

**MINUTES
REGULAR BOARD OF EDUCATION MEETING**

August 9, 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 6:30 p.m. by the Vice-President, *John Graham*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, and Mr. *Graham*. Mr. *Fry* and Mrs. *La Vere-Wright* were absent with prior notice.

2.00 Welcome and Pledge of Allegiance

Vice-President *Graham* welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

3.00 Approval of Agenda

It was moved by *Cruson*, to amend the agenda to add action item 7.05 Safety & Security Job Descriptions Approval, seconded by *Butcher*.

The motion was put and carried with Butcher, aye; Cruson, aye; Graham, aye. Motion carried 3-0.

It was moved by *Cruson*, to approve the agenda as amended, seconded by *Butcher*.

The motion was put and carried with Butcher, aye; Cruson, aye; Graham, aye. Motion carried 3-0.

4.00 Consent Agenda – see attachments

4.01 Approval of Minutes of Regular Board of Education Meeting 7/12/2018 –*Garza*

4.02 Approval of Matters Relating to Administrative Personnel –*White*

4.03 Approval of Matters Relating to Professional/Technical Personnel –*Evans*

4.04 Approval of Matters Relating to Licensed Personnel –*White*

4.05 Approval of Matters Relating to Educational Support Personnel –*Evans*

5.00 Board Update

Butcher: Welcomed everyone back for the start of the school year.

Cruson: I'd like to say thanks to everybody. Sometimes the summer seems like, it's going to be great and relaxed and suddenly the new fiscal year starts and everything gets swung into action. Thanks to everybody, especially admin preparing everything and then our teachers taking over and being present and certainly the action of the students being present has been fantastic. It's neat to see the energy and enthusiasm. People always ask why in the world do you start so early. I love answering that question because mostly I've heard it from teachers who have said I love having 2 weeks for fall and spring break. They really appreciate that. There are benefits all the way around for that. It's neat to see young people getting started on their new adventure, a new grade starting. I'm grateful especially with Fantastic 49, 17 fantastic teachers who were nominated and it's really neat to see the level of engagement that they have and appreciation that they have for being in District 49. I've been able to attend several things. Thanks to everybody for coming out for the ribbon cutting ceremonies for the different schools, Bennett Ranch, Falcon and ALLIES. Thanks to our voters and stakeholders and constituents for voting yes on 3B to make those projects happen. It's really neat to see that get going. Back to school nights/days and family orientation days, neat aspects that our teachers were able to share not only with parents but with other folks as well, not only in their

specific classroom but in the school as well. It's neat to see kids getting signed up. Mine are part of the gardening club which means I have to be a part of the gardening club. I can think of worse things.

Graham: What David was referring to was earlier today we recognized the 17 teachers that were selected for district-wide teacher of the year awards from individual schools that they came from. On behalf of the board and our community, I'd like to congratulate those teachers and the whole district for all the wonderful things that this district does for these kids. It doesn't come necessarily from this board, it comes from the staff, the faculty and the leadership. As a parent of 3 graduates of District 49 and one still attending, I want to say that I greatly appreciate all the efforts that not only do the teachers of the year put in but all the teachers that they represent. Thank you. Congratulations to the ops department for all the buildings and structures and improvements that you've made throughout the district, quite a lot. We've recognized the voters continuously for entrusting us not only with your kids but with your tax dollars to make all of these things happen. Thank you.

5.01 Chief Officer Update

Hilts: I was not present at the ribbon cuttings because I happened to be out of town watching our school district get recognized in Washington D.C. for our work with the military child educational coalition. You'll be hearing more about that at a future Fantastic 49 but it was a real honor to see how honored our programs are and the specific program that was honored this year was our restorative practices program. We had staff today, our trainers team, that went over to a neighboring school district, Ellicott School District, and trained about 50 of their staff members in the restorative practices model that we developed. We were able to provide that to a neighboring district at no cost to them because of the Department of Defense Educational Activities DoDEA grant that we've received. I think it was a great example where we've done a lot of work so that we'll be able to lead in the region. I'm really proud of that. I'll finish my remarks by preempting you against concerns and perhaps complaints you might hear about our transition to Power School and Business Plus. We are in the middle of a software heart and lung transplant. We are doing something really difficult and you have to do it live because you can't simulate the opening of a school year. We have an incredibly dedicated and hard-working team in the central office, in our buildings as registrars and counselors and school administrators and teachers. This is as difficult a transition as there can be and I think our people are acting with as great a professionalism as you could hope to see. It is tough sledding but we've got great people that are keeping a smile and working hard. In another month, I think I'll have a lot smoother path to report. You may hear about that and experience that as I have as a parent as we go through August.

Ridgway: I want to pick up on that and echo the praise on the system conversion. On the Business Plus side, that is the system where we do all of our Human Resources, Accounting, and Payroll. We have a lot of people working really hard to make sure that next Wednesday paychecks will be coming out of the new system. It's not easy because they're doing dual entry because they're running parallel and doing twice the work to test that. Inevitably when you're paying 2000 people it's not going to be perfect on a conversion. They'll be prepared to roll with what they discover as they discover it and hopefully those lessons will come fast and quick and be able to be corrected so that we can move forward really fast as we get on into the fall. Some other news and information on what I've been doing here lately. The legislative interim committee on school finance is in their second year and getting into the home stretch of what they're doing. I had a good opportunity to go and present to them. I had an hour block on their schedule to present to them on July 31st and was there to bring them some different ideas. Unfortunately a lot of what they'd seen and heard to this point had been just kind of rehashing same ideas, maybe different numbers, and different calculations. I was able to hit them with some new ideas. This is a committee that is equally balanced with the political diversity of our state. It's 5 Democrats, 5 Republicans and there are 5 senators and 5 reps so for them to get

he gets picked on a lot, he has my permission to deck the kid. I want you guys to know. There's no reason for him to be getting bullied for days and days and months. If he decks the kid, it'll stop. I put some papers on your desk. A child had a t-shirt on that said Trump should build the fence ten feet higher. He got in trouble for that. I don't remember which state it was in. The principal told him to turn the t-shirt inside out. They kid took it to court and the child won. It cost the school district \$25,000. I wanted you to be aware of that because they do have freedom of speech. If it's not a godawful t-shirt, then they should be allowed to wear whatever they think. I appreciate you guys working hard on putting seat belts on the buses. I know you're doing your best with your finances and everything. I didn't mean to be on your case last time about it. I know you're doing your best. Hanover School District now the teachers are allowed to wear guns. I think our district should be doing the same thing because like especially Falcon High School, it takes a long time for the police to get there. If our teachers are willing to work on being trained, please be open minded and let them do it. All the school shootings are happening because they can't defend themselves. If the schools can defend themselves, they'll think twice about going in and shoot. I appreciate you guys and I love all of you.

7.00 Action Items – see attachments

- 7.01 Appointment of Board Representative to attend CASB Delegate Assembly – **BOE**
- 7.02 Action on New Financial Account - **Ridgway**
- 7.03 Action on Resolution for Revised Waivers for Liberty Tree Academy (5 minutes) **Franko**
- 7.04 Items Removed from Consent Agenda
- 7.05 Safety & Security Job Descriptions Approval (5 minutes) **Watson**

8.00 Information Items

- 8.01 Current Legal Issues – **Ridgway/Hathaway**
- 8.02 Job Descriptions-SBOR Advisor – **Andersen/Hilts**
- 8.03 Kids' Corner Name Change – **Fletcher**

9.00 Discussions Items

- 9.01 2016 3B Projects Update (10 minutes) **Lee/Willhelm**
- 9.02 Operations Performance Report
 - a. Safety and Security (10 minutes) **Watson**
- 9.03 Proposed Ballot Initiative Community Feedback (10 minutes) **Nancarrow/Ridgway**
- 9.04 Policy Revisions, CBI, CBI-R Evaluation of Chief Officers (5 minutes) **Andersen**
- 9.05 Mission Innovation Parameters/Calendar (10 minutes) **Hilts**
- 9.06 Proposed District 49 Resolutions for Colorado Association of School Boards (CASB) (10 minutes).

10.00 Other Business

11.00 Adjournment

It was moved by *Cruson*, seconded by *Butcher* to adjourn the meeting at 7:59 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Graham, aye. Motion carried 3-0.*

Respectfully submitted by Donna Garza,



Marie La Vere-Wright, President



Dave Cruson, Secretary

something accomplished it's going to have to fit in that middle ground so they can build some consensus and make something happen. That went really well and was able to have a couple of follow up meetings earlier today up at the capital and have another one next week with individual members of the committee. Trying to help them help education in the state of Colorado.

Graham: You're educating them to know education basically.

Almeida: I still haven't hit my first full year in the district. This is my first experience going through the end of the summer and the beginning of the school year. For those of you who are not aware, there is a tremendous amount of work that is done within a school district over the span of the summer. Within my lane specifically in operations, it's kind of inspiring to see what everyone's getting done. You get to a point at the end of the summer where you have a significant amount of stress because you're coming up on the end of the summer and folks are coming back to school so every building's got to be done. We had a lot of projects that went on this summer. The team did an absolutely fantastic job in making that push at the end. We now have students at ALLIES, we're very proud to see full up and running. We have students at Bennett Ranch full up and running on a very short time frame because that was a very quick turn from the time we broke ground until that building was open. A lot of great work that this was a culmination of as well as numerous other projects including Falcon High School and some of the other big projects as well as the P2 projects across the district. The second piece, besides the end of the summer first experience, I'm experiencing the first couple of weeks of school first time experience. Again for those of you who don't know, there's a lot of wheels that are turning in those first couple of weeks of school to go ahead and get your systems up and running. A lot of great work being done across the board by the schools, by the administration. Administration is working with the facilities teams, with the operations teams as you look across the board. Transportation is spinning pretty hard right now as we have an increased number of routes so there's additional coordination that's continuing and there is a lot of great work that's being done in that department. A lot of great work that's being done by safety and security across the board in coordinating with the schools and new administrators as we look across the team. The beginning of the school year is a period of significant transition as well. We're right in the midst of that and the team is handling it absolutely fantastically so it's been very eye-opening for me because it's the kind of thing that you never think about until you're actually doing this kind of job. Then you realize, wow, end of summer/beginning of school is a pretty busy time for a lot of folks and they're doing a superb job across the district. My hats off to all of them.

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

Graham: We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum. It is the practice of the board to withhold any board comment or direction to the chiefs until after all who have signed up for open forum have had a chance to speak. I would also like to make you aware of our stakeholder grievance process. This process can be initiated by anyone in our D49 community and guides the community member through the correct people to help resolve their concern including as a final step the opportunity formally appeal to the board. We encourage you to utilize this process as many have successfully resolved their concerns this way.

Duckers: I've been a parent and patron of this district for 30 years. I keep the board honest. I don't have that problem with these guys. They're pretty good. First day of school, Vista Ridge High School, my grandson goes to, the morning went well, the afternoon he got picked on so bad, he was in tears. If

August 9, 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. <i>Ellen Duckers</i>	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	<i>School Bullying</i>	<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input checked="" type="checkbox"/> Other
2. <i>Amy Blake</i>	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input checked="" type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3. <i>Alaina Blake</i>	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input checked="" 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

August 9, 2018 Regular Board of Education Meeting

10.	<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
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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: August 9, 2018

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

TITLE OF AGENDA ITEM: Approval of Minutes of Regular Board of Education Meeting
7/12/18

ACTION/INFORMATION/DISCUSSION: Consent Agenda-Action

BACKGROUND OR RATIONALE

Board review and approval is required prior to posting minutes.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda, including the minutes from the July 12th regular board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES:

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

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

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

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

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

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
August 9, 2018**

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

Resignations:

Name	Position	Location	Effective Date
Meadows, Martina	Coordinator of ELD	Creekside Service Center	July 31, 2018

Terminations:

Name	Position	Location	Effective Date
Fletcher, Jodi	Principal	Springs Studio for Academic Excellence	6/30/2018

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Paul Andersen, Director of Human Resources

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES:

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

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

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

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

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

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Professional/Technical Personnel
August 9, 2018**

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

Transfers:

Name	Transfer From	Transfer To	Rate of Pay	Effective Date
Sedlmeyer, Jamie	Data Analyst Systems Administrator at Education Service Center	Student Information Data and Reporting Analyst at Education Service Center	No Change	July 1, 2018

Resignations:

Name	Position	Location	Effective Date
Bowen, Audra	Technology Quality Assurance Manager	Education Service Center	June 30, 2018

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Melanie White, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES:

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

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

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

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

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

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Licensed Personnel
August 9, 2018**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Delobel, Tyler	.5 Social Studies Teacher	Vista Ridge High School	7/27/2018
Dewar, Haley	5 th Grade Teacher	Remington Elementary School	7/27/2018
Benabides, Regan	English Teacher	Vista Ridge High School	7/27/2018
Johnson, Patricia	Science Teacher	Sand Creek High School	7/27/2018
Nuno, Jennifer	8 th Grade Writing teacher	Falcon Middle School	7/27/2018
Lowe, Tracey	4 th Grade Teacher	Remington Elementary School	7/27/2018
Fralish, Lindsey	Special Education SLD Teacher	Rocky Mountain Classical Academy	7/27/2018
Hunt, Nicole	Counselor	Skyview Middle School	7/27/2018
Thoden, Deanne	Kindergarten Teacher	Odyssey Elementary School	7/27/2018
Wiggins, Hanna	2 nd Grade	Falcon Elementary School	7/27/2018
Dumas, Diane	Special Education ID Teacher	Vista Ridge High School	7/27/2018
Hairston, Erin	3 rd Grade	Falcon Elementary School	7/27/2018
DeFelice, Bethany	Art Teacher	Odyssey Elementary School	7/27/2018
Wurmstein, Andrea	School Counselor	Patriot High School	7/27/2018
Young, Thaddeus	American Sign Language Teacher	Vista Ridge High School	7/27/2018
Hendricks, Veronica	Math Teacher	Vista Ridge High School	7/27/2018
Vosburg, Katie	1 st Grade Teacher	Remington Elementary School	7/27/2018
Norgord, John	Special Education AN teacher	PEAK Program	7/27/2018
Meyer, Christine	Special Education AN Teacher	Stetson Elementary School	8/1/2018
Schardt, Lori	Special Education ID Teacher	Sand Creek High School	8/1/2018
Woodard, Chelsey	Social Studies Teacher	Skyview Middle School	8/2/2018
Boskie, Deloislynn	4 th Grade Teacher	Remington Elementary School	8/1/2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Garland, Michelle	Special Education SLD Teacher	Liberty Tree Academy	7/27/2018
Cohen, Lindsay	Community Engagement Advocate/Social Worker	District Wide	7/27/2018
Bradford, Myron	Part Time .5 Multi Media Teacher	Patriot High School	7/31/2018

Transfers:

Name	Transfer From	Transfer To	Effective Date
Wilson, Amanda	Interventionist	Instructional Coach	7/27/2018
Armes, Teri	1 st Grade Teacher	Springs Ranch Elementary	7/27/2018

Resignations:

Name	Position	Location	Effective Date
Helseth, David	Secondary Teacher	Falcon High School	8/1/2018

Substitutes:

Name	Position	Location	Effective Date
Beard, Erik	Licensed Substitute	Varies	July 26, 2018
Boxberger, Lindsey	Support Substitute	Varies	July 25, 2018
Bly, Sami	Licensed Substitute	Varies	July 26, 2018
Craft, Heather	Licensed Substitute	Varies	July 26, 2018
Davis, Kandle	Licensed Substitute	Varies	July 26, 2018
Edler, Laryssa	Support Substitute	Varies	July 25, 2018
Garner, Millissa	Licensed Substitute	Varies	July 26, 2018
Green, Samantha	Licensed Substitute	Varies	July 26, 2018
Griffin, Jed	Licensed Substitute	Varies	July 26, 2018
Grimes, Jacqueline	Licensed Substitute	Varies	July 26, 2018
House, Svitlana	Licensed Substitute	Varies	July 26, 2018
Kephart, Erin	Licensed Substitute	Varies	July 26, 2018
Konia, Keana	Support Substitute	Varies	July 26, 2018
Marcella, Adriana	Licensed Substitute	Varies	July 26, 2018
Mitchell, Mary	Licensed Substitute	Varies	July 26, 2018
Phinn, George	Licensed Substitute	Varies	July 26, 2018
Taimanglo, Joshua	Licensed Substitute	Varies	July 26, 2018
Wiltz, Tarah	Support Substitute	Varies	July 25, 2018

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Nicole Evans, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES:

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

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

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

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

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

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49**Approval of Matters Relating to Educational Support Personnel
August 9, 2018**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Baker, Nicole	Special Education Para Educator	Woodmen Hills Elementary School	August 01, 2018
Bonati, Michele	Special Education Para Educator	Skyview Middle School	August 01, 2018
Bonilla, Alvar	Building Custodial Technician – Temporary	Remington Elementary School	July 19, 2018
Calvillo Kristina	Nutrition Services Assistant	Imagine Indigo Ranch	July 25, 2018
Carpenter, Renee	Nutrition Services Assistant	Horizon Middle School	July 25, 2018
Carter, Bradley	Campus Security Officer	Vista Ridge High School	July 25, 2018
Cassady, Eryn	Special Education Para Educator	Odyssey Elementary School	August 01, 2018
Chadwick, Christine	Hourly Reading Tutor – Temporary	Remington Elementary School	August 1, 2018
Copeland, Kathy	Nutrition Services Catering Specialist	Nutrition Services	July 25, 2018
Craven, Alicia	Special Education Para Educator	Odyssey Elementary School	August 13, 2018
Dusseau, Camille	Kids' Corner Site Leader	Ridgeview Elementary School	August 06, 2018
Engle, Natallee	Crossing Guard PM	Remington Elementary School	August 1, 2018
Garcia-Burdick, Yasmin	Nutrition Services Assistant	Remington Elementary School	July 25, 2018
Gonzalez, Roxanne	Special Education Para Educator	Falcon Elementary School of Technology	August 01, 2018
Gring, Michelle	Special Education Para Educator	Odyssey Elementary School	August 01, 2018
Hamilton, Jared	Special Education Para Educator	Falcon High School	August 01, 2018
Kiger, Fred	Crossing Guard	Remington Elementary School	August 01, 2018
Lake, Valerie	Lunch Monitor	Springs Ranch Elementary School	August 01, 2018
Lemons, Sheryl	Preschool Para Educator	Odyssey Elementary School	July 30, 2018
Manyik, Mildred	Nutrition Services Assistant	Falcon Middle School	August 01, 2018
Martinez, Martha	Nutrition Services Assistant	Woodmen Hills Elementary School	August 01, 2018
Murphy, Liani	Campus Security Officer	Vista Ridge High School	July 25, 2018
Nelson, Rose	Nutrition Services Assistant	Skyview Middle School	July 25, 2018
Schmitt, Teresa	Hourly Reading Tutor - Temporary	Stetson Elementary School	August 01, 2018
Sedlak, Julie	Special Education Para Educator	Vista Ridge High School	August 01, 2018
Slattery, Jennifer	Nutrition Services Assistant	Falcon High School	July 25, 2018
Small, Reachel	Nutrition Services Assistant	Falcon High School	July 25, 2018

Staker, Brittany	School Attendance Secretary	Odyssey Elementary School	July 11, 2018
Stevens, Cheri	Nutrition Services Assistant	Ridgeview Elementary School	August 01, 2018
Tressen, Patricia	Health Room Paraprofessional	Vista Ridge High School	July 30, 2018
Villamarin, Christi	Nutrition Services Assistant	Imagine Indigo Ranch	July 25, 2018
Webster, Abbarilla	Preschool Para Educator	Stetson Elementary School	July 30, 2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Aziz, Nancy	Special Education Para Educator	Horizon Middle School	August 01, 2018
Cockrell, Emily	Nutrition Services Assistant	Bennett Ranch Elementary School	August 01, 2018
Corneliusen, Lisa	Preschool Para Educator	Bennett Ranch Elementary School	July 30, 2018
Lindsley, Tiara	Special Education Para Educator	Odyssey Elementary School	August 01, 2018
Loving, Christie	Special Education Para Educator	Bennett Ranch Elementary School	August 01, 2018
Sutherland, Dawn	Health Room Paraprofessional	Bennett Ranch Elementary School	July 30, 2018

Transfers:

Name	Transfer From	Transfer To	Effective Date
Bird, Maria	Special Education Para Educator at Sand Creek High School	Special Education Para Educator at PEAK Education Center	June 27, 2018
Brewer, Connor	Nutrition Services Assistant at Remington Elementary School	Nutrition Services Assistant at Ridgeview Elementary School	July 25, 2018
Dunson, Mariah	School Receptionist/Health Room Paraprofessional at Patriot High School	School Administrative Assistant/Health Room Paraprofessional at Patriot High School	July 16, 2018
Guy, Sharon	School Administrative Secretary at Falcon Elementary School of Technology	School Administrative Secretary at Bennett Ranch Elementary School	July 11, 2018
Higbee, Kayla	Kids' Corner Manager at Kids' Corner	Temporary Family Engagement Community Liaison at Remington Elementary School	July 27, 2018
Lindsey, Stacy	School Attendance Secretary at Remington Elementary School	School Administrative Secretary at Remington Elementary School	July 11, 2018
McKeal, Marjorie	Assistant Principal at Ridgeview Elementary School	Hourly Reading Tutor at Ridgeview Elementary School	August 1, 2018
Mercado, Carmen	Special Education Para Educator at Rocky Mountain Classical Academy	Special Education Para Educator at Stetson Elementary School	August 1, 2018
Rizzo, Stephanie	Health Room Paraprofessional at Springs Ranch Elementary School	General Education Para Educator at ALLIES	August 1, 2018
Santiago, Marilyn	Special Education Para Educator at Rocky Mountain Classical Academy	Special Education Para Educator at Stetson Elementary School	August 1, 2018
Schmidt, Debra	Nutrition Services Assistant at Horizon Middle School	Nutrition Services Assistant at Falcon High School	July 25, 2018
Shapiro, Beth	Nutrition Services Assistant at Horizon Middle School	Nutrition Services Assistant at Meridian Ranch Elementary School	July 25, 2018

Verrill, Karri	School Administrative Secretary at Remington Elementary School	School Administrative Secretary at Pikes Peak Early College	July 11, 2018
White, Cynthia	School Attendance Secretary at Falcon Elementary School of Technology	School Attendance Secretary at Falcon Middle School	July 11, 2018
Youngblood, Sheila	INR Reading Teacher at Patriot High School	Special Education Para Educator at Springs Ranch Elementary School	August 1, 2018

Resignations:

Name	Position	Location	Effective Date
Ammons, Debra	Hourly Reading Tutor	Ridgeview Elementary School	July 31, 2018
Bansil, Andrea	Lunch Monitor	Ridgeview Elementary School	July 12, 2018
Brungardt, Randall	Special Education Para Educator	Ridgeview Elementary School	July 20, 2018
De La Torre, Yessenia	Special Education Para Educator	Pikes Peak School of Expeditionary Learning	July 10, 2018
Garcia, Patricia	Kids' Corner Site Lead	Evans International Elementary School	July 27, 2018
Girres, Mariah	Special Education Para Educator	Remington Elementary School	July 02, 2018
Hailes, Betsy	Special Education Para Educator	Horizon Middle School	July 14, 2018
Hawley, Stacey	Kids' Corner Site Lead	Woodmen Hills Elementary School	July 13, 2018
Hoffman, Tara	Bus Driver	Transportation	July 05, 2018
Keck, Alexander	Building Custodial Technician	Falcon Elementary School	July 02, 2018
Key, Anna	Bus Driver	Transportation	July 30, 2018
Kelly, Ann	Lunch Monitor	Springs Ranch Elementary School	June 04, 2018
Miller, Angela	Nutrition Services Manager	Falcon Middle School	July 31, 2018
Murdock, Damiana	Kids' Corner Site Assistant	Kids' Corner	August 17, 2018
Pena, Jennifer	Bus Paraprofessional	Transportation	July 26, 2018
Rankin, Amanda	Nutrition Services Assistant	Sand Creek High School	July 24, 2018
Reeves, Kelly	Special Education Para Educator	Odyssey Elementary School	July 25, 2018
Roa, John	Bus Driver	Transportation	May 25, 2018
Roche, Carla	Health Room Paraprofessional	Vista Ridge High School	July 06, 2018
Rodrigues, Karin	Online Learning Coach/Mentor	Sand Creek High School	July 09, 2018
Ross, Sue Ann	Library Assistant	Ridgeview Elementary School	July 17, 2018
Saunders, Sharla	Health Room Paraprofessional/Receptionist	Springs Studio for Academic Excellence	July 14, 2018
Shaum, Stephanie	Nutrition Services Assistant	Horizon Middle School	July 05, 2018
Simpson, Susan	Health Room Paraprofessional	Banning Lewis Ranch Academy	July 11, 2018
Stilson, Kelly	Preschool Para Educator	Stetson Elementary School	July 24, 2018
Tinoco, Dana	Lunch Monitor	Horizon Middle School	July 17, 2018
Watts, Melissa	Special Education Para Educator	Springs Ranch Elementary School	July 24, 2018
Weidner, Evan	Campus Security Officer	Vista Ridge High School	July 30, 2018
Williams, Brody	Bus Driver	Transportation	July 27, 2018
Williams, Tammy	Bus Driver	Transportation	July 20, 2018
Wright, Julie	Nutrition Services Assistant	Falcon High School	July 18, 2018
Young, Tenill	Campus Security Officer	Falcon Middle School	July 24, 2018

Revised Pay Rate:

Name	Position	Location	Effective Date
Miller, Constance	Speech Language Pathologist Assistant	Special Services Department	Did not start 17/18 as scheduled, adjusted hire August 1, 2018

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Donna Garza, BOE Executive Assistant

TITLE OF AGENDA ITEM: Board Representative to attend CASB Delegate Assembly

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

Colorado Association of School Boards (CASB) resolutions represent philosophy and belief statements that are core to the work of local school boards.

RELEVANT DATA AND EXPECTED OUTCOMES:

Appointing a board representative to serve as a delegate at the October Delegate Assembly ensures that the district takes an active role in helping to determine the issues on which CASB should proactively lobby for legislative change that will benefit local school boards and the students those boards serve. The Board's delegate will represent the district in the Delegate Assembly.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to appoint John Graham as the board representative to serve as a Delegate at CASB's Delegate Assembly in 2018.

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

DATE: July 27, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 7.01 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: New Financial Account

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE: D49 policy and Colorado statute require that only the Board of Education can authorize opening or closing accounts in the name of the district at financial institutions – usually authorizing a district employee to undertake that specific action for a specific account at a specific financial institution.

RELEVANT DATA AND EXPECTED OUTCOMES: D49, specifically Falcon Middle School, has been named in a recent decedent's estate that is being distributed by Ameriprise Financial Services, Inc.. This firm requires that the district open an account with them to gain access to the funds, even though it has been clearly understood that there would be no long-term relationship between D49 and Ameriprise. Despite the difficulties of dealing with this particular firm we wish to honor the wishes of the decedent and so acquiesce to opening account, but will close the account immediately upon completion of the associated transaction(s).

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	<i>Honoring good intentions from the community by going beyond normal processes to fulfill an appropriate request.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>Following normal policies and procedures for opening an account, even though it is with a firm that clearly establishes their procedures solely as a strategy for obtaining new business.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to authorize the Chief Business Officer to establish an account with Ameriprise Financial Services, Inc., for the sole purpose of receiving an estate donation and also direct the Chief Business Officer to close the account once all related transactions have occurred.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: August 6, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

BOE Regular Meeting August 9, 2018
Item 7.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Liberty Tree Academy Charter School Waivers

ACTION/INFORMATION/DISCUSSION: Action/Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Charter School Act provides charter schools the opportunity to apply for and be granted waivers from state statutes that are not automatically waived. As statutes change and District 49 authorized charter schools age, waivers of certain statutes need reconsideration and revision.

RATIONALE:

It is appropriate for the District 49 BoE to consider waiver requests from charter schools and determine if the rationale and replacement plan for such waivers is sufficient and appropriate to meet local expectations. If approved by the local board of education, the waivers are then sent to the Colorado Department of Education and presented to the State Board of Education. Should the SBoE confirm the BoE's approval of the waivers and rationale/replacement plan (RRP), the waiver is in effect and is valid for the duration of the charter contract.

RELEVANT DATA AND EXPECTED OUTCOMES:

Upon approval of the Liberty Tree Academy charter contract, the contract, to include Attachment 5 – waivers, was submitted to the Colorado Department of Education. The School of Choice unit reviewed the waiver request and rationale plans and provided feedback to revise. Liberty Tree Academy was provided the feedback and has made the necessary adjustments to the replacement plans as advised.

INNOVATION AND INTELLIGENT RISK:

The waiver request LTA is seeking align to those requested and approved by other charter schools operating in District 49. Risk to approving the waivers as presented is limited as the process will include approval at the SBoE level.

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

Culture	Inner Ring —How we treat each other	Shows respect for the autonomy granted to charter schools.
	Outer Ring —How we treat our work	Responds to charter schools' desire to serve students through their educational model.
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>	Reinforces school's opportunity to be innovative and serve a community within a specific educational model.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BOE Regular Meeting August 9, 2018
Item 7.03 continued

BUDGET IMPACT: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the requested waivers with rationale and replacement plans as presented.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: July 26, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

	HILTS	RIDGWAY	ALMEIDA	FRANKO	
COMMENTED				X	



RESOLUTION

We, the members of the board, resolve to approve the modification of the Liberty Tree Academy Charter Contract originally signed and dated January 2018 to include the listed waivers and rationale listed below:

Attachment 5 Liberty Tree Academy Waiver Request Appendix

AUTOMATIC WAIVERS

State Statute Citation	Description
<i>22-32-109(1)(f), C.R.S.</i>	Local board duties concerning selection of staff and pay
<i>22-32-109(1)(t), C.R.S.</i>	Determine educational program and prescribe textbooks
<i>22-32-110(1)(h), C.R.S.</i>	Local board powers-Terminate employment of personnel
<i>22-32-110(1)(i), C.R.S.</i>	Local board duties-Reimburse employees for expenses
<i>22-32-110(1)(j), C.R.S.</i>	Local board powers-Procure life, health, or accident insurance
<i>22-32-110(1)(k), C.R.S.</i>	Local board powers-Policies relating the in-service training and
<i>22-32-110(1)(ee), C.R.S.</i>	Local board powers-Employ teachers' aides and other non-certificated personnel
<i>22-32-126, C.R.S.</i>	Employment and authority of principals
<i>22-33-104(4)</i>	Compulsory school attendance-Attendance policies and excused absences
<i>22-63-301, C.R.S.</i>	Teacher Employment Act - Grounds for dismissal
<i>22-63-302, C.R.S.</i>	Teacher Employment Act-Procedures for dismissal of teachers
<i>22-63-401, C.R.S.</i>	Teacher Employment Act-Teachers subject to adopted salary
<i>22-63-402, C.R.S.</i>	Teacher Employment Act-Certificate required to pay teachers
<i>22-63-403, C.R.S.</i>	Teacher Employment Act-Describes payment of salaries
<i>22-1-112, C.R.S.</i>	School Year-National Holidays

NON-AUTOMATIC WAIVERS

State Statute Citation	Description
C.R.S. § 22-9-106 C.R.S. § 22-9-107	Local boards of education—duties—performance evaluation system—repeal and School district personnel performance evaluation council's duties.
C.R.S. § 22-2-112(1)(q)(I)	Commissioner-Duties (reporting performance evaluation ratings)
C.R.S. § 22-32-109(1)(n)(I)	Local Board Duties Concerning Teacher-Pupil Contact Hours
C.R.S. § 22-32-109(1)(n)(II)(A)	Teacher-pupil contact hours
C.R.S. § 22-32-109(1)(n)(II)(B)	Adopt district calendar
C.R.S. §22-63-201	Teacher Employment Act – Compensation & Dismissal Act – Requirement to hold a certificate

C.R.S. § 22-63-202	Teacher Employment Act - Contracts in writing, damage provision
C.R.S. § 22-63-203	Teacher Employment Act-Requirements for probationary teacher, renewal &
C.R.S. § 22-63-206	Teacher Employment, Compensation and Dismissal Act
C.R.S. § 22-63-204	Employment – Interest prohibited
C.R.S. § 22-63-103 (10)	Teacher Employment, Compensation, and Dismissal
C.R.S. § 22-32-109.8	Fingerprinting
C.R.S. § 22-32-109.9	Fingerprinting
C.R.S. § 22-32-109(1)(b)	Local Board duties concerning competitive bidding
C.R.S. § 22-32-110(1)(y)	School Accepting gifts, donations, grants
C.R.S. § 22-7-1014(2)(a)	Preschool individualized readiness plans
C.R.S. § 22-60.5-301	HR Management: applicants' qualifications to work in school
C.R.S. § 22-32-134.5	Healthy beverages policy
C.R.S. § 22-32-136	Children's nutrition- healthful alternatives
C.R.S. § 32-136.3	Children's nutrition- no trans fats in school foods
C.R.S. § 32-110(1)(r)	Local board powers- Exclude library materials
C.R.S. § 32-119	Kindergarten
C.R.S. § 22-1-110	General provision- teaching alcohol and controlled substances
C.R.S. § 22-1-128	General provisions- comprehensive human sexuality

1. 1 C.R.S. § 22-9-106 and C.R.S. § 22-9-107: Local Board of Education-Duties-Performance Evaluation System; C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties

These statutes allow a charter school to implement their own performance evaluations and not to have to report those evaluation ratings.

Rationale: Liberty Tree Academy's ("LTA") administration must have the ability to perform the evaluation of all personnel. Should the administration not have a Type D certificate, this should not preclude him or her from administering the evaluations. The LTA administration and the LTA Board must also have the ability to perform the evaluation for principals. Additionally, LTA should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

Plan: LTA will use its own evaluation system as agreed to in the charter contract with the D49 and therefore should not be required to report their teacher evaluation data. LTA's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for LTA's evaluation system will include quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. In addition, the evaluation data is used to inform professional development decisions for each teacher. Core course level participation will continue to be reported Pursuant to C.R.S. 22-11-503.5, as this is a non-waivable statute.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will Be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to LTA, as set forth in the charter contract.

Expected Outcome: With this waiver, LTA will be able to implement its program and evaluate its teachers in a manner that produces a greater accountability to the school. This will benefit staff members as well as students and the community.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

2. C.R.S. § 22-32-109(1)(n)(I), C.R.S. § 22-32-109(1)(n)(II)(A), and C.R.S. § 22-32-109(1)(n)(II)(B): School Board's duty to prescribe length of school year and hours of teacher-pupil instruction and to adopt a calendar.

Rationale: LTA will prescribe the actual details of its own school calendar and hours of teacher-pupil contact. The total number of student hours in school will comply with state requirements.

Replacement Plan: A finalized calendar and school day for LTA (including teacher-pupil contact hours) will be officially adopted each year by the Board of LTA that meets the requirements set forth in statute.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will Be Evaluated: The impact of the waivers will be measured by the same performance criteria and assessments that apply to LTA as set forth in the charter contract.

Expected Outcome: As a result of this waiver, LTA will be able to operate under its own schedule, which is vital to the success of its program.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

3. C.R.S. § 22-63-201 and C.R.S. § 22-63-202 and C.R.S. § 22-63-203

C.R.S. § 22-63-201: Teacher Employment Act – Compensation & Dismissal Act – Requirement to hold a certificate

C.R.S. § 22-63-202: Requires a written employment contract with teachers, including a damages provision. Provides for temporary suspension of employment and cancellation of contract.

C.R.S. § 22-63-203: This section establishes specific requirements for the employment of probationary teachers and the renewal or not, of their contracts.

Rationale: LTA should be delegated the authority from its authorizer to develop its own employment contracts and terms and conditions of employment. LTA will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is

successful in a traditional public school will be successful at LTA. Almost all employees of LTA will be employed on an at-will basis using employment agreements that comply with all statutory requirements.

Replacement Plan: A LTA specific employment agreement which requires an annual renewal and addresses payment of salaries upon termination of employment of a teacher will be used. Said agreement will follow LTA Board Policies. LTA is committed to employing Highly Qualified educators. The school will ensure that staff working in the school are selected based on who is most qualified to implement its educational program and fulfill the educational mission of the school. In order to attract the most qualified educators, it may be beneficial for the school to be able to hire teachers who don't hold a certificate, but who possess unique background and/or skills, or fill a need for the school. The school may hire teachers licensed in the grade and subject area for the teaching position, but in instances where a suitable licensed teacher is not available, the school will hire individuals who have a minimum of a bachelor's degree, preferably with a degree or passing score on a content area test in a related field, who are eligible to pursue a license with the Colorado Department of Education in the applicable grade and subject area.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon D49's budget and will have a positive impact the LTA budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: As a result of these waivers, LTA will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

4. C.R.S. § 22-63-206: Teacher Employment, Compensation, and Dismissal Act (substantive); Permits transfer of teachers between schools upon recommendation of district's chief administrative officer.

Rationale: LTA has been granted the authority under a charter contract to select its own teachers. D49 should not have the authority to transfer its teachers into LTA or transfer teachers from LTA to other D49 schools.

Replacement Plan: LTA will hire teachers on a "best qualified" basis. Teachers who wish to transfer from LTA may follow D49 procedures.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: LTA expects that as a result of this waiver it will be able to manage its own personnel affairs, consistent with the terms of the charter contract and the Colorado Charter School Act.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

5. C.R.S. § 22-63-204: Employment – Interest prohibited

Rationale: It is essential that the school be granted the latitude to raise money through grants and fundraising and to spend such funds to accomplish its educational objectives. LTA needs to be allowed to accept pay for sale of goods to accomplish education objectives.

Replacement Plan: The LTA Board will use policy to govern receiving gifts, donations, and grants and will monitor expenditures against instructional objectives.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon D49's budget and will have a positive impact the LTA budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: As a result of the waiver, the LTA Board will have the latitude to raise and expend funds as needed and will be able to act more quickly while maintaining accountability.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

6. C.R.S. § 22-63-103 (10): Teacher Employment, Compensation, and Dismissal - Definitions - Substitute Teacher; This section describes a substitute teacher and the qualifications of such.

Rationale: Developing and maintaining a qualified pool of substitute teachers can be challenging for a charter school since the expectations vary from those of traditional public schools.

Replacement Plan: The LTA administration shall have the authority to select part-time and substitute teachers.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: As a result of this waiver, LTA will be able to employ part-time and substitute teachers possessing unique skills and/or background necessary for the smooth operation of the school.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

7. C.R.S. Sec. 22-32-109.8 and 22-32-109.9: Require Boards of Education to make certain inquiries and background checks prior to hiring applicants; requires Board of Education to investigate allegations of child or sexual abuse; requires applicant to submit fingerprints and certify no convictions; provide for district to require certified personnel to submit fingerprints in certain instances.

Rationale: LTA will hire its own employees and therefore should be delegated the responsibility from its authorizer to comply with these provisions for its own employees so that all required inquiries and background checks can be conducted in a timely and efficient manner.

Replacement Plan: LTA will conduct all inquiries and background checks in compliance with statute before hiring new employees.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: As a result of these waivers, LTA will be responsible for completing its own background checks.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

8. C.R.S. Section 22-32-109(1)(b) Local board duties concerning competitive bidding

Rationale: The School requests sole discretion in all competitive bidding policies in order to make sure that we are able to acquire the goods and services that best meet the needs of our students in the most efficient possible manner.

Replacement Plan: The board of LTA will develop, adopt, and implement their own financial policies, rules and regulations, including those for the competitive bidding process.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will be Evaluated: Since this area has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.

Expected Outcome: As a result of this waiver, the School will be able to purchase goods and services that meet our needs and support our operational needs.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

9. C.R.S. Section 22-32-110(1)(y) School Accepting gifts, donations, grants

Rationale: In order to ensure the School is able to operate critical aspects of its model outside of its core program, the school engages in fund development efforts. Funds are raised from a wide range of foundations, corporations, and individuals. In addition, the schools occasionally receive gifts, which can be used to further support the program. It is the responsibility of the School to engage in responsible fundraising efforts and to receive and execute gifts, donations and/or grants in alignment with the donors' wishes along with local, state and federal laws. In cases of giving in which funds are unrestricted, the School, with the support of the School's board and Finance Committee, determines the most effective use of the funds.

Replacement Plan: Our Fiscal Policies and Procedures Handbook outlines our policies.

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon the budgets of D49 or LTA.

How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance of the school and its staff, as per this Charter School Agreement.

Expected Outcome: As a result of this waiver, the school will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

Duration of the Waivers: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

10. C.R.S. Section 22-7-1014(2)(a): Preschool individualized readiness plans

Rationale: LTA should have the authority to implement relevant curriculum and assessments that ensure students success in higher learning. The domains of physical well-being and motor development; social-emotional development; language and comprehension development; and cognition and general knowledge are assessed daily through LTA's current curriculum assessments. Support is readily available through numerous avenues throughout LTA's program. Within the first 60 calendar days of the school year, LTA will be responsible for proper assessment of the readiness of all incoming kindergarten students in the following domains:

- Physical well-being and motor development
- Social and emotional development
- Language and comprehension development
- Cognition
- General knowledge -math
- General knowledge -literacy

The assessment will be research-based, valid, and reliable, and will be used to develop individualized plans for meeting the needs of those incoming students in a manner that is consistent with its overall principles, curriculum, and educational goals. Additionally, because LTA is using an assessment of its choosing, the data will not be generated in the same manner as the school readiness data generated by a State Board approved readiness assessment.

Replacement Plan: LTA has a Kindergarten program utilizing the Core Knowledge curriculum that aligns to the Colorado Academic Standards (CAS).

1. Physical well-being and motor development:

- Students participate weekly in a structured recess that encourages gross motor development. Students are assessed on motor-development skills acquired throughout the year by our elementary physical education teacher.
- Students participate weekly in Art education meeting or exceeding state standards. Development of fine motor skills is achieved through drawing, painting, and creating projects. Students are assessed on fine motor skills acquired throughout the year.
- Students participate weekly in Music education meeting or exceeding state standards. Students participate in a variety of movement and rhythm exercises. Students are assessed throughout the year.
- Students participate in daily writing exercise learning how to hold and manipulate a

pencil and form their letters and numbers properly. Students are assessed throughout the year.

- Assessment information is gathered by observation protocols based on appropriate developmental guidelines and State Standards in the area of physical well-being and motor development.
2. Social-emotional development (based on the CAS)
 - Students are instructed in the positive behavior support system designed by the school. This includes classroom, cafeteria, recess, and hallway expectations. Students are rewarded for the positive behavior they demonstrate.
 - Positive behavior in the classroom is reinforced and negative behavior is redirected and refocused, as well as individual behavior charts, and whole class rewards. This is to strengthen self-regulation and executive-functions that help students pay attention, remember directions, and control their behavior.
 - Instruction in good character and virtue is integrated in the curriculum on a daily basis. This helps students develop social-emotional skills such as making friends, managing emotions and solving problems to set them on the path for social success and academic readiness.
 - Assessment information is gathered by observation protocols by the classroom teacher based on appropriate developmental guidelines and Colorado State Standards.
 3. Language and comprehension development (based on the CAS)
 - Students receive 65 minutes of instruction each day in the Riggs phonics language arts curriculum. This is a comprehensive program for writing, spelling, reading, listening, and speaking that builds vocabulary and knowledge. Students master the basic phonetic components of the English language in order to decode and encode fluently. Students are also taught vocabulary through daily reading, language arts skills that are essential for comprehension. Each skill is assessed weekly. An overall assessment of reading fluency is administered monthly.
 - The *DIBELS Next* assessment is administered three times per year. Any student who does not achieve benchmark is progress monitored every two to three weeks. Students not making benchmark progress are assessed with *DIBELS Deep* to determine the literacy area most in need of improvement. If the student is far below benchmark on two consecutive assessment administrations, the student is placed on a READ plan and given an additional 30 minutes of small group instruction.
 4. Cognition and general knowledge (based on the CAS)
 - Students receive 40 minutes of math instruction using Singapore's math curriculum. This curriculum is aligned to the Colorado Academic Standards for math. Assessments are given every two weeks to monitor progress. Students who fall behind are given additional time with a teacher aide.
 - Science - Students are instructed on various topic including: Plants; Animals and their Needs; the Human Body (five senses, taking care of your body - exercise, cleanliness, health diet, and rest); Magnets; Seasons and Weather; and Conservation. Assessments are given regularly to monitor progress.

- History and Geography - Students are instructed on various topics including: Geography - Spatial Sense (working with maps and globes students recognize rivers, lakes, mountains, Atlantic and Pacific Oceans, North and South Pole); an overview of the seven continents including landmarks and animals, Native American Peoples; Early Exploration and Settlement (including the voyage of Columbus, the Pilgrims, and Independence Day) Presidents Past and Present (including Washington, Jefferson, Lincoln, Theodore Roosevelt and the current United States President); and United States Symbols (including the American Flag, Statue of Liberty, Mount Rushmore, and the White House). Assessments are given regularly to monitor progress.
- Assessment information is gathered from formal curriculum assessments and classroom teacher observations based on appropriate developmental guidelines and State Standards.

Any student not making adequate growth in any of the above areas receive Response to Intervention (RtI) strategies in small groups or 1:1 instruction. RtI plans are developed and review with our Student Services Department quarterly. The information reviewed includes results of formal assessments, informal assessments, and developmental checklists. This information is housed in an internet based data management system of the school's choosing, to bring together achievement data from many sources, generate student and summary reports, and allow for distribution to appropriate RtI personnel.

If students do not respond with adequate growth following this intervention they may be referred to a Physical/Occupational Therapist; Psychologist; Speech/Language Therapist; Special Education Teacher; Counselor or Mental Health Therapist for further assessment. These assessments results are held in Enrich.

Methods and assessments used are clear and relevant and have the goal of improving student academic growth and meet the intent of the quality standards established in C.R.S § 27-7-1014(2)(a).

Financial Impact: LTA anticipates that the requested waiver will have no financial impact upon D49's budget or LTA's budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to LTA, as per the charter contract.

Expected Outcome: If granted, the waiver will enable LTA to instruct, assess, and monitor incoming students in a manner that is consistent with its overall principles, curriculum, and educational goals in order to ensure school readiness and student success in all domain areas.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

11. C.R.S. § 22-60.5-301: Colorado Educator Licensing Act -Principals & Administrators

Rationale: The unique curriculum and methods required to supervise and manage LTA could limit the pool of potential candidates for the School Administrator position if potential candidates must also be state licensed and/or certified.

Replacement Plan: The LTA Board will hire a School Administrator who will further the mission, goals and objectives of the School. The School Administrator will not function as a traditional school district principal but rather will be responsible for a wider range of tasks. The School seeks to attract a School Administrator from a wide variety of backgrounds, including but not limited to, teachers and persons with school administration or other professional experience.

Financial Impact: LTA anticipates that the requested waivers will have no financial impact on D49 or LTA's budget.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Agreement.

Expected Outcome: As a result of this waiver, LTA will set its own policies in keeping with the philosophy and mission as stated in the Charter School Contract.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

12. C.R.S. Section 22-32-134.5, 22-32-136, 22-32-136.3: Children's nutrition and Healthy Beverages Policy

Rationale: LTA will be operating independently from other schools in D49 and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Contract. LTA may establish agreements with food vendors to serve food on its campus.

Replacement Plan: LTA encourages its students having the freedom and opportunity to make healthy lifestyle choices, as part of its mission to develop independent students with good character and virtue. LTA will adopt its own policies concerning healthy environments and education for children that meet or exceed the intent of the law. The Board of Directors of LTA will adopt policies and the Principal or designated head of school of LTA will prescribe rules and regulations to meet the intent of promoting healthy lifestyles among its students. LTA will meet federal standards related to this statute.

Financial Impact: LTA anticipates that the requested waivers will have no financial impact on D49 or LTA.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Contract.

Expected Outcome: As a result of this waiver, LTA will set its own policies in keeping with the philosophy and mission as stated in the Charter School Contract.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

10. C.R.S. § 22-32-110(1)(r): Exclusion Materials from Schools and Libraries Excludes materials found to be immoral or pernicious from schools or libraries.

Rationale: The D49 School Board and the automatic state waiver of CRS § 22-32- 109(1)(t) granted the Board of Directors of LTA the authority to determine the educational program for the school. LTA should be delegated the authority to establish and maintain appropriate standards for material acceptable in its

school in accordance with the Charter School Contract. This waiver has been granted to other charter schools and is requested to clearly align with the intent of the waiver from CRS § 22-32- 109(1)(t).

Replacement Plan: LTA will adopt its own policies concerning exclusion of materials that exceed the intent of the law related to immoral or pernicious material.

Financial Impact: LTA anticipates that the requested waivers will have no financial impact on D49 or the school.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Contract.

Expected Outcome: As a result of this waiver, LTA will set its own policies in keeping with the philosophy and mission as stated in the Charter School Contract.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

13. C.R.S. § 22-1-110 and C.R.S. § 22-1-128: C.R.S. § 22-1-110 Effect of Use of Alcohol and Controlled Substances to be Taught Specifies how, when, and to what extent the effects of alcohol and controlled substances will be taught in all grade levels. C.R.S. § 22-1-128 Comprehensive Human Sexuality Education Specifies how, when, and content for human sexuality education to be taught in all grade levels. Supersedes C.R.S. § 22-1-10.5, repealed by Colorado House Bill 13-1081.

Rationale: LTA is granted the authority to determine the educational program for the school through an automatic waiver of C.R.S. § 22-32-109(1)(t). Consistent with this waiver, LTA should have the authority to establish and maintain appropriate standards for the education program, texts, and materials acceptable in its school in accordance with the Charter School Contract.

Replacement Plan: LTA will include instruction on the effect and use of alcohol and controlled substances and will include appropriate instruction on human anatomy, reproduction, and sexuality. LTA will meet the intent of the Colorado Academic Standards on Comprehensive Health and Physical Education.

Financial Impact: LTA anticipates that the requested waivers will have no financial impact on D49 or the school.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Contract.

Expected Outcome: As a result of this waiver, LTA will experience an enhanced educational program by being able to administer the school program keeping with the philosophy and mission as stated in the Charter School Contract.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

14. C.R.S. Section 22-32-119, CRS. Kindergarten Establishing and maintaining kindergarten

Rationale: The D49 School Board has granted the LTA Board the authority to determine the educational program for the school. LTA should be delegated the authority to establish and maintain a kindergarten in accordance with the Charter School Contract.

Replacement Plan: The educational program for LTA is described in the approved Charter School Contract and the kindergarten will follow the description contained therein.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on the D49 or School.

How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the Charter School Contract.

Expected Outcome: As a result of this waiver, LTA will experience an enhanced educational program by being able to administer the school program at the kindergarten level in a manner in keeping with the philosophy and mission as stated in the Charter School Contract.

Duration of the Waiver: LTA requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for five academic operating years, through June 30, 2023.

AUTOMATIC DISTRICT WAIVERS

- **Section G: Personnel.** The charter school is responsible for its own employees and employs personnel at-will making most of these policies unnecessary.
- **Section I: Instruction.** The charter school is approved in its charter contract to provide the educational program described in its initial charter school application or renewal application.

IA	IGA	IGD	IGF
IHA	IHA-R	IHAC	IHACA
IHA-E	IHAK	IHAL	IHAL-R
IHAM	IHAMA	IHAMB	IHAMC
IHAM-R/IHAMB-R/IHAMC-R	IIB	IJ	IJ-R
IJ-E-1	IJ-E-2	IJJ	IJK
IJK-R	IJL	IJL-R	IJL-E
IK	IKA	IKAB	IKCA
IKE	IKF	IKFA	IKFB
IL	IMA	IMB	IMB-R
IMBB			

- **Section K: School-Community-Home Relations.** As a charter school, the leaders have their own communication with the community and families.

KB	KEC	KEC-E	KEF
KEF-R	KFA	KHC	KHC-R
KI	KLB	KLK	KLMA

ADOPTED AND APPROVED this 9th day of August, 2018

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

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
Falcon School District 49

BOARD OF EDUCATION ITEM 7.05 AMENDED AGENDA - MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: August 09, 2018

PREPARED BY: David Watson, Director of Safety and Security

TITLE OF AGENDA ITEM: Safety & Security - Job Descriptions Approval

ACTION/INFORMATION/DISCUSSION: Action / Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

To obtain Board approval of one revised job description and a new job description (for two new Safety & Security positions).

RATIONALE:

District 49 will increase the capacity of our Safety and Security staff to provide training oversight, conduct vulnerability assessments, lead preparation efforts and respond to contingencies. To achieve this, we will revise one existing Safety and Security position description and create and staff two new positions for improved capacity.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of both the revised and new job descriptions.

INNOVATION AND INTELLIGENT RISK:

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

Culture	Inner Ring —How we treat each other	Supply our staff with the opportunities to improve and grow.
	Outer Ring —How we treat our work	Increase the capacity of the Security professionals to better serve our students, staff and community.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Enhance security across the district
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Creating the safest environment possible for our students, staff and community.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: Increased total annual salary and benefits costs for the creation of two positions – between \$105,000 - \$142,000 (depending on experience of the new hires). One-time costs for vehicle purchase and security equipment for both new positions combined – approximately \$90,000

AMOUNT BUDGETED: \$232,000 from MLO 3A funds

BOE Regular Meeting August 9, 2018
Amended Agenda - Item 7.05 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approval of job description.

APPROVED BY: Pedro Almeida, COO and Brett Ridgway, CBO

DATE: August 8, 2018

Cruson made the motion; seconded by Butcher. The motion passed 3-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

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

BOARD MEETING OF: August 9, 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	Inner Ring —How we treat each other Outer Ring —How we treat our work	<i>Handling legal issues with intentionality for the appropriate outcome, to protect the District, its vision and mission, supports cultural priorities.</i>
S t r a t e g y	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>Risk Management is not about simply avoiding risk, but measuring the cost and feasibility of various levels of risk avoidance against potential lost opportunity. Risk is not simply monetary, but perceptual and strategic as well. Our Risk Management strives to balance these priorities in support of the district vision, mission, culture and strategic goals.</i>

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

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: July 27, 2018

BOE Regular Meeting August 9, 2018
Item 8.01 continued

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

BOARD OF EDUCATION ITEM 8.02 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: August 9, 2018

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Student Board of Representatives Advisor Job Description

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Student Board of Representatives (SBOR) has been a success by engaging students from all district high schools to provide input on district decisions and represent student interests at board meetings.

The success of the SBOR has been constrained by inconsistent participation and representation based on scheduling conflicts and unclear expectations.

The proposal includes three elements:

1. Identify a dedicated student advisor as a stipend position to coordinate SBOR meetings and representation and deliver a student leadership curriculum for course credit. In addition, the advisor will:
 - a. Schedule SBOR members and the advisor to attend the Colorado Student Leadership Conference during Fall Break.
 - b. Create an SBOR academic course to offer students an opportunity to demonstrate mastery of critical thinking, creativity, communications, and collaboration.

RATIONALE:

The proposal builds on the success of our school-based student leadership classes and adds value to the SBOR experience for students.

RELEVANT DATA AND EXPECTED OUTCOMES:

We expect that this position will increase the quality of participation and representation, as well as the value of the experience for participating students. The attached job description is provided to inform the board of the expected duties and activities of the SBOR Advisor.

INNOVATION AND INTELLIGENT RISK:

The SBOR innovation has created significant benefits for board-level discussions and student-board communications. The proposal is an incremental improvement to improve the performance of the innovation. There are no obvious risks, but the nature of improving innovations is that we may not know all the effects of this adjustment until we have implemented it.

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

The SBOR supports the district's mission and vision. Enhancing the SBOR experience and performance will enhance the level of contributions to the vision and mission.

Culture	Inner Ring —How we treat each other	Increasing the value of the SBOR experience for students shows respect and care for students leaders—both values on the inner ring.
	Outer Ring —How we treat our work	Increasing the quality of representation and participation is purposeful and emphasizes the value we place on teamwork and innovation.

Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Increasing the quality of representation increases opportunities to build trust.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	As members of the student community, the SBOR embodies productive community participation.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	The SBOR members represent all the high schools in our operated and chartered portfolios. This model gives the board direct access to perspectives of students from all parts of the portfolio.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	SBOR members receive foundational learning and experiences in leadership, while the Board of Education receives foundational knowledge about the students' perspective and experience of launching toward success.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: We have created an SBOR version of the student council advisor role that is already in place at several high schools. The stipend will be in range 9 on the extra-curricular/co-curricular pay schedule. Depending on experience, the step range is between \$3,216 and \$4,284.

AMOUNT BUDGETED: These funds may be invested through the board or CEO budget.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: The proposal is to add an instance of an existing position and clarify expectations for a cycle of improvement with the SBOR. The proposal does not require board approval.

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

DATE: August 9, 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: August 9, 2018

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

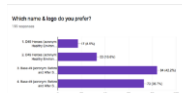
TITLE OF AGENDA ITEM: Kids' Corner Name Change to BASE (Before and After School Expeditions) 49

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

Kids' Corner was the name of the before and after daycare unit of D49, which operates at district elementary schools. Internal stakeholders experienced brand confusion with respect to Kids' Corner status as a D49 unit, furthermore the unit essentially has taken the name of a local Colorado Springs daycare (Kids' Corner vs. Kid's Corner). Staff and parents were surveyed about names and logos, which yielded BASE49 as the new moniker.

RELEVANT DATA AND EXPECTED OUTCOMES:



A sample of Kids' Corner staff and families overwhelmingly selected BASE49 utilizing either logo over the second place HEROES (Healthy Environments for Restorative Opportunities to Empower Students). In aggregate, for name, 78.9% of respondents voted for BASE49. It is expected that the new name and reformed programming will identify BASE49 as a distinct and exceptional program.

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

Reinforcing brand ownership and deliberately aligning “before and after care” with D49’s culture will increase stakeholder confidence and overall program utilization.

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	An exceptional before and care program demonstrates the district's dedication to all stakeholders with before and/or after school childcare needs. A district owned and operated enterprise sustains the district's collective work.
	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 —Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 —Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 —Customize our educational systems to <u>launch each student toward success</u>	The district's decision not to outsource before and after care builds brand trust throughout the community. BASE49 continues to create employment opportunities in the community and will also create internship opportunities for our students. BASE49 adds value to D49's portfolio of distinct and exceptional schools. The emphasis on STEAM curriculum and restorative practices builds a firm foundation aligned with D49's strategy. A commitment to making every student interaction with D49 a productive experience honors the commitment to launch every student toward success.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: This is presented for information only, but Culture and Services would welcome any recommendations to enhance the BASE49 brand.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: July 23, 2018

BOE Regular Meeting August 9, 2018
Item 8.03 continued

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

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

BOARD MEETING OF: August 9, 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	Inner Ring —How we treat each other Outer Ring —How we treat our work	Always mindful with our integrity, we manage every project to the best possible outcome.
	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Continually provide clear and concise communication with our community and carry out their requests with effectiveness and efficiency. Providing newly refreshed and safe learning environments assists with the growth and development towards this distinction of exceptional schools.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

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

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: July 27, 2018

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

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: David Watson, Director of Safety and Security

TITLE OF AGENDA ITEM: Safety and Security Update

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

To update the Board of Education on Safety and Security Operations

RELEVANT DATA AND EXPECTED OUTCOMES:

This update will provide information concerning current and upcoming projects.

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Updates regarding Safety and Security initiatives and conditions are critical in building trust in the community concerning the safety of their children in D49 schools.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: July 30, 2018

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED		X		X	
	HILTS	RIDGWAY	ALMEIDA	WATSON	PRATT/GLENN
COMMENTED			X	X	X/X

BOARD OF EDUCATION ITEM 9.03 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: August 9, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Proposed Ballot Initiative Community Feedback

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: The Board of Education has previously provided guidance to the Administration to proceed with strategy and details regarding a minor adjustment to the 2014-3A Mill Levy Override for potential participation in the November 2018 election.

RATIONALE: To best serve our district as well as the vision and mission statements of ‘The Best Choice to Learn, Work and Lead’ we have developed a plan that is the best plan for students, staff and taxpayers. The plan is specifically informed by past learnings from prior election cycles where our constituents are most comfortable pursuing creative options that maintain the current tax structure while allowing D49 to pursue needed enhancements to funding and facility resources.

RELEVANT DATA AND EXPECTED OUTCOMES: The 2014-3A Mill Levy Override has its roots in the legacy question passed as 2005-3A. That original ballot question was the first passed in Colorado to create a revenue stream to fund Certificate of Participation payments. While that scenario has proven very useful and appropriate to navigate constraints of bonding capacity, that MLO question was designed with a dollar cap of \$7,500,000 which, of course, was specifically designed to fund the repayments of the CoP’s issued at that time.

Since then, with the great recession providing some opportunity in the midst of its difficulties, D49 was able to refinance those original CoP’s to lower rates and, as a result, asked the constituents in 2014-3A to allow the district to begin using some of the collections for operational items as well as the continued payment of the CoP’s. The voters, of course, supported that effort with the passage of 2014-3A by a 61.5%-38.5% margin. The 2014 question, however, did not remove the dollar cap nor convert it to a ‘fixed rate’ structure like was later done with the 2016-3B Mill Levy Override question. With the success of 2016-3B (which passed by an even better 64.9%-35.2%), as well as the significant growth in the district’s assessed valuation since the original 2005 election (more than doubled), we believe that now is an appropriate time to ask the voters to convert the parameters of the 2014-3A MLO from the dollar cap to a fixed rate to allow D49 to grow with the community.

With this information item, we then provide proposed ballot language for such a question for your review as well as the results of a community survey.

INNOVATION AND INTELLIGENT RISK: The innovation of using MLO’s to fund CoP payments was previously mentioned. The intelligent risk of changing from a dollar cap to a fixed mill rate structure lies in the firm belief that District 49 will continue to grow in terms of households and total assessed valuation. Converting to a fixed rate has risk in the event of any future decline in the district’s total assessed valuation, but that is deemed a minimal risk. In addition, having a fixed rate provides greater stability and predictability for district property owners since the district will then be feeling the same opportunities and pressures that the property owners do in terms of the value of their property. It also allows D49 to grow with the community by requiring new property owners to pay the same rates going forward that historical property owners have paid for several years.

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

Cul

Inner Ring—How we treat each other

	Outer Ring —How we treat our work	
	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Listening to our community through previous election experience and feedback gathered in those cycles and providing creative options with clarity that are consistent with those prior learnings while allowing the district to pursue and achieve educational program and facility priorities.</i>
Strategy	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: Participating in the 2018 election cycle will have a cost that might otherwise not be necessary in a non-board member election cycle. However, the potential for future increased revenue streams from a fixed rate 2014-3A MLO makes it a worthy investment.

AMOUNT BUDGETED: \$35,000 for election costs.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Provide any guidance and feedback both for the pursuit of an election question as well as on proposed ballot language.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: August 1, 2018

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

BOARD OF EDUCATION ITEM 9.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: August 9, 2018

PREPARED BY: P. Andersen, Director of Human Resources
D. Garza, Executive Assistant to the BOE

TITLE OF AGENDA ITEM: Policy CBI and CBI-R Evaluation of Chief Officers

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE: The board recently approved revised performance domains and recommended targets, standards, and evidence for chief officer evaluations and goal-setting.

RELEVANT DATA AND EXPECTED OUTCOMES: Recommended revisions to policy CBI and regulation CBI-R to align with these newly approved domains, targets, standards, and related evidence.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Upon review and approval from the board, move these items forward for action at the August 22nd special meeting.

APPROVED BY: Pedro Almeida, Brett Ridgway, Peter Hilts – Chief Officer Team

DATE: July 26, 2018

Move policies forward for action at the August 22nd special meeting.

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

BOARD OF EDUCATION ITEM 9.05 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: August 9, 2018

PREPARED BY: Peter Hilts

TITLE OF AGENDA ITEM: Mission Innovation 2.0 in 2018

ACTION/INFORMATION/DISCUSSION: Discussion and Direction

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

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

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

In the 1.0 version of Mission Innovation, we had a wide range of proposals, from some costing multiple millions of dollars, to some that required little or no investment. Some were ambitious and transformational, and others were less ambitious and impactful. The proposed revisions to Mission Innovation are intended to increase the quality and impact of proposals by raising the minimum investment and requiring multi-year plans.

RATIONALE:

Systematic innovation will drive further continuous improvement.

RELEVANT DATA AND EXPECTED OUTCOMES:

The expected outcomes for each proposal will accompany the packet presented to the board.

INNOVATION AND INTELLIGENT RISK:

An innovation and intelligent risk analysis for each MI proposal will be incorporated in each packet presented to the Board. The business office will complete a financial analysis to consider for incorporating into the 2018-19 budget. The operations and education office will analyze projected impacts on district operations and programs.

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

Systematic innovation is respectful to our workforce, and trusts workforce members with generating and implementing constructive innovations, so it fulfills the inner ring of our compass. It is also a way of being

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Item 9.05 continued

purposeful and learning about options, so it fulfills the outer ring of our compass. Each proposal will have unique impacts in support of our strategic priorities, and may also support specific aspects of our cultural compass.

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

AMOUNT BUDGETED: In most cases, the MI proposal will rely on funds that are not yet identified or budgeted.

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

APPROVED BY: Pedro Almeida, Peter Hilts, Brett Ridgway

DATE: August 10, 2018

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

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

BOARD MEETING OF: August 9, 2018

PREPARED BY: Marie La Vere-Wright, Board President
Donna Garza, Executive Assistant

TITLE OF AGENDA ITEM: Board of Education Resolutions for Colorado Association of
School Boards' Delegate Assembly

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

CASB's Legislative Resolutions Committee submits resolutions annually as a slate for action by the delegates. The Delegate Assembly takes action on the resolutions and those adopted become what CASB staff will fight for, or against, at the state capitol and throughout the legislative session.

RELEVANT DATA AND EXPECTED OUTCOMES:

Local boards are encouraged to submit resolutions to CASB. By submitting resolutions for consideration, the board can take an active role in establishing how CASB will approach crucial education issues that the legislature may take up in the next session and in highlighting those issues on which CASB should proactively lobby for legislative change that will benefit local school boards and the students those boards serve. To be considered for inclusion at the CASB Delegate Assembly, new resolutions must be submitted by August 31st.

Begin discussions on topics and ideas for legislative action, or suggested revisions or additions to current resolutions by reviewing final resolutions from CASB's 77th Annual Delegate Assembly.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Board members and Chief Officers should share any suggestions for new or revised resolutions for submission to CASB by August 31st.

APPROVED BY: Marie La Vere-Wright, Board President

DATE: July 27, 2018

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Item 9.06 continued

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