

**MINUTES**  
**SPECIAL BOARD OF EDUCATION MEETING**  
**March 27, 2019**  
**Immediately Following the Work Session**  
**Education Service Center – Board Room**

**1.00 Call to Order and Roll Call**

A special meeting of the Board of Education was called to order at 7:18 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Butcher*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*. Mr. *Cruson* 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 *Graham*, seconded by *Fry* to approve the agenda.

*The motion was put and carried with Butcher, aye; Fry, 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 2/14/2019 – *Garza*
- 4.02 Action on Matters Relating to Administrative Personnel – *White*
- 4.03 Action on Matters Relating to Specialized Services Professionals – *White*
- 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 Matters Relating to Extra Curricular Personnel – *Evans*
- 4.07 District Accountability Advisory Committee (DAAC) Membership – *Hall*

**5.00 Open Forum (Topic must be related to an item on the agenda)**

**6.00 Action Items – see attachments**

- 6.01 Action on 2018-19 School Fee Changes – *Sprinz/Gilbert*
- 6.02 Action on New Policy
  - a. FB, FB-R Facilities Planning – *Andrews/Almeida*
- 6.03 Action on Policy and Procedure Review – *Garza*
  - a. BDF Advisory Committees
  - b. GBCAG Staff Unpaid Leave of Absence
  - c. GBGAB First Aid Training
  - d. GDO Evaluation of Educational Support Staff
  - e. IKA Grading/Assessment Systems
  - f. JICDF Cyber Bullying
- 6.04 Action on New Job Description: Portfolio of Schools Specialist – *Franko*
- 6.05 Action on Grounds and Maintenance Positions Request – *Jilek/Payne*
- 6.06 Items Removed from Consent Agenda

**7.00 Information Items– see attachments**

- 7.01 Process Improvement Update – *Garza*

- a. AE-R Accountability/Commitment to Accomplishment
- b. GDO-R Evaluation of Educational Support Staff
- c. JICDF-R Cyber Bullying
- 7.02 Expulsion Information - **Lemmond**
- 7.03 Current Legal Issues – **Ridgway/Hathaway**
- 7.04 iConnect Zone Performance Report – **Franko**
- 7.05 Board Sub-Committee Minutes – **Garza**

**8.00 Other Business**

- 8.01 Executive Session: Pursuant to C.R.S. 24-6-402(4)(b &f) for conference with an attorney for the purpose of receiving legal advice regarding a stakeholder grievance and for the purpose of discussing personnel matters involving a particular employee with prior written notice

It was moved by Graham, seconded by Fry to go into Executive Session pursuant to C.R.S. 24-6-402(4)(b &f) for conference with an attorney for the purpose of receiving legal advice regarding a stakeholder grievance and for the purpose of discussing personnel matters involving a particular employee with prior written notice. *The motion was put and carried with Butcher, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 4-0.*

*THE BOARD TOOK A 10 MINUTE BREAK AT 7:23 PM.*

*Dave Cruson arrived at 7:43 p.m.*

The Board went into Executive Session at 7:43 p.m. with the following people present: Marie La Vere-Wright, President, John Graham, Vice-President, Dave Cruson, Secretary, Joshua Fry, Director, Kevin Butcher, Treasurer, Brad Miller, Legal Counsel, and Donna Garza, Executive Assistant.

Brett Ridgway, Chief Business Officer, was invited into executive session at 8:33 p.m. and was excused at 8:41 p.m.

It was moved by Cruson and seconded by Fry to return to regular session at 9:21 p.m. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

The Board returned to regular session at 9:21 p.m.

- 8.02 Potential Board action related to matters under consideration in Executive Session

In regards to the grievance, *Graham* moved to uphold finding one which the Chief Operations Officer found that there is not a valid grievance for board review regarding violating policy AD and regulation AD-R Cultural Compass contained in his Chief Operations Officer official report dated December 13, 2018; seconded by *Fry*.

*The motion was put and carried with Butcher, aye; Cruson, nay; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 4-1.*

In regards to the grievance finding #2, *Graham* moved to uphold finding #2, D49 did violate policy GBJD which requires board approval for major modifications to essential duties and responsibilities, qualifications or other work factors contained in the Chief Operations Officer's official report dated December 13, 2018; seconded by *Fry*.

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

As a recommended action, *Graham* moved to direct the administration to revise the Health and Wellness Coordinator position to include scope, duties, days worked and salary and present to the Board for approval for the next contract year 2019-2020; seconded by *Fry*.

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

As a recommended action, *Fry* moved to direct the administration that if the revised job description includes a significant change in days and/or salary, the Human Resources department shall provide an appropriate three year transition period for the current employee subject to yearly contract. No second. *Brad Miller*, Legal Counsel, provided clarification.

*Fry* withdrew the motion.

*Fry* moved to direct the administration that if the revised job description includes a significant change in days and/or salary, the Human Resources department shall provide an appropriate three-year transition period for the current employee subject to annual assignment; seconded by *Graham*.


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


#### **9.00 Adjournment**

It was moved by *Graham*, seconded by *Fry* to adjourn the meeting at 9:30 p.m.

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

Respectfully submitted by Donna Garza,

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

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

**SPECIAL BOARD OF EDUCATION MEETING 3-27-19**  
**TOPIC MUST BE RELATED TO AN AGENDA ITEM**

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

**SPECIAL BOARD OF EDUCATION MEETING 3-27-19**  
**TOPIC MUST BE RELATED TO AN AGENDA ITEM**

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
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

### 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:** March 27, 2019

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Regular Board of Education Meeting  
2/14/19

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the February 14th regular board of education meeting.

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

**DATE:** March 20, 2019

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

	BUTCHER	FRY	CRUSON	GRAHAM	LA VERE-WRIGHT
VOTED AYE	X	X	Absent	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:** March 27, 2019

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** March 15, 2019

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

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

BOE Special Meeting March 27, 2019  
Item 4.02 continued

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



**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Administrative Personnel  
March 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Brown, Natalie	Coordinator of Gifted Education	District Wide	July 1, 2019
Bonds, Darryl	Principal	Falcon High School	July 1, 2019

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Ritz, Theresa	Zone Executive Principal	Power Zone	March 1, 2019
Holloman, Pamela	Assistant Principal	Inspiration View Elementary School	July 1, 2019

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Tinuucci, Catherine Requesting 110-Transitional year For 2019-20	Principal	Skyview Middle School	May 29, 2019

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

**BOARD MEETING OF:** March 27, 2019

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

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

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** March 20, 2019

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

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

BOE Special Meeting March 27, 2019  
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**  
**2019-2020 Special Services Provider Recommendations**  
**March 14, 2019**

<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Position</b>
Lusk	Rebekah	BRES	Counselor
Hartman	Lisa	EIES	Counselor
Carroll	Karla	FES	Counselor
Villani	Amber	FHS	Counselor
Morris	Gregory	FHS	Counselor
Rynearson	Erinn	FHS	Counselor
Thompson	Mary	FHS	Counselor
Murdock	Lisa	FMS	Counselor
Owen	Geoffrey	FMS	Counselor
Hull	Ariel	FMS	Counselor
Dazey	Audrey	HMS	Counselor
Garza	Leslie	HMS	Counselor
Juarros	Tara	HMS	Counselor
Kelkenberg	Stephanie	MRES	Counselor
Denzler	Nicole	OES	Counselor
Trethewey	Nicole	PHS	Social Worker
Bonavita	Dale	PPEC	Counselor
Padilla	Rocio	RES	Counselor
Woolery	Kara	RVES	Counselor
Corral	Alexis	SCHS	Counselor
Holm	Nathan	SCHS	Counselor
Martinez	Yvonne	SCHS	Counselor
Williams	Jennifer	SMS	Counselor
White	Jason	SMS	Counselor
Hunt	Nicole	SMS	Counselor
Harding	Nikki	SRES	Counselor
Swann	Katy	SSAE	Counselor
Pethtel	Amanda	SSAE	Counselor
Jannicola	Stephanie	SES	Counselor
Cronander	Rebecca	VRHS	Counselor
Kelle	Anna	VRHS	Counselor
Winn	Rachel	VRHS	Counselor
Oles-Taylor	Mary	WHES	Counselor
Brown	Amber	Individualized Education	Behavioral Specialist
Haynes	Marla	Individualized Education	School Nurse
Gold	Jacqueline	Individualized Education	School Nurse
Prettyman	Patricia	Individualized Education	School Nurse
Dreher	Amy	Individualized Education	School Nurse - .8
Smith	Toni	Individualized Education	School Nurse

Robb	Tamie	Individualized Education	School Nurse
Radcliffe	Erika	Individualized Education	School Nurse - .8
Duran	Shelly	Individualized Education	School Nurse
Griffiths	Kimberly	Individualized Education	School Nurse
Smits	Ann	Individualized Education	School Nurse
Dettwiler	Nelda	Individualized Education	School Nurse
Ingram	Anitra	Individualized Education	School Nurse
Walker	Ava	Individualized Education	School Psychologist
Cruz Villareal	Bethdalie	Individualized Education	School Psychologist
Guthmiller	Mark	Individualized Education	School Psychologist
Mucciolo	Megan	Individualized Education	School Psychologist
Hohner	Barbara	Individualized Education	School Psychologist
Harris	Rezzella	Individualized Education	School Psychologist
Hardin	Tamarra	Individualized Education	School Psychologist
Neugebauer	Corrina	Individualized Education	School Psychologist
Moon	Jane	Individualized Education	School Psychologist
McFall	Stephen	Individualized Education	School Psychologist
Dubey	Erica	Individualized Education	School Psychologist
Wright	Alison	Individualized Education	Speech/Language Pathologist
Salas	Heather	Individualized Education	Speech/Language Pathologist
Mendell	Jamie	Individualized Education	Speech/Language Pathologist
Pomeroy	Marnie	Individualized Education	Speech/Language Pathologist
Adler	Jill	Individualized Education	Speech/Language Pathologist
Turner	Kelly	Individualized Education	Speech/Language Pathologist
Smith	Rachel	Individualized Education	Physical Therapist
Can	Julie	Individualized Education	Occupational Therapist
Can	Ryan	Individualized Education	Occupational Therapist
Sharrer	Jade	Individualized Education	Occupational Therapist
Gizzi	Sandra	Individualized Education	Occupational Therapist
Collins	Kira	Individualized Education	Audiologist
Chavanne	Kimberly	Individualized Education	Audiologist - .5
Eslick	Regina	Individualized Education	Social Worker
Stevens	Sherrie	Individualized Education	Social Worker (Crisis Response)
Odell	Jessica	Individualized Education	Social Worker
Cohen	Lindsey	Individualized Education	Social Worker

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

**BOARD MEETING OF:** March 27, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Licensed Personnel  
March 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Knight, Natalie	INR 4 <sup>th</sup> Grade Teacher	Odyssey Elementary School	February 11, 2019
Rushing, Kellye	INR 2 <sup>nd</sup> Grade Teacher	Bennett Ranch Elementary School	March 1, 2019

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Reichert, Amanda	INR Early Childhood Specialist	District Wide	February 15, 2019

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Smith, Bailee	Technology Teacher	Meridian Ranch Elementary School	February 6, 2019
Michaud, Brittney	ELD Teacher	Odyssey Elementary School	February 5, 2019
Brenner, Jeannette	4 <sup>th</sup> Grade Teacher	Odyssey Elementary School	February 8, 2019
Kruse, Amy	Speech Language Pathologist	District Wide	February 14, 2019
Brown, Jordan	Elementary Teacher	Bennett Ranch Elementary School	February 22, 2019

**Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Speer, Sandy Requesting 110-Transitional year for 2019-20	ELD Teacher	Ridgeview Elementary School	May 29, 2019
Davies, Linda Requesting 110-Transitional year For 2019-20	Social Studies Teacher	Skyview Middle School	May 29, 2019
Hildebrand, Laurie Requesting 110-Transitional year For 2019-20	21 <sup>st</sup> Century Skills/Technology Teacher	Stetson Elementary School	May 29, 2019
Broin, Cindy Requesting 110-Transitional year For 2019-20	SLD Teacher	Sand Creek High School	May 29, 2019
McIntire, Lloyd Requesting 110-Transitional year For 2019-20	Business Teacher	Falcon High School	May 29, 2019

**Newly Hired Guest Teachers:**

<b>Name</b>	<b>Effective Date</b>
Bateman, Shannon	February 13, 2019
Butterfield, Jordan	February 13, 2019
Evans, Michelle	February 13, 2019
Gudgeon, Laurel	February 13, 2019
Rushing, Kellye	February 13, 2019
Beard, Jonathan	March 5, 2019
Hernandez, Bobby	March 5, 2019
Heyden, Savanah	March 5, 2019
Jesse, Christina	March 5, 2019
Slawson, Pootthachart	March 5, 2019
Steenbock, Vannessa	March 5, 2019

<b>Name</b>	<b>Effective Date</b>
Hugenot, Brianne	February 13, 2019
Kroening, Julie	February 13, 2019
Manor, Carmen	February 13, 2019
Rettig, Colleen	February 13, 2019
Wheeler, Amanda	February 13, 2019
Mahmood, Peter	March 5, 2019
Ortner, Gina	March 5, 2019
Parish, Zachary	March 5, 2019
Ritchey, Charles	March 5, 2019
Snyder, Benjamin	March 5, 2019
Tucker, John	March 5, 2019

### **Newly Hired Support Substitutes:**

<b>Name</b>	<b>Effective Date</b>
Langdon-Cook, Lyndsey	February 13, 2019
Rickard, Mary	February 13, 2019
Johnson, Stephanie	February 13, 2019
Clark, Tatiane	February 25, 2019
Charles, Sabine	March 5, 2019
Kasper, Leah	March 5, 2019

<b>Name</b>	<b>Effective Date</b>
MacDonald, Sarah	February 13, 2019
Richer, Dennis	February 13, 2019
Sanborn, Anne	February 13, 2019
Bloom, Kendra	March 5, 2019
Gudgeon, Daniel	March 5, 2019



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

**BOARD MEETING OF:** March 27, 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:**

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

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

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

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

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Educational Support Personnel  
March 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Baker, Sean	Campus Security Officer	Falcon Middle School	February 14, 2019
Cooper, Heather	Bus Paraprofessional	Transportation	February 19, 2019
Farmer, Aspen	General Education Para Educator	Stetson Elementary School	April 04, 2019
Frey, Vicki	Temporary Health Room Paraprofessional	Springs Ranch Elementary School	March 01, 2019
Fujimoto, Maki	Speech Language Pathologist Assistant	District Wide	February 22, 2019
Loos, Mark	Bus Driver	Transportation	February 27, 2019
Martinsen, Jon	General Education Para Educator	Sand Creek High School	February 07, 2019
Masturzo-Higgins, Kim	Special Education Para Educator Program Based SSN	Falcon Elementary School of Technology	February 14, 2019
Montoya, Jessa	General Education Para Educator	Stetson Elementary School	February 21, 2019
Polk, Tyler	Special Education Para Educator Program Based SSN	Falcon Middle School	February 14, 2019
Sedlak, Cody	Campus Security Officer	Vista Ridge High School	March 01, 2019
Slate, Sarina	Staffing Specialist	Human Resources	February 13, 2019
Smith, Gavin	Building Custodial Technician	Remington Elementary School	March 01, 2019
Webster, Abbarilla	Temporary Special Education Para Educator Program Based SSN	Odyssey Elementary School	February 13, 2019

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Andrews, Kimberly	Special Education Para Educator Program Based SLD	Falcon Elementary School of Technology	February 07, 2019
Bradley, Loren	BASE49 Site Aide Rover	District Wide	March 07, 2019
Bylund, Diane	Temporary Hourly Reading Tutor	Remington Elementary School	February 21, 2019
Salazar, Sean	Special Education Para Educator Program Based SSN	Skyview Middle School	February 07, 2019
Smith, Daphne	Special Education Para Educator Program Based SSN	Skyview Middle School	February 07, 2019

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Hamilton, Lisa	Preschool Para Educator at Stetson Elementary School	Preschool Para Educator at Woodmen Hills Elementary School	April 01, 2019
Hansz, Leatha	Bus Driver at Transportation	Individualized Education Compliance Assistant at Individualized Education	March 01, 2019
Hashman, Dayna	BASE49 Site Assistant - Rover at Sand Creek Zone	BASE49 Site Assistant at Stetson Elementary School	February 01, 2019
Jannicola, Meghan	General Education Para Educator at Ridgeview Elementary School	Secretary to the Assistant Principal at Ridgeview Elementary School	January 01, 2019
Jewell-Nieman, Linda	BASE49 Site Assistant at Stetson Elementary School	BASE49 Site Assistant at Meridian Ranch Elementary School	February 01, 2019
Navarrette, Sharon	Special Education Para Educator Program Based SSN at Odyssey Elementary School	Special Education Para Educator Program Based SLD at Sand Creek High School	March 01, 2019
Nelson, Joanne	Special Education Para Educator Program Based SSN at Falcon Middle School	Special Education Para Educator Program Based ID at Falcon Middle School	March 01, 2019
Strickland, Janet	Bus Driver at Transportation	Bus Driver/Router at Transportation	February 19, 2019

### **Pay Adjustments:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Baker, Briana	Special Education Para Educator Program Based SLD	Odyssey Elementary School	Retro pay from August 01, 2018
Baker, Nicole	Special Education Para Educator Program Based DD/ID	Woodmen Hills Elementary School	Retro pay from August 01, 2018
Bredesen, Kenneth	Building Custodial Technician	Falcon High School	Retro pay from January 07, 2019
Carle, Kimberly	General Education Para Educator	ALLIES	Retro pay from August 01, 2018
Carson, Amy	Special Education Para Educator Program Based SOCO	Remington Elementary School	Retro pay from August 01, 2018
Lawson, Keri	Special Education Para Educator Program Based ID	Falcon Middle School	Retro pay from January 08, 2019
Palomino, Ramon	Nutrition Services Manager	Imagine Indigo Ranch	Retro pay from July 25, 2018

### **Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Barlow, Brandon	Building Custodial Technician	Sand Creek High School	February 14, 2019
Burke, Michelle	Nutrition Services Assistant	Falcon Middle School	February 05, 2019
Craft, Heather	Special Education Para Educator Program Based SED	Remington Elementary School	January 23, 2019

Humphrey, Stephanie	General Education Paraprofessional	Odyssey Elementary School	February 08, 2019
Jacquez, Danielle	Executive Administrative Assistant to the Chief Officer	Education Service Center	February 22, 2019
Schubin, Barbara	Nutrition Services Manager	Odyssey Elementary School	February 06, 2019
Vilela, Jake	Special Education Para Educator Program Based SSN	Odyssey Elementary School	February 12, 2019
Watson, LaTrisha	Special Education Para Educator Program Based SSN	Vista Ridge High School	March 01, 2019
Woods, Leeza	Special Education Para Educator Program Based SSN	Springs Ranch Elementary School	February 22, 2019

#### **110 Transition Retirements:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Arnot, Shari	Library Assistant	Falcon Middle School	May 22, 2020
Hobson, Karen	School Administrative Secretary	Falcon Middle School	May 29, 2020
Koch, Linda	Administrative Assistant	Special Services	June 30, 2020
Ward, Sandra	Bus Driver	Transportation	May 22, 2020

#### **Terminations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Mercado, Lucia	Building Custodial Technician	Remington Elementary School	February 15, 2019

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

**BOARD MEETING OF:** March 27, 2019

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** March 20, 2019

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

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

BOE Special Meeting March 27, 2019  
Item 4.06 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Extra-Curricular Personnel  
March 14, 2019**

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

**Appointments:**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Balk, Amy	Track Coach	Falcon Middle School
Cook, Angela	Track Coach	Falcon Middle School
Desai, Samuel	Track Coach	Falcon Middle School
Dobbins, Matthew	Track Coach	Falcon Middle School
Grimaldo, Johnny	Head Wrestling Coach	Falcon Middle School
Hull, Ariel	Head Track Coach	Falcon Middle School
Kennedy, Christine	Head Softball Coach	Falcon Middle School
McNeil, Militza	Track Coach	Falcon Middle School
Weber, Patrick	Track Coach	Falcon Middle School
Christian, Amy	Track Coach	Horizon Middle School
Dykema, Katherine	Wrestling Coach	Horizon Middle School
Dykema, Katherine	Track Coach	Horizon Middle School
Garrett, Albert	Track Coach	Horizon Middle School
Garza, Leslie	Softball Coach	Horizon Middle School
LaCosse, Brian	Head Wrestling	Horizon Middle School
LaCosse, Brian	Head Softball Coach	Horizon Middle School
Rogers, Linda	Track Coach	Horizon Middle School
Anderson, Megan	Head Softball Coach	Skyview Middle School
Jeffery, Rachel	Track Coach	Skyview Middle School
Marino, Anthony	Head Track Coach	Skyview Middle School
Newberg, Jason	Track Coach	Skyview Middle School
O'Meara, Shanna	Softball Coach	Skyview Middle School
Rasmusen, Megan	Track Coach	Skyview Middle School
Verrill, Tyler	Track Coach	Skyview Middle School

**BOARD OF EDUCATION ITEM 6.01 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 27, 2019

**PREPARED BY:** Brett Ridgway, Chief Business Officer  
 Ron Sprinz, Director of Finance

**TITLE OF AGENDA ITEM:** 2018/19 School Fee Changes

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** The Board of Education formally approves all school fees that are charged to students and families. While the vast majority of those fees are approved as part of the annual budget process each spring (prior to the school year the fees take effect), it does happen that a few fees are added or changed at a later date. This item follows that course by presenting a few fees for the current school year that need formal board action.

**RATIONALE:** It is well established that participation fees for certain school programs are necessary and appropriate to providing to supplement other funding sources like the general fund.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The certain few fees that are presented have been identified and quantified by both relevant school and business officer personnel.

**INNOVATION AND INTELLIGENT RISK:** D49 has pursued ‘fully loaded fees’ in an effort to limit was used to be obligatory ‘other charges’ that participants were being approached with. The previous style created a barrier to participation for participants that faced economic hardship at home because only the official fees were, and are, eligible to be covered by the Board of Education after appropriate process has been followed to establish a valid need for fee assistance. These fee proposals continue that effort.

**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>Following through on previous commitments for transparency, completeness and validity in student participation fees.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	<i>Ensuring that participation fee structures are complete enough to not create barriers to participation for any student, regardless of economic circumstances.</i>



BOE Special Meeting March 27, 2019  
Item 6.01 continued

**BUDGET IMPACT:**

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After discussion at the February work session, move to approve the proposed fee changes for 2018-19 as recommended by the administration.

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**BOARD OF EDUCATION ITEM 6.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 27, 2019

**PREPARED BY:** Melissa Andrews, Community and Facility Planning Manager

**TITLE OF AGENDA ITEM:** Facilities Planning Policy and Regulation

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The Facilities Planning Policy and Regulation define D49 guidelines for identifying and addressing district facility needs, with the goal of having the best facilities to support education.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Implementing facility processes will provide data and background information that assist in effectively developing short and long range capital improvement programs.

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

This Policy will help outline processes the will ensure our facilities are the Best place to learn, work and lead.

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Our facilities are often the first impression that is given to our community. The processes that will be implemented by this policy will continue our commitment of providing the best learning environment.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After a first read at the February work session, I move to approve the Facilities Planning Policy and Regulation as presented in item 6.02.

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**BOARD OF EDUCATION ITEM 6.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 27, 2019

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

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

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

No.	Designation	Title	Reviewed by	Recommendations
6.03.a	BDF	Advisory Committees	A Whetstine	Reviewed; no revisions recommended
6.03.b	GBCAG	Staff Unpaid Leave of Absence	P Andersen	Align with CASB
6.03.c	GBGAB	First Aid Training	N Lemmond	Minor revision
6.03.d	GDO	Evaluation of Educational Support Staff	P Andersen	Align with CASB
6.03.e	IKA	Grading/ Assessment Systems	A Whetstine	Reviewed; no revisions recommended
6.03.f	JICDF	Cyber Bullying	L Fletcher	Reviewed; no revisions recommended

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After a first read at the previous work session, I move to approve the six policies in item 6.03 as recommended by the administration.

BOE Special Meeting March 27, 2019  
Item 6.03 continued

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

**BOARD OF EDUCATION ITEM 6.04 Minutes**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 27, 2019

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

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

**ACTION/INFORMATION/DISCUSSION:** Action

**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 Portfolio 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 Special Meeting March 27, 2019  
Item 6.04 continued

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

**BUDGET IMPACT:** This position will replace a community liaison 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:** Approval of the Portfolio of Schools Specialist job description at the next regular board meeting.

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

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
<b>COMMENTED</b>					

**BOARD OF EDUCATION ITEM 6.05 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 27, 2019

**PREPARED BY:** CJ Jilek and Daniel Payne, Co-Directors of Facilities

**TITLE OF AGENDA ITEM:** Facilities Department  
 Grounds And Maintenance Positions Request

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION:** Request to add one Grounds position and one Maintenance position. These positions are essential to keep up with general maintenance due to the growth of our district. This is an increase in workforce using already approved job descriptions.

**RATIONALE:**

With the addition of new schools the Facilities Department needs more manpower to keep up with added work load.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

SchoolDude KPI's, national statistics, explaining current workloads and added workloads will show reason for additional staff.

**INNOVATION AND INTELLIGENT RISK:**

The Facilities Department is already understaffed based on national industry standards. With the addition of the new schools, the risk of not getting these positions will mean slower response times to required maintenance, probable increases in overtime, and possible increased workforce stress (with accompanying reduced morale) due to the increased of maintenance load of added acres and building square footage.

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

We will need these positions to help keep up with the growth of our district and to better serve our stakeholders as we strive to be the Best Place to Learn, Work, and Lead.

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	Our staff takes pride in their work and the added positions will reduce workload stress and increase work quality.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Our facilities are often the first impression that is given to our community. With properly sized staff, we can better maintain our grounds and buildings to insure the safest learning environment for all our stakeholders.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u>	
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	

BOE Special Meeting March 27, 2019  
Item 6.05 continued

<b>Rock #5</b> — Customize our educational systems to launch each student toward success	
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**BUDGET IMPACT:** 18/19 Budget Year approximately \$23,000 if hired as early as Apr 1, 2019. Annual budget approximately \$92,000 (specific numbers will adjust based on actual pay determined when staff is hired)

**AMOUNT BUDGETED:**

18/19 Budget Year \$0 (will require adjustment in current year's budget if hired prior to Jul 1, 2019)

19/20 Budget Year - approximately \$92,000 will be built into the staffing model.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Approval of new positions to help keep up with workload.

**APPROVED BY:**

Brett Ridgway, Chief Business Officer

Pedro Almeida, Chief Operations Officer

**DATE:** March 20, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



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

**BOARD MEETING OF:** March 27, 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
7.01a	AE-R	Accountability/ Commitment to Accomplishment	A Whetstone	Reviewed: no revisions recommended
7.01b	GDO-R	Evaluation of Educational Support	P Andersen	Align with CASB
7.01c	JICDF-R	Cyber Bullying	L Fletcher	Reviewed; no revisions recommended

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

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

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

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

**DATE:** March 20, 2019

BOE Special Meeting March 27, 2019  
Item 7.01 continued

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

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

**BOARD MEETING OF:** March 27, 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 February 2019 per board policy.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

**DATE:** March 20, 2019

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

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

**BOARD MEETING OF:** March 27, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	<i>Handling legal issues with intentionality for the appropriate outcome, to protect the District, its vision and mission, supports cultural priorities.</i>
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<i>Risk Management is not about simply avoiding risk, but measuring the cost and feasibility of various levels of risk avoidance against potential lost opportunity. Risk is not simply monetary, but perceptual and strategic as well. Our Risk Management strives to balance these priorities in support of the district vision, mission, culture and strategic goals.</i>

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

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

**DATE:** March 20, 2019

BOE Special Meeting March 27, 2019  
Item 7.03 continued

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

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

**BOARD MEETING OF:** March 27, 2019

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

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

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

The Zone Leader will provide the board with an update of student performance within iConnect Zone schools. This information includes:

iConnect Zone - Focus on Instruction: ThinkCERCA, Renaissance Star360 Training, Rigor, Relevance, and Relationships.

Patriot High School: Principal Search, Turnaround Leadership Program, GOAL Academy Partnership

Liberty Tree Academy: Implementation Site Review

Rocky Mountain Classical Academy: Improvement Planning Conference

Grand Peak Academy: Progress Monitoring

Charter School Board Training

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Information to the board promotes quality communication and insight to the process of building trust with the iConnect Zone and D49 community. The information includes an update to the performance of our portfolio of schools.  The performance update includes strategies both in place and in development. These strategies are implemented to ensure firm foundations for all students.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** No action required.

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

**DATE:** March 20, 2019

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

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

**BOARD MEETING OF:** March 27, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** March 20, 2019

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

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

**BOARD MEETING OF:** March 27, 2019

**PREPARED BY:** Brad Miller, Legal Counsel  
Donna Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Executive Session: Pursuant to C.R.S. 24-6-402(4)(b &f) for conference with an attorney for the purpose of receiving legal advice regarding a stakeholder grievance and for the purpose of discussing personnel matters involving a particular employee with prior written notice

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

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Enter executive session pursuant to C.R.S. 24-6-402(4)(b &f) for conference with an attorney for the purpose of receiving legal advice regarding a stakeholder grievance and for the purpose of discussing personnel matters involving a particular employee with prior written notice.

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

**DATE:** March 20, 2019

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

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



BOE Special Meeting March 27, 2019  
Item 8.01 continued

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

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

**BOARD MEETING OF:** March 27, 2019

**PREPARED BY:** Brad Miller, Legal Counsel  
Donna Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Potential Board action related to matters under consideration in  
Executive Session

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

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Potential Board action related to matters under consideration in Executive Session.

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

**DATE:** March 20, 2019

*Dave Cruson arrived at 7:43 p.m.*

*In regards to the grievance, Graham moved to uphold finding one which the Chief Operations Officer found that there is not a valid grievance for board review regarding violating policy AD and regulation AD-R Cultural Compass contained in his Chief Operations Officer official report dated December 13, 2018; seconded by Fry. The motion passed 4-1.*

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

**BOE Special Meeting March 27, 2019**  
**Item 8.02 continued**

*In regards to the grievance finding #2, Graham moved to uphold finding #2, D49 did violate policy GBJD which requires board approval for major modifications to essential duties and responsibilities, qualifications or other work factors contained in the Chief Operations Officer's official report dated December 13, 2018; seconded by Fry. The motion passed 5-0.*

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

*As a recommended action, Graham moved to direct the administration to revise the Health and Wellness Coordinator position to include scope, duties, days worked and salary and present to the Board for approval for the next contract year 2019-2020; seconded by Fry. The motion passed 5-0.*

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

*As a recommended action, Fry moved to direct the administration that if the revised job description includes a significant change in days and/or salary, the Human Resources department shall provide an appropriate three year transition period for the current employee subject to yearly contract. No second. Brad Miller, Legal Counsel, provided clarification.*

*Fry withdrew the motion.*

*Fry moved to direct the administration that if the revised job description includes a significant change in days and/or salary, the Human Resources department shall provide an appropriate three-year transition period for the current employee subject to annual assignment; seconded by Graham. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA	MILLER	
COMMENTED				X	