

MINUTES
REGULAR BOARD OF EDUCATION MEETING
April 11, 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 6:38 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Cruson*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*. Mr. *Butcher* 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 *Fry* to approve the agenda.

The motion was put and carried with Cruson, 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 Special Board of Education Meeting 3/27/2019 – Garza

4.02 Action on Matters Relating to Administrative Personnel –White

4.03 Action on Matters Relating to Licensed Personnel –White

4.04 Action on Matters Relating to Educational Support Personnel –Evans

4.05 Action on Matters Relating to Extra Curricular Personnel –Evans

5.00 Board Update

Cruson: In the middle of our last snowstorm in March, thanks to our facilities and grounds crew and the work that they did throughout the district just trying to keep things going. I certainly appreciate the extra effort from them. Which paved the way for two individuals to come and do payroll for the entire district. Thanks to Debbie and Paula for their work in making that happen. They were here on that day making sure that all of you as staff members were paid on that day. Congratulations to Michelle Garrett the new executive assistant for the chief business officer. Started the season of winding down. I was able to attend the Sand Creek High School senior breakfast. It was a delight to watch the parents hear words of encouragement from their young people and others in their lives. This moves into the season of us rewarding and saying thank you to so many people, seniors preparing to leave and accelerated seniors for the 3.75 and the graduations. Everybody finish strong. Tomorrow is our Falcon Education Foundation Fundraiser; I want to encourage you to participate.

Fry: I am excited for all the upcoming aware ceremonies and the graduations. This year has gone by way too fast. I did have the opportunity to attend the Teen Court 25th anniversary luncheon today. They specialize in restorative justice practices with youth first-time misdemeanor offenders here in the Colorado Springs area. One of the things that I found really great was that the City Council proclaimed that today is teen court day. The organization is are always looking for volunteers.

Graham: Earlier in April I was able to attend the BRIGHT military children through school transitions social/emotional conference that they had. That was rewarding for me also being a military person to learn more about the studies and things that the military children go through. I attended the Special Education Advisory Council this Monday. They are getting ready to put out a survey asking parents

some questions that will help them better serve the community. I found out that the iXL laptops that we have and that program for special education is being rolled out. We have 1500 licenses and it is really wowning not only the students but the parents. I think it is something that some of the schools are looking at adopting for regular education too. It is interesting to see how those things move along and the best practices that we see get implemented by other schools within our district. Falcon Education Foundation dinner is tomorrow. That is a fundraiser and the Falcon Education Foundation gives scholarships to our teachers for different programs that they do. It's a worthwhile cause. This Tuesday I was able to attend the annual food show that District 49 puts on with its vendors. It is amazing that our nutrition services could do so well on the audit that they did and still serve such great wonderful food. There were a lot of kids there that were excited to taste all of these new things too. I want to thank the operations guys for clearing out the snow getting schools ready but I know we have teammates in the El Paso County and the city snow removal that get us access to our schools. Since I live right around a school, I was able to witness that first hand. Not only our team clearing the parking lots and stuff but the county paying particular attention to make sure that parents and such can get to the schools as well.

La Vere-Wright: A couple of people have mentioned the Falcon Education Foundation dinner. You do not have to be at the dinner to participate. The auction is already live. If you would like to support the Falcon Ed Foundation which donates at least \$25,000 a year in funds that allow teachers to pursue projects that would otherwise not be funded in their schools. It is a competitive process. Teachers have to apply with their great ideas. Then the foundation chooses the best of those to fund each year. You can support that by participating in the auction right now. Thanks to those kids, teachers and staff, who, despite the fact that the district had three snow days, still had three days of school. I have a Falcon high student and she was doing school work all three days and worried about getting some of those things in because if she didn't, those e-day assignments knock her grade down a full letter grade sometimes. Seeing the teachers adapt immediately, Springs Studio is doing the same thing. We had a least 1400 kids and the staff that support them online still doing their school work even though we were in a blizzard. Some of them being creative about how to do it when they lost their internet and they lost their weekend over their break to make sure that they still got credit. It was nice to see how technology is impacting their education in a way that doesn't let bomb cycles keep them from learning.

5.01 Chief Officer Update

Almeida: Due to travel, this is my first meeting in a while. Hats off to my team, I feel confident that if I'm not here, they are able to represent us extremely well. Attended the Baldrige conference. Had a good experience there and will continue to take lessons from that conference and try to incorporate that into our planning and process improvement within the district. Next week I will be at the CASBO conference. In safety and security, you will hear an update tonight from Dave Watson. He has done great work in leading the effort. We had our last ESCAT meeting of the year last week and closed out a very good inaugural year process for receiving Voice from the Community with regard to safety and security improvements that we need to look at. We are going to take some of those lessons and incorporate that into our next round of ESCATs that will kick off at the beginning of the next school year. We have been doing a lot of work on rounding. It has been beneficial with a chance for us to hear from the community and workforce as well as to provide information on the results from the VoW process.

Ridgway: I appreciate Dave mentioning the work from the payroll department in last month's blizzard. That was three days that ended on the 15th, the day of payroll. They worked the weekend before in preparation. They almost had to repeat it this month because we did not know what yesterday was going to bring. Debbie and Paula in Payroll do the bulk of that, there are several people that have a role in the process and they were able to do that, sometimes remotely. I really appreciated that that

happened so well. We are in budget season, the whole business office is busy and HR with hiring positions. The next work session is when we will be hitting you with a lot of information that will start to bring all of this together.

Hilts: Ridgeview Elementary School has been named again as a Capturing Kids Hearts showcase school. Having that cultural champion in our midst is encouraging for all of us. I appreciate the sustained work over time that it takes to achieve that recognition. The Special Olympics notified Vista Ridge High School that they are a Special Olympics Unified Champion School. That has to do with the way that they are increasingly incorporating students of all abilities and pathways into all activities. That has been a tremendous cultural step forward for Vista Ridge High School. There is a spirit there of familiarity and appropriate friendliness. It is great to see that recognized by the Special Olympics organization. Under board direction and as part of my development as CEO, I have been meeting with principals for extended meetings. First one-on-one with the principal, getting to see the school through their eyes and then walking through buildings and learning things. The principals have been great hosts. This is a different kind of unstructured meeting that has been very valuable. Since that is one of my opportunities for improvement, I wanted you guys to know that I am working forward on that. We had an opportunity for board members to see a technology called Z Space that was funded through the Department of Defense Educational Activity Grant (DODEA). Z Space is a technology that allows you to look at three-dimensional things in three dimensions. It is a virtual or augmented reality system. We are a role model showcase school for Colorado. As a result, we had a opportunity, Mary Velasquez and Jason DaLee got to present our experience of selecting and now beginning to train up and roll out Z Space in our district. They got to present that at a national superintendent's conference hosted at The Broadmoor. I am happy about our relationship with Z Space and I am a little bit angry. Z space made an offer that Nikki Lester could not refuse. She has concluded her amazing legacy of service in District 49 and is now our account rep. She will be serving for D49 as the Z Space account rep for the mountain and west region. If you would like to celebration her legacy and her future, you could arrive at The Collective on Barnes at 4:30 or later on 4/20.

5.02 Student Board of Representatives Update

Singleton: The weather survey is sent when we have a delay or snow day and when I click the link, it does not work. I have a few questions regarding Pikes Peak Early College's move to the extended part of Springs Studio, if their moving to Springs Studio would mean that we would get a lunch program or does there need to be a specific population of the school get a lunch program?

La Vere-Wright: We can follow up with that question when they present it tonight. The timing for your question is perfect. If you combine those students from each school, do you finally reach the critical mass to have lunch?

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

La Vere-Wright: We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum. It is the practice of the board to withhold any board comment or direction to the chiefs until after all who have signed up for open forum have had a chance to speak. I would also like to make you aware of our stakeholder grievance process. This process can be initiated by anyone in our d49 community and guides the community member through the correct people to help resolve their concern including as a final step the opportunity

formally appeal to the board. We encourage you to utilize this process as many have successfully resolved their concerns this way.

Jenny Gallegos: I would like to bring a couple of things to your attention. The main thing is the transportation. I have already covered that I cannot name names but I need you to know that when you put a sped kid on a transit bus they still have the same requirements to make sure those kids get there, and they are not getting there. I also need to let you know that it is not safe, the way that things are being run over there. Because every time I have called to get help, they do not know. They do not have an answer who is where or what kids are on that bus, even my own. We are so frustrated with paying for key cards when they are not even using structures to keep our kids safe. There is no communication that we get when there is a big problem or issue. It is frustrating. I have a multitude of parents who have signed on to inform with me that are standing behind me saying they have gone to that level. I am not going to name any name specific, but they are getting no response and no resolution. In October, I would like to point out that I sent an email to several people including some at the school level. I stated we have options of change that are very budget friendly, such as an automated email that goes out per bus specific so that parents are notified rather than a third party entity that has to be so utilized first by transportation as notification. The second one I have also submitted for would be a text. Because a lot of parents have a phone on them. We are in the age of technology. It would be an automated text per bus. That means no other bus would notify parents incorrectly. If the kid did not ride that day, parent could disregard. If the parent put the kid on the bus that day, the parent would have that direct communication. I am not saying call each parent individually. I am saying a mass email list or phone list or text message list per bus makes sense. It is safety first. They need to know who, what, where and why and when they do not, it aggravates a parent, especially when they have special needs. I had two on the bus and it is not okay. I also do not like the statement the district put out because it was false. I am going to say that and leave it there.

Triston Gallegos: I felt pretty nervous because I didn't know what was happening. They did not tell us any information or anything. They just left us there at Skyview. Even when we tried, the bus driver did not give us an information. They told us we are going to another bus and they did not tell us why. We did not feel very safe because they did not tell us what was going on. We had to walk. I do not feel safe riding the bus anymore because I am afraid that would happen again, walking to school. I got really nervous.

La Vere-Wright: Thank you Triston. That was very brave to stand up in front of grownups and say how you felt.

Ellen Duckers: My granddaughter got straight A's again. My grandson is going to graduate in December early. He has great work ethics. He is the youngest one at work and he is getting complements from his customers and his bosses. I want to thank all of the teachers for making it possible that my grandkids are doing that well. It is not just the parents' job. The teachers are all helping to get the kids good grades and their manners as well. Teachers have told them they have to behave in class and they are doing it. One thing we have to get under control is the kids' suicides. It is just horrible in the past few years. I am not sure what you are going to do but I will bring it up until suicide and bullying stops. I know that you guys do whatever you can. But I will be here reminding you guys to do something. I know you all have had a good hand in my grandkids upbringing.

La Vere-Wright: Thank you Ellen. I would say continue to pressure our state too. Because the state of mental health in the state of Colorado is not so great as you can follow in the continuing series that is currently going on in the Gazette. I think if our whole community starts educating itself and then pressure the leadership who controls some of those strings and some of the regulations, maybe we can get the support we really need in our communities. My understanding is that there is a meeting

- e. KDEB-E Controversial Communications
- 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 Enhanced Security Community Advisory Team (ESCAT) Priorities - Watson
- 8.07 Sand Creek Zone Performance Report – Dorsey
- 8.08 Job Descriptions-Administrative Revisions – Andersen

Cruson moved to amend the agenda to move item 8.06 to 9.01 under our discussion items; seconded by Fry. *The motion was put and carried with Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 4-0.*

9.00 Discussions Items– see attachments

ITEM 8.06 MOVED TO 9.01

- 9.01 Enhanced Security Community Advisory Team (ESCAT) Priorities – Watson
- 9.01 2016 3B Projects Update (10 minutes) Lee/Willhelm
- 9.02 Pikes Peak Early College (PPEC) Relocation and Springs Studio for Academic Excellence (SSAE) Site Expansion Plans (10 minutes) Ridgway
- 9.03 2019-2020 Capital Maintenance and Improvement Priorities (10 minutes) Andrews/Almeida
- 9.04 2019-2020 Budget Focus and Financial Legislative Update (10 minutes) Sprinz
- 9.05 School Health Improvement Plans/Wellness Update (10 minutes) Duerr
- 9.06 Chief Officer Goals (15 minutes) Chief Officer Team


10.00 Other Business

11.00 Adjournment

It was moved by Cruson, seconded by Fry to adjourn the meeting at 8:57 p.m.

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

Respectfully submitted by Donna Garza,



Marie La Vere-Wright, President



Dave Cruson, Secretary

tomorrow. Please make sure that you bring all of your concerns and suggestions to that meeting because I know that the staff who are involved are really interested in the process improvements we can make to ensure we keep our kids safe.

7.00 Action Items – see attachments

- 7.01 Action on MLO Op Funding Allocations – Ridgway
- 7.02 Action on Teacher Appreciation Week Resolution - Hiltz
- 7.03 Action on Policy and Procedure Review – Garza
 - a. AEA Standards Based Education
 - b. CC Administrative Organization
 - c. CH Policy Implementation
 - d. CHD Administration in the Absence of Policy
 - e. EB Environmental and Safety Program
 - f. EBAB Hazardous Materials
 - g. EBBA Prevention of Disease/Infection
 - h. GBJD Staff Positions and Job Descriptions
 - i. JFC Student Withdrawal from School/Dropouts
 - j. JIC Student Conduct
 - k. JICDA Code of Conduct
 - l. KBBA Custodian and Noncustodial Parent Rights and Responsibilities
 - m. KDEB Controversial Communications
- 7.04 Action on Boundary Change for Woodmen Hills Elementary School and Meridian Ranch Elementary School (5 minutes) Andrews/Chief Officers
- 7.05 Action on Unified Improvement Planning/School Action Plans – Whetstine
 - a. Sand Creek Zone (5 minutes) Dorsey
 - b. POWER Zone (5 minutes) M. Pickering
 - c. iConnect Zone
 - d. Falcon Zone
- 7.06 Action on Individualized Education Job Descriptions – Lemmond
 - a. New & Position Exists/Filled: Assistive Technology (AT) Specialist
 - b. New: Brailist
 - c. Updated: Individualized Education Programs Specialist
 - d. Updated: English Language Development Technician
 - e. Updated: Dean of Early Childhood Education
- 7.07 Action on Alternative Education Campus Application Renewal and Selection of Measures – Whetstine/Franko
- 7.08 Action on Transportation Job Descriptions – Pietraallo
 - a. Title Change: Transportation Fleet Mechanic
 - b. New: Transportation Non-Certified Fleet Technician
 - c. New & Position Exists/Filled: Transportation Driver/Router
- 7.09 Action on Land Dedication Transfer Request – Ridgway
- 7.10 Items Removed from Consent Agenda

8.00 Information Items– see attachments

- 8.01 Process Improvement Update – Garza
 - a. EBAB-R Hazardous Materials
 - b. EBBA-R Prevention of Disease/Infection
 - c. JFC-R Student Withdrawal from School/Dropouts
 - d. KBBA-R Custodian and Noncustodial Parent Rights and Responsibilities

April 11, 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. Jenny Gallego	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input checked="" type="checkbox"/> Parent <input type="checkbox"/> Student	Transportation	<input type="checkbox"/> Support <input checked="" type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
2. Tristan Gallego	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input checked="" type="checkbox"/> Student	unsafe	<input type="checkbox"/> Support <input checked="" type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3. Ellen Ducken	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	general	<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
4.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
5.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
6.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
7.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
8.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
9.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other

April 11, 2019 Regular Board of Education Meeting

10.	<input type="checkbox"/> Employee <input type="checkbox"/> Parent	<input type="checkbox"/> Community <input type="checkbox"/> Student	<input type="checkbox"/> Support <input type="checkbox"/> Oppose	<input type="checkbox"/> Inform <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: April 11, 2019

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

TITLE OF AGENDA ITEM: Approval of Minutes of Special Board of Education Meeting
3/27/19

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 March 27th special board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: March 29, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Nicole Evans, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: March 29, 2019

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

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

BOE Regular Meeting April 11, 2019
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
April 11, 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
Gard, Steven	Principal	Patriot High School	July 1, 2019
Dowdy, Elizabeth	Principal	Stetson Elementary School	July 1, 2019

Recommended for Continuation Next Year:

Name	Position	Location	Effective Date
Grose, Bruce	Principal	Vista Ridge High School	July 1, 2019

Resignations:

Name	Position	Location	Effective Date
Lester, Nikki	Director of CTE	Falcon Legacy Campus	03/29/2019

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Nicole Evans, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: March 29, 2019

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

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

BOE Regular Meeting April 11, 2019
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Licensed Personnel
April 11, 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
Chan, Serena	School Psychologist	District Wide	July 26, 2019
Estes, Julie	Math Teacher	Springs Studio for Academic Excellence	July 26, 2019
Glickman, Monica	Math Teacher	Horizon Middle School	July 26, 2019
Emory, Stacie	Music Teacher	Remington Elementary School	July 26, 2019
Gooch, Jillian	Special Education Teacher	Patriot High School	July 26, 2019
Conrad, Jocelyn	Language Arts Teacher	Horizon Middle School	July 26, 2019
Mouton, Lauren	6 th Grade Humanities Teacher	Horizon Middle School	July 26, 2019
Jackson, Kathleen	Language Arts Teacher	Springs Studio for Academic Excellence	July 26, 2019

Appointments to New Positions:

Name	Position	Location	Effective Date
Mattick, Lori	Teacher of the Visually Impaired	District Wide	July 26, 2019
Adkisson, Alyson	5 th Grade Teacher	Inspiration View Elementary School	July 26, 2019
Lambert, Eleanor	4 th Grade Teacher	Inspiration View Elementary School	July 26, 2019
Escobido, Kimberly	2 nd Grade Teacher	Inspiration View Elementary School	July 26, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Bowen, Heather	Para-Professional	2 nd Grade Teacher	July 26, 2019
Warden, Erin	Special Education Teacher	Teacher of the Visually Impaired	July 26, 2019

Resignations:

Name	Position	Location	Effective Date
Larson, Douglas	Gateway to Technology Teacher	Falcon Middle School	April 5, 2019
Striabel, Robert	Science Teacher	Falcon High School	May 30, 2019
Hendricks, Veronica	Math Teacher	Vista Ridge High School	May 30, 2019
Brockriede, Megan	Art Teacher	Falcon High School	May 30, 2019
Gates, Sandra	Vocational RN Teacher	Falcon High School	May 30, 2019
Spillman, Phuong	Math Teacher	Falcon Middle School	May 30, 2019
Caffin, Amanda	3 rd Grade Teacher	Ridgeview Elementary School	May 30, 2019
Reiss, Kathleen	Science Teacher	Horizon Middle School	May 30, 2019
Marcantel, Mary	Math Teacher	Horizon Middle School	May 30, 2019
Emery, Jessica	Reading Teacher	Falcon Middle School	May 30, 2019
Guest, Michael	English Teacher	Springs Studio for Academic Excellence	May 30, 2019

Marsh, Stacey	Kindergarten Teacher	Evans International Elementary School	May 30, 2019
Tapia, Armando	Counselor	Sand Creek High School	May 30, 2019
Lange, Leah	3 rd Grade Teacher	Ridgeview Elementary School	May 30, 2019
Tokheim, Shayna	Art Teacher	Sand Creek High School	May 30, 2019
Probst, Whitney	English Teacher	Vista Ridge High School	May 30, 2019
Goodwin, Eva	2 nd Grade Teacher	Odyssey Elementary School	May 30, 2019
Gold, Michelle	Nurse	District Wide	May 30, 2019
Malberg, Cory	Special Education Teacher	Vista Ridge High School	May 30, 2019
Blanchard, Shelby	1 st Grade Teacher	Evans International Elementary School	May 30, 2019
Mogensen, Kyle	Science Teacher	Springs Studio for Academic Excellence	May 30, 2019
Hancock, Kathryn	6 th Grade Teacher	Falcon Middle School	May 30, 2019
Ninemire, Jeanette	Health Science Teacher	Falcon Middle School	May 30, 2019
Ryan, Lynette	English Teacher	Vista Ridge High School	May 30, 2019
Stilley, Mary	Math Teacher	Vista Ridge High School	May 30, 2019

Retirements:

Name	Position	Location	Effective Date
Riner, Patricia	Science Teacher	Horizon Middle School	May 30, 2019
Suarez, Judith	1 st Grade Teacher	Odyssey Elementary School	May 30, 2019

Newly Hired Guest Teachers:

Name	Effective Date
Makynen Jr, Howard	March 18, 2019

Name	Effective Date

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Nicole Evans, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: March 29, 2019

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

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

BOE Regular Meeting April 11, 2019
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Educational Support Personnel
April 11, 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
Acosta, Monica	Special Education Para Educator Program Based SLD	Rocky Mountain Classical Academy	April 04, 2019
Gring, Michelle	Special Education Para Educator Program Based SED	Stetson Elementary School	April 01, 2019
Maldonado, Lourdes	Nutrition Services Assistant	Falcon Middle School	March 07, 2019
Rodas-Figueroa, Gabrielle	Crossing Guard	Woodmen Hills Elementary School	April 01, 2019
Turner, Araceli	Hourly Reading Tutor	Stetson Elementary School	April 01, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Garrett, Michelle	Accounting Technician at Education Service Center	Executive Assistant to the Chief Officer at Education Service Center	March 01, 2019
Morris, Dwayne	Building Custodial Technician at Woodmen Hills Elementary School	Building Manager at Inspiration View Elementary School	May 01, 2019
Weiant, Yvonne	Special Education Para Educator Program Based SLD at Vista Ridge High School	Special Education Para Educator Program Based SSN at Vista Ridge High School	March 01, 2019

Resignations:

Name	Position	Location	Effective Date
Kressin, Rainie	Special Education Para Educator Program Based SSN	Skyview Middle School	March 15, 2019
Preza, Lan	Lunch Monitor	Ridgeview Elementary School	March 26, 2019
Montel, Nicole	School Support Secretary	Vista Ridge High School	March 15, 2019

Resigned Prior to Starting:

Name	Position	Location	Effective Date
Farmer, Aspen	General Education Para	Stetson Elementary School	March 25, 2019

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

BOARD MEETING OF: April 11, 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	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: March 29, 2019

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

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

BOE Regular Meeting April 11, 2019
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Extra-Curricular Personnel
April 11, 2019**

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

Appointments:

Name	Position	Location
Bond, Taylor	Assistant Track Coach	Falcon High School
Coffin, Kiera	Assistant Girls Golf Coach	Falcon High School
Dale, Alexandra	Assistant Girls Tennis Coach	Falcon High School
Flores, Joshua	Assistant Baseball Coach	Falcon High School
Forehand, Harry	Head Girls Soccer Coach	Falcon High School
Goodwin, Jay	Assistant Baseball Coach	Falcon High School
Hall, Joshua	Assistant Track Coach	Falcon High School
Lachermeier, Jason	Assistant Baseball Coach	Falcon High School
Nunan, Harley	Head Track Coach	Falcon High School
Powell (Gibeault), Arianna	Assistant Girls Soccer Coach	Falcon High School
Reichers, Dana	Head Baseball Coach	Falcon High School
Striebel, Robert	Head Girls Golf Coach	Falcon High School
Vaughn, Matthew	Assistant Track Coach	Falcon High School
Warkentine, Jason	Head Girls Tennis Coach	Falcon High School
Wilson, Mary Ann	Assistant Track Coach	Falcon High School
Anspach, Michael	Regular Support Girls Tennis Coach	Sand Creek High School
Colcombe, Brice	Assistant Girls Soccer Coach	Sand Creek High School
Cox, Travis	Assistant Track Coach	Sand Creek High School
Hensley, Marc	Assistant Track Coach	Sand Creek High School
Morgan, Keith	Assistant Baseball Coach	Sand Creek High School
Nelson, Edward	Head Baseball Coach	Sand Creek High School
Redding, Malcolm	Assistant Baseball Coach	Sand Creek High School
Rogers, Pam	Head Girls Tennis Coach	Sand Creek High School
Rowley, Steven	Assistant Girls Golf Coach	Sand Creek High School
Schoenberg, Leah	Assistant Support Girls Tennis Coach	Sand Creek High School
Tafoya, Jeremy	Head Girls Soccer Coach	Sand Creek High School
Vigil, Elias	Head Track Coach	Sand Creek High School
Wood, Nathan	Head Girls Golf Coach	Sand Creek High School
Allen, Devin	Head Girls Golf Coach	Vista Ridge High School
Amaya, Dan	Regular Support Track Coach	Vista Ridge High School
Brown, Ernest	Advance Support Track Coach	Vista Ridge High School
Calip, Jeremi	Regular Support Track Coach	Vista Ridge High School
Drake, Jason	Head Girls Soccer Coach	Vista Ridge High School
Fletcher, Jessica	Assistant Support Track Coach	Vista Ridge High School
Gahagan, Marc	Advance Support Girls Soccer Coach	Vista Ridge High School
Gelb, Bret	Advance Support Baseball Coach	Vista Ridge High School
Gerber, Carter	Head Baseball Coach	Vista Ridge High School
Glivar, Justin	Advance Support Girls Soccer Coach	Vista Ridge High School

Gonzales, Robert	Regular Support Track Coach	Vista Ridge High School
Haas, Jesse	Advance Support Track Coach	Vista Ridge High School
Hartman, Cody	Advance Support Baseball Coach	Vista Ridge High School
Hinkley, Tristan	Assistant Support Track Coach	Vista Ridge High School
Lambert, Emily	Advance Support Girls Soccer Coach	Vista Ridge High School
Sparks, James	Assistant Support Girls Golf Coach	Vista Ridge High School
McCoy, Tina	Assistant Softball Coach	Falcon Middle School
Christian, Richard	Wrestling Coach	Horizon Middle School
Dykema, Craig	Head Girls Basketball Coach	Horizon Middle School

Resignations:

Calip, Jeremi	Regular Support Track Coach	Vista Ridge High School
Gahagan, Marc	Advance Support Girls Soccer Coach	Vista Ridge High School

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: MLO Ops Funding Allocation Formula

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: The constituents of District 49 have once again supported a measure put to them by the Board of Education, approving 2018-4C by a preliminary measure of 56% in favor to 44% opposed. With that, despite information distributed by the District and the campaign committee, many will now appropriately wonder, ‘what does this really mean’.

RATIONALE: One of the major tenants of 2018-4C was that the purposes approved in 2014-34A and 2016-3B would stay consistent. Another aspect of 4C was that those two earlier overrides would be combined into the new result. Explaining how both of those things happen is now an appropriate discussion. This would include identifying and quantifying measures of secondary impacts (and beyond) to validate a new allocation methodology with a one-time reference to prior allocations.

RELEVANT DATA AND EXPECTED OUTCOMES: One of the unique complexities of 2014-3A and 2016-3B was that each had capital priorities and operational priorities. Now that the two are combined, how do we maintain the integrity of those priority intentions approved by the voters. We will do that with a clear, easy, allocation of total funds collected each year for those two purposes. We will also still engage with the Mill Levy Oversight Committee to make sure detailed plans and proposals fit with the voters intentions.

After an initial presentation of intentions for this distribution at the November 28, 2018 work session, additional work has been pursued to lead to a more complete definition for the district to use going forward. It is important to establish a new, appropriate, methodology for the allocation of MLO funds so that neither district staff nor community members nor school leaders are constantly ‘looking back’ to compare prior allocations and measure differences. A new methodology that is established through official Board of Education action would set a new starting point for all interested parties. The parameters for a new formula were first presented at the February 27, 2019 Board of Education work session. The proposal was subsequently presented to the VoW Compensation Team on March 6, 2019, the MLO Oversight Committee and District Advisory and Accountability Committee on March 12, 2019; as well as the Charter School Leadership Team that same day. None of audiences expressed concern about the proposal as presented, which is consistent with both the original presentation and that set forth herein.

INNOVATION AND INTELLIGENT RISK: Building our Future Community continues to be a very strategic and ongoing process. The structure that is now in place after the passage of 2018-4C allows for annual investment in the stated operational priorities of Teacher Compensation, Safety & Security, Technology, and Educational Programs and capital priorities of a ten year cycle for refresh and refurbish and paying on securitization agreements to fund capital projects for balancing the regular high schools and constructing new elementary schools. With this structure, D49 can continue to invest the revenue streams that come from 2018-4C into those priorities, expanding the spends as additional revenue comes available from annual growth in district constituent’s cumulative assessed value of real property. This means future construction that can fit into the timeline of assessed value growth is already accounted for – completely unique in Colorado K12 education.

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

Cul	Inner Ring—How we treat each other	
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	Outer Ring —How we treat our work	
	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Keeping our word and following through on commitments to our community.</i>
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Strategy	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Handling new facility needs, as possible, with revenue streams now dedicated to that purpose.</i>
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>Improving programs, safety & security, technology, and teacher compensation to put students in a place they can succeed.</i>
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: The Mill Levy Override fund will continue to grow due to the increased collections from the consistent MLO rate that will be applied to the growing community we serve.

AMOUNT BUDGETED: 2018/19 adopted budget = \$16.3mm. Amended Budget will be limited to \$16.5mm

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the mill levy override annual funding allocation formula as recommended by the administration and direct the Chief Business Officer to bring appropriate policy changes to formally memorialize the necessary details of such.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 4, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Peter Hilts, Chief Education Officer

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

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

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

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

May 6-10, 2019 is National Teacher Appreciation Week and we encourage community members and parents to let our teachers know how much we appreciate their commitment to ensuring the success of every student. Please take the time to say thank you. Send a card, make a phone call, or send an email.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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: Move to approve the attached Resolution for National Teacher Appreciation Week.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: March 28, 2019

BOE Regular Meeting April 11, 2019
Item 7.02 continued

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



**TEACHER APPRECIATION WEEK
HONORABLE PROCLAMATION
MAY 6th – 10th, 2019**

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

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

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

**NOW THEREFORE, WE THE DISTRICT 49 BOARD OF EDUCATION
PROCLAIM
MAY 6th – 10th, 2019
TEACHER APPRECIATION WEEK**

Marie La Vere-Wright, President

John Graham, Vice President

Kevin Butcher, Treasurer

Dave Cruson, Secretary

Joshua Fry, Director

Peter Hilts, Chief Education Officer

Brett Ridgway, Chief Business Officer

Pedro Almeida, Chief Operations Officer

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

BOARD MEETING OF: April 11, 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
7.03a	AEA	Standards Based Education	A Whetstine	Reviewed; no revisions recommended
7.03b	CC	Administrative Organization	D Garza	Reviewed; no revisions recommended
7.03c	CH	Policy Implementation	D Garza	Minor revisions
7.03d	CHD	Administration in the Absence of Policy	D Garza	Reviewed; no revisions recommended
7.03e	EB	Environmental and Safety Program	T Carey	Minor revision
7.03f	EBAB, EBAB-R	Hazardous Materials	T Carey	Minor revisions
7.03g	EBBA, EBBA-R	Prevention of Disease/ Infection Transmission	T Carey	Updated to reflect CASB/legal recommendations
7.03h	GBJD	Staff Positions and Job Descriptions	P Andersen	Revise to reflect Board direction
7.03i	JFC, JFC-R	Student Withdrawal from School/Dropouts	L Fletcher	Reviewed; no revisions recommended
7.03j	JIC	Student Conduct	L Fletcher	Reviewed; no revisions recommended
7.03k	JICDA	Code of Conduct	L Fletcher	Reviewed; no revisions recommended
7.03l	KBBA, KBBA-R	Custodian and Noncustodial Parent Rights and Responsibilities	L Fletcher	Minor revision to regulation Reviewed policy; no revisions recommended
7.03m	KDEB, KDEB-R	Controversial Communications	L Fletcher D Watson	Reviewed; no revisions recommended

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

BOE Regular Meeting April 11, 2019
Item 7.03 continued

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #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 board meeting, I move to approve the thirteen policies in item 7.03 as recommended by the administration.

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

DATE: March 29, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Melissa Andrews, Facility & Community Planning Manager

TITLE OF AGENDA ITEM: Recommended Boundary Changes between WHES and MRES

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: After opening Bennett Ranch Elementary School, some pressure relief came to Meridian Ranch Elementary School, but the Meridian Ranch Development continues to grow and the developer has increased densities from the original masterplan, adding students right back into the school. At the same time, development within the current boundary for Woodmen Hills Elementary School is nearing build out, and the school has sufficient space to accommodate development growth for several years. Therefore, altering the boundary between MRES and WHES will make better use of district facilities and resources and alleviate the need to ‘balance enroll’ students.

RATIONALE: There simply is not room to absorb the additional students that will be generated by development in the current MRES boundary, and that as the growth continues, there would be need to pursue the ‘balance enrollment process’ to WHES again anyway. We believe it is appropriate for the District to be proactive and find a solution, such as altering the boundaries, which provides transparency over enrolling students outside of the neighborhood boundaries until the time we build another elementary school.

RELEVANT DATA AND EXPECTED OUTCOMES: By opening BRES, MRES has reduced the enrollment to fit within the core, however there are an additional 3,556 homes coming, potentially bringing 1,134 elementary students into the current MRES boundary. Approximately 400 of those students are projected in the next five years. There is only one modular on site to accommodate any additional capacity needs.

At WHES, there are 400 homes planned for future development, but with the information we have today, there is currently no growth projected in this area over the next five years. Enrollment currently falls right at core capacity with the preschool, but there are an additional 150 seats available in the POD and another 150 seats available in modular buildings, providing adequate space to add students for the next couple of years.

INNOVATION AND INTELLIGENT RISK: The proposed boundary change provides transparency to newly enrolled students providing educational opportunities with the boundary of residence, rather than frustrating parents who get balance enrolled. With the amount of development expected through build out, this is not a permanent solution, but will be a 3 to 5 year bridge, until the District is able to build another elementary school in the vicinity. There will be existing families impacted with decisions on transportation and choice enrollment, but many of the homes are not yet constructed. It is important to make boundary changes in advance of as much construction as possible, to reduce the direct impact on families.

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

In order to establish trust through our community, we need to be transparent by modifying the boundaries instead of surprising families with balance enrolling new students. We will provide firm foundations by not offering temporary solutions and disrupting families. The intent is to find as long term of a solution as possible while we implement our long range plan and can get to a place where we can build another elementary school.

Cul

Inner Ring—How we treat each other

	Outer Ring —How we treat our work	<i>Find longer-term solutions when possible, while we develop and implement a long range plan that will lead us to a place where we can build another elementary school</i>
	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Offer transparency by modifying the boundaries instead of surprising families with balance enrolling new students</i>
Strategy	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>Firm foundations come from not offering temporary solutions and disrupting families, rather from pursuing longer term solutions.</i>
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: Assuming the Board pursues the recommended changes, and offers a one-year transition opportunity as previously done in similar situations, the cost impact on this proposal will be to the transportation department having to provide one year of transportation to families that fall within the area moving from MRES to WHES.

AMOUNT BUDGETED: 2019/20 impacts that are not yet quantified.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After consideration at the previous work session, I move to approve the proposed boundary changes at Woodmen Hills Elementary and Meridian Ranch Elementary and offer a one-year transition opportunity to provide one year of transportation to families that fall within the area moving from MRES to WHES.

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

DATE: March 29, 2019

Cruson made the motion; seconded by Fry. Cruson moved to amend the motion as follows: After consideration at the previous work session, I move to approve option one as the proposed boundary change at Woodmen Hills Elementary and Meridian Ranch Elementary and offer a one-year transition opportunity to provide on year of transportation to families that fall within the area moving from Meridian Ranch Elementary School to Woodmen Hills Elementary School; seconded by Fry. The motion passed 4-0.

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

BOE Regular Meeting April 11, 2019
Item 7.04 continued

	HILTS	RIDGWAY	ALMEIDA	HOLMES	
COMMENTED				X	

The Board then voted on the amended motion. The motion passed 4-0.

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

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Amber Whetstine, Executive Director of Learning Services

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

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

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

RATIONALE:

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

INNOVATION AND INTELLIGENT RISK:

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

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

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

BOE Regular Meeting April 11, 2019
Item 7.05 continued

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

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve district and school level Unified Improvement Plans as presented in item 7.05.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: March 29, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA	DORSEY	M PICKERING
COMMENTED				X	X
	WHETSTINE				
COMMENTED	X				

BOARD OF EDUCATION ITEM 7.06A MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: April 11, 2019

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

TITLE OF AGENDA ITEM: Assistive Technology (AT) Specialist Job Description

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

Support and service of assistive and alternative communication devices is required under IDEA and ECEA. This position currently exists within the district; however, it is without an appropriate job description that accurately describes the requirements of the position and the expectations.

RELEVANT DATA AND EXPECTED OUTCOMES:

It is best practice to have an accurate and detailed job description when selecting candidates and evaluating their performance. This job description provides needed information for applications to be fully aware of the scope and requirements of the position of Assistive Technology (AT) Specialist.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the previous work session, I move to approve the job description for an Assistive Technology Specialist as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: March 28, 2019

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

BOE Regular Meeting April 11, 2019
Item 7.06a continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

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

TITLE OF AGENDA ITEM: Brailist, Individualized Education Programs Specialist, Culturally and Linguistically Diverse Education (CLDE) Technician, and Dean of Early Childhood Education Job Descriptions

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The job descriptions for Brailist is a new position based upon the retirement of our Teacher of the Visually Impaired (TVI). It is common practice today that the TVI provides direct service and instruction to students who are blind or visually impaired but no longer has the additional responsibility of transcribing materials into literary braille. While many textbooks and books are readily available from the Colorado Instructional Materials Center, many academic and school-related items require transcription. As our population of blind/visually impaired students grows, the need for direct services and braille transcription increases.

Individualized Education Programs Specialist is a position that currently exists but solely as support to special education and their IEP Plans. With the on-boarding of ALPs and ELPs through Frontline Education, the requirements and scope of this position is increasing to support the additional plans and increase the administration of the Frontline Education Enrich student plan database.

Culturally and Linguistically Diverse Education (CLDE) Technician position currently exists and is filled. This update is an update to the new nomenclature (CLDE) and an increase in work days to allow the technician to support the increasing registration of new CLD students into the district by timely screening, notification to schools, and planning and preparation by CLDE teachers.

The Dean of Early Childhood Education is reversal of a current TOSA position back to a Dean position. The continued increase of preschool children expands this position to oversee the regulatory requirements of the classrooms and teachers including professional learning required by both DHS and CDE for teachers and para-educators. This position also provides evaluation of preschool teachers in collaboration with building principals.

RATIONALE:

Brailist: With the selection of a new TVI, a brailist makes the position more appealing to newly licensed TVIs. It also allows us to split off the braille from the TVI which in turn allows more time for the TVI to provide direct services and support to students.

Individualized Education Programs Specialist: The district has successfully migrated to Frontline Education Enrich for our IEP Plans. Our partnership will grow and utilizing the existing position that has the background knowledge and understanding of Enrich is fiscally responsible and acknowledges our desire to develop our own staff which benefits both the district and the staff member.

Culturally and Linguistically Diverse Education (CLDE) Technician: This is another position that has served our internal and external stakeholders and has flexed to meet the increasing needs. For the past 3 years, we've typically paid for an additional 3-4 weeks of time to allow the CLDE Technician to screen new students, support CLDE camps, and prepare information for CLDE teachers on new students. This additional time still creates a crunch at

the beginning of the year when all new CLDE students must be screened within 30 days of the start of school. Increasing time for the CLDE Technician recognizes the increasing population and needs.

Dean of Early Childhood Education: This action is the correction of a prior action that moved the previous Dean position to a TOSA. Recent changes to preschool require a more clearly-defined position to oversee the preschool programs and teachers. Recent numbers (204 families attended Preschool Round-Up – a jump of almost 50 from past years) indicate the need for a strong, continued focus on our Early Childhood Education programs.

RELEVANT DATA AND EXPECTED OUTCOMES:

All of the above positions are improving and our increasing the quality of our internal services and external support of families. Comments from the Voice of the Workforce, VoW Learning Tour, Voice of the Community, and individual department surveys will provide feedback on the position changes.

INNOVATION AND INTELLIGENT RISK:

Each job description is a small but measured change in an attempt to improve job satisfaction, utilize and grow existing staff, and meet the demands of growing populations. Individualized Education desires to keep the focus on the student and families and remain mindful of a finite budget. All departments look to take small steps whenever possible and practical. As all of the positions except one (Brailist) are an increase to existing positions, there is minimal risk to over-staffing positions. We will continue to monitor growth and stakeholder need.

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.
	Outer Ring—How we treat our work	District 49 employees are always willing and able to go above and beyond in order to meet the needs of our students and families. While we embrace their willingness to “go the extra mile”, it should not be a standard operating practice. Supervisors have an obligation to manage time and talent to the best balance for both staff and district.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	The addition and changes are measured, small steps to catch up to the increased student population and subsequent demands of our stakeholders.
	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	

BOE Regular Meeting April 11, 2019
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Rock #5 — Customize our educational systems to launch each student toward success	
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BUDGET IMPACT: \$60,192.16 for all four positions

Note: Preliminary discussions held with Ron Sprinz, Director of Finance, regarding the 4 positions so they may be integrated into 19-20 budget preparations.

AMOUNT BUDGETED:

Brailist: Approximately ESP Range 26 based on regional data \$32,192.16 pending 19-20 final budget approval

Individualized Education Programs Specialist: Approximately \$12,000 pending 19-20 final budget approval

CLDE Technician: Approximately \$10,000 pending 19-20 final budget approval

Dean of Early Childhood Education: Approximately \$6000 pending 19-20 final budget approval

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: With prior review, I move to approve the job descriptions in item 7.06 b-e as recommended by the administration but to remain pending until 19-20 budget finalized.

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

DATE: March 28, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION AGENDA ITEM 7.07 Minutes

BOARD MEETING OF:	April 11, 2019
PREPARED BY:	Amber Whetstone, Executive Director of Learning Services
TITLE OF AGENDA ITEM:	Alternative Education Campus Applications and Selection of Measures
ACTION/INFORMATION/DISCUSSION:	Discussion

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

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

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>	District 49 supports a robust portfolio of schools by continuing to provide alternative education options for students with high-risk indicators.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	District 49 aims to launch individual students toward success in student achievement, growth, engagement and post-secondary workforce readiness.

FUNDING REQUIRED: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the Alternative Education Campus Renewal Applications and Proposed Measures for GOAL Academy and Patriot High School as recommended by the administration.

APPROVED BY: Peter Hilts, CEO

DATE: April 2, 2019

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

BOE Regular Meeting April 11, 2019
Item 7.07 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Jack Pietraallo, Director of Transportation

TITLE OF AGENDA ITEM: Transportation Positions

ACTION/INFORMATION/DISCUSSION:

Change job title of Transportation Fleet Mechanic to Transportation Certified Technician with no monetary or responsibility changes. Create Transportation Non-Certified Technician position. Create Transportation Driver/Router position.

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Concerning the Non-Certified Technician position: During the 4th quarter of the 17-18 school year transportation participated with Bob Gemignani and his team to introduce students to transportation and its fleet maintenance operations. We had a student applicant who proved himself very useful and willing to fill a need within our maintenance program. He graduated from GOAL Academy and continues to work for us as a substitute. There is a shortage of qualified automotive and diesel technicians across the country, creating this positions gives us the opportunity to train and grow our own personnel, while filling a needed position in our maintenance shop.

Concerning the Driver/Router position: For many years transportation has employed our drivers and paras to help fill gaps for full time positions that get overwhelmed at certain times of the year. Our routing timeline is one of those processes where this occurs. From January to April our routing team is focused on creating our routes for the upcoming school year. Our full time routers also plan our ESY during the months of April and May. At the start of every school year there are hundreds of bus stop requests and route changes that need updating, these updates are also needed throughout the year at a lesser pace. We have been filling this need with router assistants and paying them at a range 10 when they route. This gives our drivers the opportunity to advance their careers and our department the opportunity to grow our employees while filling this routing need.

RATIONALE:

Transportation Fleet Mechanic title change; our technicians must hold many certifications and are held legally responsible for the condition of our buses. The inspector has to sign an affidavit certifying every bus they put on the road is safe. The CDE inspector certification has to be updated through testing every 3 years. They must be certified in air brake repair for a minimum of two years before being able to apply to be a CDE inspector. Their ASE certifications must be retested every 5 years, their diesel opacity licenses have to be recertified every 2 years, while their CPR and first aid certifications must be updated every two years. These are the minimum requirements to be a certified bus technician along with the CDL requirements. With all the mandated certifications required to hold this position the title of the position along with the pay should reflect those responsibilities.

Creating the new Non-Certified Technician gives us the opportunity and time needed to train a technician efficiently and effectively while filling the need of non-certified duties. We currently have a fleet mechanic position open but have not sought to fill the position mostly due to the lack of space, not the volume of work. This position has no legal or regulatory obligation which frees up time for the certified technicians. This position will allow our certified technicians to perform less duties that do not require certified work. The community will receive more value from their certified technicians while the non-certified technician performs those non-certified duties.

Creating the Driver/Router position is titling a duty that has been performed here for many years. It is cumbersome to set up two pay differentials for one person. They receive range 5 while performing driver duties and receive range 10 while performing routing duties. Much like our Driver Trainer positions we are requesting this new position be set at a range 7. This position allows us to train a driver to be a router and helps the routers complete their daily duties.

RELEVANT DATA AND EXPECTED OUTCOMES:

Currently a certified technician's starting pay range is 13 step 1 at \$16.29/hr., the proposed pay range for the new non-certified technician is range 8 step 1 at \$14.17/hr. The expected outcome of this position is to allow the certified technicians to spend more time repairing equipment that requires a certified technician. The non-certified technician duties will be more focused on overall shop, maintenance and parts operations that do not require certification to perform. Over time the non-certified technician will be able to get certified and fill a future need for this department.

A driver/router requires a minimum of 3 months of training to use our routing programs, to route efficiently and effectively. We have had 2 full time general education routers start and resign in the last 2 years. We have also had 5 different routing assistants during the same time period. We are proposing to create the Driver/Router position which will increase the wage of a driver approximately \$5,000/year and bring stability to the position. We also use this position as a gateway for hard to fill transportation operations positions.

INNOVATION AND INTELLIGENT RISK:

The proposal to update the title of the fleet mechanic and create a non-certified technician position shows supporting, growing and promoting our own employees to help them meet their goals, personally and professionally. It will also help this department fill employment needs. It fills a need for skilled labor in the maintenance shop at a lower cost to the community while still meeting our service and safety requirements. After a few years of training and certification the employee could achieve the goal of becoming a certified technician. The risk of internally training and promoting current employees could be that other employers would seek them or that once they were certified they could seek employment elsewhere for better pay.

The proposal to create the Driver/Router position shows support, growth and promoting to our employees which helps them meet their personal and professional goals. It also helps this department fill employment needs. It fills a needed skill at a lower cost to the community while still meeting our service and safety requirements. After a few months of training and experience the employee could achieve the goal of becoming a full time general education router. The risk of internally training and promoting current employees is that it could vacate a permanent driver position.

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

Changing the title of the fleet mechanic to transportation certified technician shows respect and value to the position without changing any monetary implications. It also reflects the certifications that the technicians must keep up to date.

Creating the non-certified technician position supports our current personnel to grow personally and professionally. It supports the mission of this department to transport students safely, on time and efficiently. It will free up certified technician hours spent doing things that are not required to be done by a certified technician.

Creating the Driver/Router position supports our current personnel and aligns with our mission. It also helps expedite customer bus stop and route requests. It will also help refine a cumbersome payroll process of paying one employee two different pay rates for two different positions.

<div>Cul</div> <div>Inner Ring—How we treat each other</div>	<div>By creating and updating these positions it shows that we respect and care for our employee's personal growth.</div>
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	Outer Ring —How we treat our work	By creating these positions it purposely helps our employee's learn and reach professional goals while enhancing our transportation team.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	By creating these positions it allows us to complete our mission more efficiently.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The non-certified technician position originated from the PPBEA community program which transportation continues to support. The Driver/Router position directly expedites bus stop requests and routing questions.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	The Driver/Router position creates and updates all school bus parking and traffic maps.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	These positions show investment and support to our employees.
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	More efficient routing and maintained buses keep our learners safe and on time.

BUDGET IMPACT: The non-certified technician position will cost about \$37,000/year while our current certified technician positions cost an average of \$49,500/year, rather than fill the open certified technician position this position will be approximately \$12,500 more efficient.

The Driver/Router position will cost approximately \$5,000 more annually to a regular route driver position. It will save us training costs by filling the position rather than continually training drivers how to route.

AMOUNT BUDGETED: We have added these updates and positions to our 19-20 school year budget proposal and want to start them at the beginning of next school year. The increase to the annual budget for both positions is approximately \$42,000.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: We request the board move these positions and updates to be voted on and approved at the next board meeting.

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

DATE: March 29, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Land Dedication Transfer Request

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Residential Developers are required to identify parcels land that will be used by the appropriate P-12 school district or be prepared to remit fees in-lieu-of land (FiLoL – usually for small, ‘infill’, projects) as part of their development plans.

- When FiLoL is the appropriate avenue, those fees are simply paid as the lots are permitted for construction.
- When Land Dedication is the appropriate avenue, the developer/owner will hold the land for the school district until the district makes a formal request to transfer the parcel to the district.

As part of the District’s ongoing compilation of the Long-Term Capital Plan, one parcel has been clearly identified as the ‘next’ needed piece that a school would be built upon. That parcel is a ~25 acre site in the Forest Meadows area whose Northwest boundary is located at the intersection of Cowpoke Road and Forest Meadows Avenue

RATIONALE: D49 has traditionally waited until just before construction begins on a facility to request the associated land parcel for the site. We are contemplating a change in that practice and are using this clear opportunity to evaluate said practices.

RELEVANT DATA AND EXPECTED OUTCOMES: Upon transfer, the land would come into the portfolio of properties owned by the district and we would then be responsible for maintenance and liability issues that come with owning real property. Conversely, we should be able to better protect the site from inappropriate dumping or squatting uses that could create unnecessary costs for site preparation when construction on a district facility is ready to begin.

INNOVATION AND INTELLIGENT RISK: Contemplating a change to traditional practices is indicative of an organization that is appropriately self-reflective and never satisfied with a ‘that’s the way we’ve always done it’ type of answer to any question. This process timing will appropriately inform future processes.

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

Cult	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	<i>Innovation is pursued with this request.</i>
Strategy	Rock #1 —Maintain an enduring <u>trust</u> with our community	<i>Exploring process improvements transparently with clear indications of intended benefit to our customers and stakeholders.</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>	

BOE Regular Meeting April 11, 2019
Item 7.09 continued

BUDGET IMPACT: This will have impact on facilities maintenance as they will need to add this parcel to their work routine. Also some potential impact to property and liability insurance costs. Neither impact would be material to the overall district budget and would only necessitate some small reallocations of funds, if anything.

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the land dedication transfer request described in item 7.09 as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: March 28, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: April 11, 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	EBAB-R	Hazardous Materials	T Carey	Minor revisions
8.01b	EBBA-R	Prevention of Disease/ Infection Transmission	T Carey	Updated to reflect CASB/legal recommendations
8.01c	JFC-R	Student Withdrawal from School/Dropouts	L Fletcher	Reviewed; no revisions recommended
8.01d	KBBA-R	Custodian and Noncustodial Parent Rights and Responsibilities	L Fletcher	Minor revision to regulation Reviewed policy; no revisions recommended
8.01e	KDEB-R	Controversial Communications	L Fletcher D Watson	Reviewed; no revisions recommended

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: March 28, 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: April 114, 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 March 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 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>	Ensures compliance with all Colorado Revised Statutes. Provide alternative pathways to students that align with 49 Pathways Initiative.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: March 28, 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: April 11, 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

FHS

HOSA International Leadership Conference in Orlando, FL

Depart-6/18/19 Return-6/23/19

7 Students will attend this trip.

Cost of trip will be \$956 per student (students will only pay \$500 out of pocket, HOSA grants cover the rest) and includes transportation, meals, lodging, tours and conference fees.

HOSA ILC gives students opportunities to compete in skills and knowledge competitions at an international level, to attend symposiums, showcases, and classes that are related to leadership, character-building, and various healthcare issues. They have an opportunity to network with healthcare workers, representatives from government and nonprofit agencies, and post-secondary institutions.

Fundraising will 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 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>	Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: March 26, 2019

BOE Regular Meeting April 11, 2019
Item 8.03 continued

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

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

BOARD MEETING OF: April 11, 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. ****No changes from last month.****

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 4, 2019

BOE Regular Meeting April 11, 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: April 11, 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: March 28, 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: April 11, 2019

PREPARED BY: David Watson, Director of Safety and Security

TITLE OF AGENDA ITEM: Enhanced Security Community Advisory Team (ESCAT) Initiatives Update

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND : Director of Safety and Security will provide update to Board Of Education on each ESCAT initiative presented by COO at the February 2, 2019 Annual Planning Summit.

RELEVANT DATA AND EXPECTED OUTCOMES: N/A

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	Inner Ring- We value security, and in order to teach our students entrusted into our care the learning environment must be secure. Outer Ring- D49 invests time, energy and resources exploring and researching best practices in the area of school safety and security.
	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</u> of distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Rock 1: School security is a fundamental mission of the districts. We will continue to build upon the foundational trust of our community. Rock 2: ESCAT was formed as a community voice on security topics for consideration and implementation. We will continue to research and suggest best practices through collaboration with our community. Rock 4: Safe and secure learning environments are foundational to student success and achievement.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: None (BOE is receiving update)

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: 03/29/2019

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

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Sean Dorsey, Sand Creek Zone Leader

TITLE OF AGENDA ITEM: Sand Creek Zone Performance Report

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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	Update the BOE with regard to the performance of the Sand Creek Zone.
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Provide an overview of efforts to support primary proficiency.
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Update the BOE as to ongoing initiatives and priorities in the Sand Creek Zone, including our performance excellence work with the Studer Education Group, as well as our emphasis pertaining to Visible Learning throughout the zone.
	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: April 3, 2019

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

BOARD OF EDUCATION ITEM 8.08 Minutes

BOARD MEETING OF:	April 11, 2019
PREPARED BY:	Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Job Description Administrative Revisions
ACTION/INFORMATION/DISCUSSION:	Information Item

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Per policy GBJD, all positions in the district shall be established initially by the Board of Education. The Board delegates to the chief officers or designee(s) the task of writing job descriptions, which will include a statement of purpose, the essential functions of the position, requisite knowledge, skills and abilities, along with the physical demands and work environment factors required. The Board shall approve all job descriptions for new positions recommended by the chief officers.

RATIONALE: From time to time, the administration will identify the need to modify an existing job description. The Board delegates to the chief officers or designee(s) the authority to approve certain modifications to job descriptions. Other modifications require approval of the Board. Approval requirements for job description changes are as follows:

Changes Requiring Board Approval

- Change in job title
- Change in FLSA status (exempt vs non-exempt)
- Move from one pay range to another pay range
- Move from one salary schedule to another
- Change in reporting relationships
- Major modifications to essential duties and responsibilities, qualifications or other work factors



Changes Within Administrative Discretion

- Formatting and template modifications
- Minor modifications to essential duties and responsibilities, qualifications, or other work factors
- Revisions to reflect shifts in the district's lexicon

All administrative revisions must be approved by the Director of Human Resources. The administrative revision date will be noted in the board-approved job description and will be notated as an “Administrative Revision”.

RELEVANT DATA AND EXPECTED OUTCOMES: The presentation of administratively modified job descriptions serves to keep the board informed of changes and demonstrates transparency to stakeholders.

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

Culture	Inner Ring —How we treat each other	Accurate and up-to-date job descriptions promote respect and responsibility by providing clarity to the employee. This clarity positively impacts purpose, learning and teamwork.	
	Outer Ring —How we treat our work		
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	Our thoughtful, transparent job description development and approval process promotes trust with stakeholders.	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation		
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>		

BOE Regular Meeting April 11, 2019
Item 8.08 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>	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only; no action requested.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: April 4, 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: April 11, 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: March 28, 2019

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

BOARD OF EDUCATION ITEM 9.02 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: April 11, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: PPEC relocation and SSAE site expansion plans

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: At the February 2, 2019 Annual Planning Summitt, Chief Operations Officer Pedro Almeida presented a strategy for moving toward the development of a Long Term Capital Plan for District 49. That presentation indicated that the process would take much of the 2019 calendar year, but also indicated that some sequencing of specific events would be necessary and likely during the development of the plan – which is to be a living document that is appropriately adjusted in future years.

One item given focus then was described as the next ‘New Small Building’. One of the options presented was constructing the next new small building at the campus of the Springs Studio for Academic Excellence (SSAE) to largely be used by Pikes Peak Early College (PPEC), both being District 49 Operated portfolio schools. The site was originally planned for such an expansion before District 49 even acquired the site. After further work and reflection, District Administration is ready to formally pursue that scenario.

It is believed, among the group of school, zone, and district administration that early discussion in this venue is appropriate as an effective transition plan does effect the 2019/20 school year and communications about such impacts will begin this month.

RATIONALE: While distinct schools, PPEC and SSAE do share resources and some commonalities in program design that makes a colocation very feasible and highly efficient. Pursuing this option frees up space at District 49’s Creekside Success Center for re-purposing to other, needed, space priorities that would not benefit from a colocation with SSAE like PPEC would.

RELEVANT DATA AND EXPECTED OUTCOMES:

1. PPEC and SSAE would begin colocation in the 219/20 school year. While this will be a difficult inconvenience for the schools - students, staff, parents alike; school, zone and district leadership believe the move will provide a good precursor to the move into newly built space, and it is an acceptable, even preferred, scenario over remaining in space occupied in the 2018/19 school year.
2. Construction of the new space would begin in the fall of 2019 under a strategy similar to District 49’s recent success with the ALLIES building on the campus of Odyssey Elementary School – both in terms of construction planning and execution and financing arrangements.

INNOVATION AND INTELLIGENT RISK: Leveraging a prior success with the ALLIES building into a next high priority small space need with small tweaks is a highly appropriate strategy and continues to set District 49 apart as a truly innovative school district in the area, region and state.

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

Cul

Inner Ring—How we treat each other

--

	Outer Ring —How we treat our work	<i>Innovation and Teamwork are both highly displayed and leveraged with this proposal. Persons from all three offices have, and will continue, to work together to plan and bring this plan to fruition.</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>	<i>PPEC and SSAE are already unique parts of the district portfolio. This plan, and this move, will strengthen both programs to provide even better service to our student and family customers.</i>
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: The repayment term for this construction will be designed to perfectly abut to the expiring repayment term for the ALLIES building so that there is no complete add to annual spending and is then, instead, a normal adjustment of annual spending amounts, beginning in the 2020/21 fiscal year. There will be some impact to the 2019/20 capital maintenance and improvement budget as well, but should be relatively small since principal payments will not begin until July 2020.

AMOUNT BUDGETED: TBD. Current annual spend for ALLIES is ~ \$1.1mm.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Provide any guidance/suggestions/feedback, as well as endorsement/caution of the plan to district administration; and determine when formal action by the Board might be preferred and required at a future meeting.

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

DATE: April 4, 2019

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

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

BOARD MEETING OF: April 4, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: 2019-2020 Capital Maintenance and Improvement Priorities

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE Each year, several members of the District Business and Operations offices take a tour of all facilities to identify, both from their own observations and by consulting with each building's staff members, what needs for maintenance and improvements exist. The group consolidates the list and assigns priority to projects to present a consolidated list of needs to the Chief Officer Team.

RELEVANT DATA AND EXPECTED OUTCOMES: After the Chief Officer team review, the result is fed into the budget process for the upcoming year. With several different funding options, the team also determines what projects can and should be enabled by the different funding sources of (1) normal [fund 15] capital maintenance & improvement funds, (2) safety & security items that are appropriate for fund MLO 14-3A; what items are appropriate adds to 'refresh and refurbish' intentions of MLO 16-3B; and (4) what items are appropriate and may be of interest to refer to FCBC.

For 2019/20, the proposal shows approximately \$4.25mm of projects from fund 15. Additional projects and related spends will be proposed to be sourced from Mill Levy Override funds as well as some from FCBC.

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>Completing a thorough, objective process to determine facility needs and assign priorities and presenting those results to support the enduring trust with our community to be transparent with such decisions and to establish a firm foundation for our schools and programs to effectively serve our customers..</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Provide any feedback or guidance on the proposed list before it gets officially folded into the 2018/19 budget process and associated documentation.

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

DATE: April 8, 2019

BOE Regular Meeting April 11, 2019
Item 9.03 continued

The Board requested additional information from the Chief Officer Team to include the criteria used to prioritize funding for these projects and the list of all 2019-2020 projects considered with the potential funding source.

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

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

BOARD MEETING OF: April 11, 2019

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

TITLE OF AGENDA ITEM: 2019-20 Budget and Financial Legislative Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE: In the third quarter of each fiscal year, it is appropriate for the District to begin considering budget priorities for the following fiscal year. the State's quarterly revenue forecast has become a key indicator on what may happen – not only with the current year state revenue forecast (and by extension K12 funding), but also the forecast for the subsequent year. The next forecast will be released in mid-March and provides some flavor to Governor Hickenlooper's original forecast for 2019/20 that was first released in November 2018 and then revised by Governor Polis in January 2019.

RELEVANT DATA AND EXPECTED OUTCOMES: Full day Kindergarten funding is a high priority for the governor, so we expect that to come through in some form or fashion. In addition to that increase, we are currently expecting a fairly good increase in PPR rate. Those two items together should provide some increased funding for D49 next year. As for funded student count (beyond the conversion of KG from 0.58 to 1.00 sFTE), we are expecting to predict very modest growth as we continue to adjust to new charter schools, new grades in charter schools, and the opening of Inspiration View Elementary School in our Operated Portfolio.

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>Budget development is a team effort with purposeful intentions for changes from prior years.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>Having conversations about budget development is a major contributor to maintaining an enduring trust with our community.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Receive this and other information as it comes available, ask questions, provide guidance for priority preferences.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: March 28, 2019

BOE Regular Meeting April 11, 2019
Item 9.04 continued

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

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Rachel Duerr, Health and Wellness Coordinator

TITLE OF AGENDA ITEM: School Health and Wellness Plan Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

Culture	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>	District 49 has received national and state level recognition for our work around healthy schools as well as a number of outside grants to support our work. Family Engagement and Community Involvement are two components of the WSCC model and many schools include these in their SHIPs. SHIPs provide the framework for each school to focus on continuous improvement around school health. Each school tailors SHIPs to meet the needs of their individual populations. School health teams have autonomy to develop health improvement strategies aligned with the mission, vision and needs of the school. Research shows a link between health outcomes and the academic success of students.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

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

DATE: 3/29/19

BOE Regular Meeting April 11, 2019
Item 9.05 continued

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

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

BOARD MEETING OF: April 11, 2019

PREPARED BY: Pedro Almeida, Chief Operations Officer

TITLE OF AGENDA ITEM: Chief Officer Goals

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

The Board of Education runs an annual performance review process for each of the chief officers. Normally coming out of that process is the decision of whether to continue the employment of said chief officer for another year. If employment is proposed to continue, the chief officer will be committing not only to support the District's Cultural and Strategic goals that come from the annual 'Culture and Strategic Planning Process', but also to have specific goals and objectives for improved organizational and individual performance.

RELEVANT DATA AND EXPECTED OUTCOMES:

It is expected that professional goals are related to observations and/or conclusions made in prior review cycles and/or related to upcoming adjustments in the organization that will require particular focus for chief officer success in the upcoming year. Appropriate definition and execution of the individual professional goals create the best opportunity for success of the chief officer and, by extension, the office they oversee and the District as a whole.

The attached objectives list recommend chief officer goals for all 3 chief officers, with clearly defined areas of primary responsibility and areas of shared or supporting responsibility. Once agreed upon between the BOE and the chief officers, these objectives will serve as a guiding document for chief officer actions and activity.

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

Culture	<p>Inner Ring—How we treat each other</p> <p>Outer Ring—How we treat our work</p>	<p>Properly defining performance goals will enhance the district-wide focus upon treating people right by including leadership expectations that enhance trust, respect, care and responsibility as part of those goals. Additionally, it will provide clear direction and guidance on how the office will approach our work on a daily basis.</p>
Strategy	<p>Rock #1—Establish enduring <u>trust</u> throughout our community</p> <p>Rock #2—Research, design and implement programs for intentional <u>community</u> participation</p> <p>Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p>Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p>Rock #5— Customize our educational systems to <u>launch each student toward success</u></p>	<p>Rock #1 – Transparent goals and public reporting will build trust by clearly showing the community what areas the chief officers will focus upon. These become areas whereby the BOE can hold the chief officers appropriately accountable, which in turn will further build trust in the community.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: The BOE and chief officers discuss, modify as needed and agree upon the identified performance goals.

BOE REGULAR MEETING APRIL 11, 2019
ITEM 9.06 CONTINUED

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

DATE: March 28, 2019

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