

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**September 13, 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 President, *Marie La Vere-Wright*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*.

**2.00 Welcome and Pledge of Allegiance**

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

**3.00 Approval of Agenda**

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

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

**4.00 Consent Agenda – see attachments**

- 4.01 Approval of Minutes of Regular Board of Education Meeting 8/9/2018 –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
- 4.06 Approval of Matters Relating to Extra Curricular Personnel –Evans
- 4.07 Approval of Minutes of Special Board of Education Meeting 8/22/2018 –Garza

**5.00 Board Update**

*Graham:* Welcome everyone back to school and look forward to a safe and productive year.

*Fry:* We had a great first DAAC meeting. It was a full room and everybody came prepared and Brett did a nice presentation. It was a nice kick off to the beginning of the year.

*Cruson:* I had the privilege of attending the Vista Ridge High School challenge week. There were three challenge days and then there were two assemblies on Friday that encapsulated the event. Thanks for Bruce Grose, the Principal, for courting that and he even participated on Tuesday. Challenge week is a social emotional experience that really taps into what our young people and some adults are going through. It was delightful to be there to listen to some of our students. I was able to make a connection with them and share some of the deep things that are going on in their life and no, I'm not going to share it here. But sometimes we think about tests, test scores and achievement and we neglect to take into the fact that these are human beings with some very real world problems that may even be beyond our understanding. To hear that from them hit hard and it hit hard because we think that, we as adults have everything perfect and these kids should be exactly like us. Yet they are dealing with some home situations, some life situations, some things in their life that I've never had to experience. Some of it's because of what's going on but some of it is also caused by other human beings. This was a safe environment, a place where they could say that. But it also was team building

as well because it encouraged them to say, wait a second, you're having a problem too, wow, so am I. It was wonderful and impactful. I am hopeful that the wellness council picks this ball up and may encourage the other two primary high schools to participate in it as well. That was a great experience and I would like to say thanks to all the adult volunteers and teachers and staff and everybody that took part in the challenge day and the challenge assemblies.

*Butcher:* A parent asked my business partner, is Kevin Butcher on the school board in D49? And then stated I took my kid to the school board meeting last year and on the way home they said, that was really boring, nobody yelled at each other. Congratulations! Directing this towards Brett, in my day job I am part of the Colorado Association of Realtors and they are going to take a position against amendment 73 which is touted as pro-education. For an organization like that to come out against and education amendment means they view it as severely flawed. And I think we're going to eventually. Brett, do we have a discussion coming up on that?

*Ridgway:* Yes, we have it scheduled on our next meeting at the September work session. I'll make a presentation to the board and you will decide what you would like to do with that.

*Butcher:* In my 30 years of being in the organization, that's the first time they've ever come out in opposition to anything that helps with school funding so that was very unique. In fact in the same meeting we donated money to Harrison School District to help them pass a bond issue. I found that intriguing so we need to pay close attention to that.

*La Vere-Wright:* It is homecoming week at Falcon High School so as you see our teenagers out in the community dressing up and celebrating, let's all help them make some safe choices so that they have a great time this weekend. I'm going to again thank the student council at Falcon High School for their unique opportunity that they offer the moderate and significant special needs students at their high school because they volunteer their time during homecoming week at the dance an hour before the regular dance starts when many of their friends are out to dinner. Some of the student council members then come to the school early and run a dance before the dance so that students who might be overwhelmed by the crowds because of the type of disability that they have or the lights or how loud the music is can still have that homecoming experience by having a quieter time with the DJ and still being able to walk through, dress up and enjoy that time with their friends. It's pretty amazing to see kids come out of that self-contained classroom. Some of them spend their entire day in a self-contained classroom or may end up in a few general ed classes a day. But to know that they're taking pictures of themselves in their homecoming dresses and bringing it to show their friends what dress they picked out and going together to get their nails done and having some social experiences that but for the generosity of these student council students, they wouldn't experience because the function itself is too overwhelming for them. A few of the kids will have so much fun at the dance before the dance that they'll take a risk and stay and actually socialize more with their typical peers. Some of the kids will end up going home right before the crowd shows up. But the fact that they're experiencing that and they're being given the opportunity to have that same rite of passage experience as their typical peers is a pretty awesome thing. I appreciate the service that our student council members at Falcon High are providing and the recognition that every kid deserves the opportunity to celebrate. I want to thank them for that. On a personal note, on our cultural compass, one of our inner circle rings is care. I want to take a chance to thank everyone. When we talk about care, one of the things we hear bantered around throughout our district, of course, family first. I've heard staff say it to each other. We as board members have said it to other staff members but I think being able to do that sometimes when you have a conflict with something happening at work and a serious family need can be tough. I, for fortunate or unfortunate reasons, had the opportunity to model that over the last two board meetings that I had to miss because I had a family crisis that needed to be dealt with. I want to thank everyone who took the time to help with that, from board members who went to events that ordinarily I would have covered and spoke at things that I may have had to cover, agenda settings, the D49 employee celebration we had, I could not go

to because my family still needed me, covering the board meetings. Obviously there's five of us for a reason so that if any one of us has something happening, board business can still occur. Our system worked beautifully for that but I also had plenty of people reach out to say hey are you okay or what can I do to help or hey, don't know what's going on but saying a prayer for you. All of those things are an example of the family that our district truly is and that we really do care about one another and that when someone is in need, this community steps up. From myself and my family, I want to say thank you to everyone who has helped us out through this time and who made a difference for me and made it so that I could do what I needed to do and then come back and do what I need to do here. So thank you. Everyone, please remember to fill out your evaluations of our meetings so that we can continue tracking that as a part of our RMPEX.

### 5.01 *Chief Officer Update*

*Almeida:* We have the enhanced security advisory team up and running. We're about to have our 2<sup>nd</sup> meeting coming up in two weeks. We had discussed that initiative earlier so I wanted to give everyone an update on that. Key hires in district, the 4<sup>th</sup> security specialist is on board and working within the district. The technology quality assurance manager, our lead IT person, is also on board and now working here in the district. Both of those were key vacancies that we're very happy to have filled and they've got their hands full with plenty of things. With regard to MLO 3B, you'll get an update later on this evening. We're putting our focus towards wrapping up the summer projects but also looking forward to the fall break, next spring break and summer projects in our planning efforts as we get ready for the next round now that we're complete with the summer. Across the board, a lot of hard work is being done with the beginning of the school year with the operations team. I do particularly want to give a hats off to the transportation team who happens to be represented with Jack sitting in front of me. The transportation team has had a very challenging start to the year. We have an expanded number of bus routes this year. Expanded service across the district but we're also still short on drivers. It's very difficult to recruit and hold drivers when the economy is running this strong. They're making up for a lot of holes and they're still making sure that they get everything covered. It's requiring a lot of hard work on the part of every member of that team. Across the operations team, everyone's working pretty hard and I definitely want to give my hats off to both his leadership as well as the entire team's efforts as we start the year.

*Ridgway:* Since we've met we had our first official payroll out of the new business system there in August and we have our 2<sup>nd</sup> payroll, which between the two of those would be the most complex usually of the year and believing that we'll do well with that tomorrow. I think that the Business Plus conversion will basically be on its way to being a success because we can start fully cutting the cord on the old system in transitioning into that. A lot of good work, a lot of hard work has gone into that from folks in the business office and I appreciate what they've done for that. As Kevin mentioned, we'll have the presentation next meeting about amendment 73 and that will just be providing information that I have received from proponents and concerned folks. We're still waiting on our official number on what the ballot initiative will be that we had put forward to the county. We haven't received that information yet. It was supposed to be today, so hopefully it will be tomorrow what that initiative number will be. I continue to be engaged with the committee on the state legislative for school finance. We're meeting again on Monday. I've had a lot of great interactions over the course of last month with members of that committee. Hope that they will be able to take some of what I've provided them and put that into use. We'll see.

*Hills:* In addition to it being Falcon's homecoming, it's also home coming this week at Vista, one of our other large conventional high schools and then next week at Sand Creek. This is a big season. Lots of cool things going on. Sand Creek gets to break in the football part of their experience on their new field tomorrow night. They'll be hosting Palmer Ridge so that will be an excellent game and a big challenge for Scorpions but that's what fields are for. It's kind of good to see those projects that

have taken a little while to get together really deliver for our students. Really good things going on there. We had a great kickoff event that we have coined as Peak View behind the idea of keeping the peak in view. We had our back to school kick off with the staff Peak View event, great participation. Thank you to the board members that were able to be there. It was fun, efficient, and we were able to do some really neat things. We were able to move somewhere close to 1800 staff members through a breakfast line and into the gym into bleachers in about 25 minutes. That was pretty remarkable. Kudos to our executive assistants, in particular Barbara Seeley who I work for, who was able to develop a really efficient way of doing that. It's a great event with great spirit and was really well produced by our communications team. As evidence I want to show you with this video what happened at the end. They had a training video and a plan. We walked ourselves out based on their direction to the outfield of the baseball field. We had gotten really clear feedback a year ago after our peak view event at Sky Sox that it was a little too warm being outside, it was a little too long and the food took a little bit long. They also were concerned that doing it before the school year cut into prep time. So we listened, we learned and we adjusted by moving ourselves indoors onto our facility, made it a shorter event. We kept mostly out of the sun, it was a nice cloudy day when we did eventually get outside. People were really, really positive that we were responsive, listened to what they said a year ago and created an event that was a better event than we've had in the past. Really a positive way, great warmth and enthusiasm. I think people really enjoyed being with each other and renewing acquaintances, so very cool. We'll show the concluding experience. There it is. That's the entire staff folks, that's everybody that was there. By that point probably 1500 people forming that D49 out on the field and Dave and his team set us up with a drone for overhead shot. Thought that was kind of a fun way to kick off the year and close out that first event. We had a couple people that got confused and had to go across the field twice, but we're a learning organization.

*Cruson:* Thanks to the communications team for all of their work and everyone who helped to make that event happen. I appreciate the energy that everybody provided, especially the comm team.

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

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

*Duckers:* My grandson had tried to kill himself two years ago because of bullying. He got called into the principal's office then he decided to jump. This year, the bullying was so bad, he's not a Vista Ridge anymore. He's learning on line. He gets all of his work done in 1 day and he wants to get a job once he gets his license. A boy was bullied in Denver, he killed himself, 9 years old. North Carolina school, 8/30/18 a ten year old was on TV who was punished for calling a teacher ma'am. Another boy was bullied and punched, he needed stitches, and he did not fight back. Bullying has been a really big problem. I don't know what you guys can do about it. I know that you are trying. I haven't come

up with any resolutions myself, other than have a teacher with each kid. Everybody needs some common sense and watch out for the kids.

**7.00 Action Items – see attachments**

- 7.01 Action on Policy Revisions
  - a. GBGA Staff Health – Andersen
  - b. GBGB Staff Personal Security & Safety – Andersen/Watson
- 7.02 Personnel Policy Revisions - Evans
  - a. GBCAG Staff Unpaid Leave of Absence
- 7.03 CASB Updates – Policy and Procedure Review (5 minutes) Fletcher
  - a. JF Admission and Denial of Admission
  - b. JFABB Admission of Non-immigrant Foreign Students
  - c. JFBA Intra-District Choice/Transfers
  - d. JFBB Inter-District Choice/Open Enrollment
  - e. JICEC Student Distribution of Noncurricular Materials
  - f. JRA/JRC Student Records/Release of Information on Students
- 7.04 Action on Resolution for Constitution Day – Hilts
- 7.05 Action on Official Survey Date for Impact Aid – Ridgway
- 7.06 Action on Mission Innovation Parameters/Calendar - Hilts
- 7.07 Action on 2019 Graduation Dates and Times – Hilts
- 7.08 Action on 2017/18 Supplemental Budget – Sprinz
- 7.09 Action on Updated Job Description – Finance Director – Ridgway
- 7.10 Action on Proposed Improvements to Substitute Teacher Pay System (5 minutes) Ridgway/Hilts

*La Vere-Wright:* We have one more motion that we need in order to designate Mr. Graham as our board rep.

*Cruson:* I move to appoint John Graham as the board representative to serve as the board delegate at the Colorado Association of School Boards Delegate Assembly, seconded by Fry. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

7.11 Items Removed from Consent Agenda

**8.00 Information Items**

- 8.01 Process Improvement Update
  - a. EF-E-1 Unpaid Meal Charges – Deines-Henderson
  - b. GBGA-R Staff Health – Andersen
  - c. JF-E Admission and Denial of Admission – Fletcher
  - d. JFABB-R Admission of Non-immigrant Foreign Students – Fletcher
  - e. JFBA-R Intra-District Choice/Transfers – Fletcher
  - f. JICEC-R Student Distribution of Noncurricular Materials – Fletcher
  - g. JRA-E-2/JRC-E-2 Student Records/Release of Information on Students – Fletcher
- 8.02 Expulsion Information - Lemmond
- 8.03 Student Study Trips – Seeley
- 8.04 Current Legal Issues – Ridgway/Hathaway
- 8.05 Board Sub-Committee Minutes – Garza

**9.00 Discussions Items**

- 9.01 2016 3B Projects Update (10 minutes) Lee/Willhelm
- 9.02 CD BOCES Report (10 minutes) Ken Witt

- 9.03 Increase Adult Breakfast Price (5 minutes) Deines-Henderson
- 9.04 iConnect Zone Performance Report (10 minutes) Franko
- 9.05 Enrollment Update (10 minutes) Sprinz

**10.00 Other Business**

- 10.01 Executive Session: Pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review.
- 10.02 Executive Session: Pursuant to C.R.S. 24-6-402(4)(b, f, & h) to obtain legal advice on specific legal matters, for discussion of performance of specific staff members with prior written notification, and to discuss student discipline matters involving specific students and issues related to extracurricular activities.

It was moved by Cruson, seconded by Fry to go into Executive Session pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review; and pursuant C.R.S. 24-6-402(4)(b, f, & h) to obtain legal advice on specific legal matters, for discussion of performance of specific staff members with prior written notification, and to discuss student discipline matters involving specific students and issues related to extracurricular activities. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

***The Board took a ten minute break at 8:00 p.m.***

The Board went into Executive Session at 8:15 p.m. with the following people present: Marie La Vere-Wright, President, John Graham, Vice-President, Dave Cruson, Secretary, Joshua Fry, Director, Kevin Butcher, Treasurer, Tim Farmer, Legal Counsel, Pedro Almeida, Chief Operations Officer, Peter Hilts, Chief Education Officer and Donna Garza, Executive Assistant.

Pursuant C.R.S. 24-6-402(4)(b, f, & h) to obtain legal advice on specific legal matters, for discussion of performance of specific staff members with prior written notification, and to discuss student discipline matters involving specific students and issues related to extracurricular activities

24-6-402(4)(b) legal matters: 3 minutes  
24-6-402(4)(f) performance of staff members: 25 minutes  
24-6-402(4)(h) student discipline matters: 2 minutes

Mr. Hilts left the executive session at 8:48.

Pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Operations Officer evaluation and review.

It was moved by Cruson and seconded by Fry to return to regular session at 9:02 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

**11.00 Adjournment**

It was moved by Cruson, seconded by Fry to adjourn the meeting at 9:03 p.m.

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

Respectfully submitted by Donna Garza,

A handwritten signature in blue ink, appearing to read 'Marie La Vere-Wright', written over a horizontal line.

Marie La Vere-Wright, President

A handwritten signature in blue ink, appearing to read 'Dave Cruson', written over a horizontal line.

Dave Cruson, Secretary

## September 13, 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 Ducken</i>	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	<i>Bullying</i>	<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input checked="" type="checkbox"/> Other
2.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
4.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
5.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
6.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
7.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
8.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
9.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other



# September 13, 2018 Regular Board of Education Meeting

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

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

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Regular Board of Education Meeting  
8/9/18

**ACTION/INFORMATION/DISCUSSION:** Consent Agenda-Action

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the August 9th regular board of education meeting.

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

**DATE:** August 31, 2018

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



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

**BOARD MEETING OF:** September 13, 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:**

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** 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:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.02 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Administrative Personnel  
September 13, 2018**

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

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Patricia Vail, requesting 110- Transitional year for 2019	Coordinator of Gifted Services	Individualized Education	11/30/2018

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

**BOARD MEETING OF:** September 13, 2018

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

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

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
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	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.03 continued

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



**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Professional/Technical Personnel  
September 13, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Grimaldo, Danielle	Base49 Manager	Base49	August 20, 2018
Tanner, Jimmie	Technology Quality Assurance Manager	Education Service Center	August 27, 2018

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Konz, Robert	Campus Security Officer (ESP) at Falcon High School	New Position of Safety and Security Specialist District Wide	September 04, 2018

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Melanie White, Human Resources Manager

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

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.04 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Licensed Personnel  
September 13, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Carter, Mary	INR 4 <sup>th</sup> Grade	Evans International Elementary School	08/06/2018
Enos, Brandon	INR Math Teacher	Falcon High School	08/08/2018
Hunter, Ned	INR English Teacher	Sand Creek High School	08/13/2018
Martinez, Yvonne	Counselor	Sand Creek High School	08/29/2018
Young-Webb, Lisa	School Psychologist	District Wide	09/14/2018
Simmons, Katrell	INR English Teacher	Sand Creek High School	09/24/2018

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Hites, Karole	INR TOSA	Vista Ridge High School	08/14/2018
Wright, Alison	Speech Language Pathologist	District Wide	08/30/2018

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Smith, Rachel	.8 Physical Therapist	1.0 Physical Therapist	8/27/2018
De La Garza, Laura	.75 Elementary Teacher	1.0 Elementary Teacher	07/27/2018

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Delgado, Frances	Counselor	Sand Creek High School	08/17/2018
Vanasse, Jessica	.5 Physical Therapist	District Wide	08/17/2018
Barela, Dawn	Counselor	Patriot High School	07/06/2018
Parks, Shannon	Secondary Teacher	Falcon High School	07/11/2018
Scapin, Micaela	Secondary Teacher	Sand Creek High School	07/05/2018
Vincent, Paige	Elementary Teacher	Springs Ranch Elementary School	07/15/2018
Rauer, Krista	Counselor	Skyview Middle School	07/06/2018
Baumann, Tiffany	INR Secondary Teacher	Springs Studio for Academic Excellence	5/30/2018
Lusk, James	Counselor	Skyview Middle School	07/25/2018

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Strouse, William	Secondary Teacher	VRHS	05/30/2018

**Substitutes:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Alvarez, Melody	Licensed Substitute	Varies	August 22, 2018
Baker, Jo Ann	Support Substitute	Varies	August 1, 2018
Baxin-Galetta, Nicole	Licensed Substitute	Varies	August 22, 2018
Beckman, Miranda	Licensed Substitute	Varies	August 9, 2018
Dalton, David	Licensed Substitute	Varies	August 22, 2018
Fortune, Lindsey	Licensed Substitute	Varies	August 9, 2018
Gaither, Erin	Licensed Substitute	Varies	August 9, 2018
Gregory, Gina	Support Substitute	Varies	August 22, 2018
Hale, Steven	Licensed Substitute	Varies	August 22, 2018
Hall, Courtney	Licensed Substitute	Varies	August 22, 2018
Harmon, Julie	Licensed Substitute	Varies	August 9, 2018
Hazelton, Nina	Licensed Substitute	Varies	August 9, 2018
Johnson, Teresa	Support Substitute	Varies	August 24, 2018
Johnson, Walter	Licensed Substitute	Varies	August 22, 2018
Konegni, Jenna	Licensed Substitute	Varies	August 9, 2018
LaCroix, Michael	Licensed Substitute	Varies	August 9, 2018
Larrabee, Rene	Licensed Substitute	Varies	August 22, 2018
Laux, Jacob	Licensed Substitute	Varies	August 22, 2018
Martinez, Cynthia	Licensed Substitute	Varies	August 9, 2018
McConville, Megan	Licensed Substitute	Varies	August 9, 2018
Mendiola, Rayna	Licensed Substitute	Varies	August 9, 2018
Meyer, Melissa	Licensed Substitute	Varies	August 22, 2018
Moorhead, Chelsea	Licensed Substitute	Varies	August 22, 2018
Moulton, Brynn	Licensed Substitute	Varies	August 22, 2018
Norton, Jodi	Support Substitute	Varies	August 1, 2018
Olsen, Damon	Licensed Substitute	Varies	August 22, 2018
Pendleton, Elizabeth	Licensed Substitute	Varies	August 9, 2018
Porterfield, Collin	Licensed Substitute	Varies	August 9, 2018
Riegle, Ashley	Licensed Substitute	Varies	August 22, 2018
Rosendo, Miriam	Licensed Substitute	Varies	August 9, 2018
Scott, Nora	Licensed Substitute	Varies	August 9, 2018
Sheehan, Yakayra	Support Substitute	Varies	August 22, 2018
Simpson, Maureen	Licensed Substitute	Varies	August 22, 2018
Simpson, Susan	Support Substitute	Varies	August 1, 2018
Summers, Charles	Licensed Substitute	Varies	August 22, 2018
Walpole, Amanda	Licensed Substitute	Varies	August 9, 2018
Wendt, Michelle	Support Substitute	Varies	August 9, 2018
Wright, Julie	Support Substitute	Varies	August 1, 2018
Yager, Karen	Support Substitute	Varies	August 9, 2018
Zweydoff, Rebekah	Licensed Substitute	Varies	August 9, 2018

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

**BOARD MEETING OF:** September 13, 2018

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

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

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**EL PASO COUNTY SCHOOL DISTRICT 49****Approval of Matters Relating to Educational Support Personnel  
September 13, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Archuleta, Lisa	Health Room Paraprofessional	Banning Lewis Ranch Academy	August 07, 2018
Banks, Altagracia	Nutrition Services Assistant	Pikes Peak School of Expeditionary Learning	August 30, 2018
Baxin-Galetta, Nicole	Hourly Reading Tutor	Stetson Elementary School	September 04, 2018
Baxin-Galetta, Nicole	English as a Second Language Para Educator	Stetson Elementary School	September 04, 2018
Bleeker, Jennifer	General Education Para Educator	Meridian Ranch Elementary School	August 06, 2018
Book, Nicole	Receptionist/Health Room Paraprofessional	Springs Studio of Academic Excellence	August 06, 2018
Borek, Theresa	Crossing Guard	Stetson Elementary School	August 27, 2018
Britten, Madeline	Special Education Para Educator	Ridgeview Elementary School	August 16, 2018
Burdette, Yvette	Special Education Para Educator	Odyssey Elementary School	August 02, 2018
Campbell, Reginald	Bus Driver	Transportation	August 01, 2018
Christian, Tamara	School Attendance Secretary	Remington Elementary School	July 30, 2018
Coker, Jim	Bus Driver	Transportation	August 10, 2018
Cooper, Scott	Bus Driver	Transportation	August 06, 2018
Criss, Angie	Special Education Para Educator	Remington Elementary School	August 23, 2018
Darling, Ann	General Education Para Educator – Temporary	Odyssey Elementary School	August 10, 2018
Davis, Rebecca	Special Education Para Educator	Sand Creek High School	August 20, 2018
DeMaria, Misty	Bus Paraprofessional	Transportation	August 01, 2018
Denney, Nichole	Preschool Para Educator	Stetson Elementary School	July 30, 2018
Desai, Samuel	Special Education Para Educator	Falcon Middle School	August 20, 2018
Logan-Dickerson, Saadiqua	Bus Paraprofessional	Transportation	August 10, 2018
Dobson, Jaye	Bus Paraprofessional	Transportation	August 01, 2018
Donatell, Cassaundra	General Education Para Educator	Meridian Ranch Elementary School	August 01, 2018
Eakin, Nicole	Preschool Para Educator	Springs Ranch Elementary School	August 27, 2018
Eldridge, Joshua	Building Custodial Technician	Falcon Elementary School of Technology	August 06, 2018
Fellows, Hannah	Special Education Para Educator	Rocky Mountain Classical Academy	August 09, 2018
Forsee, Ana	Bus Paraprofessional	Transportation	August 27, 2018
Frikken, Lauren	Special Education Para Educator	Rocky Mountain Classical Academy	August 09, 2018
Gasca, Noelia	Nutrition Services Assistant	Evans International Elementary School	August 20, 2018
Gibson, Jennifer	Health Room Paraprofessional	Evans International Elementary School	July 30, 2018
Hansen, Velia	Special Education Para Educator	Peak Education Center	August 09, 2018



Hanson, Edward	Special Education Para Educator	Banning Lewis Ranch Academy	August 09, 2018
Hashman, Dayna	Base49 Site Assistant – Rover	Sand Creek High School	August 23, 2018
Hayes, Misti	Nutrition Services Assistant	Falcon Middle School	August 01, 2018
Heneralau, Fredrick	Bus Driver	Transportation	August 01, 2018
Houtz, Charlene	Hourly Reading Tutor	Ridgeview Elementary School	August 13, 2018
Ionita, Kendall	Bus Paraprofessional	Transportation	August 10, 2018
Johnson, Patricia	Special Education Para Educator	Evans International Elementary School	August 02, 2018
Jones, Felicia	Special Education Para Educator	Meridian Ranch Elementary School	August 01, 2018
Kramer, Sandra	Special Education Para Educator	Sand Creek High School	August 01, 2018
Kruizenga, JoAnn	Special Education Para Educator	Sand Creek High School	August 01, 2018
Kucinski, Jennifer	Special Education Para Educator	Horizon Middle School	August 13, 2018
Kyle, Savannah	Health Room Paraprofessional	Pikes Peak School of Expeditionary Learning	August 06, 2018
Lacy, Aimee	Special Education Para Educator	Falcon Middle School	August 09, 2018
Leach, Amber	Bus Driver	Transportation	August 10, 2018
Lynn, Gabrielle	Family Engagement Community Liaison – Temporary	Odyssey Elementary School	September 04, 2018
McCurley, David	Bus Driver	Transportation	August 01, 2018
McCulloch, Janet	Special Education Para Educator	Vista Ridge High School	August 21, 2018
Montano, Joshua	Grounds Technician	Facilities	August 13, 2018
Norman, Thora	Special Education Para Educator	Sand Creek High School	August 27, 2018
Parker, Bret	Special Education Para Educator	Horizon Middle School	August 30, 2018
Pasillas, Priscilla	Special Education Para Educator	Remington Elementary School	August 22, 2018
Patterson, Mikala	Special Education Para Educator	Sand Creek High School	August 01, 2018
Pomeroy, Luke	Special Education Para Educator	Remington Elementary School	August 01, 2018
Poole, Nicole	Bus Driver	Transportation	August 06, 2018
Prince, Dan	Bus Driver	Transportation	August 01, 2018
Pruitt, Katelyn	Speech Language Pathologist Assistant	District Wide	September 04, 2018
Raider-Currier, Dakota	Grounds Technician	Facilities	August 23, 2018
Riascos Diaz, Claudia	Building Custodial Technician	Odyssey Elementary School	August 02, 2018
Roche, Mikayla	Special Education Para Educator	Falcon Middle School	August 27, 2018
Roddy, Rachael	Special Education Para Educator	Pikes Peak School of Expeditionary Learning	August 06, 2018
Rogers, Katarina	Nutrition Services Assistant	Horizon Middle School	August 09, 2018
Ruddick, Sherry	Lunch Monitor	Horizon Middle School	August 01, 2018
Ryon, Victoria	Base49 Site Assistant	Meridian Ranch Elementary School	September 04, 2018
Sanchez, Louise	Special Education Para Educator	Falcon High School	September 04, 2018
Scharer, Andrea	Special Education Para Educator	Ridgeview Elementary School	August 16, 2018
Stabler, Cheryl	Special Education Para Educator – Temporary	Springs Ranch Elementary School	August 16, 2018
Tippetts, Melissa	Preschool Para Educator	Stetson Elementary School	July 30, 2018
Tofilo, Samantha	Bus Paraprofessional	Transportation	August 10, 2018
Watkins, Mark	Bus Driver	Transportation	August 01, 2018
Watson, Briana	Preschool Para Educator	Woodmen Hills Elementary School	August 09, 2018
Webb, Derek	Campus Security Officer	Falcon Middle School	August 16, 2018
Whittam, Carol	Lunch Monitor	Ridgeview Elementary School	August 20, 2018
York, Shauna	School Receptionist	Patriot High School	August 16, 2018

## Appointments to New Positions:

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Garner, Millissa	Special Education Para Educator	Falcon Middle School	August 27, 2018
Kyner, Rebekah	Preschool Para Educator	Remington Elementary School	August 27, 2018
Mcfail, Trevas	Campus Security Officer	Vista Ridge High School	August 01, 2018
Rustenburg, Camara	Health Room Paraprofessional	Liberty Tree Academy	July 30, 2018
Sedillos, Robin	Base49 Site Assistant - Rover	Base49	July 30, 2018
Stefancic, Teresa	Lunch Monitor	Remington Elementary School	August 20, 2018

### **Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Atencio, Margaret	Base49 Site Assistant at Ridgeview Elementary School	Base49 Site Leader at Woodmen Hills Elementary School	August 01, 2018
Baker, Briana	Preschool Group Leader at Odyssey Elementary School	Special Education Para Educator at Odyssey Elementary School	August 01, 2018
Bettendorf, Sophie	Nutrition Services Catering Rover	Nutrition Services Assistant at Pikes Peak School of Expeditionary Learning	August 23, 2018
Brown, Michelle	Temporary General Education Para Educator at Evans International Elementary School	Rehire of Temporary General Education Para Educator at Evans International Elementary School	August 01, 2018
Burke, Elizabeth	Nutrition Services Assistant at Falcon Middle School	Nutrition Services Assistant at Bennett Ranch Elementary School	July 25, 2018
Calhoun, Christina	Temporary General Education Para Educator at Evans International Elementary School	Rehire of Temporary General Education Para Educator at Evans International Elementary School	August 01, 2018
Carson, Amy	Preschool Para Educator at Stetson Elementary School	Special Education Para Educator at Remington Elementary School	August 03, 2018
Dawson, Samantha	Temporary English as a Second Language Para Educator at Remington Elementary School	Rehire of Temporary English as a Second Language Para Educator at Remington Elementary School	August 01, 2018
Dudden, Neely	Preschool Para Educator at Woodmen Hills Elementary School	Preschool Para Educator at Bennett Ranch Elementary School	July 30, 2018
Durham, Ruth	Special Education Para Educator at Falcon High School	Special Education Para Educator at Falcon High School	August 01, 2018
Gerlach, Craig	Special Education Para Educator at Falcon Middle School	Assistive Technology Technician District Wide	July 27, 2018
Guthrie, Evangelina	Temporary Special Education Para Educator at Evans International Elementary School	Rehire of Temporary Special Education Para Educator at Evans International Elementary School	August 01, 2018
Hinds, Janelle	Temporary Preschool Para Educator at Remington Elementary School	Rehire of Temporary Preschool Para Educator at Remington Elementary School	August 01, 2018

Howe, Dawn	Base49 Site Assistant at Stetson Elementary School	Base49 Site Leader at Evans International Elementary School	August 01, 2018
Johnson, Susan	Special Education Para Educator at Ridgeview Elementary School	Special Education Para Educator at Falcon Elementary School of Technology	August 01, 2018
Kirkham, Lindsay	English as a Second Language Para Educator at Stetson Elementary School	Temporary Hourly Reading Tutor at Stetson Elementary School	August 01, 2018
Konz, Robert	Bus Driver at Transportation	Campus Security Office at Falcon High School	July 25, 2018
Lafferty-Bozak, Jessica	Nutrition Services Assistant at Falcon Middle School	Nutrition Services Assistant at Banning Lewis Ranch Preparatory Academy	July 25, 2018
Leavitt, Connie	Nutrition Services Manager at Falcon High School	Nutrition Services Assistant at Woodmen Hills Elementary School	July 25, 2018
Lewis, Briana	Lunch Monitor at Ridgeview Elementary School	Library/Math Assistant at Ridgeview Elementary School	August 20, 2018
McCaleb, Debra	General Education Para Educator at Odyssey Elementary School	Health Room Paraprofessional at Odyssey Elementary School	July 30, 2018
McCann, Lisa	Special Education Para Educator at Falcon Middle School	Special Education Para Educator at Stetson Elementary School	September 04, 2018
McDowell, Mandy	Special Education Para Educator at Falcon High School	Special Education Para Educator at Sand Creek High School	August 01, 2018
McGuffin, Jennifer	Nutrition Services Assistant at Ridgeview Elementary School	Nutrition Services Manager at Bennett Ranch Elementary School	July 25, 2018
Montoya, Maggie	Special Education Para Educator at Horizon Middle School	Special Education Para Educator at Horizon Middle School	August 01, 2018
Odom, Bobby	Special Education Para Educator at Falcon Elementary School of Technology	Family Engagement Community Liaison at Falcon Elementary School of Technology	August 14, 2018
Palomino, Ramon	Nutrition Services Assistant at Imagine Indigo Ranch	Nutrition Services Manager at Imagine Indigo Ranch	July 25, 2018
Rosario, Amelia	Nutrition Services Assistant at Falcon High School	Nutrition Services Manager at Falcon High School	July 25, 2018
Schmidt, Debra	Nutrition Services Assistant at Falcon Middle School	Nutrition Services Assistant at Banning Lewis Ranch Academy	August 23, 2018
Schaal, Hunter	Base49 Site Assistant at Ridgeview Elementary School	Base49 Site Leader at Bennett Ranch Elementary School	August 01, 2018
Shaum, Andrew	Building Custodial Technician at Falcon Middle School	Variable Site Building Custodial Technician at Bennett Ranch Elementary School	July 01, 2018
Trussell, Barbara	Special Education Para Educator at Sand Creek High School	Directed Studies Center Facilitator at Sand Creek High School	August 01, 2018
Vasques, Dora	Nutrition Services Assistant at Falcon Middle School	Nutrition Services Manager at Falcon Middle School	July 23, 2018
Ward, Chandler	Building Custodial Technician at Bennett Ranch Elementary School	Building Custodial Technician at Falcon Middle School	July 09, 2018
Williams, Destiny	Nutrition Services Assistant at Horizon Middle School	Nutrition Services Assistant at Vista Ridge High School	July 25, 2018

Wolf, Tami	Special Education Para Educator at Horizon Middle School	Special Education Para Educator at Horizon Middle School	August 01, 2018
Woods, Leeza	Preschool Para Educator at Springs Ranch Elementary School	Special Education Para Educator at Springs Ranch Elementary School	August 01, 2018
Zepeda, Tammy	Nutrition Services Assistant at Pikes Peak School of Expeditionary Learning	Nutrition Services Assistant at Meridian Ranch Elementary School	July 25, 2018

### Resignations:

Name	Position	Location	Effective Date
Andrews, Elaine	Preschool Para Educator	Stetson Elementary School	August 16, 2018
Baker, JoAnn	Nutrition Services Assistant	Falcon High School	June 24, 2018
Bradley, Cassidy	Special Education Para Educator	Sand Creek High School	July 29, 2018
Brouse, Andrea	Special Education Para Educator	Stetson Elementary School	July 27, 2018
Brown, Michelle	General Education Para Educator	Evans International Elementary School	August 31, 2018
Copeland, Kathy	Nutrition Services Catering Specialist	Nutrition Services	August 15, 2018
Darling, Ann	General Education Para Educator	Odyssey Elementary School	August 21, 2018
Headlee, Kobkeo	Special Education Para Educator	Stetson Elementary School	August 31, 2018
Hildreth, Linnea	Base49 Site Assistant	Power Zone	August 08, 2018
Isban, Amie	Leave Specialist	Human Resources	August 17, 2018
Jones, Felicia	Special Education Para Educator	Meridian Ranch Elementary School	August 17, 2018
Keller, Melissa	Reading Tutor	Stetson Elementary School	August 01, 2018
Kramer, Sandra	Special Education Para Educator	Sand Creek High School	August 24, 2018
Macbride, Michael	Special Education Para Educator	Falcon Middle School	August 31, 2018
Manyik, Mildred	Nutrition Services Assistant	Falcon Middle School	August 01, 2018
Mayo, Desiree	Preschool Para Educator – Temporary	Springs Ranch Elementary School	July 08, 2018
Montano, Roberta	Administrative Secretary	Human Resources	August 13, 2018
Peasley, Karen	Nutrition Services Assistant	Banning Lewis Ranch Academy	August 10, 2018
Ralstin, Heather	Bus Driver	Transportation	July 31, 2018
Sandella, Kelsey	Special Education Para Educator	Odyssey Elementary School	May 29, 2018
Tabrum, Michael	Special Education Para Educator	Remington Elementary School	August 01, 2018
Ulanski, Kristen	Crossing Guard	Meridian Ranch Elementary School	August 31, 2018

### Retirements:

Name	Position	Location	Effective Date
Fagan, Deborah	Transportation Router	Transportation	August 31, 2018

### Terminations:

Name	Position	Location	Effective Date
Davis, Kean	Special Education Para Educator	Sand Creek High School	August 24, 2018
Donez, Victoria	Lunch Monitor	Odyssey Elementary School & ALLIES	August 8, 2018
Murr, Erik	Grounds Technician	Facilities	July 31, 2018



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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Extra-Curricular Personnel

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.06 continued

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

**EL PASO COUNTY SCHOOL DISTRICT 49****Approval of Matters Relating to Extra-Curricular Personnel  
September 13, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Allen, Devin	Head Boys Golf	Vista Ridge High School
Amaya, Daniel	Regular Support Cross Country	Vista Ridge High School
Anderson, Christopher	Summer Weight Room	Falcon High School
Anderson, Megan	Advanced Support Softball	Vista Ridge High School
Balk, Amy	Head Cross Country	Falcon Middle School
Belveal, Chad	Athletic Director	Falcon Middle School
Billingsley, Richard	Head Football	Falcon Middle School
Bridges, Jeremy	Head Football	Skyview Middle School
Cagaanan, Dorian	Regular Support Football	Vista Ridge High School
Calip, Jeremy	Head Football	Vista Ridge High School
Christian, Amy	Head Volleyball	Horizon Middle School
Clayton, Marla	Athletic Trainer	Vista Ridge High School
Cox, Kenneth	Assistant Support Football	Vista Ridge High School
Dalton, Gabriella	Assistant Support Softball	Vista Ridge High School
Desai, Samuel	Football	Falcon Middle School
Dobbins, Matthew	Football	Falcon Middle School
Drake, Jason	Head Boys Soccer	Vista Ridge High School
Fluegel, Stacie	Volleyball	Horizon Middle School
Gahagan, Marc	Regular Support Boys Soccer	Vista Ridge High School
Glivar, Justin	Regular Support Boys Soccer	Vista Ridge High School
Glen, Kittrie	Cross Country	Horizon Middle School
Gonzalez, Gabriel	Assistant Support Softball	Vista Ridge High School
Hand, Lisa	Volleyball	Skyview Middle School
Hazelton, Kimberly	Advanced Support Volleyball	Vista Ridge High School
Hull, Ariel	Cross Country	Falcon Middle School
Isbell, David	Assistant Support Football	Vista Ridge High School
Johnson, Drew	Assistant Support Football	Vista Ridge High School
Kasper, Keith	Football	Falcon Middle School
Kunau, Travis	Football	Falcon Middle School
LaCosse, Brian	Football	Horizon Middle School
Land, Kyle	Football	Horizon Middle School
Lloyd, Jason	Assistant Support Football	Vista Ridge High School
Loudon, Justin	Strength & Conditioning	Vista Ridge High School
Lucchesi, Robert	Regular Support Football	Vista Ridge High School
Maher, Todd	Head Football	Horizon Middle School
Marino, Anthony	Cross Country	Skyview Middle School
McFail, Trevis	Advanced Support Football	Vista Ridge High School
Monck, Greg	Head Volleyball	Vista Ridge High School
Moore, Don	Volleyball	Skyview Middle School
Moore, Don	Intramurals	Skyview Middle School
Morris, Adam	Football	Horizon Middle School
Mrofca, Brent	Head Softball	Vista Ridge High School
Newberg, Jason	Football	Skyview Middle School
Ninemire, Jeanette	Head Volleyball	Falcon Middle School



Pellegrino, Joseph	Football	Horizon Middle School
Phillips, Stacy	Cross Country	Horizon Middle School
Rhodes, Marcus	Football	Skyview Middle School
Small, Reachel	Volleyball	Skyview Middle School
Smith, Carey	Football	Skyview Middle School
Smith, Melvin	Regular Support Football	Vista Ridge High School
Sorensen, Kortney	Athletic Trainer	Falcon High School
Sparks, James	Assistant Boys Golf	Vista Ridge High School
Sundberg, Kristen	Volleyball	Falcon Middle School
Thompson, David	Assistant Support Football	Vista Ridge High School
Verrill, Tyler	Cross Country	Skyview Middle School
Verrill, Tyler	Intramurals	Skyview Middle School
Watson, Latrisha	Regular Support Boys Soccer	Vista Ridge High School
Webb, Derek	Football	Falcon Middle School
Weber, Patrick	Volleyball	Falcon Middle School
Weir, Nikkole	Head Cheerleading	Vista Ridge High School

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Special Board of Education Meeting  
8/22/18

**ACTION/INFORMATION/DISCUSSION:** Consent Agenda-Action

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the August 22<sup>nd</sup> special board of education meeting.

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 4.07 continued

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

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** D. Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Policy and Procedure Review

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Ongoing review of Board policies to ensure compliance with current laws and regulations and to ensure policies align with practices that best serve the district.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

No.	Designation	Title	Reviewed by	Recommendations
7.01a	GBGA	Staff Health	P Andersen	Revisions align our policies with CASB guidance
7.01b	GBGB	Staff Personal Security and Safety	P Andersen	Revisions align our policies with CASB guidance

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #7</b> — Customize our educational systems to <u>launch</u> each student toward <u>success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After board review at the previous work session, I move to approve the two policies in item 7.01 as recommended by the administration.

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

**DATE:** August 31, 2018

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

BOE Regular Meeting September 13, 2018  
Item 7.01 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Nicole Evans, HR Manager

**TITLE OF AGENDA ITEM:** Proposed Changes to Personnel Policies

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The Human Resources team has been working on updating personnel policies to reflect current practice and ensure consist language between policies. Among them is policy GBCAG Staff Unpaid Leave of Absence which adds language that addresses benefit coverage while employees are on this leave of absence and makes the language consistent with benefit coverage language found in other leave specific policies.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

This revised policy will align with current practice and bring consistency to our leave policies.

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the revisions to policy GBCAG after a first read at the previous work session.

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 7.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Policy and Procedure Review (CASB Updates)

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Annually and periodically the Colorado Association of School Boards (CASB) reviews state legislation and Colorado Department of Education (CDE) guidance in an effort to provide actionable model governance documents for member school boards in the state of Colorado. Hence the policies of D49 are informed by CASB models, but the district also preserves its own inputs that are uniquely germane to the district's culture.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

CASB model policies provide a baseline for good school district governance; therefore, the school district benefits by receiving an external interpretation from a school district-based coalition, which could be used to evaluate the relevance and/or accuracy of current policies or inspire the adoption of new policies. The D49 BOE reviews and approves or disapproves changes.

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

Adoption of CASB guidance aligns the district with current legislation and CDE guidance.

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	Clear, concise, and accurate policies are the cornerstone of good governance and a culture of fair process, which fundamentally shapes how we treat each other and how we treat our work.
	<b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Policies that are transparent to the community build trust. District policies are available on D49.org; therefore, they invite intentional community participation. A robust portfolio of schools requires active governance using policies that are aligned with good educational practice. Firm foundations of knowledge can only be built in an orderly environment where fair process is an explicit goal. Although CASB provides guidance, the district preserves and/or adds elements to its adopted policies that customize educational systems to launch each student toward success.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Following the customary period of review, the Education Office requests a board motion for adoption and an action for approval at the next regular BOE meeting.

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

**DATE:** August 31, 2018

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



BOE Regular Meeting September 13, 2018  
Item 7.03 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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## BOARD OF EDUCATION AGENDA ITEM 7.04 Minutes

<b>BOARD MEETING OF:</b>	September 13, 2018
<b>PREPARED BY:</b>	Peter Hilts, Chief Education Officer
<b>TITLE OF AGENDA ITEM:</b>	Resolution for Constitution Day 9-17-18
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Constitution week is an opportunity for our schools to focus on the very important part of our country's heritage. We are fortunate to live in a community that believes that the preparation for the next generation of leaders is the responsibility of the entire community. Teachers in the district welcome the opportunity to review with our students the importance of this document to our country.

**RATIONALE:** Recognition of the importance of setting aside a specific period of time to focus as a district on the Constitution of the United States.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The community and staff will understand the Board's commitment to and support of Constitution Week.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	As a culture and community, we rely on the structure and rule of law provided under the U.S. Constitution. This action connects our district with that larger community legacy.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	

**FUNDING REQUIRED:** No

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the attached resolution supporting Constitution Day.

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

**DATE:** September 6, 2018

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

BOE Regular Meeting September 13, 2018  
Item 7.04 continued

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

	HILTS	RIDGWAY	ALMEIDA		
<b>COMMENTED</b>					



**RESOLUTION  
NATIONAL CONSTITUTION DAY  
September 17<sup>th</sup> 2018**

**WHEREAS, District 49 recognizes the importance of the U.S. Constitution in the development of our country; and**

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

**WHEREAS, the traditions of our constitutional republic include a robust system of public education; and**

**WHEREAS, The students, staff, and stakeholders in District 49 express pride and appreciation for the traditions of democracy enshrined in the U.S. Constitution; and**

**WHEREAS, studying the history and tradition of the United States promotes greater civic participation and active citizenship; and**

**WHEREAS, it is appropriate for District 49 to endorse the observance of National Constitution Day as an opportunity to support better understanding of our nation's history and culture;**

**NOW THEREFORE, WE THE DISTRICT 49 BOARD OF EDUCATION PROCLAIM  
September 17<sup>th</sup> 2018 NATIONAL CONSTITUTION DAY.**

**ADOPTED AND APPROVED this 13<sup>th</sup> day of September 2018.**

**(District Seal)**

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Marie La Vere-Wright, President

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John Graham, Vice President

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Kevin Butcher, Treasurer

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Dave Cruson, Secretary

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Joshua Fry, Director

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Peter Hilts, Chief Education Officer

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Heather Diaz, Business Office Analyst

**TITLE OF AGENDA ITEM:** Approval of Official Survey Date for Impact Aid, October 30, 2018

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE:** Each year, the District must set an official survey date for Impact Aid – Public Law 107-110. This survey determines where students are connected to other federal programs; in our case, largely the US Military. The District receives a federal revenue subsidy each year that is based on this student count. In general, there is a delay in the count data and the dollars that are remitted related to the count. So, while this particular count technically has no impact on the current year budget, it will have an impact on the 2019-2020 budget and so is still a very important exercise. Tuesday, October 30, 2018 is the recommended date for this year. Being a Tuesday, it is believed that this will give schools an opportunity to distribute the forms to the students and the families will have that week as well as the weekend to complete the form and return them early the following week. The final due date will be Friday, November 16, 2018.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Our process for impact aid tracking has evolved over the last couple of years to be much more rigorous and we believe that the effort will result in better funding results in coming years.

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

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<i>Clarity and transparency in financial management strategies and decisions.</i>  <i>Impact Aid is a community participation item in that we are asking the community for their assistance and they have the direct ability, then, to impact a revenue stream available to the District.</i>

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** move to approve Tuesday, October 30, 2018 as the Official Impact Aid Survey Date for the 2018-2019 school year.

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

**DATE:** September 5, 2018

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

BOE Regular Meeting September 13, 2018  
Item 7.05 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Mission Innovation 2.0 in 2018

**ACTION/INFORMATION/DISCUSSION:** Action

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**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.

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**RATIONALE:**

Systematic innovation will drive further continuous improvement.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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**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.

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**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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BOE Regular Meeting September 13, 2018  
Item 7.06 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:** Move to approve the recommendation 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:** September 6, 2018

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



**BOARD OF EDUCATION ITEM 7.07 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Action on Graduation Dates and Times

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The Board of Education takes this action to secure the World Arena for graduation 2019. For the class of 2019, graduation will be held at the World Arena on Saturday, May 25, 2019 with FHS at 9:00 am, VRHS at 1:00 pm and SCHS at 5:00 pm. Saturday, May 23, 2020 and Saturday, May 29, 2021 are also currently being held with the World Arena.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

This item will lead to clarity regarding the date and times for the graduation ceremonies for 2019.

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the graduation dates and times listed in item 7.04 as recommended by the administration.

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

**DATE:** August 31, 2018

*Cruson made the motion; seconded by Fry. The motion was withdrawn. Cruson moved to approve the graduation dates and times listed in item 7.07 as recommended by the administration; seconded by Fry. The motion passed 5-0.*

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

BOE Regular Meeting September 13, 2018  
Item 7.07 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Supplemental Budget Requests

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** Colorado Revised Statute 22-44-110(5) indicates that "...where money for a specific purpose from other than ad valorem taxes subsequently becomes available to meet a contingency, the board may adopt a supplemental budget for expenditures not to exceed the amount of said money and may appropriate said money therefrom." This action item is presented to satisfy that legal requirement.

**RATIONALE:** During the ongoing year-end analyses, a couple of funds recognized some revenue sources for 2017/18 that were not budgeted, and expenses were appropriately incurred related to those revenue sources. To appropriately inform and account for those revenues and related expenses, and so as to not exceed previously set appropriation limits, a supplemental budget is necessary and appropriate.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Supplemental budget requests are presented for funds 15 (Capital projects - related to ALLIES financing), fund 18 (insurance reserve - related to unanticipated claims), fund 21 (nutrition services – related to unbudgeted federal revenue), fund 25 (fee for service transportation – related to improved allocations between SPED and regular transportation that drives a change in funding assumptions back from the general fund subsidy process).

**INNOVATION AND INTELLIGENT RISK:** There is no risk to the general fund spend going over budget as a result of these actions. This action supports improved and/or infrequent accounting processes.

**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	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	<i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>

BOE Work Session September 13, 2018  
Item 7.08 continued

**BUDGET IMPACT:** Yes

**AMOUNT BUDGETED:** Amended Budget for impacted funds = \$9.0mm.  
Supplemental Budget increase = 4.1mm (\$3.0mm related to ALLIES  
Capital lease accounting)  
Supplemental Budget Proposed \$13.1mm

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the 2017/18 supplemental budget described in item 7.08 as recommended by the administration.

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

**DATE:** August 31, 2018

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

**BOARD OF EDUCATION ITEM 7.09 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Updated Job Description – Finance Director

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** District 49 has not had a Director of Finance since the reorganization in January of 2011, when the role was eliminated, along with the Chief Financial Officer role, replaced by a single Chief Business Officer role. The District has had a Finance Group Manager role for the last four years. With growth in the District over these years, and for better business continuity planning I am recommending reintroduction of the Director of Finance role and that the person in the Finance Group Manager role be assigned to this newly updated description and that the Finance Group Manager job description go dormant, not to be refilled as a result of this action.

**RATIONALE:** With increased workload and success of that workload, good business continuity planning for the Business Office, a Director of Finance role is now appropriate for our organization.

**RELEVANT DATA AND EXPECTED OUTCOMES:** We expect to transfer person occupying the current Finance Group Manager position to the Director of Finance role, allowing the Finance Group Manager role to go dormant so there is no increase to staff FTE.

**INNOVATION AND INTELLIGENT RISK:** Taking this step mitigates risk in business continuity that has increased beyond a tolerable level.

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

Culture	Inner Ring—How we treat each other	<i>Recognizing undue risk in staff design and addressing it in appropriate timing.</i>
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Making changes in staff design with clarity and transparency for our constituents.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	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:** There will be a change in compensation for the individual in this role, but no additional staff.

**AMOUNT BUDGETED:** Group Manager range is \$78k-102; Director range is \$95k-119.

BOE Regular Meeting September 13, 2018  
Item 7.09 continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the revised job description for the Finance Director as recommended by the administration.

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

**DATE:** August 31, 2018

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Proposed Improvements to Substitute Teacher Pay System

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

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** One of the top ongoing workforce challenges is providing effective and adequate coverage when classroom teachers are absent. Substitute Teachers, sometimes referred to as Guest Teachers, are an important segment of our workforce that provide valuable contributions to the educational process. Challenges associated with this workforce segment have to do with both the supply (quantity) and the quality of substitute teachers

To address this challenge, District 49 is taking a multi-faceted approach. As previously reported at the July 2018 regular BoE meeting, this fall the district will begin a pilot with a third party provider of substitute teachers - TAGG. In addition, the district is evaluating ways to improve our ability to compete in the market for substitute teachers. This agenda item proposes ideas changes to compensation for substitute teachers. It will also provide a preview of some other ideas to improve our ability to attract and retain substitute teachers and to improve the effectiveness of the substitute workforce segment.

**RATIONALE:** District 49's pay rates for Guest Teachers is currently the lowest in the Pikes Peak region. Our base rate has been set at \$90/day for at least six years. Other districts in the region pay between \$100 and \$125/per day for Guest Teachers.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The administration requests immediate approval of the proposed pay schedule, making it effective September 1, 2018 and then hold full discussion of the item at the September 26, 2018 work session.

**INNOVATION AND INTELLIGENT RISK:** In addition to the discussion in July 2018, there have been previous presentations and discussions that well establish the deficiency in both the quantity and quality of Guest Teachers in D49. Rather than simply 'throwing money at it' by just increasing pay rates, we are pursuing a more strategic approach to not only change our place in the competition for current supply, but also looking for other supply sources with the State Board of Education waiver request and working with a new vendor. This kind of approach should be more likely to yield results than simply increasing rates which would, in all likelihood, simply be responded to by other area districts, leaving us in basically the same position – just paying more for it. However, increasing pay still needs to be a component of our strategy, and this proposal is presented for that purpose, but it is how this proposal fits into the overall strategy is probably more important.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES:** The intent of the proposed changes to the Guest Teacher pay schedule and system will enhance the district's ability to compete for substitute teacher talent. Additionally, the updated approach should result in more effective substitute teachers in our classrooms

Culture	Inner Ring—How we treat each other	<i>Recognizing the value of Guest Teachers and making recommendations that reflect that contribution.</i>
	Outer Ring—How we treat our work	<i>This proposal represents a very purposeful approach to substitute pay.</i>
Str	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Pursuing fixes on issues with strategy and intention rather than just 'more money'.</i>

BOE Regular Meeting September 13, 2018  
Item 7.10 continued

<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>A more consistent and effective substitute teacher workforce supports firm foundations and launching students toward success.</i>
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**BUDGET IMPACT:** Schools and zones would absorb most, if not all, of the cost of placing teachers in Tier 2 or Tier 3. The costs of upgrading the pay ranges in 2018-2019 would be shared between an MLO group spend and individual schools/zones on a normalized basis. While there will be some increase to overall budget spend, it is not expected to be anything that materially effects the overall budget.

**AMOUNT BUDGETED:** Current = \$1.568mm

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the changes in Guest Teacher compensation as requested by the Administration, with continued discussion at future board meetings to follow.

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

**DATE:** September 10, 2018

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

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

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



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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** D. Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Process Improvement Update

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

We seek to continuously improve our processes in the district.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

No.	Designation	Title	Reviewed by	Recommendations
8.01a	EF-E-1	Unpaid Meal Charges	M Deines-Henderson	USDA requires all Districts to have an unpaid meal charge policy
8.01b	GBGA-R	Staff Health	P Andersen	Revisions align our policies with CASB guidance
8.01c	JF-E	Admission and Denial of Admission	L Fletcher	Revisions align our policies with CASB guidance
8.01d	JFABB-R	Admission of Non-immigrant Foreign Exchange Students	L Fletcher	Revisions align our policies with CASB guidance
8.01e	JFBA-R	Intra-District Choice/ Open Enrollment	L Fletcher	Revisions align our policies with CASB guidance
8.01f	JICEC-R	Student Distribution of Noncurricular Materials	L Fletcher	Revisions align our policies with CASB guidance
8.01g	JRA-E-2/JRC-E-2	Student Records/ Release of Information on Students	L Fletcher	Revisions align our policies with CASB guidance

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	

BOE Regular Meeting September 13, 2018  
Item 8.01 continued

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

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

**DATE:** August 31, 2018

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

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

**BOARD MEETING OF:** September 13, 2018

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

**TITLE OF AGENDA ITEM:** Expulsion Information

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

**DATE:** August 31, 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:** September 13, 2018

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

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

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

**SMS**

Washington DC/New York Educational Tour

Depart 6/17/19 Return 6/22/19

45 Students will attend this trip.

Cost of the trip will be \$2,245 per student and includes transportation, meals, lodging, insurance, tours, security and other items.

This event helps with connections between self and the community, nation, world. The kids will visit historical and critical landmarks. They will see and touch and discover the nation's most treasured national sites. They visit the Statue of Liberty, Washington's home, Kennedy's grave, The White House, Capitol building, and Lincoln's Memorial. There will be much, much more. The kids will learn about history of the nation, our presidents, our wins and losses. The patriotism we have come to know will be something our students can now feel and experience.

Fundraising will not be part of this trip.

**FMS**

Trip to Peru

Depart 3/16/20 Return 3/27/20

20 Students will attend this trip.

Cost of the trip will be \$3,500 per student and includes transportation, meals, lodging, insurance and tours.

Goal: Transform Firebird Nation's Students' Perspective on the world by experiencing Peru with unforgettable moments that bring people, places and cultures to life! Students will return home better prepared to navigate an interconnected world and adapt to change with confidence.

Fundraising will not be part of this trip.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other	
	<b>Outer Ring</b> —How we treat our work	

BOE Regular Meeting September 13, 2018  
Item 8.03 continued

<b>Strategy</b>	<p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p>	<p>Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.</p>
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**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only.

**APPROVED BY:** PETER HILTS, CHIEF EDUCATION OFFICER

**DATE:** August 5, 2018

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

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Shannon Hathaway, Risk & Benefits Manager

**TITLE OF AGENDA ITEM:** Current Legal Issues

**ACTION/INFORMATION/DISCUSSION:** Information - Confidential

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** September 5, 2018

BOE Regular Meeting September 13, 2018  
Item 8.04 continued

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

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

**BOARD MEETING OF:** September 13, 2018

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

**DATE:** August 31, 2018

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



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

**BOARD MEETING OF:** September 31, 2018

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

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

**ACTION/INFORMATION/DISCUSSION:** Discussion Item

**BACKGROUND OR RATIONALE**

Discussion item, 3B project updates.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**APPROVED BY:** Pedro Almeida, Chief Operations Officer

**DATE:** August 31, 2018

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

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Ken Witt, Executive Director

**TITLE OF AGENDA ITEM:** Education reEnvisioned BOCES (formerly Colorado Digital BOCES) Update

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

Education reEnvisioned BOCES update to the D49 Board of Education.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Keeping the D49 Board of Education informed on the objectives and initiatives the Education reEnvisioned BOCES.

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

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

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

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

**DATE:** August 27, 2018

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

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

**BOARD MEETING OF:** August 9, 2018

**PREPARED BY:** Monica Deines-Henderson, Director of Nutrition Services

**TITLE OF AGENDA ITEM:** Increase Adult Breakfast Price

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

CDE released new USDA guidance on adult meal pricing that requires an increase to the adult breakfast price.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

To keep District in compliance with USDA regulations.

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

Increasing amount charged for adult breakfast from \$2.10 to \$2.40 keep the District in alignment with Federal regulations/guidelines.

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to action item.

**APPROVED BY:** Pedro Almeida, Chief Operations Officer

**DATE:** September 4, 2018

*Move this item for action at the regular board meeting in October and note that the federal government is requiring an increase in adult breakfast pricing in order to be in compliance and receive federal lunch program funds.*

BOE Regular Meeting September 13, 2018  
Item 9.03 continued

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

**BOARD OF EDUCATION ITEM 9.04 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Andy Franko, iConnect Zone Leader

**TITLE OF AGENDA ITEM:** iConnect Zone Performance Update

**ACTION/INFORMATION/DISCUSSION:** Discussion

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

The Zone Leader will provide the board with an update of performance within iConnect Zone schools. This information includes End of the Year results on SAT, PSAT, CMAS. In addition, the board will receive a status update on the iConnect Zone goals and priorities from the 2017-18 school year and for the 2018-19 school year.

**RATIONALE:**

The iConnect Zone performance report provides clarity to the board of education and general public of student outcomes within the zone.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Student performance and growth data allows the board and general public to better understand the outcomes of student learning within the iConnect Zone. Goals and initiative updates provide clarity to the board about the work being done within the iConnect Zone to meet the strategic priorities of the District.

**INNOVATION AND INTELLIGENT RISK:**

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

Culture	<b>Inner Ring</b> —How we treat each other	iConnect Zone stakeholders work together and rely on each other to achieve the goals reported within the performance update.
	<b>Outer Ring</b> —How we treat our work	iConnect Zone stakeholders participate in the work of identifying and meeting zone goals.
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	The performance update ensures the iConnect Zone is moving toward attainment and achieving specified. Goals are transparent and builds trust with the community when they are relevant and met.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	The performance update provides insight to the quality of work done to ensure the district is meeting the demand for a portfolio of school options.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Performance indicators identify the work that has been done and is being done to establish the firm foundations of knowledge and skills learners have gained or will gain.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	The update provides insight to the innovations applied within the iConnect Zone to launch every student toward success.

BOE Regular Meeting September 13, 2018  
Item 9.04 continued

**BUDGET IMPACT:** N/A

**AMOUNT BUDGETED:** N/A

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

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

**DATE:** August 30, 2018

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

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

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Brett Ridgway, Chief Business Officer  
 Ron Sprinz, Finance Group Manager

**TITLE OF AGENDA ITEM:** Preliminary Enrollment Update

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE”**

Under current statute, Colorado school districts’ program formula funding is largely based on the ‘October Count’ of full time equivalent students (sFTE). Like many districts, we monitor how enrollment is trending as compared to the adopted budget. sFTE is the largest variable in determining program formula funding and since program formula funding accounts for 94% of our total general fund revenue budget, and since we are continuing to move toward a full student-based funding model, it is very appropriate to monitor sFTE early in the school year to determine what issues may come from fluctuations to the adopted budget in terms of sFTE by school.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The actual October Count result will be the driving factor in compiling the amended budget, to be approved by the Board of Education prior to January 31, 2019. Estimates of how the October Count will unfold, and how that will affect each school and zone in turn, in terms of financial impacts, will be used in strategic decisioning throughout the course of the fall semester.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i>  <i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>

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

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

**DATE:** August 31, 2018

BOE Regular Meeting September 13, 2018  
Item 9.05 continued

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



**BOARD OF EDUCATION ITEM 10.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Donna Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Operations Officer evaluation and review

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to enter into executive session pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Operations Officer evaluation and review.

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

**DATE:** August 31, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 10.01 continued

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

**BOARD OF EDUCATION ITEM 10.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** September 13, 2018

**PREPARED BY:** Donna Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Executive Session: Pursuant to C.R.S. 24-6-402(4)(b, f, & h) to obtain legal advice on specific legal matters, for discussion of performance of specific staff members with prior written notification, and to discuss student discipline matters involving specific students and issues related to extracurricular activities

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

Culture	Inner Ring—How we treat each other Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	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 enter into Executive Session pursuant to C.R.S. 24-6-402(4)(b, f, & h) to obtain legal advice on specific legal matters, for discussion of performance of specific staff members with prior written notification, and to discuss student discipline matters involving specific students and issues related to extracurricular activities.

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

**DATE:** September 10, 2018

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

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

BOE Regular Meeting September 13, 2018  
Item 10.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					