

MINUTES
REGULAR BOARD OF EDUCATION MEETING
February 14, 2019
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 6:31 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Graham* and Mrs. *La Vere-Wright*. Mr. *Fry* was absent with prior notice.

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 *Butcher* to approve the agenda.

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

4.00 Consent Agenda – see attachments

4.01 Action on Minutes of Regular Board of Education Meeting 1/10/2019 – Garza

4.02 Action on Matters Relating to Administrative Personnel –White

4.03 Action on Matters Relating to Professional/Technical Personnel –Evans

4.04 Action on Matters Relating to Licensed Personnel –White

4.05 Action on Matters Relating to Educational Support Personnel –Evans

4.06 Action on Minutes of Special Board of Education Meeting 1/23/19 – Garza

4.07 Action on Administrative Personnel Recommendations – Chief Officers - White

4.08 Action on Administrative Personnel Recommendations – Zone Leaders - White

4.09 Action on Administrative Personnel Recommendations – Department and Program Leaders - White

4.10 Action on Administrative Personnel Recommendations – Building Leaders - White

5.00 Board Update

Cruson: Congratulations to Vista Ridge High School men's basketball team, gold ball champions in District 49. Any word on the women?

Hilts: I am not sure it is decided yet.

Cruson: Thanks everybody for their participation in our district. Especially being able to honor one of our community volunteers. At our annual planning summit, we talked about how to encourage further leadership within our district. I think that is an overall challenge. It is not something we necessarily lay on our chief officers, or that we as directors can do. It seems like we may have an agenda or have a specific person for a specific personal agenda item that they may want to guide through the district. I really want to encourage our community to get involved, whether it be in the schools, in the district level or even being a board member would be fantastic, so all of our community members feel that they have a stake in what is going on. I specifically lift up the DAAC. We had the report last month from them and that is probably one of the greatest community ways to know about our district and what goes on. Specifically with staff members, chiefs have provided various presentations and other people have presented about our district to the District Accountability Committee. I want to say thanks to everybody who is involved in that and encourage people in our community, not just

parents, but even outside folks, retired, community members, business owners, anybody, to get involved and engaged in our district. If you have questions about serving on the board or any other part of our district, you are welcome to speak to any of the five of us or any of the principals or chief officers.

Graham: I attended the Special Education Advisory Council meeting on Monday and found out from Dr. Jean Rice that we are introducing a system called IXL at every school within the district for the special education students. That will consist of twelve Chrome books for each school for the SPED population. IXL is an intuitive intervention for math, literacy, social studies and science. Several people are looking forward to the rollout of this system within the schools for the SPED community. Today is the inclusion conference and I would like to hear more about that when our attendees return. I also met our occupational therapist Brian. Listening to what he does and what our physical therapists and the whole team does was insightful for me. They are doing SPED training for leadership on February 20th. That's important to me on the board so I'd like to know how that goes, maybe next time we meet we can receive an update on that. I met with our Career and Technical Education and Workplace Learning Team, Nikki and Bob, and learned a lot about the programs that we have within the district, what the different zones are doing, and where we are going. They do some things a little differently. I am looking to hear about those updates as well as we progress. I attended a Parent's Choice Night put on by Parent's Challenge, which is an organization. We had 4-5 schools attend that to tell about their schools. There were 45-50 throughout the region that attended. I got to learn about other school districts, both public and private. It was neat to bounce around and learn about what other districts and schools are doing. Seeing that, the region comes together as a conglomerate as they work on what are the best solutions for student populations within our region. That was nice to hear for our social and emotional health issues that we constantly face year round. There was an organization there called the National Alliance on Mental Health/Mental Illness and they handed me a bunch of ambassador posters. I found out that our schools are already doing this. They put up these posters so kids feel that they have a place to go when they are maybe afraid or uncertain about something and they have someone that they can talk to. As we have talked about before, school systems are becoming the support for the kids in our region. We are providing services that were never provided when I was a kid. It is good to see that D49 and our region are forerunners on all of these issues.

La Vere-Wright: I heard from some folks in the community some great comments about our schools and their representation at Parent's Challenge. I heard from some attendees. I am glad that our folks were there and able to share of what they are doing. I want to acknowledge that we have a boy scout in the audience, a Weeblo who is working on a merit badge, Jackson. Thank you for coming and choosing this for your public participation. Our student rep for this meeting is Tyler Horton from Springs Studio. He is representing our student board of representatives. He will be able to give an update in a few minutes. I wanted Jackson to know that a part of that structure is something that is rather unique to our school district. There are a few others in the state that do it. We actually have two students who represent the student body and are able to give us feedback about some of the decisions that we are making to make sure that we have student voice when we make those decisions. There are representatives from each of our high schools. They meet as a group and talk about what is on our agenda and make sure that that group voice is heard at our meeting. So that is something we have incorporated to make sure that we hear our student voice too. We have asked them to start listening to some of the younger kids as well.

5.01 Chief Officer Update

Almeida: We are going to talk about Nutrition Services and some fantastic results. Every 3-4 years we have an audit of nutrition services from the state. This audit takes a look at everything that we do in our Nutrition Services program, how we account for meals, and the quality of the food. Adherence to a

lot of regulations and a lot of requirements that are constantly changing because these are federal requirements that are in a constant state of flux. Every single year there is a new twist to rules and regulations that are coming from the FDA. Nutrition services has an absolutely outstanding program. I think everyone understands that. The last review they had was in March of 2015. At that review, they had 18 corrective actions and 33 areas of technical assistance. Those are very low numbers. What they had in 2015 is a very solid and good program, especially when you look at a district the size of ours. They just completed their audit this year. They had one corrective action and three areas of technical assistance. The examiners that were here looking at us said that in the two years that she's been doing this, it's absolutely unheard of for an organization of our size to have one corrective action. It is simply phenomenal. The area of corrective action that they talked about was one where we had student count and reconciling count between what we claim and what we actually have and we were off by a number of 6 out of 72,000. That is the one area of corrective action. To say that we are proud of that team and what they are doing, is very understated and it is very quiet across the district because every single day they are serving meals and every single day they are providing for our students and making sure that they have healthy meals and that the food quality is good. But they are also keeping the district out of trouble because they make sure that we are adhering to all of the regulations and all the requirements that we have out there. They deserve a tremendous amount of credit across the entire organization. I asked the group of kitchen managers, all of them, what did they attribute their success to. They pointed out to three key points. One was leadership within their department. One was teamwork and one was just a genuine care that all these kitchen workers and nutrition services technicians have for making sure that these kids are taken care of well. They deserve a tremendous amount of recognition for that work because that is not something that you do for one day. This is something that you do sustained day in and day out for months, weeks and years. We are very proud of what they have done and I want to make sure that everybody hears how proud we are of what they have done.

Ridgway: That is fantastic stuff and no surprise. We have known that has been a fantastic department for a long time here in the district and a great example for us all to pursue. Performance excellence is what that is.

Graham: Is that our next Fantastic 49?

Almeida: We would have recognized them tonight but we already had a full agenda. You will be hearing about them at the next Fantastic 49.

Ridgway: Attended the CASE conference last week and was glad to see that we had several of our team making presentations there to continue to show the rest of the state the good things that we are doing here at District 49. I was very proud of the team doing that. Hosted the area school business officials meeting yesterday. It is our once a year turn for that. As the legislative session is starting to pick up some speed, we are having good involvement up there. I have had several good meetings with some of the key players on school finance and so I think we are being brought into the conversation early on now which is helpful. This year we might get to play a little offense instead of always having to play defense like we have been doing for the last few years. I am glad that Tom Sistare is here as our auditor to make a presentation to you later on about our results from 17-18.

Hilts: As a former high school wrestler, I was really excited that Vista Ridge senior Bella Washington was our district's first and our region's first state champion. This is the first year that we had a sanctioned state championship wrestling meet. You will be seeing Bella in April I believe at Fantastic 49 so you will get to thank and congratulate her in person. Super, tremendous, incredible achievement and there can only be one first state champion in a weight class. That is a pretty exciting thing to have in our school's history. I also had the real privilege of traveling with the leadership from the Falcon Zone along with Kathy Pickering who is now in a central office role and Melissa Riggs who is in a central office ed tech role as that team was recognized as one of seven districts nationally for their work in something called Digital Convergence. Which is using technology effectively to deliver

modern, which means blended and tech supported learning. The Falcon Zone has been a pioneer and sometimes pioneers take some blows but they keep on coming. The Falcon Zone has done a great job of persisting and carrying a vision. So to see them be recognized for that was very exciting. I think as the National Convergence Conference moves forward in future years, there is a real chance that conference will come here so that other districts from around North America can come and learn about the good things that are going on there. It was really exciting to see and then that team actually got to present again in Colorado at the CASE Conference that Brett mentioned. Here is a final thing that I think we should take some encouragement and inspiration from, last night the school board in Harrison School District 2 decided that they are not going to hire a superintendent. They are going to hire a team of two superintendents. That is largely because their experience there and our encouragement here has shown them that this is a stable model. It is a model where you get a lot more productivity because you have multiple experts. I know their two leaders well, Wendy and John. They have very different skill sets but very complementary skill sets. I think we ought to be excited to see another local district come on to the team leadership train. Harrison, welcome aboard.

5.02 Student Board of Representatives Update

Duncan: The board is very supportive of the current mental issue pushes that you guys are in development of and pushing out the posters. I have seen those going around the school. Those are actually going very well at my school. I hope that they are doing the other schools.

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

7.00 Action Items – see attachments

- 7.01 Action on New Job Description
 - a. Arts Integration Instructional Coach - Rigdon
 - b. Zone Executive Principal - M. Pickering
- 7.02 Action on Course Proposal - Mello
 - a. Name Change at Vista Ridge High School, One Act Play to Theatre Performance
- 7.03 Action on Revised Job Descriptions
 - a. Physical Therapist - Lemmond
- 7.04 Action on Policy and Procedure Review - Garza
 - a. BDFC Preschool Council
 - b. GBAA Sexual Harassment
 - c. GCF Professional Staff Recruiting/Hiring
 - d. GDF Educational Support Staff Hiring
 - e. JLCC Communicable Infectious Diseases
- 7.05 Action on Proposed Long-Form Vision Statement – Ridgway
- 7.06 Items Removed from Consent Agenda

8.00 Information Items– see attachments

- 8.01 Process Improvement Update
 - a. GCF-R Professional Staff Recruiting/Hiring
 - b. GDF-R Educational Support Staff Hiring
- 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
- 8.06 Falcon Zone Performance Report – Holmes
- 8.07 School Accountability Committee (SAC) Performance Report - Hilts

9.00 Discussions Items– see attachments

- 9.01 Financial Audit Results (10 minutes) Poulin/Auditor
- 9.02 2016 3B Projects Update (10 minutes) Lee/Willhelm
- 9.04 Election Planning (10 minutes) Chief Officers/BOE

10.00 Other Business

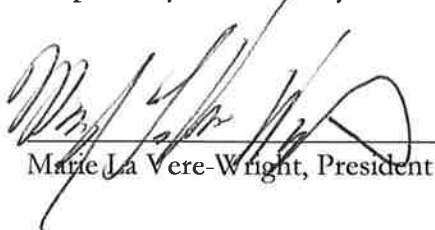
Cruson requested board consensus to authorize purchase of notecards specifically from the board. La Vere-Wright noted that past practice has been to use district stationary to be consistent. Graham agreed with the use of district letterhead to keep the cost down. Butcher had no preference. With no consensus for to purchase notecards specifically from the board, the use of D49 notecards will continue.

11.00 Adjournment

It was moved by *Cruson*, seconded by *Butcher* to adjourn the meeting at 7:25 p.m.

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

Respectfully submitted by Donna Garza,


Marie La Vere-Wright, President
Dave Cruson, Secretary

February 14, 2019 Regular Board of Education Meeting

OPEN FORUM

"Please provide your name, relation to the district and the topic of comment for this open forum. Just as we hold our students to high standards of speech and respect for others, we expect your comments to follow these same standards. **Please limit your comments to three minutes.** Thank you."

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

February 14, 2019 Regular Board of Education Meeting

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

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

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

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: Action on Minutes of Regular Board of Education Meeting
1/10/19

ACTION/INFORMATION/DISCUSSION: Consent Agenda-Action

BACKGROUND OR RATIONALE

Board review and approval is required prior to posting minutes.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda, including the minutes from the January 10th regular board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: February 1, 2019

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

	BUTCHER	FRY	CRUSON	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	Absent	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: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Matters Relating to Administrative Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: February 1, 2019

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

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

BOE Regular Meeting February 14, 2019
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
February 14, 2019**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Brian Yates	Assistant Principal	Falcon High School	February 4, 2019

End of Assignment:

Name	Position	Location	Effective Date
Sheldon DeWitt	Temporary Assistant Principal	Horizon Middle School	December 12, 2018

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Matters Relating to Professional Technical Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: February 1, 2019

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

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

BOE Regular Meeting February 14, 2019
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

**Approval of Matters Relating to Professional/Technical Personnel
February 14, 2019**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
McLean, Hillary	BASE49 Assistant Manager	BASE49	January 07, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Vetromile, Christina	ESP – Administrative Assistant to Career and Technical Education at Falcon High School	Career and Technical Education Program Manager at Patriot High School	January 01, 2019

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Melanie White, Human Resources Manager

TITLE OF AGENDA ITEM: Action on Matters Relating to Licensed Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: February 1, 2019

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

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

BOE Regular Meeting February 14, 2019
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Licensed Personnel
February 14, 2019**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Sweeney, James	INR Science Teacher	Horizon Middle School	January 30, 2019
Marcella, Adriana	INR 8 th Grade Writing Teacher	Falcon Middle School	February 4, 2019
Adler, Jill	Speech Language Pathologist	District Wide	January 30, 2019
Walsh, Taylor	INR .5 Gifted and Talented/.5 Technology Teacher	Remington Elementary School	January 30, 2019
Hardin, Tamarra	School Psychologist	District Wide	January 16, 2019
Brown, Bradley	INR American Sign Language Teacher	Falcon High School	January 16, 2019
Holm, Nathan	School Counselor	Sand Creek High School	January 30, 2019
Roberts, Kourtnie	INR 4 th Grade Teacher	Falcon Elementary School	February 4, 2019
Lutz, Lauren	INR Special Education Teacher	Banning Lewis Preparatory Academy	February 11, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Ross, Jennifer	Part Time Art Teacher	Full Time Art Teacher	January 29, 2019
Baxin-Galetta, Nicole	Para – Stetson Elementary School	INR 2 nd Grade Teacher – Stetson Elementary School	January 8, 2019

Resignations:

Name	Position	Location	Effective Date
Fitzpatrick, Joshua	INR Early Childhood Educator	Woodmen Hills Elementary School	January 15, 2019
Klose, Desiree	.5 FTE Music Teacher	Falcon Elementary School	January 29, 2019
Brenner, Jeannette	4 th grade Teacher	Odyssey Elementary School	February 8, 2019

Newly Hired Guest Teachers:

Name	Effective Date
Russell, Thomas	January 9, 2019
MacRae, Kenneth	January 23, 2019
Acosta, Monica	January 29, 2019
Baldwin, Mitchell	January 29, 2019
Logar, Morganne	January 29, 2019
Olarte, Samuel	January 29, 2019

Name	Effective Date
Quinn, Michelle	January 29, 2019
Seraphin, Michael	January 29, 2019
Tripp, Grace	January 29, 2019
Keck, Marlinde	February 1, 2019
Breitmeyer, David	February 1, 2019

Newly Hired Support Substitutes:

Name	Effective Date
Criss, Shaylie	January 15, 2019
Buller, Destiny	January 29, 2019

Name	Effective Date
Maddox, Kyleigh	January 29, 2019
Perdue, Brenda	January 29, 2019

Hoskisson, Hanna	January 29, 2019
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Hernandez, Myrna	January 28, 2019
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BOARD OF EDUCATION ITEM 4.05 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 14, 2019

PREPARED BY: Nicole Evans, Human Resources Manager

TITLE OF AGENDA ITEM: Action on 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:

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

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

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

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

DATE: February 1, 2019

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

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

BOE Regular Meeting February 14, 2019
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Educational Support Personnel
February 14, 2019**

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Baker, Thomas	Bus Driver	Transportation	January 30, 2019
Billot, Cindy	Bus Paraprofessional	Transportation	December 17, 2018
Bradley, Cassidy	Special Education Para Educator Program Based SSN	Sand Creek High School	February 01, 2019
Burke, Michelle	Nutrition Services Assistant	Falcon Middle School	January 25, 2019
Calvin, Jade	Bus Paraprofessional	Transportation	December 17, 2018
Coleman, Sarah	Certified Occupational Therapist Assistant (C.O.T.A)	District Wide	January 24, 2019
Flaten, Kristina	Administrative Dietitian	Nutrition Services	January 17, 2019
Glivar, Justin	Temporary – Special Education Para Educator Program Based SED	Vista Ridge High School	January 17, 2019
Harding, Shannon	Special Education Para Educator Program Based SED	Sand Creek High School	February 01, 2019
Irwin, Rebecca	English Language Development – ELD – Para Educator	Stetson Elementary School	February 01, 2019
Kern, Abbey	Nutrition Services Assistant	Falcon High School	January 17, 2019
Kressin, Rainie	Special Education Para Educator Program Based SSN	Skyview Middle School	January 17, 2019
Lesner, Linda	Nutrition Services Assistant	Skyview Middle School	January 10, 2019
Lewis, Mariana	Catering Rover	Nutrition Services	February 1, 2019
Mariano, Summer	Nutrition Services Assistant	Woodmen Hills Elementary School	January 17, 2019
Neal, Brittany	Bus Driver	Transportation	January 30, 2019
Pratt, Lindsey	Bus Paraprofessional	Transportation	December 17, 2018
Rogers, Mara	Bus Paraprofessional	Transportation	January 15, 2019
Shavers, Ekaterina	Nutrition Services Assistant	Banning Lewis Ranch Academy	January 17, 2019
Steinkirchner, Russell	Bus Driver	Transportation	December 17, 2018
Stewart, Sharon	Lunch Monitor	Odyssey Elementary School/ALLIES	December 6, 2018

Appointments to New Positions:

Name	Position	Location	Effective Date
Moelter, Bonnie	BASE49 Site Assistant	Springs Ranch Elementary School	January 10, 2019
Schofield, Jaclyn	Temporary General Education Para Educator	Ridgeview Elementary School	February 01, 2019
Smith, Sheila	Special Education Para Educator Program Based SED	Bennett Ranch Elementary School	February 01, 2019
Tiffany, Hanna	Special Education Para Educator Program Based SLD	Falcon Elementary School of Technology	January 17, 2019
Weatherstone, Daniel	Crossing Guard	Skyview Middle School	January 28, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Aziz, Nancy	Special Education Para Educator Student Based ID at Horizon Middle School	Special Education Para Educator Student Based ID at Falcon Middle School	January 08, 2019
Horton, Leanne	BASE49 Site Assistant at Springs Ranch Elementary School	BASE49 Site Assistant at Ridgeview Elementary School	January 14, 2019
Jensen, Melissa	Nutrition Services Assistant at Skyview Middle School	Nutrition Services Manager at Skyview Middle School	January 8, 2019
Malner, Marry Ann	BASE49 Site Assistant at Meridian Ranch Elementary School	Special Education Para Educator Program Based SOCO at Meridian Ranch Elementary School	February 1, 2019
Mascotti, Jason	Special Education Para Educator Program Based SSN at Falcon Middle School	Building Custodial Technician at Woodmen Hills Elementary School	January 28, 2019
Vogel, Brittany	Bus Driver at Transportation	Transportation Router at Transportation	January 01, 2019

Resignations:

Name	Position	Location	Effective Date
Boncler, Lisa	Health Paraprofessional	Springs Ranch Elementary School	January 22, 2019
Campbell, Reginald	Bus Driver	Transportation	January 11, 2019
Cassady, Eryn	Special Education Para Educator Program Based SSN	Odyssey Elementary School	December 20, 2018
Clark, Tatiane	Special Education Para Educator Program Based ID	Falcon Middle School	January 31, 2019
Doebler, Dana	Special Education Para Educator Program Based SLD	Evans International Elementary School	January 31, 2019
Fountain, Laine	Certified Occupational Therapist Assistant	Special Education	December 31, 2018
Graves, Elizabeth	Nutrition Services Assistant	Falcon High School	May 25, 2018
Kiger, Fred	Crossing Guard	Remington Elementary School	January 07, 2019
Kyle, David	Campus Security Officer	Vista Ridge High School	January 29, 2019
Lesner, Linda	Nutrition Services Assistant	Skyview Middle School	January 23, 2019
Lynn, Gabrielle	Temporary Family Engagement Community Liaison	Odyssey Elementary School	January 11, 2019
Morales, Christine	Special Education Para Educator Program Based SED	Stetson Elementary School	January 07, 2019
Tofilo, Samantha	Bus Paraprofessional	Transportation	January 31, 2019
Williams, Destiny	Nutrition Services Assistant	Vista Ridge High School	October 4, 2018
Yakovleva, Yelena	Bus Driver	Transportation	January 11, 2019

Terminations:

Name	Position	Location	Effective Date
Goldbach, Pamela	Preschool Para Educator	Woodmen Hills Elementary School	January 11, 2019
Scott, Alonza	Nutrition Services Manager	Skyview Middle School	January 17, 2019

Resigned Prior to Starting:

Name	Position	Location	Effective Date
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Cassidy Bradley	Special Education Para Educator Program Based SSN	Woodmen Hills Elementary School	January 08, 2019
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BOARD OF EDUCATION ITEM 4.06 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: Action on Minutes of Special Board of Education Meeting 1/23/19

ACTION/INFORMATION/DISCUSSION: Consent Agenda-Action

BACKGROUND OR RATIONALE

Board review and approval is required prior to posting minutes.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda, including the minutes from the January 23rd special board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: February 1, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Administrative Personnel Recommendations – Chief Officers

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in student achievement.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the continued employment of the chief officers for 2019-20.

APPROVED BY: Marie La Vere-Wright, Board President

DATE: January 31, 2019

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

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

BOE Regular Meeting February 14, 2019
Item 4.07 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

Administrative Personnel Recommendations for Fiscal Year 2019-2020

Chief Officers

February 14, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Administrative Personnel Recommendations – Zone Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in student achievement.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2019-20.

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

DATE: January 31, 2019

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

BOE Regular Meeting February 14, 2019
Item 4.08 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

Administrative Personnel Recommendations for Fiscal Year 2019-2020
Zone Superintendents
February 14, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Administrative Personnel Recommendations –
Department and Program Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in student achievement.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2019-20.

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

DATE: January 31, 2019

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

BOE Regular Meeting February 14, 2019
Item 4.09 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

Administrative Personnel Recommendations for Fiscal Year 2019-2020 Central Offices February 14, 2019

Business Office

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

Education Office

Last Name	First Name	Position
Whetstine	Amber	Executive Director of Learning Services
Lemmond	Nancy	Executive Director of Individualized Education
Rice	Jean	Director of Special Education
Fletcher	Louis	Director of Culture & Services
Perez	Mary	Director of Concurrent Enrollment
Nancarrow	David	Director of Communications
Boyd	Kim	Director of Community Care
Lester	Nikki	Director of Career & Technical Education
Coleman	Paul	Coordinator of Title Programs Compliance
Franklin Selby	Stacey	Coordinator of Literacy Performance
Granaas	Mary Kathleen	Coordinator of Academic Performance
Finch	Paul	Coordinator of Concurrent Enrollment
Geis	Grant	Coordinator of English Language Development
Leschisin	Emily	Zone Special Education Coordinator
Matthews	Tami	Zone Special Education Coordinator
Montoya	Sheryl	Zone Special Education Coordinator
Hurley	David	Zone Special Education Coordinator

Operations Office

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Action on Administrative Personnel Recommendations – Building Leaders

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

Approval of the attached roster will provide leadership continuity for the district's schools, programs and departments. The Board's approval of the action items enables the chief officers to fulfill their responsibility to ensure the district's staff and students receive appropriate leadership support. This supports Board of Education objectives in student achievement.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the Chief Officers' recommendations for administrative personnel for 2019-20.

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

DATE: January 31, 2019

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

BOE Regular Meeting February 14, 2019
Item 4.10 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY SCHOOL DISTRICT 49

Administrative Personnel Recommendations for Fiscal Year 2019-2020 Building Administrators February 14, 2019

Falcon Zone

Last Name	First Name	Position	Location
Roth	Michael	Principal	Falcon Elementary School
Freeman-Todd	Sheehan	Principal	Meridian Ranch Elementary School
Kulbacki	Edward	Assistant Principal	Meridian Ranch Elementary School
Rose	Angela	Principal	Woodmen Hills Elementary School
Stegman	Bethany	Assistant Principal	Woodmen Hills Elementary School
Smith	Brian	Executive Principal	Zone
Maranville	Amanda	Associate Principal	Bennett Ranch Elementary
Belveal	Chad	Assistant Principal	Falcon Middle School
Anderson	Michael	Assistant Principal	Falcon Middle School
Lientz	Kava	Assistant Principal	Falcon Middle School
Truex	Nathan	Assistant Principal	Falcon High School
Gregg	Jennifer	Athletic Director	Falcon High School

iConnect Zone

Last Name	First Name	Position	Location
Knoche	David	Executive Principal	Zone
Vidovich	Christina	Zone Operations Administrator	Zone
Barela	Adam	Assistant Principal	Springs Studio for Academic Excellence
Kolhouse	Rochelle	Associate Principal	Pikes Peak Early College

Sand Creek Zone

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

POWER Zone

Last Name	First Name	Position	Location
Mcafee	Sarah	Principal	Odyssey Elementary School
Wedor	Michael	Assistant Principal	Odyssey Elementary School
Ritz	Theresa	Principal	Ridgeview Elementary School
Aragon	Andrea	Assistant Principal	Ridgeview Elementary School
Moore	Kimberly	Assistant Principal	Ridgeview Elementary School
McGee	Eddy	Assistant Principal	Stetson Elementary School
Thompson	Rebecca	Director of Academic Services	ALLIES
Rigdon	Kristina	Principal	Inspiration View Elementary School
Tinucci	Catherine	Principal	Skyview Middle School
Gioscia	Patricia	Assistant Principal	Skyview Middle School
Sanders	Meghan	Assistant Principal	Skyview Middle School
Bonynge	Scott	Assistant Principal	Skyview Middle School
Schoen	Elaine	Assistant Principal	Vista Ridge High School
Dalee	Jason	Assistant Principal	Vista Ridge High School
Sisson	Matthew	Assistant Principal	Vista Ridge High School

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Kristy Rigdon, Principal, IVES

TITLE OF AGENDA ITEM: Arts Integration Instructional Coach Job Description

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Inspiration View Elementary School (IVES) is opening for students in the 2019-2020 school year. This school adds to the District's portfolio of schools by integrating the visual and performing arts with traditional core academic subjects in an interdisciplinary model. IVES also will provide numerous opportunities to engage with the arts during and beyond the academic day.

RATIONALE:

A critical component to the success of Inspiration View Elementary School is a teaching staff professionally supported in interdisciplinary instruction and integration of the visual and performing arts standards, as well as authentic performance based assessment. Key partnerships with arts organizations are also key to the success of this model. There are a healthy number of grants for arts in schools that this position could support in acquiring as well.

RELEVANT DATA AND EXPECTED OUTCOMES:

An arts integrated approach to teaching and learning will demand a different skill set of staff that is not typically provided or then practiced in a traditional school model or in teaching programs in higher education institutions. The current instructional coach job description is insufficient to capture the scope and knowledge, skills and responsibilities for an arts integration instructional coach position. This position requires thorough knowledge of all Colorado Academic Standards, interdisciplinary instruction, curriculum development, and performance based assessment, as well as the capacity to capitalize on grant opportunities and build key partnerships with community organizations. The complete job description is included with the board packet.

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

INNOVATION AND INTELLIGENT RISK:

Arts Integration is an approach that the District has not had in its portfolio before. Research has demonstrated the many benefits of arts inclusion for all types of students. As stated above, this interdisciplinary approach requires a specific skill set from the staff and the success of the program will be greatly enhanced through the support of an instructional coach well versed in all the Colorado Academic Standards, interdisciplinary instruction, unit development, and able to create key partnerships with arts organizations and potential grant funders. Success of the IVES program will be monitored through the same mechanisms as other schools. The effectiveness in this position can be measured also through educator evaluation, stakeholder survey data, key partnership data, and grant funding criteria. This position brings minimal risk to the district.

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

A specific Arts Integration Instructional Coach defines specific support necessary to the success of Inspiration View Elementary School, which has a program quite unique in D49's portfolio. This position supports the District in being the best choice to learn, work and lead because it provides staff with the skills and knowledge necessary to integrate arts with traditional academic subjects for all students.

Culture	Inner Ring —How we treat each other	It is best practice to provide an accurate job description so prospective applicants are fully informed of the duties and responsibilities of the position for which they are applying. This position honors the commitment to stakeholders to be the best choice to work, learn and lead.
	Outer Ring —How we treat our work	As an innovative program that requires teamwork, this position provides the necessary learning, and collaboration to fulfill the school's mission and vision.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Accurate job descriptions indicate to our stakeholders that we are committed to finding not only the best qualified candidate but also a candidate who fully understands the responsibilities of the positions.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The arts community is rich with talent willing and able to grow D49 students, this position acts as a liaison to this community.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This position is critical to IVES fulfilling Rock #3 as stated above.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Through incorporating the arts, students learn skills transcending content and applicable to whatever situation they may encounter.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	The Arts Integration Instructional Coach position supports teachers in achieving this rock.

BUDGET IMPACT: Licensed Personnel Compensation Schedule, plus 15%

AMOUNT BUDGETED: Funds for this position are included as part of the building budget.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: It is recommended that the position is approved at the February 14, 2019 Board Meeting.

APPROVED BY: Peter Hilts, Chief Education Officer
Brett Ridgeway, Chief Financial Officer

DATE: January 29, 2019

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

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

BOE Regular Meeting February 14, 2019

Item 7.01a continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Mike Pickering, POWER Zone Leader

TITLE OF AGENDA ITEM: Zone Executive Principal Job Description - POWER Zone

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The POWER Zone has had a curriculum, assessment, and professional development personnel support structure within the zone since its creation in 2012. This has been in either the Curriculum, Instruction, Assessment, and Professional Development Coordinator or the Zone Operations Administrator positions. The zone believes there is a need to create a different personnel support structure that would replace the previous support structure within the zone with a Zone Executive Principal position specific to the needs of the POWER Zone.

RATIONALE:

As we learn more about the needs of our students and staff and consider the best avenues to offer support these critical stakeholder groups we believe a different type of zone personnel support would be more beneficial to increased student learning. The POWER Zone Executive Principal position will support the Zone Leader in the execution of his/her duties and responsibilities as well as support the principals and the assistant principals assigned to the zone. The Zone Executive Lead Principal will provide an additional layer of instructional leadership and accountability to support successful implementation of zone and district priorities and goals, and ultimately to support excellent student growth and achievement across all Zone schools.

RELEVANT DATA AND EXPECTED OUTCOMES:

Increased local and state student growth and achievement data resulting from increased zone leader and principal effectiveness.

INNOVATION AND INTELLIGENT RISK:

There is no further economic risk to this position as the zone would replace the Zone Operations Administrator position with this position.

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

C u l t u r e	Inner Ring —How we treat each other	Increased opportunity to develop professional relationships between buildings in order to more readily and effectively share best practices.
	Outer Ring —How we treat our work	Increased collaboration between principals and assistant principals. Increased sharing of best principal practices allowing more effective focus to be placed in critical areas.
S t r a	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	

BOE Regular Meeting February 14, 2019
Item 7.01b continued

t e g y	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This position will support principals in ensuring their school mission and visions are lived out to the best possible opportunity.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	This position will add collaborative opportunities to share best practices, ideas, and strategies across buildings.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	This position will support principals and teachers in building upon each school's focus and helping to ensure our schools are not only unique, but high quality.

BUDGET IMPACT: There is no new budget required for this position within the zone as this is a replacement for the current Zone Operations Administrator position.

AMOUNT BUDGETED: This position has budget within the current POWER Zone budget.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to move approve the job description in item 7.01b as recommended by the administration.

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

DATE: January 31, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 7.02 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: February 14, 2019

PREPARED BY: Andy Mello

TITLE OF AGENDA ITEM: VRHS Course Name Change: “One Act Play” to “Theatre Performance”

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The curriculum we use for One Act Play Course uses the same name as after school One Act Play. I feel the name change will communicate better to the students and parents of what concepts will be covered in this class. Also we cover other aspects of Theatrical performance

RATIONALE:

One Act Play is confusing name for students since we also offer One Act Plays in the After school program

RELEVANT DATA AND EXPECTED OUTCOMES:

The course name change provides additional clarity to the content covered in the course.

INNOVATION AND INTELLIGENT RISK:

The name change would help students, parents and staff intelligently select the course based on the name.

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

C u l t u r e	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	Clarify the differences in between the class and activities
S t r a t e g y	Rock #1 —Establish enduring <u>trust</u> throughout our community	The name “One Act Play” is confusing to students who also participate in after school one act plays- avoid confusion with the two names
	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: no cost

AMOUNT BUDGETED: no cost

BOE Regular Meeting February 14, 2019
Item 7.02 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to accept a name change for VRHS “One Act Play” to “Theatre Performance”.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 31, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: Physical Therapist Job Description

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Physical Therapist is a required service provider under IDEA and ECEA. The position currently exists within the district. In place of using a generic special education teacher, this job description more accurately describes the requirements of the position.

RATIONALE:

It is best practice to have an accurate and detailed job description when selecting candidates. This job description provides the needed information for applicants to be fully informed of the scope and requirements of the position of Physical Therapist.

RELEVANT DATA AND EXPECTED OUTCOMES:

The district employs Physical Therapists and continues to hire replacements and new positions. The expected outcome is to better advertise and select Physical Therapists that better suit our requirements and expectations.

INNOVATION AND INTELLIGENT RISK:

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

Culture	Inner Ring —How we treat each other	It is best practice to provide an accurate job description so current position holders and prospective applicants are fully informed of the duties and responsibilities of the position for which they are responsible or applying. It is best practice to remain compliant with state and federal law.
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Accurate job descriptions indicate to our stakeholders that we are committed to finding not only the best qualified candidate but also a candidate who fully understands the responsibilities of the positions.
	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: Physical Therapists are compensated off the Teacher Compensation Salary Schedule.

AMOUNT BUDGETED:

BOE Regular Meeting February 14, 2019
Item 7.03 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the Physical Therapist job description as recommended by the administration.

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

DATE: January 31, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: Action on 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
7.04a	BDFC	Preschool Council	N Lemmond	Minor revisions
7.04b	GBAA	Sexual Harassment	P Andersen	Align with CASB
7.04c	GCF	Professional Staff Recruiting/ Hiring	P Andersen	Align with CASB
7.04d	GDF	Educational Support Staff Hiring	P Andersen	Align with CASB
7.04e	JLCC	Communicable/Infectious Diseases	N Lemmond	Reviewed; no recommended revisions

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 #7 — Customize our educational systems to <u>launch each student toward success</u>	Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After a first read at the previous work session, I move to approve revisions to the 5 policies in item 7.04 as recommended by the administration.

BOE Regular Meeting February 14, 2019
Item 7.04 continued

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

DATE: January 31, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Proposed Long-Form Vision Statement

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: One of the action items coming out of the 2018 CSPP summit was the development of a ‘long-form’ version of the District Vision Statement. This agenda item seeks to follow through on that tasking which was originally presented at the November 2018 work session after which the Board of Education directed Administration to seek input from stakeholders through a survey process.

RATIONALE: Brevity in vision and mission statements is valuable as it makes them easier to remember. When someone wants clarity to what it means, however, a long form version is appropriate so that anyone asking or considering such a question has a place to go. District 49 already has a long form version of the ‘Learn, Work, and Lead’ mission statement, but we do not have a long form version of ‘The Best Choice’.

RELEVANT DATA AND EXPECTED OUTCOMES: The long form versions of the vision and mission statements give anyone the initial answer to the ‘what does that mean’ question that inevitably comes from someone seeing or hearing the short version of ‘The Best Choice to Learn, Work, and Lead’.

INNOVATION AND INTELLIGENT RISK: Identifying gaps and/or confusions in district identity statements and seeking to fill or improve those without completely overhauling the intention is beneficial to deployment a of those items across the district and beneficial the overall culture of the district so that staff, students, parents and constituents can have as much clarity as possible.

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

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

BOE Regular Meeting February 14, 2019
Item 7.05 continued

BUDGET IMPACT: none

AMOUNT BUDGETED: nothing

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the long-form vision statement as recommended at the previous work session: We endeavor to be The Best Choice in education by respecting the voice of our community, delivering valued pathways for students and pursuing performance excellence.

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

DATE: January 31, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: February 14, 2019

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	GCF-R	Professional Staff Recruiting/Hiring	P Andersen	Align with CASB
8.01b	GDF-R	Educational Support Staff Hiring	P Andersen	Align with CASB

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

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

DATE: February 1, 2019

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

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

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: Expulsion Information

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

See attached confidential sheet for list of expulsions in January 2019 per board policy.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 1, 2019

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

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

BOARD MEETING OF: February 14, 2019

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

TITLE OF AGENDA ITEM: 8.03 Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

VRHS

LifeSmarts Nationals in Orlando, FL

Depart-4/11/19 Return-4/16/19

5 Students will attend this trip.

Cost of the trip will be \$760 per student and includes transportation, meals, lodging and tours.

Students have been studying and learning knowledge essential for life success. The five categories health and safety, technology, consumer rights and responsibilities, environment, personal finance. Students won the state bid to nationals to compete against teams across the country.

Fundraising will be part of this trip.

SCHS

CSU-Pueblo Festival of the Winds in Pueblo, CO

Depart-2/14/19 Return-2/16/19

30 Students will attend this trip.

Cost of the trip will be \$100 per student and includes transportation, all but 4 meals, lodging and insurance.

Students were selected for this honor band by recommendation only. They will perform with hundreds of other students from around the state and work with expert conductors and clinicians from around the world.

Fundraising will not be part of this trip.

SCHS

Trip to France, Germany and Switzerland

Depart-3/14/20 Return 3/29/20

12 Students will attend this trip.

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

Students will experience cultural immersion as a form of learning. Students will consider how various perspectives of seeing the world are linked to one's cultural context. The trip will be structured through looking at the culture of traditional and contemporary European cultures; looking to historical traditions and present popular cultures of modern Europe. Students will enter into the trip with a self-authored set of guiding questions that will require them to interact with the people they meet; going beyond surface-level learning that can take place by using Google.

Veteran tour guides will help mediate the experience students undergo throughout the course of the trip. Nightly reflective conversations around our experiences and revelations will be conducted.

Fundraising will not be part of this trip.

BOE Regular Meeting February 14, 2019
Item 8.03 continued

SCHS

Band-Colorado West Invitational in Grand Junction, CO

Depart 4/25/19 Return 4/27/19

70 Students will attend this trip.

Cost of the trip will be \$252 per student and includes transportation, all but 4 meals, lodging, insurance and tours. Students will perform at a music festival for judges and receive ratings on their musical preparedness and technical facility. A performance of this nature meets all content standards due to the types of ensembles participating (Jazz Band, Wind Ensemble, Orchestra).

Fundraising will be part of this trip.

FHS

CSU Pueblo Festival of the Winds in Pueblo, CO

Depart 2/14/19 Return 2/16/19

15 Students will attend this trip.

Cost of the trip will be \$60 per student and includes transportation and meals.

Students get a rare opportunity to work with International Directors and get collegiate level education experience in band.

Fundraising will not be part of this trip.

FHS

Cannon City Blossom Festival

Depart 5/3/19 Return 5/4/19

60 Students will attend this trip.

Cost of the trip will be \$100 per student and includes transportation, meals and lodging.

Fundraising will not be part of this trip.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

BOE Regular Meeting February 14, 2019
Item 8.03 continued

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: January 30, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Shannon Hathaway, Risk & Benefits Manager

TITLE OF AGENDA ITEM: Current Legal Issues

ACTION/INFORMATION/DISCUSSION: Information - Confidential

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: February 1, 2019

BOE Regular Meeting February 14, 2019
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: February 14, 2019

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:

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: Information only.

APPROVED BY: Dave Cruson, Board Secretary

DATE: February 1, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Sue Holmes, Falcon Zone Leader

TITLE OF AGENDA ITEM: Falcon Zone Performance Report

ACTION/INFORMATION/DISCUSSION: Information

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	Our students' learning is our priority. Data informs our staff to make focused decisions to target and enhance student performance. Focused professional learning elevates our capacity to facilitate meaningful learning
	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>	Being transparent about our data builds trust. Data analysis assists us with providing exactly what each of our students needs to thrive in our schools and prepare them for success.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: February 1, 2019

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

BOARD OF EDUCATION ITEM 8.07 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: February 14, 2019

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: School Accountability Committee (SAC) Performance Report

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

The Board of Education directed the CEO to develop a process for assessing and reporting on SAC performance. Understanding SAC protocols and performance enables the board to assess our compliance and make fact-based decisions about school priorities and performance.

RELEVANT DATA AND EXPECTED OUTCOMES:

Monitoring and reporting on SAC performance will increase our ability to maintain trust and engage our community. It will also support our efforts to understand and meet the expectations of our teacher, parent, and community customers. Finally, robust SAC involvement supports robust DAAC involvement, so the board will receive more informed and representative recommendations from the District Accountability and Advisory Committee.

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>	SAC membership is one of the primary ways schools in District 49 can bring parents, teachers, and community members into conversations about school priorities and performance.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Receive this report as an annual expectation in the fall semester.

APPROVED BY: Peter Hilts, Chief Education

DATE: February 1, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Jodi Poulin, Accounting Group Manager
 Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Financial Audit Results

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

District 49 is required to have a qualified external audit firm review our financial results as well as our internal control structure every year. That review is summarized in either an ‘Audit Report’, which is exactly that; or a ‘Comprehensive Annual Financial Report’ (CAFR), which is the audit report + some statistical information about the district. For the last two years, we have produced the CAFR so as to provide the extra information that is included to our public.

RELEVANT DATA AND EXPECTED OUTCOMES:

The auditor’s opinion is a conclusion that has certain specific wording to indicate the results of the audit. For D49, for the fiscal year ended June 30, 2018, the opinion reads as follows:

“In our opinion, based on our audit and the reports of other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the El Paso County School District 49, as of June 30, 2017, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.”

This verbiage indicates a ‘clean opinion’.

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>	<i>Maintaining trust with the community is based in large part on the financial operations of the district. The clean opinion audit report validates the work performed by D49 in this regard.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: 2/5/2019

BOE Regular Meeting February 14, 2019
Item 9.01 continued

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Ron Lee, Director of 3B MLO

TITLE OF AGENDA ITEM: 3B MLO Projects Update

ACTION/INFORMATION/DISCUSSION: Discussion Item

BACKGROUND OR RATIONALE

Discussion item, 3B project updates.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Review of the current 3B MLO report and make any inquiries needed for clarity or direction.

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: February 1, 2019

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Andy Franko

TITLE OF AGENDA ITEM: Job Description – Portfolio of Schools Specialist

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

As the number of portfolio of school options continues to increase, in particular in the iConnect Zone, the level of work associated with meeting the expectations of our families has also increased. The iConnect Zone offers opportunity in eleven schools and multiple programs. The Porfolio of Schools Specialist position will help meet the demands of information, communication, and management regarding school choice options within the Zone.

RATIONALE:

We will better serve our students, families, and schools by managing portfolio options from a consistent position. The Portfolio of School Specialist will work with students and families to better inform about school options. In addition the manager will collaborate with build principals and staff to plan and deliever organized information. Also, the manager will help organize shared facilities, be a point of contact for program managers, and provide advising as needed.

RELEVANT DATA AND EXPECTED OUTCOMES:

The School Portfolio Specialist will measure the results of students making choices within the iConnect Zone by building and utilizing a portfolio management system. This information will better inform our district about current and potential choice education needs. Additionally, we will utilize this position to inform and transition students within the homeschool community to an early college or concurrent enrollment pathway, based on preference and choice.

INNOVATION AND INTELLIGENT RISK:

This is a new position that will extend the liaison work we currently focused in our homeschool community to the entire zone.

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

Culture	Inner Ring —How we treat each other	This position is built on improving communication and care for those who make choice a priority in their education.
	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	This position is intended to inform our community and provide consistent information about our portfolio options.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This position will improve our overall management and operations of our portfolio of schools.

BOE Regular Meeting February 14, 2019
Item 9.03 continued

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: This position will replace a community liason position within the iConnect Zone, but will incur an increase of salary and benefits of \$15 -\$25k annually

AMOUNT BUDGETED: The iConnect Zone is positioned to take on the additional cost of this position.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move the Portfolio of Schools Specialist job description for action at the next regular board meeting.

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

DATE: February 6, 2019

Board consensus to move this item forward for action at the March regular board meeting.

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

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

BOARD MEETING OF: February 14, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Election Planning

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Each January/February, at the Annual Planning Summit, the Board of Education, and the District Administration's Chief Officer Team, determine action priorities for the then-coming 6-18 months. Principle among those discussions each year is whether the district's constituent voters need to be engaged in an election question. Every other year, that is usually an automatic yes, because of the need to elect members of the Board of Education. Whether other items are added to the ballot is also a matter of discussion at the Annual Planning Summit.

RATIONALE: Any action that leads to the engagement of the district's constituent voters in a ballot question needs thorough discussion and planning, even if it is the bi-annual 'routine' item of electing persons to fill positions on the Board of Education. The existence and timing of the Annual Planning Summit provides the most appropriate venue and timing for that discussion. Accordingly, the first regular meeting after the summit is the best opportunity to introduce the public to the results of that planning.

RELEVANT DATA AND EXPECTED OUTCOMES: For the November 2019 coordinated election, the Board of Education and District Administration believe the only appropriate item for voter consideration is the need to elect persons to fill spots that are coming due for election on the Board of Education. In the 2019 election cycle, the seats from director district #'s 2,3,4 are up for election.

INNOVATION AND INTELLIGENT RISK: District 49 has a 'Director District' model of representation on the Board of Education. The school district is subdivided into five director districts so that each of the five members of the Board of Education have a specific geographically defined subset of the district to represent and to be elected from. This is not as easy as the statutory default design of at-large seats, but the district voters, in 2015, voted overwhelmingly to pursue this model.

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>Honoring the voters' previous intentions with the Director District model.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	<i>Engaging with the community to find and educate potential BoE members.</i>
	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	

BOE Regular Meeting February 14, 2019
Item 9.04, continued

Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	
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BUDGET IMPACT: Any election has costs that are directly incurred by El Paso County who administers the coordinated election and then bills participating local public entities for their relative share of the cost. For District 49, that has been in the neighborhood of \$75,000 in recent election cycles.

AMOUNT BUDGETED: \$75,000

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: The Board of Education should, as a body, pursue a course that informs and engages the community of the upcoming election, and each individual member of the Board of Education should participate in that effort during 2019.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: February 7, 2019

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