	Assistant Principal	Stetson Elementary School
Thompson	Rebecca	Director of Academic Services (Principal)	ALLIES
Tinucci	Catherine	Principal	Skyview Middle School
Gioscia	Patricia	Assistant Principal	Skyview Middle School
Sanders	Meghan	Assistant Principal	Skyview Middle School
Bonynge	Scott	Assistant Principal	Skyview Middle School
Grose	Bruce	Principal	Vista Ridge High School
Schoen	Elaine	Assistant Principal	Vista Ridge High School
Dalee	Jason	Assistant Principal	Vista Ridge High School
Sisson	Matthew	Assistant Principal	Vista Ridge High School

Sand Creek Zone

Last Name	First Name	Position	Location
Slyter	Michelle	Principal	Evans International Elementary School
Ernst	Ginger	Assistant Principal	Evans International Elementary School
Fillo	Lisa	Principal	Remington Elementary School
Ancell	Susan	Assistant Principal	Remington Elementary School
Kyner	James	Principal	Springs Ranch Elementary School
Landon	Jennifer	Assistant Principal	Springs Ranch Elementary School
Horras	Dustin	Principal	Horizon Middle School
Dalzell-Wagers	Elizabeth	Assistant Principal	Horizon Middle School
Lane	Audra	Associate Principal	Sand Creek High School
Petzold	Brian	Assistant Principal/Athletic Director	Sand Creek High School

BOARD OF EDUCATION ITEM 4.12 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: D. Richer, Executive Assistant to the Board

TITLE OF AGENDA ITEM: Approval of Minutes of Special Board of Education Meeting
1/24/18

ACTION/INFORMATION/DISCUSSION: Consent Agenda-Action

BACKGROUND OR RATIONALE

Board review and approval is required prior to posting minutes.

RELEVANT DATA AND EXPECTED OUTCOMES:

Once approved by the board, the minutes will be posted on the district website.

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>	

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

APPROVED BY: Dave Cruson, Board Secretary

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Action on Charter School Contract Renewal for GOAL Academy

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

The charter board of GOAL Academy submitted application to renew the charter contract with District 49. The application was reviewed by members of the District Accountability Committee, an external panel of experts, and district level administration. In addition, the charter board and administration was interviewed to determine its capacity to operate the proposed school.

RELEVANT DATA AND EXPECTED OUTCOMES:

Noted in the findings of the application review, site visit, and interview, GOAL Academy moved from *priority improvement* status to *good standing*. GOAL Academy continues to identify needs for improvement in the areas of academics, governance, and operations. As the continuation of growth occurs, District and iConnect Zone administration is recommending GOAL Academy be approved to negotiate a 3-year contract that will renew for an additional two years should the school maintain a *good standing* annual performance review rating.

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

Culture	<p>Inner Ring—How we treat each other</p> <p>Outer Ring—How we treat our work</p>	<p>The GOAL Academy board and administration engaged in the renewal process with a positive and professional approach. The school met each obligation of the renewal process as requested in a timely and appropriate manner. The relationship between the school and authorizer is strengthened through the process.</p>
Strategy	<p>Rock #1—Establish enduring <u>trust</u> throughout our community</p> <p>Rock #2—Research, design and implement programs for intentional <u>community</u> participation</p> <p>Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p>Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p>Rock #5— Customize our educational systems to <u>launch each student toward success</u></p>	<p>The review of the renewal application builds trust throughout the community by ensuring charter schools are meeting the quality standards expected. Community participates in the process through the DAAC review and public presentation of the charter school. The review process ensures the portfolio of school offerings is of the highest quality and the charter school is exceedingly capable of building firm foundations for all learners as they launch each student to success.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review of the executive summary and administrative recommendation, I move to conditionally approve the charter of GOAL Academy by way of resolution.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

BOE Regular Meeting February 8, 2018
Item 7.01 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



RESOLUTION

Regarding GOAL Academy

The Board of Education is committed to Every Student by supporting GOAL Academy as an avenue of serving student needs, promoting high academic expectations, and embracing a culture of excellence; and

The Board of Education is committed to providing a Portfolio of Schools – to include an online alternative education campus option; and

The Board of Education is committed to being the Best District by supporting the diverse needs of students through specialized programming emphasizing academic growth and post-secondary readiness; and

The Board of Education is committed to building strong Community partnerships with the GOAL Academy charter community; and

The Board of Education is committed to building Trust by offering a quality educational opportunity, which will attract and retain students in D49;

THEREFORE:

We, the members of the board, resolve to approve the charter renewal application and support a 3-year charter contract negotiation as recommended by administration on February 8, 2018. The executive summary of the application review, submitted by the iConnect Zone Superintendent and endorsed by the Chief Education Officer, Chief Business Officer, and Chief Operations Officer, details the following charter contract provisions to be considered by this board:

- **Contract Term:** The initial contract will be renewed for three years beginning July 1, 2018 and ending June 30, 2021.
- **Good Standing – Annual Performance Review:** GOAL Academy will maintain a status of “Good Standing” according to the outcomes described on the Annual Performance Review. With “Good Standing” status achieved for three consecutive years, District administration will present a recommendation to the Board of Education to extend the term of the contract from three-years to five. The recommendation will take place in school year 2020-21, extending the contract from June 30, 2021 to June 30, 2023.
- **Improvement Plan:** The school will continue to implement a plan that focuses on increasing expectations for students, particularly as it relates to student academic achievement. The implementation shall include performance measures and professional development that communicates these new expectations to staff.
- **Board Training:** By June 1, 2018 each GOAL Academy board member that has served for at least one year will provide evidence of completing fundamental board training such as online training for Colorado charter school boards. Board members having already finished the CDE board modules should provide evidence demonstrating completion.
- **School Accountability Committee:** GOAL Academy will provide evidence that a School Accountability Committee has been established and a plan for the committee to comply with statutory requirements.

- **Student Registration:** The District requests students register with the district prior to enrolling at GOAL Academy. The process of registration will be determined with the best interest of students and families in mind. The use of a data privacy agreement will outline the conditions of student data use.
- **Waiver Requests:** GOAL Academy and D49 will negotiate the resolve the school's position on the following waivers:
 - ***C.R.S. §22-63-201*** – Teacher Employment Act – Compensation & Dismissal Act – Requirement to hold a certificate

The Chief Education Officer, through his designees, the iConnect Zone Superintendent and GOAL Academy, will be responsible for preparing and presenting a charter contract for board approval.

ADOPTED AND APPROVED this 8th day of February, 2018.

Marie La Vere-Wright, Board President
Falcon School District 49

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
Falcon School District 49

BOARD OF EDUCATION ITEM 7.02 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Action on Charter School Contract Renewal for Imagine Classical Academy

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

The charter board of Imagine Classical Academy submitted application to renew the charter contract with District 49. The application was reviewed by members of the District Accountability Committee, an external panel of experts, and district level administration. In addition, the charter board and administration was interviewed to determine its capacity to operate the proposed school.

RELEVANT DATA AND EXPECTED OUTCOMES:

Noted in the findings of the application review, site visit, and interview, Imagine Classical Academy moved from *priority improvement* status to *good standing*. Imagine Classical Academy continues to identify needs for improvement in the areas of academics, governance, and operations and school management. As the continuation of growth occurs, District and iConnect Zone administration is recommending Imagine Classical Academy be approved to negotiate a 1-year contract that will be eligible for renewal for an additional four years should the school meet the conditions set forth in the resolution.

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

Culture	<p>Inner Ring—How we treat each other</p> <p>Outer Ring—How we treat our work</p>	<p>The Imagine Classical Academy board and administration engaged in the renewal process with a positive and professional approach. The school met each obligation of the renewal process as requested in a timely and appropriate manner. The relationship between the school and authorizer is strengthened through the process.</p>
Strategy	<p>Rock #1—Establish enduring <u>trust</u> throughout our community</p> <p>Rock #2—Research, design and implement programs for intentional <u>community</u> participation</p> <p>Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p>Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p>Rock #5— Customize our educational systems to <u>launch each student toward success</u></p>	<p>The review of the renewal application builds trust throughout the community by ensuring charter schools are meeting the quality standards expected. Community participates in the process through the DAAC review and public presentation of the charter school. The review process ensures the portfolio of school offerings is of the highest quality and the charter school is exceedingly capable of building firm foundations for all learners as they launch each student to success.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review of the executive summary and administrative recommendation, I move to conditionally approve the charter of Imagine Classical Academy by way of resolution.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

BOE Regular Meeting February 8, 2018
Item 7.02 continued

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



RESOLUTION

Regarding Imagine Classical Academy – Indigo Ranch

The Board of Education is committed to Every Student by supporting Imagine Classical Academy as an avenue of serving student needs, promoting high academic expectations, and embracing a culture of excellence; and

The Board of Education is committed to providing a Portfolio of Schools – to include a Classical Education option; and

The Board of Education is committed to being the Best District by supporting the diverse needs of students through specialized programming emphasizing academic growth and post-secondary readiness; and

The Board of Education is committed to building strong Community partnerships with the Imagine Classical Academy charter community; and

The Board of Education is committed to building Trust by offering a quality educational opportunity, which will attract and retain students in D49;

THEREFORE:

We, the members of the board, resolve to approve the charter renewal application and support a 1-year charter contract negotiation as recommended by administration on February 8, 2018. The executive summary of the application review, submitted by the iConnect Zone Superintendent and endorsed by the Chief Education Officer, Chief Business Officer, and Chief Operations Officer, details the following charter contract provisions to be considered by this board:

- **Contract Term:** The charter contract term will be renewed for 1 year beginning July 1, 2018 and ending June 30, 2019. The school will have the opportunity to apply for an additional 4-year term through an abbreviated application process during the 2018-19 school year.
- **Facility Plan:** The board will adopt a long-term facilities plan to ensure future financial viability commensurate with its enrollment plan. The facility plan will be submitted to the district prior to applying for an extended term.
- **Board Policy:** The board shall review its board policies to ensure consistency and legality utilizing best practices for charter school governing boards.
- **Educational Service Provider (ESP) Agreement:** The School will obtain district endorsement for a new ESP agreement, prior to it being executed. In negotiating a draft management agreement, the charter board must use their own, independent legal counsel.
 - In order for a management agreement to be considered, it shall not:
 - Give proprietary rights for curriculum or materials developed at the request of the charter school board and paid for with funds directed by the board.
 - Contain Indirect Cost Allocation terms of greater than 11% and the actual costs of services provided shall be delivered to the charter board within 30 days of completion of each fiscal year quarter.

- Permit the management company to terminate the agreement if the charter school's enrollment falls below 75% of its capacity, noting that ICA states its capacity is 930 students.
 - Enable the management company to terminate the agreement if a combination of federal and state revenue falls below 10% of per pupil funding from the previous fiscal year.
- In addition, the management agreement shall comply with the Education Service Provider (ESP) Agreement Guidelines, which is attached to the state's charter school Sample Contract Language and Attachments (2011).
- **Principal Evaluation:** By June 1, 2018, provide evidence of a completed Principal evaluation that included board input. Evidence should take the form of board minutes.
- **Grievance Policy:** By June 1, 2018 the ICA board will resolve a grievance policy that includes a description of stakeholder rights and timeline.
- **Notice of Concern:** The number of notices of concern issued to the school will not exceed *one* during the 2018-19 school year.
- **Preschool:** By June 1, 2018, the ICA board will submit a description of services to be delivered through the preschool program. The description of services will include information regarding the organization of the preschool program and the separation of the program from the K-8 charter, to include a description of financial separation.
- **Governance Training:** By June 1, 2018 each RMCA board member that has served for at least one year will provide evidence of completing fundamental board training such as online training for Colorado charter school boards. Board members having already finished the CDE board modules should provide evidence demonstrating completion.
- **Student Registration:** The District requests students register with the district prior to enrolling at RMCA. The process of registration will be determined with the best interest of students and families in mind. The use of a data privacy agreement will outline the conditions of student data use.
- **Waiver Requests:** RMCA and D49 will negotiate the resolve the school's position on the following waivers:
 - **C.R.S. §22-63-201** – Teacher Employment Act – Compensation & Dismissal Act – Requirement to hold a certificate
 - **C.R.S. § 22-7-1014(2)(a)** – Preschool Individualized readiness plans – school readiness - assessments
 - **C.R.S. § 22-7-1019(4)** - Preschool individualized readiness plans – school readiness - reporting

The Chief Education Officer, through his designees, the iConnect Zone Superintendent and Imagine Classical Academy, will be responsible for preparing and presenting a charter contract for board approval.

ADOPTED AND APPROVED this 8th day of February, 2018.

Marie La Vere-Wright, Board President
Falcon School District 49

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
Falcon School District 49

BOARD OF EDUCATION ITEM 7.03 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Action on Charter School Contract Renewal for Rocky Mountain Classical Academy

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

The charter board of Rocky Mountain Classical Academy (RMCA) submitted application to renew the charter contract with District 49. The application was reviewed by members of the District Accountability Committee, an external panel of experts, and district level administration. In addition, the charter board and administration was interviewed to determine its capacity to operate the proposed school.

RELEVANT DATA AND EXPECTED OUTCOMES:

Noted in the findings of the application review, site visit, and interview, RMCA maintained the status to *good standing* throughout the recent 5-year term. RMCA continues to grow and improve in the areas of academics, governance, and operations. As the continuation of growth occurs, District and iConnect Zone administration is recommending RMCA be approved to negotiate a 5-year contract.

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

Culture	<p>Inner Ring—How we treat each other</p> <p>Outer Ring—How we treat our work</p>	<p>The RMCA board and administration engaged in the renewal process with a positive and professional approach. The school met each obligation of the renewal process as requested in a timely and appropriate manner. The relationship between the school and authorizer is strengthened through the process.</p>
Strategy	<p>Rock #1—Establish enduring <u>trust</u> throughout our community</p> <p>Rock #2—Research, design and implement programs for intentional <u>community</u> participation</p> <p>Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p>Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p>Rock #5— Customize our educational systems to <u>launch each student toward success</u></p>	<p>The review of the renewal application builds trust throughout the community by ensuring charter schools are meeting the quality standards expected. Community participates in the process through the DAAC review and public presentation of the charter school. The review process ensures the portfolio of school offerings is of the highest quality and the charter school is exceedingly capable of building firm foundations for all learners as they launch each student to success.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review of the executive summary and administrative recommendation, I move to conditionally approve the charter of RMCA by way of resolution.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

BOE Regular Meeting February 8, 2018
Item 7.03 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



RESOLUTION

Regarding Rocky Mountain Classical Academy

The Board of Education is committed to Every Student by supporting Rocky Mountain Classical Academy as an avenue of serving student needs, promoting high academic expectations, and embracing a culture of excellence; and

The Board of Education is committed to providing a Portfolio of Schools – to include a Classical Education option; and

The Board of Education is committed to being the Best District by supporting the diverse needs of students through specialized programming emphasizing academic growth and post-secondary readiness; and

The Board of Education is committed to building strong Community partnerships with the Rocky Mountain Classical Academy charter community; and

The Board of Education is committed to building Trust by offering a quality educational opportunity, which will attract and retain students in D49;

THEREFORE:

We, the members of the board, resolve to approve the charter renewal application and support a 5-year charter contract negotiation as recommended by administration on February 8, 2018. The executive summary of the application review, submitted by the iConnect Zone Superintendent and endorsed by the Chief Education Officer, Chief Business Officer, and Chief Operations Officer, details the following charter contract provisions to be considered by this board:

- **Charter Contract Term:** 5-year term beginning July 1, 2018 and ending June 30, 2023
- **Change to the RMCA Vision:** RMCA is requesting a change to the Vision statement, “Charting the Way to Destinations of Excellence in the Real World”. It is not asking to change the Mission statement, “Rocky Mountain Classical Academy (RMCA) exists to support parents in developing citizens of integrity and character who are equipped with a strong knowledge base and academic skills. The basis of this development is rooted in an academically rigorous, content-rich, classical education program with Core Knowledge emphasis.”
- **Early childhood program:** By June 1, 2018, the RMCA board will submit a description of services to be delivered through the early childhood program. The description of services will include information regarding the organization of the early childhood program and the separation of the program from the K-8 charter, to include a description of financial separation.
- **Governance Training:** By June 1, 2018 each RMCA board member that has served for at least one year will provide evidence of completing fundamental board training such as online training for Colorado charter school boards. Board members having already finished the CDE board modules should provide evidence demonstrating completion.
- **Student Registration:** The District requests students register with the district prior to enrolling at RMCA. The process of registration will be determined with the best interest of students and families in mind. The use of a data privacy agreement will outline the conditions of student data use.

- **Waiver Requests:** RMCA and D49 will negotiate the resolve the school's position on the following waivers:
 - ***C.R.S. §22-63-201*** – Teacher Employment Act – Compensation & Dismissal Act – Requirement to hold a certificate
 - ***C.R.S. § 22-7-1014(2)(a)*** – Preschool Individualized readiness plans – school readiness - assessments
 - ***C.R.S. § 22-7-1019(4)*** - Preschool individualized readiness plans – school readiness - reporting

The Chief Education Officer, through his designees, the iConnect Zone Superintendent and Rocky Mountain Classical Academy, will be responsible for preparing and presenting a charter contract for board approval.

ADOPTED AND APPROVED this 8th day of February, 2018.

Marie La Vere-Wright, Board President
Falcon School District 49

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
Falcon School District 49

BOARD OF EDUCATION ITEM 7.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Jack Pietraallo, Director of Transportation

TITLE OF AGENDA ITEM:

Revise transportation educational support job descriptions: Bus Driver and Paraprofessional, Driver Trainer, Transportation Trainer, Transportation Operations Technician, Transportation Student Liaison Technician, Transportation Dispatcher.

ACTION/INFORMATION/DISCUSSION: Information/Discussion job description updates

BACKGROUND OR RATIONALE

On September 14, 2017 the board voted to allow transportation the opportunity to follow the APEx (Aligned Partner Experts) team organization structure. We have analyzed and aligned transportation's educational support positions to meet this new structure.

RELEVANT DATA AND EXPECTED OUTCOMES:

We have updated the description to be up to date with the responsibilities of each position, and placed in the correct location of the organization chart. **There are no monetary changes for these positions.**

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	Having an accurate job description and scope of work, improves job performance and expectations.
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>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the previous work session, I move to approve the updates and changes to the transportation educational support job descriptions to align with the organizational structure of the department.

There are no budgetary or financial changes for these positions.

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

BOE Regular Meeting February 8, 2018
Item 7.04 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.05 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: D. Richer, Executive Assistant to the BOE

TITLE OF AGENDA ITEM: Policy and Procedure Review

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

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.

RELEVANT DATA AND EXPECTED OUTCOMES:

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.

No.	Designation	Title	Reviewed by	Recommendations
7.05a	AD	School District 49 Identity, Vision, Mission and Philosophy	L Fletcher	Updated compass
7.05b	DG	Banking Services	J Poulin	Minor revisions
7.05c	DI	Fiscal Accounting and Reporting	J Poulin	Minor updates
7.05d	DID	Record of Fixed Assets	J Poulin	Minor updates
7.05e	DKB	Salary Deductions	J Poulin	Minor revisions
7.05f	DKC	Expense Authorization/ Reimbursement	J Poulin	Revised to reflect current practice; add detail to policy
7.05g	DM	Cash in Buildings	J Poulin	Minor revisions
7.05h	JJF	Student Activity Funds	J Poulin	Minor updates
7.05i	GBJA	Disclosure of Information to Prospective Employers	P Andersen	Updated to reflect CASB's recommended language
7.05j	GBQE	Retirement of Staff	P Andersen	New policy incorporating GCQE and GDQC
7.05k	GCQE	Retirement of Professional Staff	P Andersen	Recommend repeal, see GBQE
7.05l	GDQC	Retirement of Educational Support Staff	P Andersen	Recommend repeal, see GBQE
7.05m	GDJ	Educational Support Staff Transfer and Vacancy Policy	N Evans	Revised to reflect current practice

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	

BOE Regular Meeting February 8, 2018
Item 7.05 continued

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>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After board review, I move to approve the revisions to the 13 policies in item 7.05 as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer; Pedro Almeida, Chief Operations Officer

DATE: January 26, 2018

Cruson made the motion to approve the revisions to the 13 policies in item 7.05 with minor changes to policy DKC as recommended by the administration; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.06A MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Sahvanna Mease, Family Consumer Sciences Teacher, VRHS

TITLE OF AGENDA ITEM: World of Work Course Addition

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Seeking approval of the addition of a semester long course entitled World of Work.

RATIONALE:

World of Work is a semester long class that will prepare students for work in the community. Students will learn about themselves as an individual related to work, demonstrate job attainment skills and knowledge including resume writing and job interviews. As students in 9-10th grade typically have not begun formal jobs, students will learn about navigating finding and beginning jobs, workplace health and safety, work ethics, building work relationships and introduction to managing money. Preparing students for work will help ensure a positive representation of the district while students are in the community. Successful completion of this course will aid in application towards workplace learning experiences available through the district marketplace.

RELEVANT DATA AND EXPECTED OUTCOMES:

Through the completion of an academic portfolio, students will be able to:

- Achieve additional academic knowledge and skills required to pursue the full range of career and postsecondary education opportunities within a career cluster
- Use oral and written communication skills in creating, expressing and interpreting information and ideas including technical terminology and information.
- Solve problems using critical thinking skills (analyze, synthesize, and evaluate) independently and in teams. Solve problems using creativity and innovation.
- Use leadership and teamwork skills in collaborating with others to accomplish organizational goals and objectives.
- Know and understand the importance of professional ethics and legal responsibilities.
- Know and understand the importance of employability skills. Explore, plan, and effectively manage careers. Know and understand the importance of entrepreneurship skills.
- Use the technical knowledge and skills required to pursue the targeted careers for all pathways in the career cluster, including knowledge of design, operation, and maintenance of technological systems critical to the career cluster

INNOVATION AND INTELLIGENT RISK:

Offering career preparation classes will assist students in completing their ICAP's and pathways during high school. According to the Bureau of Labor Statistics approximately 54.8% of young people (ages 16-24) are employed this year. Majority of the youth population in the United States is employed or actively seeking employment in high school or post-graduation. In 2015 51.7% of high school graduates not enrolled in college were employed. Preparing students for all avenues of life, for college and career readiness is essential for student success after graduation.

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

BOE Regular Meeting February 8, 2018
Item 7.06a continued

C u l t u r e	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
S t r a t e g y	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Successful completion of this course will aid in application towards workplace learning experiences available through the district marketplace. Experiences available to students enable them to engage with the community in a professional manner.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Students will become prepared to find jobs while still in or following high school. Additionally, students will be equipped with skills and knowledge for work-based learning experiences in upper level pathway classes or offerings through the district Workplace Learning Marketplace.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Approval of career preparation courses helps students identify and prepare for life after graduation. Professional and work-based skills learned through this course can be applied to any profession.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Provides students with career and college readiness skills that can be applied immediately following graduation.

BUDGET IMPACT: No.

AMOUNT BUDGETED: NA

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the course proposal for World of Work.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.06B MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Sahvanna Mease, Family Consumer Sciences Teacher

TITLE OF AGENDA ITEM: Education Exploration Course Addition at VRHS

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Seeking approval of the addition of a semester long course entitled Education Exploration. This course will become a prerequisite course for Teacher Cadet.

RATIONALE:

Education Exploration is a semester course designed to provide students with an overview of professions within education. Students will be introduced to learning and teaching styles/strategies and careers in education. Additionally, students will develop professionalism and work based skills with classroom observations, job shadows and student assistance experiences. With exemplary performance and instructor recommendation, students may apply for the Teacher Cadet program without meeting the 3.0 GPA requirement. The addition of an exploratory course for careers in Education can help students identify a career path they are interested in and address the teacher shortage happening throughout Colorado and across the country.

RELEVANT DATA AND EXPECTED OUTCOMES:

Through the completion of extended-learning experiences and an academic portfolio, students will be able to:

- Achieve additional academic knowledge and skills required to pursue the full range of career and postsecondary education opportunities within a career cluster
- Use oral and written communication skills in creating, expressing and interpreting information and ideas including technical terminology and information.
- Solve problems using critical thinking skills (analyze, synthesize, and evaluate) independently and in teams. Solve problems using creativity and innovation.
- Use leadership and teamwork skills in collaborating with others to accomplish organizational goals and objectives.
- Know and understand the importance of professional ethics and legal responsibilities.
- Know and understand the importance of employability skills. Explore, plan, and effectively manage careers. Know and understand the importance of entrepreneurship skills.
- Use the technical knowledge and skills required to pursue the targeted careers for all pathways in the career cluster, including knowledge of design, operation, and maintenance of technological systems critical to the career cluster

INNOVATION AND INTELLIGENT RISK:

Offering career exploration classes will assist students in completing their ICAP's and pathways during high school. Education careers are becoming more in high demand. This course can assist the state in addressing HB17-1003 Strategic Plan to Address Teacher Shortages by providing opportunities for students to explore careers in teaching prior to enrolling into a teacher preparation program. Realistic information about teaching and other education professionals can assist students in making a confident decision that teaching is right for them.

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

C u l t u r e	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	Teachers of the Education pathway in the district as well as those who open their classrooms/offices for job shadows or work-based experiences can demonstrate best practices in education professions. This course/program will hold employees accountable for our jobs and demonstrating the best strategies/practices possible.
S t r a t e g y	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>	Provides a career exploration/pathway introductory course for high demand careers. Vista Ridge High School would house the Education Pathway for students interested in pursuing careers working with children.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Approval of career preparation courses helps to define an academic pathway in Education for students. Professional and work-based skills learned through this course can be applied to other professions. Students will get hands-on experiences and apply the knowledge learned in the classroom through job shadows/practicum experiences.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Provides students with career and college readiness skills that can be applied immediately following graduation. Students can make a more confident decision to pursue a career in education, have skills to be successful in jobs working with children and be college ready for a teacher preparation program.

BUDGET IMPACT: Yes. \$300 for Teacher Training in summer - CTE Course

AMOUNT BUDGETED: \$300 was approved and received from Carl Perkins Federal funding.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the course proposal for Education Exploration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting February 8, 2018
Item 7.06b continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.06C MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Margaret Jurek, Vista Ridge Science Department

TITLE OF AGENDA ITEM: Creation of College Preparatory Physics

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Seeking approval of the addition of the year long course College Prep-Physics.

RATIONALE:

Optional course for freshman, sophomore, junior, or senior. Students who are interested in taking Advanced Placement (AP) physics or a concurrent enrollment (CE) physics course will benefit from the increased rigor of this course. The gap between Linear Physics (one-dimensional and algebra-based) and AP physics (two-dimensional and calculus-based) is greater than some students are prepared for.

RELEVANT DATA AND EXPECTED OUTCOMES:

Providing students with an opportunity to take a two-dimensional algebra-based physics course prior to going into an AP or CE physics course will greatly improve their odds of success in those courses and/or future college physics courses.

INNOVATION AND INTELLIGENT RISK:

This course covers a greater depth and breadth of material and moves at a quicker pace than Linear Physics. It is expected students enrolling in this course be highly motivated and have a strong interest in pursuing a physics/engineering related field. The course is designed to prepare college bound science majors for the workload they will encounter in college programs related to: pre-med, engineering, astrophysics, geophysics, biomechanics, or other related physical sciences.

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

This course is a rigorous first-year physics course to prepare students for AP physics or college physics. This advanced physics course gives students a solid basis to move on to more advanced courses in physics and engineering. The course surveys all key areas in two dimensions, including Newtonian mechanics, fluid mechanics, and waves and optics, enhanced with challenging model problems and assessments. Our goal is also to teach students to be good problem solvers and apply their knowledge of physics to their everyday lives.

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>	Recognizing a gap in rigor-readiness for AP/CE science courses and providing an intermediate course to prepare students for that rigor shows an exceptionally keen

BOE Regular Meeting February 8, 2018
Item 7.06c continued

	insight into the needs of our students we can provide at VRHS through offering this new course.
Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Approval of science courses helps to define academic pathway for students in STEM careers
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Academically prepared to take physics and are planning on taking AP physics or a CE physics class in high school or college physics, this a course prepares students for the topics and pace in those upper level courses.

BUDGET IMPACT: None- Students will pay lab fee (\$10) similar to other lab-based science classes

AMOUNT BUDGETED: None- Students will pay lab fee (\$10) similar to other lab-based science classes

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the new course, College Preparatory Physics.

APPROVED BY: Peter Hilts, CEO

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.06D MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Mary Lougee, Science Department at Vista Ridge High School

TITLE OF AGENDA ITEM: New Course: Military Science

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

One of the popular Pathways at VRHS is the Military Pathway. All branches of the Military require applicants complete the Armed Services Vocational Aptitude Battery (ASVAB). To give our students the greatest choices of career opportunities in the Military, we must prepare them for this exam.

RATIONALE:

Since 2013, D49 has created “49 Pathways” to help students tailor their education to best serve their post-graduate needs. In alignment with this goal, the new course Military Science will enable students to fill in the gaps between the current science curricula taught in D49 with the required ASVAB expectations.

RELEVANT DATA AND EXPECTED OUTCOMES:

The course will begin with a ASVAB pretest. This will include all of the ASVAB subtests. At the end of the semester, students will take a final exam – another ASVAB exam. Scores will be compared to show student growth in each of the subtests.

Additionally, data from actual ASVAB scores will be used to analyze student scores who took Military Science with scores from non-course ASVAB testers.

INNOVATION AND INTELLIGENT RISK:

To my knowledge, a specific course in Military Science taught at the high school level is totally unique. As students define their own Pathways, many will seek a Military Pathway and choose this course to excel on the ASVAB test. Students who are at a less defined, more exploratory stage of their career goals will take this course to help crystallize their future goals.

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>	This course will enhance the current Jr. AF ROTC at Vista Ridge HS. Those students seeking a future in the US Military will come to VRHS for the experience and preparation we offer with the Military Science course.

BOE Work Session January 24, 2018
Item 7.06d continued

Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	This hands-on, lab based science course will be open to students of all levels. Though it is focused on ASVAB preparation, the skills taught will have application in many non-Military careers.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	This course, Military Science, will prepare students on a Military Pathway to take the Armed Services Vocational Aptitude Battery (ASVAB). Some of the science covered in this course will have been touched upon in Middle School (such as Space and Geology). However, we will take this to a new level. For many students this will be their only exposure to Electronics, Hydraulics and other Physics Concepts. The ASVAB is critical to each student as their Military career options will depend on the results of this exam.

BUDGET IMPACT: Students will be required to purchase a workbook which will also serve as their text book. This cost is \$29.99. Lab equipment will cost \$1100 and will be non-recurring. This can be abated with a lab fee.

AMOUNT BUDGETED: \$1100

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the new Military Science course as recommended by the administration.

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

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.07 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Cheryl DeGeorge, Principal at Falcon High School

TITLE OF AGENDA ITEM: New Job Description – Athletic Director

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The athletic director at Falcon High School is retiring at the end of the 2017-2018. In the process of posting his position it was discovered that D49 does not have a job description for a full time athletic director. The previous description was for a half-time athletic director, half-time assistant principal. The athletic director is also the business and events manager for the building and this is a full-time commitment. The pay scale will remain the same, but the description will be changed to better match actual duties.

RATIONALE:

Per policy GBA, all instructional, administrative, and supervisory positions in the district shall be established initially by the Board of Education. In addition, all changes in the titles, salary and/or significant changes in responsibilities of administrative and supervisory positions shall be approved by the Board. This is generally accomplished through the administration's presentation of job descriptions to the Board.

RELEVANT DATA AND EXPECTED OUTCOMES:

INNOVATION AND INTELLIGENT RISK:

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

Culture	Inner Ring—How we treat each other	Accurate and up-to-date job descriptions promote respect and responsibility by providing clarity to the employee. This clarity positively impacts purpose, learning and teamwork.
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Our thoughtful, transparent job description development and approval process promotes trust with 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>	

BUDGET IMPACT: Already included in the FHS Admin staffing budget – see HR salary scale.

AMOUNT BUDGETED:

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Item 7.07 continued

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

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

DATE: January 26, 2018

Cruson made the motion; seconded by Fry. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 8.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: D. Richer, Executive Assistant to the BOE

TITLE OF AGENDA ITEM: Process Improvement Update

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

We seek to continuously improve our processes in the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

No.	Designation	Title	Reviewed by	Recommendations
8.01.a	AD-R	School District 49 Identity, Vision, Mission and Philosophy	L Fletcher	Updated compass
8.01.b	GDJ-R	Educational Support Staff Transfer and Vacancy Policy	N Evans	Revised to reflect current practice

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	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</u> each student toward success	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

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

DATE: January 26, 2018

BOE Regular Meeting February 8, 2018
Item 8.01 continued

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 8.02 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: N. Lemmond, Executive Director of Individualized Education

TITLE OF AGENDA ITEM: Expulsion Information

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

See attached confidential sheet for list of expulsions in January, 2018 per board policy.

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	Ensures compliance with all Colorado Revised Statutes. Provide alternative pathways to students that align with 49 Pathways Initiative.
	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>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 8.03 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Barbara Austin-Seeley, Executive Assistant to CEO

TITLE OF AGENDA ITEM: Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

FHS

ADAMS STATE HONOR CHOIR TRIP TO ALAMOSA, CO

DEPART 2/15/18 RETURN 2/17/18

7 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$30 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS AND LODGING.

THIS IS AN EXCELLENT OPPORTUNITY FOR STUDENTS AND THEY SHOULD BE CONGRATULATED FOR THEIR ACCEPTANCE.

FUNDRAISING WILL NOT BE PART OF THE TRIP.

FHS

WINTER PARK CHOIR FESTIVAL

DEPART 4/6/18 RETURN 4/8/18

24 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$400 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS AND LODGING.

THIS EVENT GIVES OUR SHOW CHOIR STUDENTS AN OPPORTUNITY TO EXPERIENCE PERFORMING COMPETITIVELY AND TO SEE OTHER GROUPS PERFORM. SHOW CHOIR STUDENTS PREPARE THEIR PROGRAM THROUGHOUT THE YEAR, AND THIS COMPETITION IS ONE OF THEIR CULMINATING PERFORMANCE OPPORTUNITIES.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FHS

JV BOYS AND GIRLS STATE WRESTLING TRIP TO DENVER

DEPART 2/2/18 RETURN 2/3/18

9 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$60 PER STUDENTS AND INCLUDES TRANSPORTATION, MEALS AND LODGING.

THIS IS THE YEAR END EVENT FOR JV WRESTLING FOR BOYS AND GIRLS JV STATE.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

SCHS

CSU-PUEBLO FESTIVAL OF WINDS

DEPART 2/22/18 RETURN 2/24/18

6 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$65 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS AND LODGING.

STUDENTS WILL GET TO REHEARSE AND PERFORM WITH ONE OF FOUR DIFFERENT HONOR BANDS AND ATTEND MASTER CLASSES, SECTIONALS AND PROFESSIONAL CONCERTS.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

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Item 8.03 continued

VRHS

FCCLA STATE COMPETITION IN DENVER

DEPART 4/5/18 RETURN 4/7/18

4 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$40 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS, LODGING AND T-SHIRT.

STUDENTS WILL BE COMPETING AND SHOWCASING THEIR STAR EVENT PROJECTS.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

VRHS

AFJROTC CURRICULUM IN ACTION TRIP TO KIRTLAND AFB, NM

DEPART 4/12/18 RETURN 4/14/18

30 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$75 PER STUDENTS AND INCLUDES TRANSPORTATION, MEALS, LODGING, INSURANCE AND TOURS. SOME OF THE COST IS AF FUNDED.

AIR FORCE UNITS ON KIRTLAND AFB WILL BE VISITED, THE NATIONAL ATOMIC MUSEUM AND PERFORM A COLOR GUARD AT THE ALBUQUERQUE ISOTOPES BASEBALL GAME. ENROUTE TO/FROM ALBUQUERQUE WE WILL VISIT FORT UNION NATIONAL MONUMENT AND THE SANTA FE PLAZA.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

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	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 #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>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 26, 2018

BOE Regular Meeting /February 8, 2018
Item 8.03 continued

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 8.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Shannon Hathaway, Risk & Benefits Manager

TITLE OF AGENDA ITEM: Current Legal Issues

ACTION/INFORMATION/DISCUSSION: Information - Confidential

BACKGROUND OR RATIONALE

With an organization the size of District 49, serving 20,000+ plus students, with 2,000 + employees and a constituency of over 85,000, with 80 busses on the road every day, serving the public good in public education, there will always be legal situations in at hand. This report will be a regular, confidential, information item so that the Board can be aware of what current issues, what that issue is about, and who is involved.

RELEVANT DATA AND EXPECTED OUTCOMES:

District 49 .Business Office Staff, along with legal counsel will always work to protect the institution and ideals of public education, pursuing the best possible outcome on each legal situation. Sometimes, the best outcome does involve a settlement or other action that is recommended by either legal counsel or insurance representatives.

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	<i>Handling legal issues with intentionality for the appropriate outcome, to protect the District, its vision and mission, supports cultural priorities.</i>
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>	<i>Risk Management is not about simply avoiding risk, but measuring the cost and feasibility of various levels of risk avoidance against potential lost opportunity. Risk is not simply monetary, but perceptual and strategic as well. Our Risk Management strives to balance these priorities in support of the district vision, mission, culture and strategic goals.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: No action necessary – information only. All information presented in this item should be kept strictly confidential.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: January 26, 2018

BOE Regular Meeting February 8, 2018
Item 8.04 continued

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 9.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Ron Lee, Director of 3B MLO

TITLE OF AGENDA ITEM: 3B Projects Updates

ACTION/INFORMATION/DISCUSSION: Discussion Item

BACKGROUND OR RATIONALE

Discussion item, 3B project updates.

RELEVANT DATA AND EXPECTED OUTCOMES:

Clarity of understanding our current 3B MLO projects and status of the projects.

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	Always mindful with our integrity, we manage every project to the best possible outcome.
	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>	Continually provide clear and concise communication with our community and carry out their requests with effectiveness and efficiency. Providing newly refreshed and safe learning environments assists with the growth and development towards this distinction of exceptional schools.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

Review of the current 3B MLO report and make any inquiries needed for clarity or direction.

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: 01/23/18

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED				X	
	HILTS	RIDGWAY	ALMEIDA	LEE	WILHELM
COMMENTED					X

BOARD OF EDUCATION ITEM 9.02 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 8, 2018

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Mission Innovation Proposals

ACTION/INFORMATION/DISCUSSION: Discussion and Direction

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

In 2011, District 49 began innovating all aspects of district operations. From replacing the superintendent with a team of three chief officers to reorganizing the district into innovation zones based on feeder school systems, nearly every aspect of district performance was subject to change and improvement. Some of those early innovations were excellent ideas that have paid significant dividends, like the move to give schools more control of curriculum and instruction. Others, like differentiating the calendar by zone, were not as successful and were later reversed. Through years of experience, we have learned that systematic, thoughtful, and deliberate innovation proposals are more likely to be successful than isolated, impulsive, and rushed proposals. Even some of our best ideas have failed to thrive when we don't support them with sufficient thought, resources, and time. So, Mission Innovation is our commitment to improve the way we innovate.

Whenever we seek to improve our performance, we follow the district's mission to Learn, Work, and Lead. In this instance, our major source of learning has been the input through the Voice of the Workforce on our VOW Annual survey as well as several VOW monthly surveys. We also heard clearly through our cultural compass survey and other sources like the teacher compensation task force, that many of our colleagues do not feel like their ideas are received or appreciated. We aim to change that. Some staff feel like they have good opportunities to influence their leaders, but others might not feel heard. So, with that learning in mind, we are working to build a systematic process that will bring staff leadership to the forefront of district improvement. We've named that process Mission Innovation because we fulfill our mission by being innovative, and we envision a future where innovation drives our mission upward toward peak performance.

RATIONALE:

The rationale for each MI proposal is embedded in the content documents.

RELEVANT DATA AND EXPECTED OUTCOMES:

The expected outcomes for each proposal are embedded in the content documents, but the overall expected outcome of the mission innovation process is to foster systematic consideration and adoption of innovation sourced from our workforce and honoring the capacity and creativity of our colleagues.

INNOVATION AND INTELLIGENT RISK:

The innovation and intelligent risk analysis for each MI proposal is embedded in the content documents. Depending on the direction of the board to pilot, adopt, or offer support for specific innovation opportunities, the business office will complete a financial analysis to consider for incorporating into the 2018-19 budget.

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

Putting Mission Innovation into Practice

There are two major aspects to *Mission Innovation*. The first is an intentional process to solicit, select, and support innovations from every teacher, support professional, or administrator. Beginning at the start of the school year, we asked ourselves to suggest ideas for small scale or large-scale improvements. Like the selection process used on *American Idol*, we began in our local settings like schools and offices with every idea eligible for consideration. Just as those early *Idol* auditions brought bright spots and bad sounds to the judges—we received a chorus of ideas from

BOE Regular Meeting February 8, 2018
Item 9.02 continued

brilliant to impractical. At each building, and around our district offices, leaders created their own audition process to evaluate and select one innovation idea to move forward. From the schools offices, and zones the top-rated innovation ideas are now presented to the board of education for adoption, support, and integration with the district's annual cultural and strategic planning.

BUDGET IMPACT: The budget impact is highly variable and dependent on the timing and scale of adoption. Individual proposals detail general financial implications, but we will need to develop more precise projections based on the board's direction.

AMOUNT BUDGETED: In most cases, the MI proposal would rely on funds that are not yet identified or budgeted. In one case, the proposal may generate revenue.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: We recommend that the board identify one or two proposals for deeper evaluation and cost projections, along with guidance about timeframe and scope. For example, the board might direct administration to adopt a specific proposal with a three year commitment as a pilot in a specific zone.

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

DATE: February 8, 2018

After board discussion, this item will be moved to the February work session to focus on one or two proposals with a request for additional information.

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED	X	X		X	
	HILTS	RIDGWAY	ALMEIDA	HUTCHINSON	GEHLING
COMMENTED	X	X		X	X
	WHETSTINE	SCHECK	MEASE	RIGDON	MARTINEZ
COMMENTED	X	X	X	X	X
	KIM	WALKER			
COMMENTED	X	X			