

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**April 12, 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 6:33 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*.

**2.00 Welcome and Pledge of Allegiance**

President *La Vere-Wright* welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

**3.00 Approval of Agenda**

It was moved by *Cruson*, seconded by *Fry* to approve the agenda.

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

**4.00 Consent Agenda – see attachments**

- 4.01 Approval of Minutes of Regular Board of Education Meeting 3/8/2018 –Richer
- 4.02 Approval of Matters Relating to Administrative Personnel –Andersen
- 4.03 Approval of Matters Relating to Professional/Technical Personnel –Andersen
- 4.04 Approval of Matters Relating to Licensed Personnel –White
- 4.05 Approval of Matters Relating to Educational Support Personnel –Evans
- 4.06 Approval of Matters Relating to Extra-Curricular Personnel –Evans
- 4.07 Approval of Matters Relating to Specialized Services Professionals - White
- 4.08 Approval of Falcon AeroTech - Hilts
- 4.09 Approval of Minutes of Special Board of Education Meeting 3/28/2018 – Richer

**5.00 Board Update**

*Cruson:* I had the privilege of attending the Sand Creek High School capping ceremony along with their breakfast for seniors. Fantastic event thanks to the counseling staff and Mr. Ramirez for their work on that. Really neat to hear an opportunity for kids to share whoever happened to be capping them, their stories and reflections on why they chose that person for that particular responsibility. So it was really neat to hear that. Oftentimes, we as board members just shake hands. It was neat to see the person behind the student and the people who have inspired and encouraged them along their journey. It was a good take away that I really appreciated.

*Fry:* I'm excited to attend the 3.75 awards in the next couple weeks. That will be great to be a part of that. I have the opportunity to go each one.

*La Vere-Wright:* I want to remind everyone that the Falcon Education Foundation dinner and auction is coming up a week from Friday. Bidding can be done online so even if you cannot attend the event you can help participate and donate to an excellent cause that helps support our teachers and our students by awarding mini grants to teachers to allow them to try innovative projects and funds their ideas. Please participate. I will be participating online prior to the actual event myself because I will be at my daughter's confirmation that night instead of at that dinner. Please come out and support

the Falcon Ed Foundation. Also on that same day, our district has plenty to celebrate because our district will be receiving the Rocky Mountain Performance Excellence Peak Award. There will be a whole contingent of our district going down to be recognized. This is the highest state level award in the state of Colorado for our state's Baldrige organization. The national organization would be the Baldrige for those who are more familiar with its business orientation. It's an organization that recognizes continuous improvement. It's a pretty big deal for our district to be receiving the highest state level award. Congratulations to all of our staff and our community for working so hard at that. I'm really proud of everyone and I look forward to seeing them receive it. Reminder please fill out your meeting evaluations and make sure Donna gets them back.

### **5.01 Chief Officer Update**

*Almeida:* I just returned along with both Peter and Brett and a few other folks from the Baldrige conference. It was a good event as well as the other two conferences I attended within the last three or four weeks. A lot of time on the road, missed the last board meeting but it was all time that was well spent from my perspective. Picked up a lot of good information at the SchoolDude conference. Picked up a lot of good contacts at the CASBO conference as we looked in particular here in the state at state level officials. Getting caught back up with the folks here in the office. Nothing else that's significant to report right now.

*Ridgway:* Dirt is moving at Vista del Pico site for that elementary school. That will be fun stuff to watch if it gets built before all the houses in front of it get built there at Banning. As Pedro mentioned, we went to the CASBO Colorado Association of School Business Officials and the three of us made a presentation of our APEX team style that is well exemplified by our leadership structure here. That was Pedro's first participation in that presentation so that was good to bring him into that. We had a great presentation that was well attended. We were bringing in chairs for people and other breakout sessions were single digit numbers again. That's great that we're having that kind of great exposure. Again, going to the national level Baldrige conference as well is a great thing for us. It's a great opportunity for us to get in touch with high level companies. One of the things that was always attractive about this district when I came here was the fact that our community wanted the district run more like a business. And there we have that exposure to any industry and the top level performing businesses in any industry. So there were health care providers, a utility company, the city of Fort Collins, a group called Stellar Solutions and the front of their presentation said, "Actually we are rocket scientists" because that's what they do. To get the opportunity to mingle and to learn from those type of folks is just a great opportunity for us and a great annual revalidation of this process that we're on and going through performance excellence and what we can achieve through that if we keep pursuing that.

*Hiltz:* One of the other national winners at the Baldrige conference, great conference, learned a lot, but one of the winners was a hospital system on O'ahu. They do a great job of supporting their workforce. So I'm planning to take a trip there to learn a little bit more about what we can do, no. But it was kind of cool that we had organizations from both Alaska and Hawaii. Both of those organizations had really deep roots in the cultures of the native peoples of their areas. It's inspiring to see how connected an organization can be to its community. Good things for us to learn from and good things to emulate. That was exciting. It's also fun to celebrate somebody a little bit closer to home. We may end up putting a picture up here but if we don't, I'll show it to you later on. We learned yesterday that Sand Creek High School in addition to a National Merit Scholar that you met a little while ago, in addition to our announcement at the last work session of a student winning the Boettcher and the Daniels, we also have Jaylin Chris who is a senior who is recognized and will be featured as one of the Gazette's best and brightest graduating seniors in the community. This is getting to be a long string, I think this is seven years in a row that a student from District 49 has been honored as one of the best and brightest. That is a tremendous achievement. Jaylin is an ROTC

student. He's a role model and he represents what we are trying to be in our community and for our community. This is what he looks like. That is Jaylin Chris from Sand Creek High School with his Gazette Best and Brightest notification. If you know Jaylin, congratulation him. If you meet him, congratulate him. Pretty reasonable chance you'll see him here for a Fantastic 49 if he can fit it in before graduation.

**5.02 Student Board of Representatives Update**

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

**7.00 Action Items – see attachments**

- 7.01 Action on Revised Job Descriptions - Andersen
  - a. Attendance and Substitute Staffing Specialist
  - b. Human Resources Assistant
  - c. Human Resources Reporting Specialist
  - d. Leave Specialist
  - e. Staffing Specialist
- 7.02 Approval of Resolution for Teacher Appreciation Week - Hilts
- 7.03 Action on Revisions to Policy JFABE and JFABE-R Students in Foster Care - Lemmond
- 7.04 Action on Revisions to Policy CBI, CBI-R Evaluation of Chief Officers - Andersen
- 7.05 Approval of Policy and Procedure Revisions
  - a. DAC Federal Fiscal Compliance – Poulin
  - b. GBEA Staff Ethics and Conflict of Interest – Andersen
  - c. GBEB Staff Conduct and Responsibilities – Andersen
  - d. GCB Professional Staff Contracts and Compensation – Andersen
  - e. GDQA Educational Support Personnel Reduction in Force – Andersen
  - f. JFABB Admission of Non-Immigrant Foreign Students – Fletcher
  - g. JFABD Homeless Students – Whetstine
  - h. KBA Title I Parent and Family Engagement - Whetstine
- 7.06 Action on Course Proposals at Vista Ridge High School
  - a. American Sign Language III - Durvesh/Grose
  - b. Name Change of Pre-AP to Honors Art (5 minutes) Ager/Grose
- 7.07 Action on Resolution for Waiver of Substitute Licensure – Andersen
- 7.08 Approval of Unified Improvement Plans/Action Plans – Whetstine
  - a. POWER Zone (10 minutes) Pickering
  - b. Sand Creek Zone (10 minutes) Dorsey
  - c. iConnect Zone - Franko
  - d. Falcon Zone - Holmes
- 7.09 Action on Banning Lewis Preparatory Site Improvement Request – Andrews
- 7.10 Approval of Alternative Education Campus Renewal Applications for GOAL Academy and Patriot High School (5 minutes) Whetstine
- 7.11 Action on Revised Job Descriptions for Coach Positions – Evans/Baldwin
  - a. Head Coach
  - b. Assistant Coach
  - c. Support Coach
- 7.12 Adoption of Vista del Pico Zone Assignment Resolution - Ridgway/Hilts
- 7.13 Bank Account Changes - Poulin
  - a. Open New Accounts with JP Morgan Chase
  - b. Close Account with Farmers State Bank
  - c. Close Account with Bank of New York Mellon

- 7.14 Action on New Job Description, Zone Special Education Administrators – Lemmond
- 7.15 Items Removed from Consent Agenda

**8.00 Information Items– see attachments**

- 8.01 Process Improvement Update
  - a. GBEA-R Staff Ethics and Conflict of Interest – Andersen
  - b. GBEB-R Staff Conduct and Responsibilities – Andersen
  - c. GDQA-R Educational Support Personnel Reduction in Force – Andersen
  - d. JF-R Admission and Denial of Admission – Fletcher/Lemmond
  - e. JFABB-R Admission of Non-Immigrant Foreign Students – Fletcher
  - f. JFABD-R Homeless Students - - Whetstine
  - g. JLC-R Student Health Services and Records – Lemmond
  - h. KBA-E Title I Parent Involvement - Whetstine
  - i. KDB-R Public's Right to Know/Access to Information - Nancarrow
- 8.02 Expulsion Information - Lemmond
- 8.03 Student Study Trips – Seeley
- 8.04 Current Legal Issues – Ridgway/Hathaway
- 8.05 Sand Creek Performance Report - Dorsey
- 8.06 Board Sub-Committee Minutes - Richer

**9.00 Discussions Items– see attachments**

- 9.01 Department of Justice Update (15 minutes) Fletcher
- 9.02 2016 3B Projects Update (10 minutes) Lee/Willhelm
- 9.03 Establishing a Common and Legal Identity for District 49 (10 minutes) Nancarrow
- 9.04 Career and Technology Educational Performance Report (10 minutes) Lester/Gemignani
- 9.05 Individualized Education Performance Report: Special Education/Gifted/English Learning Development (20 minutes) Lemmond/Leschinsin/Vail/Meadows
- 9.07 2018-19 Budget Focus (10 minutes) Sprinz


**10.00 Other Business**

**11.00 Adjournment**

It was moved by *Cruson* and seconded by *Fry* to adjourn the meeting at 8:44 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

Respectfully submitted by Donna Richer,

  
Marie La Vere-Wright, President

  
Dave Cruson, Secretary

**April 12, 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	Please indicate your Relation to the district	Please indicate the relevant topic or agenda item.	Please indicate your position on the issue, if any.
1.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
2.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
4.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
5.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
6.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
7.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
8.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
9.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other

**April 12, 2018 Regular Board of Education Meeting**

<b>10.</b>	<input type="checkbox"/> <b>Employee</b> <input type="checkbox"/> <b>Community</b> <input type="checkbox"/> <b>Parent</b> <input type="checkbox"/> <b>Student</b>		<input type="checkbox"/> <b>Support</b> <input type="checkbox"/> <b>Inform</b> <input type="checkbox"/> <b>Oppose</b> <input type="checkbox"/> <b>Other</b>
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## OPEN FORUM STATEMENT

**Open Forum Statement:** "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."

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

**BOARD MEETING OF:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Regular Board of Education Meeting  
3/8/18

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the March 8th regular board of education meeting.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	X	X	X	X
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:** April 12, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**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:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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



BOE Regular Meeting April 12, 2018  
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Administrative Personnel  
April 12, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Dr. Kathy Pickering	Coordinator of Professional Learning	Learning Services	July 1, 2018
Dr. Jean Rice	Director of Special Education	Individualized Education	July 1, 2018
Marcia Case	Assistant Principal	Horizon Middle School	July 1, 2018

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

**BOARD MEETING OF:** April 12, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**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:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 4.03 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Professional/Technical Personnel  
April 12, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Spanswick, Kyle	Central Registration Supervisor	ESC/Creekside	4/1/2018

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

**BOARD MEETING OF:** April 12, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
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	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**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:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 4.04 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Licensed Personnel  
April 12, 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Dykema, Katherine	PE Teacher	Horizon Middle School	7/27/2018
Chaffin, Amanda	3 <sup>rd</sup> Grade Teacher	Ridgeview Elementary School	7/27/2018
Rose, Carrie	SPED DD/ID Teacher	Ridgeview Elementary School	7/27/2018
Martin, Hayley	3 <sup>rd</sup> Grade Teacher	Odyssey Elementary School	7/27/2018
Acuff, Mark	Computer Teacher	Horizon Middle School	7/27/2018
Barton, James	Math Teacher	Sand Creek High School	7/27/2018
Brenner, Jeannette	4 <sup>th</sup> Grade Teacher	Odyssey Elementary School	7/27/2018

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Lusk, Rebekah	School Counselor	Bennett Ranch Elementary School	7/27/2018
Holloman, Pamela	Dean of Students	Odyssey Elementary School	7/27/2018
Sutton, Amy	4 <sup>th</sup> or 5 <sup>th</sup> Grade Teacher	Odyssey Elementary School	7/27/2018
Gross, Kylee	4 <sup>th</sup> or 5 <sup>th</sup> Grade Teacher	Odyssey Elementary School	7/27/2018
Brydges, Shannon	ALLIES Professor - Math	ALLIES	7/27/2018

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Troscher, Frank	7 <sup>th</sup> Grade Science	Horizon Middle School	05/30/2018
Herrera, Linda requesting 110- Transitional year for 2018-19	English Teacher	Sand Creek High School	5/30/2018
Olson, Jenny requesting 110- Transitional year for 2018-19	6 <sup>th</sup> -8 <sup>th</sup> Grade Math Teacher	Springs Studio for Academic Excellence	5/30/2018
Ray-Killen, Rebecca requesting 110- Transitional year for 2018-19	1 <sup>st</sup> Grade Teacher	Odyssey Elementary School	5/30/2018
Talbot, Marisa requesting 110- Transitional year for 2018-19	Kindergarten Teacher	Odyssey Elementary School	5/30/2018
Whitson, Charles requesting 110- Transitional year for 2018-19	.5 Math Interventionist/.5 Technology	Remington Elementary School	5/30/2018



Whitson, Morreen requesting 110- Transitional year for 2018-19	2 <sup>nd</sup> Grade Teacher	Odyssey Elementary School	5/30/2018
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### Resignations:

Name	Position	Location	Effective Date
O'Rourke, Scarlett	Special Education Teacher (SIED)	Falcon Middle School	03/01/2018
Copeland, Lyndell	Part Time SPED teacher	ALLIES	05/30/2018
Miller, Annamaria	ELD Teacher	Stetson Elementary School	05/30/2018
Hill, Hanna	School Counselor	Vista Ridge High School	05/30/2018
Doe, Sarah	Writing Teacher	Falcon Middle School	05/30/2018
Fletcher, Rachel	5 <sup>th</sup> Grade Teacher	Odyssey Elementary School	05/30/2018
Robson, Dana	Special Education Teacher (SED)	Sand Creek High School	05/30/2018
Smith, Gretchen	Special Education Teacher (SED)	Sand Creek High School	05/30/2018
Palapas, Kristen	K-5 Elementary Teacher	Stetson Elementary School	05/30/2018
Angier, Susan	2 <sup>nd</sup> Grade Teacher	Ridgeview Elementary School	05/30/2018
Howe, Marie	Special Education Teacher (SLD)	Stetson Elementary School	05/30/2018
Condas, Thomas	7 <sup>th</sup> Grade Language Arts Teacher	Falcon Middle School	05/30/2018
Morris, Sharita	Kindergarten Teacher	Evans International Elementary School	04/06/2018
Reich, Mary	Math Teacher	Patriot High School	05/30/2018
Spendlove, Mickelle	8 <sup>th</sup> Grade Science	Horizon Middle School	05/30/2018
Craig, Katrina	Math	Pikes Peak Early College	5/30/2018
Tominello, Brooke	4 <sup>th</sup> Grade Teacher	Evans International Elementary School	5/30/2018
Bevan, Molly	.6 Counselor	Springs Studio for Academic Excellence	5/30/2018
Gillespie, Christine	5 <sup>th</sup> Grade Teacher	Ridgeview Elementary School	5/30/2018
Guinn, Kristi	STEM Teacher	Odyssey Elementary School	5/30/2018

### Transfers:

Name	Position	Location	Effective Date
Daniel, Ingrid	Teacher	Stetson Elementary School	07/2018
Cofer, Wendi	Elementary Reading Interventionist	Bennett Ranch Elementary School	7/27/2018

### Leaves of Absence:

Name	Position	Location	Effective Date
Tokheim, Shayna	Art Teacher	Sand Creek High School	07/2018

### Substitutes:

Name	Position	Location	Effective Date
Allen, Taylor	Licensed Substitute	Varies	March 15, 2018
Baird, Timothy	Licensed Substitute	Varies	March 9, 2018
Basile, Josie	Licensed Substitute	Varies	March 9, 2018
Black, Kamira	ESP Substitute	Varies	March 9, 2018
Blanchard, Shelby	Licensed Substitute	Varies	March 9, 2018
Brown, Stephanie	ESP Substitute	Varies	February 2, 2018
Christensen, Donald	Licensed Substitute	Varies	March 19, 2018

Debise, Joseph	Licensed Substitute	Varies	March 15, 2018
Downey, Jamie	Licensed Substitute	Varies	March 9, 2018
Ellis, Justin	Licensed Substitute	Varies	March 15, 2018
Gunn, Marc	ESP Substitute	Varies	March 9, 2018
Hackley, Challis	ESP Substitute	Varies	March 9, 2018
Herlik, Edward	Licensed Substitute	Varies	March 15, 2018
Jacobsen, Stacie	Licensed Substitute	Varies	March 9, 2018
Long, David	ESP Substitute	Varies	March 1, 2018
Long, Pamela	ESP Substitute	Varies	March 9, 2018
Madden, Kinnaly	ESP Substitute	Varies	March 15, 2018
McCartney, Olivia	Licensed Substitute	Varies	March 9, 2018
McCrill, Sherri	Licensed Substitute	Varies	March 9, 2018
Russell, Herbert	ESP Substitute	Varies	March 9, 2018
Staunton, Jesse	Licensed Substitute	Varies	March 19, 2018
Stilson, Barbara	ESP Substitute	Varies	March 9, 2018
Stuber, Heather	ESP Substitute	Varies	March 9, 2018
Thogerson, Colleen	ESP Substitute	Varies	March 9, 2018
Thomas, Lenae	Licensed Substitute	Varies	March 9, 2018
Todescato, Daniela	ESP Substitute	Varies	March 19, 2018
Triplett, Rebecca	Licensed Substitute	Varies	March 9, 2018
Vach, Jessica	ESP Substitute	Varies	March 9, 2018
Voth, Molly	Licensed Substitute	Varies	March 9, 2018
Watson, Ian	Licensed Substitute	Varies	March 15, 2018
Webster, Abbarilla	ESP Substitute	Varies	March 9, 2018
Wingert, Thomas	ESP Substitute	Varies	March 9, 2018
Zokaitis, Joseph	Licensed Substitute	Varies	March 15, 2018

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

**BOARD MEETING OF:** April 12, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**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:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 4.05 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**EL PASO COUNTY SCHOOL DISTRICT 49****Approval of Matters Relating to Educational Support Personnel (ESP)  
April 12, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Bennett, Cecilia	Bus Paraprofessional	Transportation	March 05, 2018
Clark, Nathan	Building Custodial Technician	Woodmen Hills Elementary School	March 21, 2018
Duncan, Karen	Kids' Corner Site Assistant	Ridgeview Elementary School	April 09, 2018
Frankmann, La'Dasha	Special Education Paraprofessional	Falcon Middle School	March 1, 2018
Gerow, Kodi	Nutrition Services Assistant	Falcon High School	March 15, 2018
Higdon, Kasey	Kids' Corner Site Assistant	Odyssey Elementary School	April 02, 2018
Kelly, Ann	Lunch Monitor	Springs Ranch Elementary School	April 02, 2018
Martinez, Brian	School Security Officer	Sand Creek High School	April 02, 2018
Mattern, Carolyn	Nutrition Services Assistant	Evans International Elementary School	March 1, 2018
Mompher, Christopher	Building Custodial Technician	Evans International Elementary School	March 15, 2018
Murphy, Kristine	Kids' Corner Site Aide	Evans International Elementary School	April 02, 2018
Murrish, Kristel	Nutrition Services Assistant	Skyview Middle School	March 15, 2018
Ruddick, Sherry	Crossing Guard	Horizon Middle School	April 02, 2018
Sharkey, Jay	Special Education Paraprofessional	Horizon Middle School	April 02, 2018
Vogel, Brittany	Bus Driver	Transportation	March 08, 2018
Weidner, Evan	Campus Security Officer	Vista Ridge High School	March 08, 2018
Wheeler, Precious	Kids' Corner Site Assistant	Falcon Elementary School	March 05, 2018
Yang, Hae Sun	Nutrition Services Assistant	Banning Lewis Ranch Preparatory Academy	April 02, 2018

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Reyes, Brenda Lopez	Kids' Corner Site Assistant	Sand Creek Zone	March 15, 2018

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Boyce, Keith	Building Custodial Technician at Woodmen Hills Elementary School	Building Manager at Woodmen Hills Elementary School	March 1, 2018
Rodriguez, Demetrio	Building Custodial Technician at Odyssey Elementary School	Building Manager at Evans International Elementary School	March 15, 2018
Taylor, Regina	Special Education Paraprofessional at Ridgeview Elementary School	Online Learning Coach/Mentor at Patriot High School	April 9, 2018

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
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Biddison, Mark	Bus Driver	Transportation	March 16, 2018
Callaghan, Kimberly	Lunch Monitor	Allies	March 15, 2018
Conklin, Charles	Building Custodial Technician	Falcon High School	March 02, 2018
DeGeorge, Carol	Bus Paraprofessional	Transportation	March 08, 2018
Farmer, Jessica	Special Education Paraprofessional	Falcon Middle School	March 30, 2018
Felton, Mia	Accountant	Finance	March 31, 2018
Fischer, Julie	Special Education Paraprofessional	Vista Ridge High School	March 16, 2018
Flores, Vanessa	Special Education Paraprofessional	Evans International Elementary School	April 01, 2018
Garcia, Roberto	Bus Driver	Transportation	March 30, 2018
Koch, Johnathan	Math Tutor	Falcon High School	August 17, 2017
Landon, Lynn	Lunch Monitor	Springs Ranch Elementary School	March 02, 2018
Linkous, Karrigan	Special Education Paraprofessional	Sand Creek High School	February 22, 2018
Long, David	Building Custodial Technician	Evans International Elementary School	February 28, 2018
Lucero, Michael	Bus Driver	Transportation	February 23, 2018
Mayfield, Madeline	Library Assistant	Falcon High School	March 30, 2018
Moore, Rebecca	Special Education Paraprofessional	Meridian Ranch Elementary School	March 16, 2018
Murr, Sharon	Nutrition Services Assistant	Pikes Peak School of Expeditionary Learning	March 27, 2018
Owens, Angelia	Bus Driver	Transportation	April 13, 2018
Pettis, Yu	Preschool Paraprofessional	Stetson Elementary School	April 02, 2018
Ramsey, Bernadette	Bus Driver	Transportation	April 06, 2018
Remacle, Virginia	Bus Driver	Transportation	March 19, 2018
Richardson, Nico	Kids' Corner Site Aide	Meridian Ranch Elementary School	March 16, 2018
Traceski, Nicole	Nutrition Services Assistant	Banning Lewis Preparatory Academy	March 09, 2018
Vicknair, Tala	Kids' Corner Site Aide	Remington Elementary School	March 16, 2018
Wiley, Emely	Special Education Paraprofessional	Remington Elementary School	April 04, 2018

#### Adjusted Resignations:

Name	Position	Location	Effective Date
Shroyer, Ryan	Health Assistant	Rocky Mountain Classical Academy	March 16, 2018

#### 110 Transition Retirements:

Name	Position	Location	Effective Date
Sellman, James	Building Manager	Remington Elementary School	June 30, 2019

#### Retirements:

Name	Position	Location	Effective Date
York, Kelly	Special Education Paraprofessional	Horizon Middle School	May 25, 2018

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

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Nicole Evans, Human Resources Manager

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

**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:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 4.06 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					



**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Extra-Curricular Personnel  
April 12, 2018**

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

**Appointments:**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Ballage, Keenen	Assistant Track	Falcon High School
Benabe, Jose	Assistant Girls Golf	Falcon High School
Borchers, Nathan	Head Track	Falcon High School
Flores, Joshua	Assistant Baseball	Falcon High School
Forehand, Harry	Head Girls Soccer	Falcon High School
Freeman, Shawna	Assistant Track	Falcon High School
Hall, Joshua	Assistant Track	Falcon High School
McClung, Jeffrey	Assistant Girls Soccer	Falcon High School
Parks, Shannon	Assistant Track	Falcon High School
Powell, Arianna	Assistant Girls Soccer	Falcon High School
Reichers, Dana	Head Baseball	Falcon High School
Richardson, Robert	Assistant Baseball	Falcon High School
Vaughn, Matthew	Assistant Track	Falcon High School
Villani, Amber	Head Girls Golf	Falcon High School
Warkentine, Jason	Head Girls Tennis	Falcon High School
Wilson, Mary Ann	Assistant Track	Falcon High School
Balk, Amy	Track Coach	Falcon Middle School
Barker, Michael	Track Coach	Falcon Middle School
Brewer (Dye), Caroline	Softball Coach	Falcon Middle School
Buchanan, Jerry (Raymond)	Intramural Director	Falcon Middle School
Eaton, Robert	Track Coach	Falcon Middle School
Gerlach, Craig	6th Softball Coach	Falcon Middle School
Hull, Ariel	Track Coach	Falcon Middle School
McNeil, Militza	Track Coach	Falcon Middle School
McVicker, Ty	Track Coach	Falcon Middle School
Simpson, Matthew	6th Softball Coach	Falcon Middle School
Weber, Patrick	Track Coach	Falcon Middle School
Young, Scott	Intramural Director	Falcon Middle School
Dale, Brandon	Track	Horizon Middle School
Jung, David	Track	Horizon Middle School
McGregor, Dalton	Track	Horizon Middle School
Neumann Proctor, Victoria	Softball	Horizon Middle School
Rogers, Linda	Track	Horizon Middle School
Thornsby, Janna	Track	Horizon Middle School
Bauer, Eric	Assistant Track	Sand Creek High School
Block, William	Assistant Girls Soccer	Sand Creek High School

Cox, Travis	Assistant Track	Sand Creek High School
Hensley, Marc	Assistant Track	Sand Creek High School
Lutz, Loren	Head Girls Golf	Sand Creek High School
Morgan, Keith	Assistant Baseball	Sand Creek High School
Nelson, Edward	Head Baseball	Sand Creek High School
Redding, Malcolm	Assistant Baseball	Sand Creek High School
Rogers, Pam	Head Girls Tennis	Sand Creek High School
Shuler, Andrea	Head Track	Sand Creek High School
Tafoya, Jeremy	Head Girls Soccer	Sand Creek High School
Thomas, Rachel	Assistant Girls Tennis	Sand Creek High School
Vigil, Elias	Assistant Track	Sand Creek High School
Wood, Nathan	Assistant Girls Golf	Sand Creek High School
Anderson, Megan	Softball Coach	Skyview Middle School
Jeffery, Rachel	Track	Skyview Middle School
Marino, Anthony	Track	Skyview Middle School
Newberg, Jason	Track	Skyview Middle School
O'Meara, Shanna	Softball Coach	Skyview Middle School
Rasmusen, Megan	Track	Skyview Middle School
Verrill, Tyler	Track	Skyview Middle School
Allen, Devin	Head Girls Golf	Vista Ridge High School
Allen, Storm	Assistant Track	Vista Ridge High School
Amaya, Dan	Assistant Track	Vista Ridge High School
Brown, Jack	Assistant Track	Vista Ridge High School
Calip, Jeremi	Assistant Track	Vista Ridge High School
Drake, Jason	Head Girls Soccer	Vista Ridge High School
Gahagan, Marc	Assistant Girls Soccer	Vista Ridge High School
Gelb, Bret	Assistant Baseball	Vista Ridge High School
Gerber, Carter	Head Baseball	Vista Ridge High School
Hartman, Cody	Assistant Baseball	Vista Ridge High School
Huntsinger, Hillary	Assistant Track	Vista Ridge High School
Lewis, Jared	Assistant Track	Vista Ridge High School
Lutz, Derek	Assistant Girls Soccer	Vista Ridge High School
Sparks, James (Brian)	Assistant Girls Golf	Vista Ridge High School
Stevens, Erik	Head Track	Vista Ridge High School

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

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Specialized Services Professionals

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement. By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

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

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

**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, Pedro Almeida, Chief Operations Officer

**DATE:** March 26, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 4.07 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**EL PASO COUNTY SCHOOL DISTRICT 49**  
**2018-2019 Special Services Provider Recommendations**  
**March 8, 2018**

<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Position</b>
Hartman	Lisa	EIES	Counselor
<del>Busa</del>	<del>Mary</del>	<del>FES</del>	<del>Counselor --.5</del>
<del>Perrizo</del>	<del>Christine</del>	<del>FES</del>	<del>Counselor --.5</del>
Villani	Amber	FHS	Counselor
Morris	Gregory	FHS	Counselor
Rynearson	Erinn	FHS	Counselor
Thompson	Mary	FHS	Counselor
Murdock	Lisa	FMS	Counselor
Owen	Geoffrey	FMS	Counselor
Hull	Ariel	FMS	Counselor
Dazey	Audrey	HMS	Counselor
Garza	Leslie	HMS	Counselor
Juarros	Tara	HMS	Counselor
Kelkenberg	Stephanie	MRIS	Counselor
Shipley	Nicole	OES	Counselor
Trethewey	Nicole	PHS	Social Worker
Barela	Dawn	PHS	Counselor
Bonavita	Dale	PPEC	Counselor
Padilla	Rocio	RES	Counselor
Woolery	Kara	RVES	Counselor
Tapia	Armando	SCHS	Counselor
Corral	Alexis	SCHS	Counselor
Jankovsky	Krystle	SCHS	Counselor
Carroll	Kelly	SCHS	Counselor
Williams	Jennifer	SMS	Counselor
White	Jason	SMS	Counselor
Rauer	Krista	SMS	Counselor
Gates	Sandra	SRES	Counselor
Bevan	Molly	SSAE	Counselor - .6
Pethtel	Amanda	SSAE	Counselor
Zuvac	Jill	SSAE	Counselor - .6
Jannicola	Stephanie	SES	Counselor
Cosner	Chad	VRHS	Counselor
Lewis	Jared	VRHS	Counselor
Kovack	Kristen	VRHS	Counselor
Oles-Taylor	Mary	WHES	Counselor
Haynes	Marla	Individualized Education	School Nurse
Gold	Jacqueline	Individualized Education	School Nurse
Prettyman	Patricia	Individualized Education	School Nurse

Dreher	Amy	Individualized Education	School Nurse - .8
Smith	Toni	Individualized Education	School Nurse
Robb	Tamie	Individualized Education	School Nurse
Radcliffe	Erika	Individualized Education	School Nurse - .8
Duran	Shelly	Individualized Education	School Nurse
Smits	Ann	Individualized Education	School Nurse
<del>Martin</del>	<del>Chelsea</del>	<del>Individualized Education</del>	<del>School Nurse</del>
Ingram	Anitra	Individualized Education	School Nurse
Herndon	George	Individualized Education	School Psychologist
Cruz Villareal	Bethdalie	Individualized Education	School Psychologist - .5
Hill	Jennifer	Individualized Education	School Psychologist - .6
Mucciolo	Megan	Individualized Education	School Psychologist
Hohner	Barbara	Individualized Education	School Psychologist
Harris	Rezzella	Individualized Education	School Psychologist
Montoya	Sheryl	Individualized Education	School Psychologist
Neugebauer	Corrina	Individualized Education	School Psychologist
Moon	Jane	Individualized Education	School Psychologist
McFall	Stephen	Individualized Education	School Psychologist
Kruse	Amy	Individualized Education	Speech/Language Pathologist
Salas	Heather	Individualized Education	Speech/Language Pathologist - .4
Mendell	Jamie	Individualized Education	Speech/Language Pathologist
Pomeroy	Marnie	Individualized Education	Speech/Language Pathologist
Sampieri	Jodi	Individualized Education	Speech/Language Pathologist
<del>Felder</del>	<del>Lena</del>	<del>Individualized Education</del>	<del>Speech/Language Pathologist</del>
Vanasse	Jessica	Individualized Education	Physical Therapist
Smith	Rachel	Individualized Education	Physical Therapist
Can	Julie	Individualized Education	Occupational Therapist
Can	Ryan	Individualized Education	Occupational Therapist
Ogilvy	Amanda	Individualized Education	Occupational Therapist
Gizzi	Sandra	Individualized Education	Occupational Therapist
Collins	Kira	Individualized Education	Audiologist
Chavanne	Kimberly	Individualized Education	Audiologist - .5
Eslick	Regina	Individualized Education	Social Worker
Stevens	Sherrie	Individualized Education	Social Worker (Crisis Response)
Burnside	Jessica	Individualized Education	Social Worker
<u>Hinnen</u>	<u>Amanda</u>	<u>Individualized Education</u>	<u>School Nurse</u>

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

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Peter Hilts and Brett Ridgway

**TITLE OF AGENDA ITEM:** Falcon AeroLab

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The administration proposes to add Falcon AeroLab as another specialized program option for home school students. Falcon AeroLab is a D49 implementation of a special program that has run successfully at the Wings Aerospace Academy Charter School and at Colorado Military Academy. Falcon AeroLab is a CTE and STEM program designed to prepare students for careers and leadership in aviation and related fields. The program exposes middle school students to flight through simulations, fixed wing drone construction and operations, rocketry, quad rotor drone construction and operations, glider flight, powered flight, and virtual skydiving in a wind tunnel. The program will operate out of a currently unused classroom in the modular pod at Falcon Legacy campus. Our district attorney is familiar with the program and has reviewed the contract for service.

Additional information about the program as it is currently operated is available through a website at

<https://www.falconaerolab.org>

**RELEVANT DATA AND EXPECTED OUTCOMES:**

After multiple years of successful operations, Falcon AeroLab is a proven program delivering tuition-free STEM learning for families that choose to school at home. We project the program will serve between 40 and 60 students in the 2018-2019 school year. The district will contract with Falcon AeroLab to provide the program in a district space with all appropriate training, insurance, safety protocols, and parental permission. Falcon AeroLab has many similarities to the High Performance Program at Springs Studio for Academic Excellence in that it is a district program using district resources to serve a very specific set of needs and interests.

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

Falcon AeroLab will augment the district's portfolio of schools by adding programming to meet an existing demand for STEM and CTE options for homeschool students and families.

<b>Culture</b>	<p><b>Inner Ring</b>—How we treat each other</p> <p><b>Outer Ring</b>—How we treat our work</p>	<p>Falcon AeroLab affirms our culture by embracing the characteristics of service and leadership that are embodied in our mission, vision, and cultural compass. Informed by traditions of character and service in the US armed forces, especially the Air Force, Falcon AeroLab honors the traditions of military service and technological leadership in District 49.</p>
<b>Strategy</b>	<p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p>	<p>Falcon AeroLab matches our strategic priorities of trust and community engagement because it is a community program developed by local leaders in response to local parent and student interest.</p> <p>Offering a CTE STEM program for middle-level home school learners enhances our robust portfolio of schools with another distinct and exceptional program.</p> <p>Falcon AeroLab provides a survey of aviation careers that will serve as a firm foundation for learners who aspire to launch into all sorts of aviation careers.</p>

BOE Regular Meeting April 12, 2018  
Item 4.08 continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The administration recommends that the board approve the addition of Falcon AeroLab as a consent item at the regular meeting on April 12, 2018.

**APPROVED BY:** Peter Hilts and Brett Ridgway

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



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

**BOARD MEETING OF:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Special Board of Education Meeting  
3/28/18

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the March 28th special board of education meeting.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** March 30, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

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**BOARD OF EDUCATION ITEM 7.01 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Job Description Changes for Human Resources Positions

**ACTION/INFORMATION/DISCUSSION:** Action

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**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Over the past several years, the human resources department (HR) has focused on increasing efficiency and capacity and on growing expertise in HR's areas of service. As a result of changes in work processes and technology, some roles have changed. Therefore, the HR department leadership has performed a review of HR team member roles and responsibilities. The director of HR will present proposed revisions to the following existing job descriptions:

- Human Resources Specialist
- Human Resources Specialist – Attendance and Substitute Personnel
- Human Resources Specialist – Charter School Support
- Administrative Secretary & Receptionist.

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**RATIONALE:**

District 49 uses job descriptions to articulate work to be performed and to provide clarity to applicants for and employees in each position. As departments within the organization change, so does the work performed. It is good practice to periodically review job descriptions to ensure they accurately portray the work being performed.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

The job descriptions presented include revisions to job title and/or to essential duties and responsibilities. The leave specialist position also includes a change in pay range. The proposed change in compensation level is intended to recognize the significant complexity associated with the position and aide in attracting and retaining the right talent for this position.

The addition of the leave specialist a year ago has proved to be essential to performance improvement in the management of leaves of absence and disability accommodation. Now that this position is further established, it evident that it requires significant subject matter expertise, more advanced knowledge of employment law and employment policy, and a greater degree of professional judgment than required in the staffing specialist positions.

The leave specialist position requires the ability to understand and work with various leave laws such as FMLA, ADA and the interactive process, USERRA and applicable board policies. It also requires complex problem solving and significant exercise of discretion and independent judgment.

The person in this role must lead with compassion and empathy, while effectively managing the medical or leave situation within the confines of the law. This role works independently across all levels of the organization to provide training and resources on the legal requirements of leaves in addition to the transactional elements of processing paperwork for approximately 2000 employees. The person in this role must have the ability to:

- Navigate difficult conversations with both employees and supervisors. Facilitate transfers, placements and light duty restrictions; oversee the leave situation through the entire life cycle which could result in separation or dismissal.
  - Mitigate exposure to risk for the district. There is significant risk associated with leaves and disability accommodation. In 2017, 31.9% of EEOC claims were disability claims.
-



BOE Regular Meeting April 12, 2018  
Item 7.01 continued

- Forecast potential pay implications based on the timing and unique circumstance of each leave, process complex pay transactions and adjust annualized pay accordingly.
- Implement and maintain precise tracking and auditing processes for each leave situation.
- Maintain confidentiality and adherence to HIPAA guidelines.

Therefore, HR leadership proposes moving the leave specialist from ESP range 16 to ESP range 24.

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

**BUDGET IMPACT:** The leave specialist position is currently placed in ESP range 16 (starting range from \$32,000 to \$43,000 annual based on experience). The administration recommends moving this position to ESP range 24 (starting range \$38,500 to \$52,700 annual based on experience). The increase in annual salary is approximately \$8,500 (depending on actual placement). With PERA, the annual budget increase is \$10,000. However, the increased cost will be offset by a separate staffing in the HR department which will occur by July 1, 2018. Therefore, for fiscal year 18-19, no additional personnel budget will be needed as a result of the leave specialist change, as noted in the Budget Impact section above.

**AMOUNT BUDGETED:** \$12,000 is budgeted for the leave specialist position for the final three months of the 17-18 fiscal year. It is estimated that an additional \$3,000 is needed for the 17-18 school year.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the amended job descriptions in item 7.01 as recommended by the administration.

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

**DATE:** March 29, 2018

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Item 7.01 continued

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA	ANDERSON	
COMMENTED				X	

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

**BOARD MEETING OF:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Resolution for Teacher Appreciation Week

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The success of any community depends on the quality of its educational system. We are fortunate to live in a community that believes that the preparation for the next generation of leaders is the responsibility of the entire community.

District 49 is grateful for the support of our community members and wants them to know that we believe we have the finest teaching professionals educating our children.

May 7-11, 2018 is National Teacher Appreciation Week and we encourage community members and parents to let our teachers know how much we appreciate their commitment to ensuring the success of every student. Please take the time to say thank you. Send a card, make a phone call, or send an email.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Recognition of the importance of the work of educating the community's children is to the district. Teaching is the most worthy of professions because teachers really do create the future and make it a reality for our students.

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the attached Resolution for National Teacher Appreciation Week.

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

**DATE:** March 28, 2018

BOE Regular Meeting April 12, 2018  
Item 7.02 continued

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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**TEACHER APPRECIATION WEEK  
HONORABLE PROCLAMATION  
MAY 7th – 11th, 2018**

**WHEREAS, District 49 Teachers are an essential part of this District's education system; and**

**WHEREAS, teachers are dedicated to providing a quality education for the students of District 49; and**

**WHEREAS, it is appropriate for District 49 to recognize the role teachers hold in our education system and to salute them for the valuable service they provide to our students and to our community;**

**NOW THEREFORE, WE THE DISTRICT 49 BOARD OF EDUCATION  
PROCLAIM  
MAY 7th – 11th, 2018  
TEACHER APPRECIATION WEEK**

\_\_\_\_\_  
Marie La Vere-Wright, President

\_\_\_\_\_  
John Graham, Vice President

\_\_\_\_\_  
Kevin Butcher, Treasurer

\_\_\_\_\_  
Dave Cruson, Secretary

\_\_\_\_\_  
Joshua Fry, Director

\_\_\_\_\_  
Peter Hilts, Chief Education Officer

\_\_\_\_\_  
Brett Ridgway, Chief Business Officer

\_\_\_\_\_  
Pedro Almeida, Chief Operations Officer



**BOARD OF EDUCATION ITEM 7.03 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Dr. Nancy Lemmond, Executive Director for Individualized Education

**TITLE OF AGENDA ITEM:** Policy JFABE and JFABE-R Students in Foster Care

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

With federal changes to McKinney-Vento, foster children are no longer covered under McKinney-Vento. Foster children are now covered under the Every Student Succeeds Act (ESSA). Changes to McKinney-Vento and ESSA require changes to district policies. JFABE and JFABE-R capture the current requirements.

**RATIONALE:**

Changes to our district policies keeps us aligned with changes to federal statutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

We support approximately 150 placements – both into and out of the district – for foster children throughout the school year. We expect to continue to offer and provide a high level of support while working to maintain school stability whenever possible and when determined to be in the best interest of the child.

**INNOVATION AND INTELLIGENT RISK:**

Risk is low as the policies are warranted based upon changes in federal statutes and are a continuation of our current process and procedures.

**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	Families who serve our community as foster families trust that we will care for foster children as we would all children.
	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:** N/A

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Item 7.03 continued

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move that we adopt JFABE and JFABE-R as policy.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**BOARD OF EDUCATION ITEM 7.04 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Review of Policy CBI/CBI-R, Chief Officer Evaluation

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

At the annual planning Annual Peak Planning Retreat in January, the board and chief officers reviewed the chief officer evaluation process as represented in policy CBI and its associated regulation, CBI-R. The board directed the administration to propose changes to the policy and regulation based on the discussion.

**RATIONALE:**

The proposed policy and regulation revisions will improve the chief officer evaluation process by better aligning the timing of the evaluation steps with the business cycle of each of the three offices. The realigned timelines also better aligns with timing of elections and the resulting changes in the board directors. This will ensure that a board member will have served at least eight months before participating in chief officer performance evaluation.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

**INNOVATION AND INTELLIGENT RISK:**

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

Effective evaluation of the district's most senior administrators is an essential cultural and strategic activity. It is an opportunity to model for the district's workforce how we treat each other and how we treat our work and to foster enduring trust throughout.

Culture	Inner Ring—How we treat each other	The board's evaluation of chief officers is an opportunity to model for the workforce how we treat each other and how we treat our work and to foster enduring trust throughout.
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	An effective and transparent evaluation process supports enduring 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:** n/a

**AMOUNT BUDGETED:** No additional costs are associated with this item.

BOE Regular Meeting April 12, 2018  
Item 7.04 continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After board discussion and review at the previous work session, move to approve the revisions to policy CBI and regulation CBI-R.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	X	X	X	X
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:** April 12, 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
7.05.a	DAC	Federal Fiscal Compliance	J Poulin	CASB recommended adoption
7.05.b	GBEA	Staff Ethics and Conflict of Interest	P Andersen	Updated to reflect current practice
7.05.c	GBEB	Staff Conduct and Responsibilities	P Andersen	Updated to align with CASB
7.05.d	GCB	Professional Staff Contracts and Compensation	P Andersen	Recommend repeal GCBA covers instructional staff (licensed) and GDBA covers ESP
7.05.e	GDQA	Educational Support Staff Reduction in Force	P Andersen	Recommend repeal No corresponding CASB policy
7.05.f	JFABB	Admission of Non-Immigrant Foreign Students	L Fletcher	Updated to comply with federal law and current practice
7.05.g	JFABD	Homeless Students	A Whetstine	Updated to comply with federal law
7.05.h	KBA	Title I Parent and Family Engagement	A Whetstine	Updated to comply with federal law

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
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Strategy	<p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p>	<p>Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.</p>
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**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After a first reading at the previous work session, I move to approve the eight policies in item 7.05.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

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

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Courtney Durvesh

**TITLE OF AGENDA ITEM:** Course Approval – American Sign Language III

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

This year-long course is designed to reinforce and strengthen students' expressive and receptive skills in American Sign Language (ASL). Students will continue developing knowledge of basic signed vocabulary, fingerspelling, numbers, and grammatical structures with the goal of basic conversational competency on a deeper level of understanding. Students will develop both receptive and expressive skills focusing on clarity and fluidity. This course provides deeper understanding into Deaf Culture, traditions, literature, and language.

**RATIONALE:**

The expectation is for students to expand their thinking to include and consider other cultures and appreciate diversity in all forms such as culture, language, and traditions.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

This course will allow students to become immersed in another culture, learning language and cultural norms. Students will expand their knowledge and understanding within this world.

**INNOVATION AND INTELLIGENT RISK:**

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other	By experiencing another culture, students are able to gain insight into other perspectives and other worlds in which people live. This understanding can run over into other parts of their lives, as well.
	<b>Outer Ring</b> —How we treat our work	
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	The Deaf Community appreciates the efforts put forth by our students to get to know them and their language.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Students are encouraged to participate in Deaf Socials and communicate with Deaf people within our community.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	ASL is unique and quickly spreading into schools across America. A strong, consistent program allows students to learn at a deeper level.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Students spend dedicated time both in and out of the classroom to solidify their understanding of ASL and the Deaf Culture.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Topics discussed in ASL also reinforce worldly knowledge such as finance, research, math, among others.

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Item 7.06a continued

**BUDGET IMPACT:** No additional cost to the program. Adding another level to the ASL program.

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the American Sign Language III course offering for the 2018-2019 school year.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	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:** April 12, 2018

**PREPARED BY:** Brandon Ager, Vista Ridge Art Department

**TITLE OF AGENDA ITEM:** Name Change of *Pre-AP* to *Honors Art*

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

We are seeking a name change of *Pre-AP* to *Honors Art*. Honors Art will continue to help students develop a portfolio that can be used during AP Studio Art. No curriculum changes will be made. The following is from College Board: “Beginning in fall of 2022, all courses labeled Pre-AP must be submitted and approved through the Pre-AP course audit process.” A fee may also be associated with the name used at the school.

**RATIONALE:**

We don’t want to be charged for using the name Pre-AP and want more autonomy of what we teach.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

We expect students to continue creating strong art portfolios. We also should see more colleges have a better understanding of what Honors Art translates to than Pre-AP.

**INNOVATION AND INTELLIGENT RISK:**

This name change is a creative solution because it allows us to keep the same curriculum and allows a less ambiguous title reflected on the student’s transcript.

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

Honors Art creates a firm foundation and launches each student toward success for AP Studio Art through development of the *Breadth* section (12 pieces demonstrating broad range of approaches) of their portfolio. This allows more time for students in AP Studio Art to create their *Concentration* (12 pieces focused around one main idea or theme) section.

C u l t u r e	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	
S t r a t e	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	

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Item 7.06b continued

<b>g y</b>	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Honors Art will help students create a robust portfolio. This portfolio is applicable to AP Studio Art, colleges, and the arts & design industry.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Honors Art will help students be more successful in the production of their AP Studio Art portfolio through developing the <i>Breadth</i> section of their portfolio.

**BUDGET IMPACT:** None

**AMOUNT BUDGETED:** Fees (\$20 a semester) stay the same.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve a course name change from Pre-AP to Honors Art at Vista Ridge High School.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	X	X	X	X
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:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Resolution To Apply For A Waiver Concerning Substitute Teacher Licensure

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

To request a waiver of state statute from the Colorado state board of education, the local board of education must adopt a resolution directing the district administration to submit the waiver.

**RATIONALE:**

From the proposed waiver request:

The District and surrounding communities are filled with quality individuals with unique skills and experiences, who would make great substitute teachers; so we seek to localize and streamline the screening and quality control process. The District believes it can fulfill the intent of the statute and regulations (as described in the plan) through an alternate process, rather than through licensure requirements. Developing a pool of highly capable substitute teachers who are available and willing to support district students will enhance educational opportunities and educational quality in District 49.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

From the proposed waiver request:

The District projects that the evaluation ratings of the substitutes will increase over time and projects that the fill-rate will improve over time. The District also projects that students and teachers will express an increased level of satisfaction with substitutes and the substitute teaching system.

**INNOVATION AND INTELLIGENT RISK:**

From the proposed waiver request:

The District plans to directly measure the impact of the waiver in two ways: 1) The District will monitor the quality of its substitute teachers through ratings and evaluations; and 2) The District will monitor its "fill-rate," or the rate at which teacher absences are filled by a substitute.

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

The proposed waiver directly addresses one of the top concerns of teachers, administrators, and other staff as expressed through the VoW Annual survey, follow-up discussions of staff priorities, chief officer rounding, and ongoing reports of persistent vacancies in substitute teacher assignments.

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	The proposed waiver gives D49 an opportunity to take more responsibility and leadership of meeting our students' and staff needs for quality substitute teachers.
Strategic	Rock #1—Establish enduring <u>trust</u> throughout our community	By increasing the availability and presence of qualified and effective substitute teachers, the district has an opportunity to secure the trust of staff, students, and

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Item 7.07 continued

	parents who are adversely impacted by chronic shortages in the substitute teacher pool.
<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**BUDGET IMPACT:** From the proposed waiver request:

There is no direct financial cost to the District, but the district will realize substantial savings by decreasing the investment in recruiting from a shrinking pool of licensed substitute teachers, and by reducing the amount paid in stipends to teachers who take on additional duties to cover classes when substitute teachers are not available.

**AMOUNT BUDGETED:** Funds are already budgeted to compensate substitute teachers. Because of a labor shortage, not all of those funds are currently being expended.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** We recommend the board adopt the attached resolution in item 7.07.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



**RESOLUTION**  
**Request for Waiver from State Statute and Rules Regarding**  
**Employment of Substitute Teachers in District 49**  
**April 12, 2018**

**WHEREAS, C.R.S. 22-60.5-111 Substitute Authorization:** authorizes a school district to employ a person to teach on a substitute teacher basis. Under this statute a substitute teacher authorization is only valid for such periods of time as specified in, and may be renewed as authorized in, rules adopted by the state board of education; and

**WHEREAS, 1 CCR 301-37(4.05) Substitute Authorization:** defines the requirements, duration, and renewal requirements for a substitute teacher license; and

**WHEREAS,** the costs to the district of complying with the state's substitute licensure system significantly limits educational opportunities for students and staff alike; and

**WHEREAS,** El Paso County School District 49 (the "District") has hired additional administrative staff, increased its participation in hiring fairs, employed software-based substitute scheduling systems, and is currently purchasing a more sophisticated and powerful system for personnel and payroll tasks; and

**WHEREAS,** the market is not generating a sufficient supply of state-licensed candidates despite increasing pay and benefits for substitute teachers; and

**WHEREAS,** by removing the substitute licensure barrier to entry, the District believes it can attract many new highly capable substitute teachers, which will have a positive impact on students.

**NOW, THEREFORE,** we, the District 49 Board of Education, are seeking a waiver from the state requirement for substitute teachers to acquire a substitute license/authorization prior to being employed as a substitute teacher of a school district.

We further direct the administration to develop a pool of highly capable substitute teachers who are available and willing to support district students that will enhance educational opportunities and educational quality in District 49. The District will provide to the state board, the Colorado Department of Education, or another entity designated by the state board, evidence of the quality standards, performance, and evaluation of substitute teachers hired pursuant to this waiver.

The District plans to directly measure the impact of the waiver in two ways: 1) The District will monitor the quality of its substitute teachers through ratings and evaluations; and 2) The District will monitor its "fill-rate," or the rate at which teacher absences are filled by a substitute.

The District projects that the evaluation ratings of the substitutes will increase over time and projects that the fill-rate will improve over time. The District also projects that students and teachers will express an increased level of satisfaction with substitutes and the substitute teaching system.

BOE Resolution April 12, 2018  
Page 2

Approved and adopted this April 12, 2018.

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Marie La Vere-Wright, Board President  
District 49

(SEAL)

Attest:

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Dave Cruson, Secretary, Board Secretary  
District 49

## **Rationale and Replacement Plan for Waiver from State Statute and Rules**

### **Basic Information:**

**District Name:** El Paso County School District 49

**District Address:** 10850 East Woodmen Road Peyton, CO 80831

**Prepared by:** Peter Hilts, Chief Education Officer

**Preparer's phone number:** 719-491-4380

**Preparer's e-mail address:** [philts@d49.org](mailto:philts@d49.org)

### **STATUTE DESCRIPTION AND RATIONALE**

**C.R.S. 22-60.5-111 Substitute Authorization:** This statute authorizes a school District to employ a person to teach on a substitute teacher basis. Under this statute a substitute teacher authorization is only valid for such periods of time as specified in, and may be renewed as authorized in, rules adopted by the state board of education.

**1 CCR 301-37(4.05) Substitute Authorization:** This regulation defines the requirements, duration, and renewal requirements for a substitute teacher license.

**Rationale:** El Paso County School District 49 (the "District") is seeking a waiver from the state requirement for substitute teachers to acquire a substitute license/authorization prior to being employed as a substitute teacher of a school District. The District recognizes the important intent behind the statute and regulation, to ensure a certain level of screening and quality control for substitute teachers. However, the District also recognizes that licensure can be an artificial barrier to entry for otherwise qualified and quality prospective substitute teachers. Like many school Districts across the state, the District is experiencing a shortage of substitute teachers. This shortage makes it difficult for full-time teachers to take needed days off, while trusting their students will be receiving quality instruction in their absence, and ultimately this shortage decreases the quality of the educational experience of students. The costs to the district of complying with the state's substitute licensure system significantly limit educational opportunities for students and staff alike. In many instances, students must be reallocated into overcrowded classrooms or they are assigned to a large-group study hall setting since no substitute instructors are available. Despite increasing pay and benefits for substitute teachers, the market is not generating a sufficient supply of state-licensed candidates. In response, District 49 has hired additional administrative staff, increased its participation in hiring fairs, employed software-based substitute scheduling systems, and is currently purchasing a more sophisticated and powerful system for personnel and payroll tasks, including scheduling and paying substitute teachers.

The District and surrounding communities are filled with quality individuals with unique skills and experiences, who would make great substitute teachers; so we seek to localize and streamline the screening and quality control process. The District believes it can fulfill the intent of the statute and regulations (as described in the plan) through an alternate process, rather than through licensure requirements. Developing a pool of highly capable substitute teachers who are

available and willing to support district students will enhance educational opportunities and educational quality in District 49.

**Plan:** In order to meet the intent of the waived statutes to ensure that substitute teachers are appropriately screened and that the quality of the substitute teacher is a consideration in the substitute's ongoing relationship with the District, the District will do the following:

1. The District will complete a fingerprint and background screening for each prospective substitute teacher considered for employment in the District's schools in accordance with C.R.S. 22-32-109.7 and 109.8; and
2. The District will require that each substitute teacher have received a Bachelor's degree or equivalent learning; and
3. The District will provide training in emergency procedures, professional communications, classroom management, and instructional practices to equip substitute teachers to meet the expectations of students, parents, and district educators; and
4. The District will implement a system of review and evaluation for substitute teachers to ensure that substitute teachers who do not meet expectations will not receive substitute teaching jobs and will be removed from the substitute teaching pool; and
5. The District will provide to the state board, the Colorado Department of Education, or another entity designated by the state board, evidence of the quality standards, performance, and evaluation of substitute teachers hired pursuant to this waiver.

The District believes that by empowering the local school District to screen and determine the quality of its own substitutes, without requiring prospective substitutes to go through a process and pay fees to CDE, a new group of capable community members will be attracted to become substitute teachers.

**Duration of the Waiver:** The District requests that the waiver be granted and remain in effect until such time as the District's board of education requests its revocation.

**Financial Impact:** There is no direct financial cost to the District, but the district will realize substantial savings by decreasing the investment in recruiting from a shrinking pool of licensed substitute teachers, and by reducing the amount paid in stipends to teachers who take on additional duties to cover classes when substitute teachers are not available.

**Instructional Impact:** By removing the substitute licensure barrier to entry, the District believes it can attract many new highly capable substitute teachers, which will have a positive impact on students.

**How the Impact of the Waiver will be Evaluated:** The District plans to directly measure the impact of the waiver in two ways: 1) The District will monitor the quality of its substitute teachers through ratings and evaluations; and 2) The District will monitor its "fill-rate," or the rate at which teacher absences are filled by a substitute.

**Expected Outcomes:** The District projects that the evaluation ratings of the substitutes will increase over time and projects that the fill-rate will improve over time. The District also projects



that students and teachers will express an increased level of satisfaction with substitutes and the substitute teaching system.

Approved and submitted this \_\_\_\_\_ day of \_\_\_\_\_ by El Paso County  
School District 49

\_\_\_\_\_  
Peter Hilts, Chief Education Officer

\_\_\_\_\_  
Marie Laverre-Wright, School Board President

**BOARD OF EDUCATION ITEM 7.08 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Amber Whetstine, Executive Director of Learning Services

**TITLE OF AGENDA ITEM:** Unified Improvement Planning / School Action Plans

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

The Unified Improvement Plan (UIP) is a required process for schools and districts to address the areas of academic achievement, academic growth and post-secondary readiness as indicated in the District and School Performance Frameworks. All districts and schools must create and submit UIPs to the Colorado Department of Education (CDE) by April 15<sup>th</sup> annually.

**RATIONALE:**

Boards of Education must approve district and school-level UIPs each year as part of the accreditation process. Our cultural and strategic priorities and initiatives guide the improvement work of the schools in each zone. UIPs include major improvement strategies and action steps aligned with identified areas of improvement. The UIP process also fulfills state-level compliance requirements related to the READ Act, Gifted and Talented programming and Title I, II and III funding allocation reporting.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Each year, Boards of Education are required to approve the district and each school's UIP prior to CDE's public posting.

**INNOVATION AND INTELLIGENT RISK:**

Approving the UIP for District 49 and each school, supports the Colorado school accreditation process. The District Accountability Advisory Committee provides input into the development and recommends approval of the district UIP to the Board, and each school's School Accountability Advisory Committee reviews and recommends each school's plan to the Board.

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

Culture	<b>Inner Ring</b> —How we treat each other	UIPs include strategies for supporting a culture of care with students and families.
	<b>Outer Ring</b> —How we treat our work	UIPs include purposeful and innovative actions to improve student achievement.
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	The UIP process provides a template to prioritize resources aligned with improvement efforts.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	The DAAC and SAACs serve to provide community input into improvement process planning.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Leaders have autonomy to develop improvement strategies aligned with district strategic priorities and zone / school needs.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	UIPs include strategies to build firm foundations in literacy and math.

BOE Regular Meeting April 12, 2018  
Item 7.08 continued

<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	UIPs include strategies to meet individual student needs and develop individualized Pathways to support student success beyond high school.
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**BUDGET IMPACT:** N/A

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve district and school level Unified Improvement Plans as presented in item 7.08.

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

**DATE:** 3-29-18

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA	PICKERING	DORSEY
COMMENTED				X	X

**BOARD OF EDUCATION ITEM 7.09 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Todd Morse – Chief Administrative Officer for Banning Lewis Academy

**TITLE OF AGENDA ITEM:** Banning Lewis Preparatory Site Improvement Request

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Banning Lewis Preparatory Academy is nearing completion of its first school year as a MS/HS campus. We seek to offer a full slate of curricular and co-curricular opportunities for our students as we add additional high school grade levels. The installation of an all-weather track around our existing athletic field will allow us to provide improved opportunities in PE and athletics (boys & girls cross country in the fall and boys & girls track/field in the spring).

**RELEVANT DATA AND EXPECTED OUTCOMES:**

In the initial construction project, the athletic field was graded to accommodate a track encircling the field. Recognizing the significant cost associated with installation of an all-weather track that is the responsibility of Banning Lewis Academy to cover, we have secured over \$400,000 in financial support through the BLRA Foundation to support installation. With the support of District 49 Purchasing and Contract Manager, Jim Rohr, we have secured three bids for design of the project and have selected Northstar to complete the design work if the project is approved. We will strive to complete the track installation for the start of the 2018-19 school year.

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

In addition to the impacts outlined in the chart below, a track will significantly increase the potential for Banning Lewis Preparatory Academy to earn membership in an athletics/activities league and the Colorado High School Activities Association (CHSAA). The availability of quality venues is a key component to membership application processes for both entities.

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	The addition of an all-weather track around our existing athletic field makes a strong statement regarding our commitment to providing high quality educational opportunities for the young people we serve. It honors the work of the PE teachers, coaches, students, and student-athletes involved the classes and teams using the facility.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Our community has trusted our board and administration to develop a full MS/HS program at our new campus. Physical education and athletics are integral components of an exceptional secondary education experience as students are provided the opportunity to develop lifelong fitness habits and learn the many life lessons available through athletics. The installation of a track around our existing athletic field will augment both of these components and increase the number of students who are able to access these opportunities on our campus.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** We recommend approval of an all-weather track installation encircling the existing athletic field at the Banning Lewis Preparatory Academy campus.

BOE Regular Meeting April 12, 2018  
Item 7.09 continued

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

**BOARD OF EDUCATION ITEM 7.10 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Amber Whetstine, Executive Director of Learning Services

**TITLE OF AGENDA ITEM:** Alternative Education Campus Applications

**ACTION/INFORMATION/DISCUSSION:** Action/Discussion

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** Alternative Education Campuses (AECs) serve a unique population of students with high-risk indicators as defined by the Colorado Department of Education. Because of this, CDE allows districts, as part of the accreditation process, to apply annually for AEC designation. This designation allows for alternative measures of student achievement and accountability.

**RATIONALE:** Our strategic plan prioritizes growing a robust portfolio of distinct and exceptional schools, which provide customized educational programming to support the individual needs of every student. Continuing to provide alternative education in District 49 at Patriot High School and GOAL Academy aligns with this priority.

**RELEVANT DATA AND EXPECTED OUTCOMES:** District 49 will continue to offer Alternative Education as a portfolio option to meet the unique needs of students with high-risk factors.

**INNOVATION AND INTELLIGENT RISK:** Designation as an Alternative Education Campus provides alternative options under the state's accountability system for accreditation of schools. Alternative Education Campuses may submit optional alternative measures within the state's designated indicators for AECs to measure the school's annual performance.

**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>	District 49 supports growing a robust portfolio of schools by continuing to provide alternative education options for students with high-risk factors.
	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>	District 49 aims to launch students toward success in student achievement, growth, engagement and post-secondary workforce readiness.

**BUDGET IMPACT:** N/A

**AMOUNT BUDGETED:** N/A

BOE Regular Meeting April 12, 2018  
Item 7.10 continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the AEC Applications for the 2018-2019 school year for Patriot High School and GOAL Academy as recommended by the administration.

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

**DATE:** 3/29/18

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA	WHETSTINE	
COMMENTED				X	

**BOARD OF EDUCATION ITEM 7.11 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Nicole Evans, Human Resources Manager

**TITLE OF AGENDA ITEM:** Job Description Changes for Coach Positions

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Over the past year, the human resources department (HR) and the Athletic Directors have focused on increasing efficiency and evaluating needs within the Extra and Co-Curricular programs (formerly referred to as Schedule B). Through this process, a need was identified to increase the athletic coach positions from only two roles (Head Coach and Assistant Coach) to five roles (Head Coach, Assistant Coach, Advanced Support Coach, Regular Support Coach, and Assistant Support Coach).

The five position model allows:

- Greater flexibility with monetary resources
- Proper pay alignment for the actual duties performed
- Incentive for coaches to grow and advance within the program
- Reduced number of exceptions requested
- Pay falls within salary schedule; no manual over-rides in personnel system
- Reduced risk to the district

The following new or revised coach job descriptions are being presented:

- Head Coach – existing, revised
- Assistant Coach – existing, revised
- Advanced Support Coach – new, combined under one general title of Support Coach
- Regular Support Coach - new, combined under one general title of Support Coach
- Assistant Support Coach - new, combined under one general title of Support Coach

**RATIONALE:**

District 49 uses job descriptions to articulate work to be performed and to provide clarity to applicants for and employees in each position. As departments or programs within the organization change or evaluate their effectiveness, the structure for how the work is performed can change. It is good practice to review corresponding job descriptions to ensure they exist for each unique position and accurately portray the work being performed.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The job descriptions presented include revisions to the essential duties and responsibilities for two currently existing coach positions in addition to three new titles combined under one general title of Support Coach with corresponding essential duties and responsibilities.



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

**Cul**

**Inner Ring—How we treat each other**

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Strategy	<b>Outer Ring</b> —How we treat our work	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.	
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Our thoughtful, transparent job description development and approval process promotes trust with our community. In addition, these changes gives the extra-curricular program the best opportunity to put staff in place to serve our community.	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Work with HR, Business Office, and building level administration to ensure that we have staff for extra and co-curricular programs placed appropriately.	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Allow our schools to grow programming with quality staff.	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Autonomy to place staff appropriately based on program needs.	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Providing the best experience for our students to excel.	

**BUDGET IMPACT:** This model allows greater flexibility with monetary resources. Athletic Directors and building administrators will have the ability to place coaching staff into five possible roles instead of two. This discretion and flexibility will allow budget dollars to be utilized more efficiently which creates the potential to have more staff per program at either a similar or even less overall budget impact.

**AMOUNT BUDGETED:** These positions will fall within the extra-curricular salary schedule.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the newly created and revised job descriptions as recommended by the administration.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting April 12, 2018  
Item 7.11 continued

	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**BOARD OF EDUCATION ITEM 7.12 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Vista del Pico Zone Assignment Resolution

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

In the campaign related to the 2016-3B Mill Levy Override, District 49 promised to build two new elementary schools, one of which would be located in the Banning Lewis Ranch community on previously dedicated land on Vista del Pico Boulevard. The decision to place a school there was made with the intent for it to be able to absorb demand that is currently flowing primarily to Ridgeview Elementary School, just 3 miles away. That specific intent also led to the related intention that the school would become part of the portfolio in the POWER zone, in District 49's zone structure.

However, the current attendance boundary map, in large part due to the capacity pressure at Ridgeview Elementary School, shows the Banning Lewis Ranch Community to the Falcon Elementary School attendance area. This would result in the 'default assumption' for assigning Vista del Pico be to the Falcon Zone. Until attendance boundaries are established and published for the 2019/20 school year, the Board of Education should formalize the intentions made in the campaign to allow the planning for programming and related facility-program decisions to be made by the zone of eventuality rather than by the current technical assignment.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Adopting the attached resolution will formalize the original intent of the Board of Education validated by the Community with their approval of the 2016-3B Mill Levy Override.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	<i>Ensuring that we can follow through on promises made to the community that was supported in the 2016-3B MLO election results maintains trust with our community.</i>
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the resolution in item 7.13 as recommended by the administration.

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

**DATE:** 3/29/2018

BOE Regular Meeting April 12, 2018  
Item 7.12 continued

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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**RESOLUTION**  
**Assigning the new school planned on**  
**Vista del Pico Blvd to the POWER Zone**  
**April 12, 2018**



**WHEREAS**, in November of 2016, the voters of School District 49 passed a Mill Levy Override commonly known as 2016-3B; and

**WHEREAS**, one of the priorities communicated to voters during that campaign was the construction of a new elementary school in the Banning Lewis Ranch Community currently commonly referred to as ‘Vista del Pico’; and

**WHEREAS**, communications presented to the District 49 Board of Education by District 49 staff, and from the District 49 Board of Education and District 49 staff to the community, consistently indicated that Vista del Pico would eventually become part of the POWER zone attendance boundary; and

**WHEREAS**, the Vista del Pico school will not open until August 2019 and therefore not have formally established boundaries perfecting the assignment of the school to the POWER zone until a later date; and

**WHEREAS**, the current official school boundary map of District 49 indicates the Banning Lewis Ranch area is assigned to the Falcon Zone;

**NOW, THEREFORE**, we, the District 49 Board of Education, direct administration and all staff to formally direct the responsibility for the program design of Vista del Pico, and associated facility design issues, to the POWER zone leadership team.

We further direct the administration and all staff to begin a process that will formally establish a boundary plan for the 2019/20 school year that will reflect attendance boundaries consistent with this resolution.

Approved and adopted this 12<sup>th</sup> day of April 2018.

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Marie La Vere-Wright, Board President  
District 49

(SEAL)

Attest:

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Dave Cruson, Board Secretary  
District 49

**BOARD OF EDUCATION ITEM 7.13 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Jodi Poulin, Accounting Group Manager

**TITLE OF AGENDA ITEM:** Bank Account Changes

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

The Business Office would like to propose the following Bank account changes:

- A: Open new accounts with JP Morgan Chase for our main Operating, Payroll and Purchase card transactions
- B: To close a bank account at Bank of New York that was used to repay Bond payments which is no longer needed
- C: To close a bank account used to receive HR Fingerprinting fees at Farmers State Bank, which can easily go into our General Account at that same bank

**RATIONALE:**

JP Morgan Chase offers community branches and more security features than UMB. We have also determined that changing banks will save the District several hundred dollars per month. JP Morgan Chase has local branches in our community, while UMB no longer has that resource available to us in the District boundaries. Closing the BONY will also save yearly fees.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

We have the obligation to our stakeholders to reduce expenses when feasible. By making these banking changes, we can provide reduce expenses, have more cyber security, fraud protection, along with increased features of Purchase cards for staff.

**INNOVATION AND INTELLIGENT RISK:**

Increased Banking security and purchase card features will bring the District up to date and put less pressure on staff due to having a bank oversee and flag issues that may arise.

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

We will be reducing the fees on a monthly basis by changing our banking from UMB to JP Morgan Chase. The efficiency and features will increase on a monthly basis. The security will be increased and rest upon the bank rather than us her at the District.

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	More efficient banking products should reduce time involved for reconciliation and AP payments. Added features for Purchase card usage.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Reduce costs on a monthly basis for banking services; increase security and fraud protection.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	

BOE Regular Meeting April 12, 2018  
Item 7.13 continued

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

**BUDGET IMPACT:** Saving will be seen with reduced fees for increased banking services.

**AMOUNT BUDGETED:** Funds are already currently budgeted (fees for services provided).

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the change from UMB banking in regards to Accounts Payable, Payroll and Purchase cards to JP Morgan; as well as closing two bank accounts that are no longer needed at Bank of New York and Farmers State Bank.

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**BOARD OF EDUCATION ITEM 7.14 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Dr. Nancy Lemmond, Executive Director of Individualized Education

**TITLE OF AGENDA ITEM:** Zone Special Education Administrator Job Description

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

This is the job description for the Zone Special Education Administrator attached to the organization change for the special education department.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The job description is very similar to the Assistant Director job description with the addition of “zone” where appropriate.

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

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	Transparency to all our stakeholders on staff performing specific jobs within the district.
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Continuing to build trust with our special education stakeholders and overall community

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

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

**DATE:** March 29, 2018

*Cruson made the motion; seconded by Fry. The motion passed 5-0.*

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



BOE Regular Meeting April 12, 2018  
Item 7.14 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** April 12, 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
8.01a	GBEA-R	Staff Ethics and Conflict of Interest	P Andersen	Updated to reflect current practice
8.01b	GBEB-R	Staff Conduct and Responsibilities	P Andersen	Updated to align with CASB
8.01c	GDQA-R	Educational Support Staff Reduction in Force	P Andersen	Recommend repeal No corresponding CASB policy
8.01d	JF-R	Admission and Denial of Admission	L Fletcher N Lemmond	Recommend repeal
8.01e	JFABB-R	Admission of Non-Immigrant Foreign Students	L Fletcher	Updated to comply with federal law and current practice
8.01f	JFABD-R	Homeless Students	A Whetstine	Updated to comply with federal law
8.01g	JLC-R	Student Health Services and Records	N Lemmond	Revised information not required included in CDE guidelines
8.01h	KBA-E	Title I Parent and Family Engagement	A Whetstine	Updated to comply with federal law
8.01i	KDB-R	Public's Right to Know/ Access to Information	D Nancarrow	Reviewed

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
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BOE Regular Meeting April 12, 2018  
Item 8.01 continued

<b>Strategy</b>	<p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p>	<p>Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.</p>
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**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

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

**DATE:** March 29, 2018

	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:** April 12, 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 March, 2018 per board policy.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Ensures compliance with all Colorado Revised Statutes. Provide alternative pathways to students that align with 49 Pathways Initiative.

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

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

**DATE:** March 28, 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:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Student Study Trips

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only.

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

**DATE:** March 28, 2018

	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:** April 12, 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:**

C u l t u r e	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —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>
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<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. ***\*No changes from last month.\****

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

**DATE:** April 5, 2018

BOE Regular Meeting April 12, 2018  
 Item 8.04 continued

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>FRY</b>	<b>GRAHAM</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>					
	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>		
<b>COMMENTED</b>					

**BOARD OF EDUCATION 8.05 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Sean Dorsey-Sand Creek Zone Leader

**TITLE OF AGENDA ITEM:** Sand Creek Zone Performance Report

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

The update is the 2018 2nd semester performance report for the Sand Creek Zone.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The Sand Creek Zone performance report will emphasize, but not be limited to, performance data aligned with district, zone, and school goals.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Update the BOE with regard to the performance of the Sand Creek Zone.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Provide an overview of efforts to support primary proficiency.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Update the BOE as to ongoing initiatives and priorities in the Sand Creek Zone, including our performance excellence work with the Studer Education Group, as well as our emphasis pertaining to Visible Learning throughout the zone.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** March 29, 2018

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



**BOARD OF EDUCATION ITEM 8.06 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

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

**TITLE OF AGENDA ITEM:** Board Sub-Committee Minutes

**ACTION/INFORMATION/DISCUSSION:** Information Item

**BACKGROUND OR RATIONALE**

At the 2018 Annual Peak Planning meeting the Board requested the inclusion of board sub-committee minutes as an information item in the board packet.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** March 28, 2018

	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:** April 12, 2018

**PREPARED BY:** Dr. Lou Fletcher, Director of Culture and Services

**TITLE OF AGENDA ITEM:** Culture and Services Department of Justice Update

**ACTION/INFORMATION/DISCUSSION:** Information/Discussion

**BACKGROUND OR RATIONALE**

The District 49-Department of Justice (D49-DOJ) monitoring agreement of 2014 was a joint effort to ensure that incidents of harassment and discrimination are addressed in a timely manner with the goal of creating a better school district culture. The aforementioned collaboration included monthly designated administrator monitoring reports, district-wide multicultural education for instructional staff and administrators, district-wide literacy-based anti-bias interventions for every student, and an initial semi-annual report with 3 follow on annual DOJ updates.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

This is a status update, which is intended to apprise the BOE, Chief Officers, and D49 community on the progress of milestones associated with the 2014 D49-DOJ monitoring agreement.

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

District 49 worked in earnest with the Department of Justice for 3 years to examine the district's culture, and apply appropriate interventions, with the goal of increasing cultural capacity. This collaborative developmental effort impacted every aspect of the district's cultural and strategic initiatives.

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	Culture impacts how we treat each other as well as how we treat our work. Individuals who are harassed and intimidated cannot focus on school or work, which is detrimental personally and professionally.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	A culture that proactively works to mitigate the impact of harassment and discrimination establishes a <u>firm foundation</u> of <u>trust</u> , which enables D49 to effectively engage with its entire <u>community</u> . The collaboration with the DOJ has empowered D49 to refine the district's culture, which can be observed in its <u>portfolio of</u> distinct and exceptional <u>schools</u> . The outcome of the aforementioned collaboration is the intentional alignment of D49's capacity to <u>launch each student toward success</u> .

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The district was formally released from the 2014 monitoring agreement March 7, 2018; therefore, district leaders should now focus on formulating a course of action, which integrates continuous improvement strategies into the cultural gains achieved under the 2014 D49-DOJ monitoring agreement.

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

**DATE:** March 28, 2018

BOE Regular Meeting April 12, 2018  
Item 9.01 continued

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

**BOARD OF EDUCATION ITEM 9.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Ron Lee, Director of 3B MLO

**TITLE OF AGENDA ITEM:** 3B MLO Projects Update

**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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	Always mindful with our integrity, we manage every project to the best possible outcome.
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	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:** March 29, 2018

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

**BOARD OF EDUCATION ITEM 9.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** David Nancarrow, Director of Communications

**TITLE OF AGENDA ITEM:** Establishing A Common and Legal Identity for District 49

**ACTION/INFORMATION/DISCUSSION:** Action/Discussion

**BACKGROUND OR RATIONALE**

To provide the Board of Education initial analysis on data collected from the VOC Survey addressing consolidation of District identity so the district's official, legal, and colloquial names are all the same.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By reviewing this presentation, the Board of Education will increase its understanding of the survey results regarding consolidation of the district's identity.

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the presentation for further review prior to any further discussion on establishing a common and legal identity for District 49.

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

**DATE:** April 5, 2018

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

## BOARD OF EDUCATION AGENDA ITEM 9.04 Minutes

<b>BOARD MEETING OF:</b>	April 2018
<b>PREPARED BY:</b>	Nikki Lester, Career & Technical Education Director
<b>TITLE OF AGENDA ITEM:</b>	Career & Technical Education & Workplace Learning Update
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

### RATIONALE:

### RELEVANT DATA AND EXPECTED OUTCOMES:

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

Culture	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	Update on new and current partnerships.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Discuss pathways at various schools. Updates on Career & Technical Student Organizations and Workplace learning - Marketplace
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Increase awareness of the Career & Technical Education and workplace learning programs in D49.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Continuing to update and align secondary and post-secondary opportunities and industry certifications while still in high school. Share info on “Get a Life Fair”

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:**

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

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

**DATE:** March 29, 2018

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>FRY</b>	<b>GRAHAM</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>	X	X			X
	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>	<b>LESTER</b>	<b>GEMIGNANI</b>
<b>COMMENTED</b>	X			X	X

**BOARD OF EDUCATION ITEM 9.05 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Dr. Nancy Lemmond, Executive Director of Individualized Education

**TITLE OF AGENDA ITEM:** Individualized Education Performance Report

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

Individualized Education houses programs for individualized and small group instruction and experiences – English Language Development, Gifted Education, Special Education, and Community Care. The presentation is an overview of performance for the school year. Informing the Board of Education and stakeholders holds Individualized Education accountable to both internal and external stakeholders along with directors and coordinators within the department.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Overview for informational purposes only.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	An annual performance review provides an opportunity for IE departments to share their performance and work on behalf of students and staff.
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Provide transparency of Individualized Education performance and actions

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

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

**DATE:** April 12, 2018

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA	LEMMOND	LESCHINSIN
COMMENTED				X	X
	MEADOWS	VAIL			
COMMENTED	X	X			

**BOARD OF EDUCATION ITEM 9.06 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Rachel Duerr, Health and Wellness Coordinator

**TITLE OF AGENDA ITEM:** School Health and Wellness Plan Update

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

For compliance with School Wellness Policy ADF, schools will submit School Health Improvement Plans (SHIPs) annually.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

All schools have SHIPs based on their assessment, needs and school priorities. The SHIPs must focus on one of the ten components of the Whole School, Whole Community, Whole Child model. The ten components include: Family Engagement, Community Involvement, Health Education, Physical Education and Physical Activity, Health Services, Nutrition Environment and Services, Counseling, Psychological and Social Services, Physical Environment, Social and Emotional Climate, and Health Promotion for Staff.

Information item for the board of education to show current progress on SHIPs for each school as well as wellness program highlights since the addition of a Coordinator of Health & Wellness. Research shows a link between health outcomes and the academic success of students.

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

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community  <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation  <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>  <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive  <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	District 49 has received national and state level recognition for our work around healthy schools as well as a number of outside grants to support our work.  Family Engagement and Community Involvement are two components of the WSCC model and many schools include these in their SHIPs.  SHIPs provide the framework for each school to focus on continuous improvement around school health. Each school tailors SHIPs to meet the needs of their individual populations.  School health teams have autonomy to develop health improvement strategies aligned with the mission, vision and needs of the school.  Research shows a link between health outcomes and the academic success of students.

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

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



BOE REGULAR MEETING APRIL 12, 2018  
ITEM 9.06 CONTINUED

**DATE:** March 27, 2018

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

**BOARD OF EDUCATION ITEM 9.07 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** April 12, 2018

**PREPARED BY:** Ron Sprinz – Finance Group Manager

**TITLE OF AGENDA ITEM:** 18/19 – Budget Focus

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

In an effort to provide School/Department administration more accurate information on financial performance throughout the year, a new financial ‘score card’ is being developed by the finance department.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

These ‘score cards’ now measure monthly actual performance against a 3 year monthly historic average in an effort to help administration achieve budget targets.

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

With the district’s commitment to Continuous Improvement, these score cards will provide an objective way to monitor and report on financial performance at the school and zone level.

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<p>Reviewing progress on budget targets as a fiscal/school year progresses will provide clarity and transparency to continue to develop trust with our community.</p> <p>The firm foundation for financial performance is information, and providing scorecards will improve the availability of pertinent financial information.</p>

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

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

**DATE:** 3/28/2018

	<b>BUTCHER</b>	<b>CRUSON</b>	<b>FRY</b>	<b>GRAHAM</b>	<b>LA VERE-WRIGHT</b>
<b>COMMENTED</b>	X				X
	<b>HILTS</b>	<b>RIDGWAY</b>	<b>ALMEIDA</b>	<b>SPRINZ</b>	
<b>COMMENTED</b>		X			