

MINUTES
REGULAR BOARD OF EDUCATION MEETING
June 13, 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 6:36 p.m. by the Vice-President, *John Graham*. The following board members were present: Mr. *Cruson*, Mr. *Fry*, and Mr. *Graham*. Mr. *Butcher* and Mrs. *La Vere-Wright* were absent with prior notice.

2.00 Welcome and Pledge of Allegiance

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

3.00 Approval of Agenda

It was moved by *Cruson*, seconded by *Fry* to approve the agenda.
The motion was put and carried with Cruson, aye; Fry, aye; Graham, aye. Motion carried 3-0.

4.00 Consent Agenda – see attachments

- 4.01 Action on Minutes of Regular Board of Education Meeting 5/9/2019 – 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: It was a super Fantastic 49. We even had three students who were here in June! Thanks to all of you. Hope you are enjoying your summer. Graduation appaloosa, so cool to see the transition of life for so many students and what is ahead and the opportunities that they have before them. Certainly pride in families in achieving a milestone in their young person's life but also joy in what is next for them. Glad that we were able to be a part of that. It was an honor to be at many of the graduations. Looking ahead, there are always two events that I like to call our D49 family reunions. One is the Falcon Education Foundation fundraiser that we have in April and our D49 D4.9K race coming up on Saturday, September 14, occurring at Falcon High School. I appreciate the wellness team's work in preparing that. It is a fun event to get together, exert a little exercise and promote wellness and health within our district. Keep enjoying summer.

Fry: Hope you are enjoying your summer. I also enjoyed the end of year events and the graduations. That is always a highlight for me. I look forward to everything we are doing to prepare for the next school year.

Graham: I went to all of the graduations. I think it was ten. The last one was Saturday, and Monday for GOAL Academy. We graduated thousands of students this year. I am very proud of all of our students for making it and I am very proud of all of our staff for performing and helping these students through it and the parents in our community for supporting those students. Thank you and congratulations.

5.01 Chief Officer Update

Almeida: Recognition for some of the team in facilities. We had a snow event the last week of school. As part of that snow event, we had flooding in this room because we had snow that was piled up against the wall and melted rapidly in the hot weather and this room was flooded. Over the last couple of

weeks, this room has been a construction zone. A lot of great effort on the part of the facilities team to make sure we were going to be postured and positioned to do this meeting tonight with all of our facilities up and running. A particular shout out to Dan Nelson and Jeremy Donigian who were able to put the effort behind a project on top of the plate. I want to recognize that we are doing a number of moves across the district as we are moving some office space around. That is a significant effort. Everyone is stepping up and contributing to that effort across the board. You are going to receive an MLO update tonight. You will see some photos in there of Inspiration View, an absolutely phenomenal project that is coming along and getting ready to open that school.

Ridgway: I want to thank the St. Louis Blues for winning the Stanley Cup last night. After the Boston Red Sox won the World Series and the New England Patriots won the Super Bowl, if the Boston Bruins won the Stanley Cup, this guy was going to be impossible to live with. Graduations, John one-upped me on the graduations. I only went to nine, but it was nine schools. Great observation how this reflects our portfolio rock that we have. Only three of our graduations were the “traditional”. Six others were of the non-traditional variety. So that speaks to how that diversity in programming and school and delivery is important to us at District 49. I was really happy to be part of that and participate in that this year. We are approaching the end of the fiscal year. We are talking about budgets and things like that tonight. Auditors are already coming in next week. Hiring and doing things in preparing for the next school year already. You will hear from Amy Attwood tonight on lobbying efforts and the state of things in Denver. The first meeting of the interim finance committee is already scheduled for the 25th. I will be there engaging with them and seeing if we can get something done through that process this year for the statewide school financing.

Hills: I will echo the community’s appreciation for board member’s involvement at the senior season, including graduations, but also breakfasts and 3.75 dinners. The month of May is a rich month in District 49 because of all the traditions. Thank you for your presence there representing our community. Because of how special that is, I want to invite the board to consider having some of its meetings next year in some of our new facilities. Some of the greatest spaces in the district are at Bennett Ranch, Sand Creek’s expansion, or at Inspiration View. We have these great places that our community has not had a chance to come to and some of you have not had a chance to come to. I want to think about extending that season that we have in May throughout the year by going to some of our other facilities. I think you would be excited to see what you would find if you came out with us and brought our community into those spaces. As we are coming this end of the year, it is also the hiring season for the next year. I want to particularly thank our human resources department, but they are really the facilitator. It is all our principals and our department leaders who are finding amazing people. We have amazing hires across all four of our workforce segments. You are going to meet a lot of those people. That is largely due to being intention about being a great place to work. We talk about learning and leading, but being a great place to work is critical as well. As you meet these new staff members and administrators, new teachers and others as we come around the summertime, know that you are helping us create a culture that is very attractive and we are drawing great people.

Graham: Excellent. I think I will take it up with the board. Do you people like the idea of going to different facilities next year?

Cruson and Fry: I do.

Graham: That is a quorum. We can plan for that and talk further about it.

5.02 *Student Board of Representatives Update*

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

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

- #1: Jon Shanks, a member of the community. I am trying to bring some attention to and expand our need for renewable energy. Hoping to find out more about any plans for the district to implement solar programs for the schools. We have large schools with a lot of space on the roofs that could hold a lot of solar panels and generate a lot of power and I think in the long run save us a lot of money in the community. I want to volunteer my time if a program like this has already been started.
- #2: Reggie Key: My concern is about the Vista Ridge girls' basketball program. A few years ago the head coach of the varsity program stepped down. They went through the hiring process during that next summer. Our concern with the hiring that happened, was the current coach, from our judgement and experience with her over these last two years, appears to be not there. That was our major concern before. We spoke with principal, with the zone leader Mr. Pickering. My ex-wife and I have spoken with both. The coach throws the players under the bus and blames them for their performance on the court and not a coaching thing. My concern is with the coach stating that there is no accountability on the coach's end. Their job is to motivate, inspire and teach. We do not see any of that happening with this coach. The main thing we heard last year were players saying that if she is still here next year, we are going to quit. We are not going to play. Players do not want to play anymore. They are not inspiring. They are not motivated to play basketball anymore. I've coached at least seven girls that are in this program right now ranging from 3rd grade all the way up until their 8th grade year when they went up to high school. It is very concerning for me. It is very concerning for some of the other parents, some of whom are also in this crowd right now. One of the other things that I wanted to hit on was the actual hiring process. We questioned the principal about this. The head coach was previously the JV coach. The other person that interviewed, one of the people that we know interviewed was the assistant varsity coach. One of our questions we asked was what were the minimum requirements. Like if you were hiring a teacher, they probably require a bachelor's degree in some academic field. That is what we were asking for. They really could not express that to us. If there wasn't a varsity coaching experience requirement, then how was she hired over that assistant coach that was on varsity when she was just a JV coach? Another note along with that, it is known that she was planning to quit the year before she was hired for the varsity-coaching job. She was going to quit during the middle of the season and wanted the assistant varsity coach to take over. So that is another concern. What we've seen over these past two years is players wanting to quite, lack of motivation, lack of caring, a coach that apparently doesn't know how to communicate with players to where we have them stating things like she doesn't say anything positive to us ever. I have a bunch of other notes but three minutes is not a lot of time. That was my major concern. We did speak with the principal. He said he would speak with players prior to them extending her contract. Yet he spoke with zero players and extended her contract.

Graham: Thank you for your time.

Graham: Remember that we are not going to speak ill of staff members.

#3: Nksumah Hancock, my wife and I are parents of a child who plays at Vista Ridge basketball.

Brad Miller – Can we direct these that folks talk about the program and not staff members?

Graham: Yes, the big thing is not to talk ill of any particular person. If you want to talk about the program, that is more appropriate. Thank you for that reminder.

#3: Mr. Hancock: Speaking about the program. Once again, I am a parent of a Vista Ridge child that plays basketball there. We went through some of the processes of raising some of the issues. We have spoken with the athletic director, the principal, really not getting a justified voice for some of the concerns that we had. Also speaking about the program, the overall professionalism and the actual leadership that we are questioning at that point. Am I still in the right lane? We are worried about more of the basketball IQ of the system, some of the program, some of the training objectives, are they still meeting the goals of what we expect? We have even deterred moving into another school district just because we had faith in the basketball program here and we wanted to see the team succeed. Our main concern is the actual productivity of the program and how they are going to elevate the game play of the Vista Ridge girls' basketball team.

Graham: At this time, conferring with my other board members, I think it is appropriate to direct to our chief education officer to follow through and to make sure that the grievance process is followed. If you will leave a contact email, they can forward the grievance process and forms to you. It does start with, at the lowest level, the coach, the athletic director, the vice-principal, principal, then it comes up to the chief officers. You will have to capture what processes you have already followed and then make sure that Mr. Peter Hilts is aware. Do you guys concur?

Cruson: The stakeholder grievance process is probably the best format to follow. Sometimes when we share comments at a board meeting it's kind of a hit and run, kind of a hey we've got a big public record, big meeting, big part of the school process directing them specifically through the grievance process allows questions to be asked, answers to be given, all the way up through the process. In that process, you have a chance to appeal if you find that decisions are not satisfactory. It eventually does come to us if necessary. Many times those grievances can be resolved on a different level before it gets to board action, even sometimes before it reaches our chief education officer or any of our chief officers involved in the process. I sense your frustration, but I think that might be the best route to alleviate some of the frustration but also to gain some information and knowledge about that process and how that went. I think that you two gentlemen kind of hit a wall and I think that wall needs to have a little bit more exploration and I think the grievance process does that.

Hilts: I want to be clear on record, if you have already met prior requirements of the process; you are not required to start over. We are sensitive to the practicality of that. It has also not required that it be a single individual. It could be a group of people if there is a common concern. It puts us on notice. It puts us on a formal record that we are being responsive. I would be glad to take any contact information if it is not already on our sign-up sheet and follow up with Dr. Pickering in the zone and whichever representatives you point my way.

Graham: I am going to hand out the contact sheet so that you can put your emails on the back.

Cruson: Just for the record, that is our legal counsel, Brad Miller, who made us aware. We want to be very careful. These are people involved in this process. He was just advising us as a board in terms of that thin line that sometimes takes place when this occurs. For Mr. Shanks, Mr. Almeida I think that might be somebody that we can connect with and involve. Its rare Mr. Shanks when somebody says, I would be happy to volunteer. I am grateful for that. I am a living example of watch what you say. I sense that you have some gifts and talents and skills to offer and I think it would be wise for us to

take that under advisement. I hope I am not asking too much of you Pedro on behalf of the operations team to explore that.

7.00 Action Items - see attachments

7.01 Action on Individualized Education Revised Job Descriptions - Lemmond

- a. Behavior Support Technician
- b. Coordinator of Culturally and Linguistically Diverse Education
- c. Culturally and Linguistically Diverse Education (CLDE) K-12 Teacher
- d. Culturally and Linguistically Diverse Education Paraprofessional
- e. Health Room Paraprofessional
- f. Preschool Para Educator
- g. Special Education Para Educator Affective Needs (AN)
- h. Special Education Para Educator Generalist
- i. Special Education Para Educator Social Communications (SoCo)
- j. Special Education Para Educator Specialized Support Needs (SSN)
- k. Special Education Teacher Affective Needs (AN)
- l. Special Education Teacher Cognitive Support Needs (CSN)
- m. Special Education Teacher Generalist
- n. Special Education Teacher of the Deaf/Hard of Hearing
- o. Special Education Teacher of the Visually Impaired
- p. Special Education Teacher Social Communications (SoCo)
- q. Special Education Teacher Specialized Support Needs (SSN)

7.02 Action on Business Office Job Descriptions - Poulin

- a. Accounts Payable Specialist
- b. Accounts Receivable Specialist
- c. Accounting Technician

7.03 Action on Policy and Procedure Review – Garza

- a. ADC Tobacco-Free Schools
- b. JJJ Extracurricular Activity Eligibility
- c. KE Public Concerns and Complaints
- d. KEF Public Concerns/Complaints about Teaching Methods, Activities or Presentations

7.04 Action on Contract between District 49 and Community Partnership for Child Development-Head Start – Lemmond

7.05 Action on Charter Contract Renewal - Grand Peak Academy - Franko

7.06 Action on CBI, CBI-R Evaluation of Chief Officers - Chief Officer Team

7.07 Action on Revised 2019-2020 Pay Schedules – Ridgway

- a. Licensed
- b. Educational Support Staff
- c. Professional/Technical
- d. Administrative
- e. Extra-curricular

7.08 Items Removed from Consent Agenda

8.00 Information Items – see attachments

8.01 Process Improvement Update – Garza

- a. JF-E Admission and Denial of Admission
- b. KE-R Public Concerns and Complaints

8.02 Expulsion Information - Lemmond

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- 8.03 Student Study Trips – Seeley
- 8.04 Current Legal Issues – Ridgway/Hathaway
- 8.05 Board Sub-Committee Minutes – Garza

9.00 Discussions Items – see attachments

- 9.01 Education Legislative Update (10 minutes) Attwood
- 9.02 2016 3B Projects Update (10 minutes) Lee/Willhelm
- 9.03 Revised Job Descriptions (5 minutes) Lemmond
 - a. Special Education Para Educator – Cognitive Support Needs
 - b. Speech Language Pathologist Assistant
- 9.04 Course Proposals at Sand Creek High School (5 minutes) Lane
 - a. AVID (Advancement via Individual Determination) Electives for Grade 9 through 12
- 9.05 Policy ECAE Armed Security Staff on School Grounds (5 minutes) Watson
- 9.06 DAAC Review of 2019-2020 District Budget (10 minutes) Newbill/Rex
- 9.07 Supplemental Budget Request for 2018-19 (15 minutes) Sprinz
- 9.08 Presentation of 2019-2020 Proposed Charter School Budgets (25 minutes) Sprinz
- 9.09 Presentation of 2019-2020 Proposed Budget (15 minutes) Sprinz
- 9.10 Communications Department Performance Report (10 minutes) Nancarrow
- 9.11 Triennial Review of Innovation Plans (5 minutes) Hilts


10.00 Other Business

11.00 Adjournment

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

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

Respectfully submitted by Donna Garza,


Marie La Vere-Wright, President


Dave Cruson, Secretary

June 13, 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. Elizabeth Johnston	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	RISE Budget	<input type="checkbox"/> Support <input checked="" type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
2. Jon Shanks	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	Looking for plans to move to renewable energy	<input checked="" type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3. Reggie Key	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input checked="" type="checkbox"/> Parent <input type="checkbox"/> Student	Vista Girls Basketball	<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input checked="" type="checkbox"/> Other
4. Nkrumah Hance	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input checked="" type="checkbox"/> Parent <input type="checkbox"/> Student	Vista Girls Basketball	<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input checked="" 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

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

OPEN FORUM STATEMENT

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

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

BOARD MEETING OF: June 13, 2019

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

TITLE OF AGENDA ITEM: Approval of Minutes of Special Board of Education Meeting
5/9/19

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 May 9th regular board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: June 13, 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	
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	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: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
June 13, 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
Goodyear-DeGeorge, Cheryl	Coordinator of CE Instruction	Education Service Center	July 1, 2019
Leschisin, Sarah	Assistant Principal	Vista Ridge High School	July 1, 2019

Resignations:

Name	Position	Location	Effective Date
Finch, Paul	Coordinator of CE Instruction	Education Service Center	June 10, 2019
Charney, Elaine	Assistant Principal	Vista Ridge High School	June 28, 2019

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

BOARD MEETING OF: June 13, 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 Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

DATE: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Licensed Personnel
June 13, 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
Mapson, Nathan	Art Teacher	Bennett Ranch Elementary School	July 26, 2019
Kasper, Leah	School Nurse	District Wide	July 26, 2019
Ferguson, Stacey	Speech Language Pathologist	District Wide	July 26, 2019
Dial, Roberta	Speech Language Pathologist	District Wide	July 26, 2019
Orcutt, Lena	School Nurse	District Wide	July 26, 2019
Kliniske, Erin	School Nurse	District Wide	July 26, 2019
Attias, Jason	4 th Grade Teacher	Evans International Elementary School	July 26, 2019
Tonneman, Ingrid	4 th Grade Teacher	Evans International Elementary School	July 26, 2019
Todd, Melinda	2 nd Grade Teacher	Evans International Elementary School	July 26, 2019
Bratsky, Elizabeth	Special Education Teacher - Generalist	Falcon High School	July 26, 2019
Mertz, Dawn-Eve	English Teacher	Falcon High School	July 26, 2019
Fortune, Lindsey	School Counselor	Falcon High School	July 26, 2019
DeHerrera, Holly	English Teacher .6	Falcon Homeschool Enrichment Program	July 26, 2019
Wilson, Claire	Science Teacher .3	Falcon Homeschool Enrichment Program	July 26, 2019
Behn, Courtney	STEM Teacher .8	Falcon Homeschool Enrichment Program	July 26, 2019
Trujillo, Katrina	Science Teacher .8	Falcon Homeschool Enrichment Program	July 26, 2019
Beard, Jonathan	7 th and 8 th Grade Language Arts Teacher	Falcon Middle School	July 26, 2019
Roche, Mary	Social Studies Teacher	Falcon Middle School	July 26, 2019
Schoenberg, Charles	6 th Grade Humanities Teacher	Horizon Middle School	July 26, 2019
Roenfeldt, Lisa	Technology Teacher	Meridian Ranch Elementary School	July 26, 2019
Bergsma, Jessica	5 th Grade Teacher	Odyssey Elementary School	July 26, 2019
O'Connor, Katharine	5 th Grade Teacher	Odyssey Elementary School	July 26, 2019
Romigh, Drew	Art Teacher	Odyssey Elementary School	July 26, 2019
Youtt, Emma	1 st Grade Teacher	Odyssey Elementary School	July 26, 2019
Hibler, Nicole	2 nd Grade Teacher	Odyssey Elementary School	July 26, 2019
Wade, Anne	Special Education Teacher - Generalist	Odyssey Elementary School	July 26, 2019
Dulzo, Anne	3 rd Grade Teacher	Odyssey Elementary School	July 26, 2019
Arnett, Elizabeth	4 th Grade Teacher	Odyssey Elementary School	July 26, 2019
Rue, Chante	4 th Grade Teacher	Remington Elementary School	July 26, 2019
Benna, Peri	Art Teacher	Remington Elementary School	July 26, 2019
Turner, Benjamin	1 st Grade Teacher	Remington Elementary School	July 26, 2019
Fox, Anna	Special Education Teacher - Generalist	Rocky Mountain Classical Academy	July 26, 2019

Chozinski, Rhonda	English Teacher	Sand Creek High School	July 26, 2019
Crotty, Stacy	Special Education Teacher - ID	Sand Creek High School	July 26, 2019
Hienton, Hillary	Social Studies Teacher	Sand Creek High School	July 26, 2019
Evans, Daniel	Band Teacher	Sand Creek High School	July 26, 2019
Love, Allyson	Physical Education and Health Teacher	Sand Creek High School	July 26, 2019
Edgerle, Kaitlyn	6 th Grade Science Teacher	Skyview Middle School	July 26, 2019
McGrath, Sean	7 th Grade Social Studies Teacher	Skyview Middle School	July 26, 2019
Marshall, Kimberly	7 th Grade Math Teacher	Skyview Middle School	July 26, 2019
Delorme, Brianna	Take Flight Therapist .5	Skyview Middle School	July 26, 2019
Foster, Eliza	6 th Grade Science Teacher	Skyview Middle School	July 26, 2019
Pappadakis, Karin	Communications Teacher	Skyview Middle School	July 26, 2019
Huggins, Jason	7 th Grade Math Teacher	Skyview Middle School	July 26, 2019
Wise, Amanda	4 th Grade Teacher	Springs Ranch Elementary School	July 26, 2019
Williamson, Elizabeth	5 th Grade Teacher	Stetson Elementary School	July 26, 2019
Farmer, Aspen	5 th Grade Teacher	Stetson Elementary School	July 26, 2019
Erzen, Brooke	4 th Grade Teacher	Stetson Elementary School	July 26, 2019
Pockrus, Madison	Music Teacher	Woodmen Hills Elementary School	July 26, 2019
Schultz, Erika	1 st Grade Teacher	Woodmen Hills Elementary School	July 26, 2019

Appointments to New Positions:

Name	Position	Location	Effective Date
Fortune, Lindsey	School Counselor	Falcon High School	July 26, 2019
Jacobsen, Rachel	School Counselor	Vista Ridge High School	July 26, 2019
Koch, Tiffany	3 rd Grade Teacher	Remington Elementary School	July 26, 2019
Griffith, Berkeley	1 st Grade Teacher	Bennett Ranch Elementary School	July 26, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Kapfer, Kelli	Para	Kindergarten Teacher	July 26, 2019
Youngblood, Sheila	Para	4 th Grade Teacher	July 26, 2019
Pethel, Amanda	School Counselor	Dean of Students	July 26, 2019
Warden, Erin	Special Education Teacher - Generalist	Teacher of the Visually Impaired	July 26, 2019
O'Meara, Shanna	Reading Interventionist	Instructional Coach	July 26, 2019
Willis, Amy	4 th Grade Teacher	Dean of Students	July 26, 2019

Resignations:

Name	Position	Location	Effective Date
Neugebauer, Corrina	Psychologist	District Wide	May 30, 2019
Smith, Rachel	Physical Therapist	District Wide	May 30, 2019
Brown, Kimberly	TOSA Title 1 Family Engagement	District Wide	June 30, 2019
Hairston, Erin	3 rd Grade Teacher	Falcon Elementary School of Technology	May 30, 2019

Raymer, Lindsay	4 th Grade Teacher	Falcon Elementary School of Technology	May 30, 2019
Baker, Celeste	English Teacher	Falcon High School	May 30, 2019
Brown, Bradley	American Sign Language Teacher	Falcon High School	May 30, 2019
Enos, Brandon	Math Teacher	Falcon High School	May 30, 2019
Verlare, Tamela	Homeschool Teacher	Falcon Homeschool Program	May 30, 2019
Bashor, Rebecca	Reading Teacher	Falcon Middle School	May 30, 2019
Talbot, Jill	Science Teacher	Falcon Middle School	May 30, 2019
Callahan, Emily	Music Teacher	Falcon Middle School	May 30, 2019
Russell, Daniel	Social Studies	Falcon Middle School	May 30, 2019
Damron, Lucinda	Special Education Teacher	Falcon Middle School	May 30, 2019
Thornsby, Janna	Special Education Teacher	Horizon Middle School	May 30, 2019
Nelson, Morgan	Special Education SLD Teacher	Odyssey Elementary School	May 30, 2019
Gilchrist, Hayley	3 rd Grade Teacher	Odyssey Elementary School	May 30, 2019
Trethewey, Nicole	Social Worker	Patriot High School	May 30, 2019
Meegan, Michele	1 st Grade Teacher	Remington Elementary School	May 30, 2019
Lobato, Ricky	Social Studies Teacher	Sand Creek High School	May 30, 2019
Davis, Rebekah	Physical Education/Health Teacher	Sand Creek High School	May 30, 2019
Davis, Ian	English Teacher	Sand Creek High School	May 30, 2019
Bogacz, Nancy	4 th Grade Teacher	Springs Ranch Elementary School	May 30, 2019
Haney, Amanda	1 st Grade Teacher	Stetson Elementary School	May 30, 2019
Minot, Nichole	Dean of Senior/College Advising	Vista Ridge High School	May 30, 2019
Baldwin, Sam	Dean/Athletic Director	Vista Ridge High School	May 30, 2019
Pearsall, Nathan	Social Studies Teacher	Vista Ridge High School	May 30, 2019
Eggleston, Amanda	1 st Grade Teacher	Woodmen Hills Elementary School	May 30, 2019

Retirements:

Name	Position	Location	Effective Date
Moon, Jane	Psychologist	District Wide	May 30, 2019
Acuff, Mark	Science/Technology Teacher	Horizon Middle School	May 30, 2019
Tatro, Richard	Social Studies Teacher	Vista Ridge High School	May 30, 2019

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

BOARD MEETING OF: June 13, 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: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Educational Support Personnel
June 13, 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
Corrothers, Heather	Nutrition Services Manager	Odyssey Elementary School	May 16, 2019
Creech, Earl	Bus Driver	Transportation	April 22, 2019
McDonald, Richard	Bus Driver	Transportation	May 01, 2019
Murdzia, Lara	Administrative Assistant, Director/Supervisor/Coordinator	Communications	May 30, 2019
Stensland, Scott	Building Manager	Remington Elementary	June 03, 2019

Appointments to New Positions:

Name	Position	Location	Effective Date
Appel, Miranda	Special Education Para Educator Program Based SLD	Pikes Peak School of Expeditionary Learning/ Banning Lewis Ranch Academy	May 03, 2019
Buckhouse, Sabrina	Temporary Summer BASE49 Site Assistant	Ridgeview Elementary School	May 30, 2019
Engle, Natallee	Temporary Summer BASE49 Site Assistant	Remington Elementary School	May 28, 2019
Hallada, Lynn	Temporary Summer BASE49 Site Assistant	Remington Elementary School	May 28, 2019
Hurley, Cory	Temporary Summer Grounds Technician	Facilities	May 13, 2019
Peters, Emily	Temporary Summer BASE49 Site Assistant	Bennett Ranch Elementary School	May 24, 2019
Richer, Danielle	Temporary Summer BASE49 Site Assistant	Bennett Ranch Elementary School	May 28, 2019
Rogers, Thomas	Bus Driver	Transportation	May 01, 2019
Wortkoetter, Zachary	Temporary Summer BASE49 Site Assistant	Ridgeview Elementary School	May 23, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Long, David	Building Custodial Technician at Falcon Middle School and Bennett Ranch Elementary School	Building Manager at Ridgeview Elementary School	May 28, 2019

Pay Adjustments:

Name	Position	Location	Effective Date
Rose, Patrick	Professional Bus Driver	Transportation	Retro pay from April 11, 2019

Resignations:

Name	Position	Location	Effective Date
Bredesen, Kenneth	Building Custodial Technician	Falcon High School	May 28, 2019
Brunson, Starla	Library Assistant	Meridian Ranch Elementary School	May 23, 2019
Burdette, Yvette	Special Education Para Educator Program Based SSN	Odyssey Elementary School	May 24, 2019
Cunningham, Tan-Taisha	Special Education Paraprofessional – Program Based SLD	Springs Studio for Academic Excellence	May 24, 2019
Desai, Samuel	Special Education Para Educator Program Based SSN	Falcon Middle School	May 24, 2019
Eastin, April	Library Assistant	Remington Elementary School	May 24, 2019
Flynn, Brenda	Special Education Para Educator Student Based SED	Horizon Middle School	May 24, 2019
Garcia, Tanya	Online Learning Coach/Mentor	Springs Studio for Academic Excellence	May 24, 2019
Gray, Stephanie	Special Education Paraprofessional – Program Based DD/ID	Woodmen Hills Elementary School	May 24, 2019
Hansen, Velia	Special Education Para Educator PEAK Programs	Peak Education Center	May 24, 2019
Hashman, Dayna	BASE49 Site Assistant	Stetson Elementary School	May 31, 2019
Isaacson, Ross	Bus Driver	Transportation	May 24, 2019
Kirkham, Lyndsay	Hourly Reading Tutor	Stetson Elementary School	May 24, 2019
Klikus, Nancee	Accompanist	Vista Ridge High School	March 01, 2019
Kyner, Rebekah	Preschool Para Educator	Remington Elementary School	May 24, 2019
McCurley, David	Bus Driver	Transportation	May 10, 2019
McKeal, Vernon	Nutrition Services Assistant	Springs Ranch Elementary School	May 24, 2019
Nelson, Debbie	Hourly Reading Tutor	Ridgeview Elementary School	May 24, 2019
Nicholson, Leigh	Preschool Paraprofessional	Springs Ranch Elementary School	May 24, 2019
Pichler, Karie	Special Education Paraprofessional – Program Based SSN	Odyssey Elementary School	May 24, 2019
Pratt, Lisa	Nutrition Services Assistant	Banning Lewis Preparatory Academy	May 31, 2019
Quevedo Ortega, Jose	Building Custodial Technician	Falcon Homeschool Program	April 30, 2019
Scharer, Andrea	Special Education Para Educator Program Based SLD	Ridgeview Elementary School	May 16, 2019
Schmitt, Teresa	Hourly Reading Tutor	Stetson Elementary School	May 16, 2019
Shupert, Courtney	Special Education Para Educator Program Based SED/SoCo	District Wide	May 17, 2019
Stewart, Karen	Special Education Para Educator Program Based SLD	Liberty Tree Academy	May 30, 2019
Stewart, Sharon	Lunch Monitor	Odyssey Elementary School/ALLIES	May 20, 2019
Vasquez, Ruben	Building Manager	Ridgeview Elementary School	May 15, 2019
Ward, Chandler	Building Custodial Technician	Falcon Middle School	May 17, 2019
Williams, Rebecca	Health Paraprofessional	Horizon Middle School	May 24, 2019
Woyshner, Jenny	Preschool Paraprofessional	Woodmen Hills Elementary School	May 24, 2019

Retirements:

Name	Position	Location	Effective Date
Regennitter, Vernon	Bus Driver	Transportation	May 24, 2019
Wilder, Michael	Bus Driver	Transportation	May 24, 2019
Wilson, Marie	Special Education Paraprofessional – Program Based SSN	Skyview Middle School	May 31, 2019

Temporary Assignment Ending:

Name	Position	Location	Effective Date
Bamber, Maria	Special Education Para Educator – Student Based ID	Falcon High School	May 24, 2019
Bowen, Heather	Hourly Reading Tutor	Remington Elementary School	May 24, 2019
Bylund, Diane	Hourly Reading Tutor	Remington Elementary School	May 24, 2019
Calhoun, Christina	English Language Development Para Educator	Evans International Elementary School	May 24, 2019
Chadwick, Christine	Hourly Reading Tutor	Remington Elementary School	May 24, 2019
Claman, Patricia	General Education Para Educator	Odyssey Elementary School	May 24, 2019
Frausto, Maria	Special Education Para Educator – Program Based DD/ID	Springs Ranch Elementary School	May 24, 2019
Frey, Vicki	Health Room Paraprofessional	Springs Ranch Elementary School	May 24, 2019
Glivar, Justin	Special Education Para Educator – Program Based SED	Vista Ridge High School	May 24, 2019
Goode, Sherry	Speech Language Pathologist Paraprofessional	Special Services	May 24, 2019
Gross, Shannon	General Education Para Educator	Odyssey Elementary School	May 24, 2019
Guthrie, Evangelina	Special Education Para Educator – Program Based SSN	Evans International Elementary School	May 24, 2019
Hamilton, Jared	Special Education Para Educator – Student Based ID	Falcon High School	May 24, 2019
Higbee, Kayla	Family Engagement Community Liaison	Remington Elementary School	May 24, 2019
Hjelmstad, Misty	Crossing Guard	Springs Ranch Elementary School	May 24, 2019
Kirkham, Lindsay	Hourly Reading Tutor	Stetson Elementary School	May 24, 2019
Miller, Heather	Speech Language Pathologist Paraprofessional	Special Services	May 24, 2019
Odom, Bobby	Family Engagement Community Liaison	Falcon Elementary School of Technology	May 24, 2019
Rios, Alyssa	Hourly Reading Tutor	Falcon Elementary School of Technology	May 24, 2019
Roberts, Sari	Special Education Para Educator – Program Based SLD	Evans International Elementary School	May 24, 2019
Roberts, Tiffany	Family Engagement Community Liaison	Evans International Elementary School	May 24, 2019
Sanchez, Louise	Special Education Para Educator – Program Based SSN	Falcon High School	May 24, 2019
Schmitt, Teresa	Hourly Reading Tutor	Stetson Elementary School	May 24, 2019
Schofield, Jaclyn	General Education Para Educator	Ridgeview Elementary School	May 24, 2019
Shilling, Lacey	Speech Language Pathologist Paraprofessional	Special Services	May 24, 2019

Solis, Amanda	Special Education Para Educator – Student Based SSN	Skyview Middle School	May 24, 2019
Stabler, Cheryl	Special Education Para Educator – Program Based SSN	Springs Ranch Elementary School	May 24, 2019
Stefancic, Teresa	Lunch Monitor	Remington Elementary School	May 24, 2019
Straub, Vickie	Speech Language Pathologist Paraprofessional	Special Services	May 24, 2019
Suggs, Michelle	English Language Development Para Educator	Evans International Elementary School	May 24, 2019
Tippetts, Melissa	Preschool Para Educator – Student Based	Stetson Elementary School	May 24, 2019
Webster, Abbarilla	Special Education Para Educator – Program Based SSN	Odyssey Elementary School	May 24, 2019
York, Lynn	General Education Para Educator	Springs Ranch Elementary School	May 24, 2019

Terminations:

Name	Position	Location	Effective Date
Doneson, Michael	Bus Driver	Transportation	May 8, 2019
Rustenbug, Camara	Health Room Paraprofessional	Liberty Tree Academy	May 30, 2019

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

BOARD MEETING OF: June 13, 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: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Extra-Curricular Personnel
June 13, 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
Borchers, Nathan	Assistant Track Coach	Falcon High School
Watson, LaTrisha	Regular Support Girls Soccer Coach	Vista Ridge High School

NOTHING BOARD OF EDUCATION ITEM 7.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: June 13, 2019

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

TITLE OF AGENDA ITEM: Job Description Updates

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

Three of the job description updates are changes from English Language Development (ELD) to Culturally and Linguistically Diverse Education (CLDE) to keep consistent with Colorado Department of Education and high ed programs.

The Behavior Support Technician is an existing position that requires an updated and accurate job description.

Health Room and Preschool Paraprofessional are key to supporting the medical needs of students. Their job descriptions need to reflect the support of medical needs in the health rooms and the preschool classrooms and have been updated to reflect the medical support required by the position.

In the professional world of special education and gifted education, students who are identified are referred to as “Exceptional Students” which is positive reflection of their learning needs. Our job descriptions for special educators, while accurate, were reflective of a student’s disability or level of support in a negative way (e.g. significant). Our desire is to be reflective of the students’s support needs without being negative or specific to a disability. The special education program and job description title changes are a reflection of survey results and the district’s desire to be more accurate.

RELEVANT DATA AND EXPECTED OUTCOMES:

Old, Missing, and inaccurate job descriptions make selection and hiring along with the subsequent coaching, guiding, and evaluation of employee difficult. It is expected the updated job descriptions will improve job postings, selection, and overall supervision of employees.

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	It is best practice to provide an accurate job description so prospective applicants are fully informed of the duties and responsibilities of the position for which they are applying.
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>	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.

BOE Regular Meeting June 13, 2019
Item 7.01 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After board review, I move to approve the seventeen revised job descriptions in item 7.01 as recommended by the administration.

- Culturally and Linguistically Diverse Education (CLDE) Teacher
- Culturally and Linguistically Diverse Education (CLDE) Paraprofessional
- Coordinator of Culturally and Linguistically Diverse Education (CLDE)
- Behavior Support Technician
- Health Room Paraprofessional
- Preschool Para Educator
- Special Education Para Educator Affective Needs (AN)
- Special Education Para Educator Generalist
- Special Education Para Educator Social Communications (SoCo)
- Special Education Para Educator Specialized Support Needs (SSN)
- Special Education Teacher Affective Needs (AN)
- Special Education Teacher Cognitive Support Needs (CSN)
- Special Education Teacher Generalist
- Special Education Teacher of the Deaf/Hard of Hearing
- Special Education Teacher of the Visually Impaired
- Special Education Teacher Social Communications (SoCo)
- Special Education Teacher Specialized Support Needs (SSN)

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

DATE: May 16, 2019

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

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
VOTED AYE	Absent	X	X	X	Absent
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: June 13, 2019

PREPARED BY: Jodi L. Poulin, Accounting Group Manager

Title Change and Job description update of Accounts Payable

TITLE OF AGENDA ITEM: Specialist, Accounts Receivable Specialist and Accounting Technician

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

The Accounts Payable Specialist and Account Receivable Specialist positions currently exist within the district under the title of Accountant I. The Accounting Technician position also currently exists within the district. However, these positions are without appropriate job descriptions that accurately describe the responsibilities and 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 application to be fully aware of the scope and requirements of the position. The job title change is to align more with the job responsibilities.

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	Best practices are 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 applying for
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>	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 position.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: With board review at the prior meeting, I move to approve the three job descriptions in item 7.02 as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Office

DATE: May 16, 2019

Cruson made the motion; seconded by Fry. Ridgway asked for a correction on 7.02c Accounting Technician. One of the edits that escaped us was the pay range being listed as an 8. There are other roles

in accounting/finance for payroll and purchased card that are on range 10. It would appropriate for the Accounting Technician to be on range 10. With board consensus, we would like to make that edit and continue with approval. If you would rather us back out and go through the process, we would do that. Cruson restated the motion, with board review at the prior meeting, I move to approve the three job descriptions with a change of item 7.02c moving from a pay scale 8 to a pay scale 10 in item 7.02 as recommended by the administration; seconded by Fry. The motion passed 3-0.

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

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

BOARD MEETING OF: June 13, 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	ADC	Tobacco-Free Schools	D Watson	Minor revisions recommended
7.03b	JJJ	Extracurricular Activity Eligibility	L Fletcher	Revised to reflect CASB recommendations
7.03c	KE	Public Concerns and Complaints	L Fletcher	Revised to reflect CASB recommendations
7.03d	KEF	Public Concerns/Complaints about Teaching Methods, Activities or Presentations	L Fletcher	Recommend adoption of CASB sample policy

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 #7 — Customize our educational systems to <u>launch each student toward success</u>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After board review at the previous work session, I move to approve the four policies in item 7.03.

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

BOE Regular Meeting June 13, 2019
Item 7.03 continued

DATE: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: June 13, 2019

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

TITLE OF AGENDA ITEM: Action on Contract between District 49 and Community Partnership for Child Development – Head Start

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

Annual update/renewal of CPCD contract for services at FES and EES regarding Head Start Services.

RELEVANT DATA AND EXPECTED OUTCOMES:

We continue to partner with CPCD for provision of early childhood programming. This year, we are extending the programming to include a full-day option and an Early Head Start option.

Please see the attached Summary for a breakdown of programs and costs. We are increasing services at a relatively small cost to the district (\$3950.72).

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 all legal compliance regarding Head Start services are conducted according to Federal guidelines and at a reasonable cost.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: To approve the contract between District 49 and the Community Partnership for Child Development.

APPROVED BY: Peter Hilts, CEO

DATE: June 13, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: June 13, 2019

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Charter Contract Renewals – Grand Peak Academy

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The renewal application for the Grand Peak Academy, formally known as Imagine Indigo Ranch was approved by the BOE on January 11, 2019. Approval of the application placed the charter school in the contracting phase. Legal representatives with the input of District and applicant administration have worked to establish an agreeable contract. The draft of the contract is the discussion point.

RATIONALE:

The draft contract meets authorizer standards and promotes a collaborative approach to ensuring success for every student.

RELEVANT DATA AND EXPECTED OUTCOMES:

The charter contract definitions and terms provide the guide to oversight and operation. The contract will serve as the foundation for Grand Peak Academy.

INNOVATION AND INTELLIGENT RISK:

Some risk is involved in approving a charter school. Included and most specifically, the risk of the charter school serving students well ought to be considered. The contract is a binding guide, but does not guarantee success. The process of drafting and negotiating the contract follows best practice which is intended to minimize risk and maximize success.

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	The contract is a public document for public review.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	The community has provided input and support of Grand Peak Academy throughout the renewal process.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	The contract signifies the agreement between the Board of Education and the Grand Peak Academy Board of Directors. The agreement allows the school to contractually continue as proposed and allows for further choice of education in District 49.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	Grand Peak Academy promises to deliver firm foundations of knowledge, skills and experience for all students to be served.

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Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	
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BUDGET IMPACT: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the previous board meeting, I move to approve the charter contract between Grand Peak Academy and District 49 by way of resolution as recommended by the administration.

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

DATE: May 16, 2019

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

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



RESOLUTION

Regarding Grand Peak Academy – Charter Contract Extension

The Board of Education is committed to Every Student by supporting Grand Peak Academy as an avenue of serving student needs, promoting high academic expectations, and embracing a culture of excellence; and

The Board of Education is committed to providing a Portfolio of Schools – to include a Classical Education option; and

The Board of Education is committed to being the Best District by supporting the diverse needs of students through specialized programming emphasizing academic growth and post-secondary readiness; and

The Board of Education is committed to building strong Community partnerships with the Grand Peak Academy charter community; and

The Board of Education is committed to building Trust by offering a quality educational opportunity, which will attract and retain students in D49;

THEREFORE:

We, the members of the board, resolve to approve the revised charter contract dated June 13, 2019 - extending the term of agreement from June 30, 2019 to June 30, 2023. The charter contract, submitted by the iConnect Zone Superintendent and endorsed by the Chief Education Officer, Chief Business Officer, and Chief Operations Officer, has been negotiated and agreed to by Grand Peak Academy Board of Directors.

ADOPTED AND APPROVED this 13th day of June, 2019.

Marie La Vere-Wright, Board President
School District 49

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
School District 49

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

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

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

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE It is critical to formally provide employee feedback annually, in the form of an annual review. While virtually all employees of the district will receive this from a supervisor that is also an employee – and there is policy guidance for that, the Chief Officer Team reports directly to the Board of Education and so there is separate policy and regulation guidance established for that group. While D49 has always been intentional and appropriate in the evaluation of Chief Officers, the process does continue to evolve as things are learned and experienced over the years of the Chief Officer model. The prior version of CBI-R, for example, actually codified annual operational performance objectives. While the process of ensuring that objectives are identified, and that measurable results are provided, putting those objectives and measurable result definitions into the regulation means that the regulation has to be amended every single year. To have a regulation that better focuses on process, rather than details, we are suggesting an amendment that both establishes, and limits to, that priority.

RELEVANT DATA AND EXPECTED OUTCOMES: This and prior iterations to the policy and regulation are getting us to a better and better process, sequence of events, and better – more useful results. In the future, operational objectives should be considered with the proposed January Board action item regarding continued employment for each Chief Officer. Those operational objectives will be supplemented with strategic objectives that come out of the Annual Planning Summit, so that a combined, final, set of objectives for the next evaluation cycle is known by the beginning of March each year.

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>Care & Respect, Learning and Innovation are all supported with this process and this action.</i>
	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>Not just executing an evaluation process, but maintaining and improving it in the public setting support the need for trust with our community.</i> <i>All employees are also learners. Helping Chief Officers learn and improve through the evaluation process builds their firm foundation to Learn, Work, and Lead.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After a first read at the previous board meeting, I move to approve policy CBI and regulation CBI-R.

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

DATE: May 16, 2019

Cruson made the motion; seconded by Fry. Hilts requested an amendment to the motion. The board does not approve modifications to –R. Those are administrative procedures. In this case we included the –R as it previously existed so you would be approving last year’s goals again. We had this discussion when we presented this at the work session. We are going to be modifying with our new cascading software system how we present these goals to you and the sequence of when we propose them to you. We do take CBI and we do implement it in an annual revised regulation. The -R is for information. Policy CBI is revised for action. Cruson moved to withdraw his motion; seconded by Fry. Garza requested a point of clarification from Mr. Hilts. The –R is under the office of the BOE which is why it was included in the vote. Hilts stated the board should not approve last year’s goals.

Cruson moved to amend the motion: after a first read at the previous board meeting, I move to approve revisions to policy CBI; seconded by Fry. Graham stated that CBI-R would be developed over the next months and those will be the goals for each individual chief officer. The motion passed 3-0 to amend the motion. A second vote on the amended motion passed 3-0.

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

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
VOTED AYE	Absent	X	X	X	Absent
VOTED NAY					
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA	GARZA	
COMMENTED	X			X	

BOARD OF EDUCATION ITEM 7.07 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: 2019-20 Revised Pay Schedules

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

In November 2016, voters in the State of Colorado passed Amendment 70, known as the 'Minimum Wage Amendment' which placed traditionally statutory changes to Colorado's Minimum Wage inside Colorado's Constitution. Proponents of such measures consistently report only minimal impacts of the change – meaning what it costs to raise pay for people below the minimum hourly rate – to the new minimum rate. What goes undiscussed, is the secondary impacts of the proposed change. Rest assured, it is the secondary impacts which are more difficult (and often more costly) for businesses – public and private sector alike, to deal with

Those secondary impacts include the impact to roles that were previously safely above the minimum wage, with a certain level of spread between their pay rate and the previous minimum wage. Does that spread simply lessen or disappear altogether (i.e. 'compression'), or does the spread maintain its relative value ('distribution'). Amendment 70 was designed with four 90¢ per-year adjustments effective 1/1/2017, 2018, 2019 & 2020. The first two adjustments to this had little impact to D49 and was solved with a minimal amount of compression. However the 2019 and 2020 adjustments will bring significant secondary impacts.

On other schedules (Licensed, Professional/Technical, Administrative), D49 employs 1,054 persons. A new point of focus with these schedules is the spread of base pay between the Licensed Schedule and the Administrative Schedule. Prior to the conversion of the Licensed and ESP schedules from static to dynamic, the spread had been increasing. Having all schedules similarly designed, now, gives us the chance to better manage the spread in base pay more specifically, increasing transparency as a result.

RATIONALE:

As is often the case, the best answer for D49 will have to lie somewhere between the two extremes of a particular situation. Again, in the case of ESP's, the extremes are full wage compression, or full percentage distribution.

RELEVANT DATA AND EXPECTED OUTCOMES:

District 49 currently pays 763 persons on an hourly basis. Of that group, 157 persons would be paid below the 1/1/2020 Amendment 70 Constitutionally-prescribed minimum wage of \$12.00 per hour, if District 49 were to simply make 'normal' annual adjustments to the ESP (Educational Support Personnel) pay schedule. Accordingly, a new schedule will also result in some compression by re-ranging each position and by making step adjustments as needed to result in a feasible overall change to the district budget.

With a focus on teacher compensation, the current proposal takes teacher base to \$37,536, when appropriately combining the scheduled base (\$37,112) with the minimum 2016-3B payout (\$420).

Administrative base projects to grow less (by percentage) than the other schedules' base pay to maintain an acceptable spread between the schedules noted in the last few years.

INNOVATION AND INTELLIGENT RISK:

BOE Regular Meeting June 13, 2019
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Pursuing a ‘somewhere in the middle’ solution will require intentional, strategic decisioning, innovation, and no small amount of bravery and tact for the adjustments that will be necessary to both accommodate the change and continue to react to ever-increasing needs of our student and parent customers.

Changes to pay schedules, especially changes that effect individual employees and/or distinct employee groups differently will create emotional responses – interpretations of ‘fair’ and ‘unfair’ implementation, etc.. To minimize such reactions context must be provided. Information that accompanies both discussions and results must be complete, valid, and accurate; presented in many forms and many methods to inform both decision makers as well as those impacted by the decision.

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

Culture	Inner Ring—How we treat each other	<i>Providing discussion openly from the start.</i>
	Outer Ring—How we treat our work	<i>Recognizing and remembering the vision and mission of District 49, and keeping those as primary influences to the deliberations and the eventual decisions.</i>
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Providing open discussion with measures of costs and benefits, both monetarily and in measures of service and capacity.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: ≈ \$2.75mm in gross pay, plus 21.85% in formula benefits = \$3.36mm.

AMOUNT BUDGETED: ~\$69.0mm in 2018/19

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve pay schedules for 2019/20 as recommended by the administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 3, 2019

Cruson made the motion; seconded by Fry. This item was approved at the May meeting and I realized that a couple of items were incorrect. Bringing whole packet back with updated pages. The list of ESP ranges is not included, job titles that go to ranges that is posted on the website. There are no changes to that for this year. Graham requested that Mr. Ridgway email the personnel position ranges for all five schedules to him within a week. The motion passed 3-0.

BOE Regular Meeting June 13, 2019
Item 7.07, continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

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

BOARD MEETING OF: June 13, 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	JF-E	Admission and Denial of Admission	L Fletcher	Minor revision
8.01b	KE-R	Public Concerns and Complaints	L Fletcher	Revised to reflect CASB recommendations

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 schools	
	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; Pedro Almeida, Chief Operations Officer

DATE: May 16, 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: June 13, 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 May 2019 per board policy.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 16, 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: June 13, 2019

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

TITLE OF AGENDA ITEM: 8.03 Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

SCHS

USD Men's Basketball Camp in San Diego, CA

Depart-6/13/19 Return-6/17/19

16 Students will attend this trip.

Cost of this trip will be \$754 per student and includes transportation, lodging and meals.

This event is a team building basketball camp.

Fundraising will not be part of this trip.

FMS

Military Child Education Coalition National Training Seminar in Washington, DC

Depart-7/22/19 Return-7/26/19

3 Students will attend this trip.

Cost of this trip will be \$1,700 per student and includes transportation, meals, lodging and MCEC activities.

This seminar provides leadership training for students who help transition and welcome new students with a focus on Military students.

Fundraising will not be part of this trip.

FHS

Military Child Education Coalition National Training Seminar in Washington, DC

Depart-7/22/19 Return-7/26/19

3 Students will attend this trip.

Cost of this trip will be \$1,700 per student and includes transportation, meals, lodging and MCEC activities.

We attend to represent the Student-2-Student program at Falcon High School and also gain training and additional information to support our program.

Fundraising will not be part of this trip.

EIES

YMCA of the Rockies Outdoor Education in Estes Park, CO

Depart-4/22/20 Return-4/24/20

100 Students will attend this trip.

Cost of this trip will be \$200 per student and includes, transportation, meals, lodging, tours and activities.

International Baccalaureate application of Essential Learning Skills in an outdoor setting, Earth, Physical, and Life Science standards, team building and collaboration practices. Education content: IB inquiry practices, science standards, and skill application, 21st Century Skill practice. Orientation Program: IB Unit of Inquiry "How the World Works" and "Who We Are" Systems. Classes during the trip include: Water Ecology, Nocturnal Hike, Mountain Orientation, Team Building, group Sport-volleyball, roller skating, basketball, and swimming.

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: May 31, 2019

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

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

BOARD MEETING OF: June 16, 2019

PREPARED BY: Shannon Hathaway, Risk & Benefits Manager

TITLE OF AGENDA ITEM: Current Legal Issues

ACTION/INFORMATION/DISCUSSION: Information - Confidential

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: May 16, 2019

	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: June 13, 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: May 16, 2019

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

BOARD OF EDUCATION ITEM 9.01 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Legislative Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Up until 2011, District 49, like most of the districts in the Colorado Springs area, belonged to the ‘Pikes Peak Alliance’; which is a group of school districts that collaborate and combine efforts and financial resources for lobbying state education entities and the State Legislature regarding issues relevant to education. In 2011, District 49 determined that the Pikes Peak Alliance too often supported initiatives that were not best for D49 and/or were not consistent with the preferences of our constituents.

For a time, D49 did not have an advocate. In late 2012, District Administration entered into an agreement with Amy Attwood, of Attwood Public Affairs, to begin advocating for the District, its students, staff, and constituents, on educational matters.

RATIONALE: This relationship has existed now for the past seven legislative sessions and has proven to be very valuable in helping D49 influence / support / oppose items, as necessary, at the State Legislature, Department of Education, State Board of Education, CASE, CASB, etc., to name a few.

RELEVANT DATA AND EXPECTED OUTCOMES: Each summer, Ms. Attwood provides a summary of the recently completed spring legislative session and preview upcoming issues that are pertinent to D49.

INNOVATION AND INTELLIGENT RISK: As one of the largest school districts in Colorado, District 49 has to engage, and stay engaged on a regular basis, with people and issues that play out on a State level. Many school districts retain a lobbyist on a full-time basis. D49’s relationship with Ms. Attwood is much more affordable than that and is still very effective.

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

Cultu	Inner Ring —How we treat each other	
	Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>Arranging for specific advocacy for District interests to benefit students, staff, parents, & constituents.</i>
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Familiarity with the community will lead to more input.</i>
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Utilizing an advocacy resource helps issues unique and/or especially pertinent to D49 have greater visibility and increase the likelihood of a positive result.</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>	

BOE Regular Session June 13, 2019
Item 9.01, continued

BUDGET IMPACT: No new funding, built into run rate pattern.

AMOUNT BUDGETED: \$24,000.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A – report and discussion only

APPROVED BY: Brett Ridgway
Chief Business Officer

DATE: June 5, 2019

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

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

BOARD MEETING OF: June 13, 2019

PREPARED BY: Ron Lee, Director of 3B MLO

TITLE OF AGENDA ITEM: 3B MLO Project Update

ACTION/INFORMATION/DISCUSSION: Information

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</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>	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: May 16, 2019

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

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

BOARD MEETING OF: June 13, 2019

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

TITLE OF AGENDA ITEM: Job Descriptions – Speech Language Pathologist Assistant and Special Education Para Educator – Cognitive Support Needs

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The job description for Speech Language Pathologist Assistant (SLPA) plays a key role in supporting students with speech language needs. The SLPA requires a 4-year degree and additional coursework and is certified through Colorado Department of Education. When the Speech-Language Pathologists hiring pool is decreased, an SLPA can be hired to provide services to students under the guidance of the SLP.

The Special Education Para Educator – Cognitive Support Needs (CSN) supports the CSN program and special educator. The Special Education Para Educator – Cognitive Support Needs (CSN) may be utilized in other programs or by other special educators when an unexpected need arises. The range change from 3 to 4 allows flexibility and mobility of the CSN Para Educator.

RATIONALE:

Over the past 12 to 15 years in District 49, there was some blending of a position titled SLP Para with SLPA. This blending resulted in the SLPA position not being evaluated for market-based compensation and the loss of staff hired as SLPAs. We turned around and hired the same individuals as contractors and paid quite a bit more for the contracted position. During a review with HR, local markets indicate an SLPA should be compensated beginning at Range 26 to be competitive.

Unexpected needs arise daily in buildings especially in our more specialized programs. Moving the 25 employees currently identified as DD/ID – new CSN - Para Educators to the same range as the AN and SoCo para educators allows for flexibility and quick adjustments without creating a compensation nightmare.

RELEVANT DATA AND EXPECTED OUTCOMES:

We currently contract for 3 SLPAs who have all expressed an interest in working directly for the district. Compensation prevents them from making the change.

On multiple occasions this year, HR and the Coordinators of Special Education have had to manually determine who was working where and then make corrections in compensation. The expected outcome of this request is that this flexibility utilized by the buildings will not create extra work for multiple departments.

INNOVATION AND INTELLIGENT RISK:

As a department, we desire to have all staff be District 49 employees. This allows us to be in more of a supervisory role for training, position role and responsibilities, and annual evaluation. With contractors, we can express our displeasure to the staff member and contracting agency but have typically been met with little or no improvements and continued displeasure at their services. As the district grows and staff needs grow, it is imperative to remain cognizant of over-hiring.

With the change of range for the Special Education Para Educator – Cognitive Support Needs (CSN) there is little to no risk.

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

Culture	Inner Ring —How we treat each other	It is best practice to provide an accurate job description so current position holders and prospective applicants are fully informed of the duties and responsibilities of the position for which they are responsible or applying.
	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	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: For SLPA, it would be a basic (Level 1) increase of \$3890.25 per SLPA hired. For the Special Education Para Educator – Cognitive Support Needs (CSN), it would be a basic (Level 1) increase of \$547.80 for elementary positions and \$557.70 for secondary positions. There are a greater number of elementary positions than secondary. Approximately \$8270 for elementary and \$5570 for secondary. Total approximate budget impact is around \$30,000.

AMOUNT BUDGETED:

\$3890.25 per basic (Level 1) hire

\$547.80 per basic (Level 1) Special Education Para Educator – Cognitive Support Needs (CSN) in elementary

\$557.70 per basic (Level 1) Special Education Para Educator – Cognitive Support Needs (CSN) in secondary

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move the job description forward to the June 26, 2019 regular session of the BOE meeting for final approval.

APPROVED BY: Peter Hilts, CEO and Brett Ridgway, CBO

DATE: May 15, 2019

Board consensus to move this item forward for action at the June 26th special meeting.

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

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

BOARD MEETING OF: June 13, 2019

PREPARED BY: Audra Lane, Campus Director, Sand Creek High School

SCHS Course Proposal – 9th Grade AVID Elective Course, 10th

TITLE OF AGENDA ITEM: Grade AVID Elective Course, 11th Grade AVID Elective Course,
and 12th Grade AVID Elective Course

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Seeking approval of four AVID Elective courses: 9th Grade AVID Elective, 10th Grade AVID Elective, 11th Grade AVID Elective, and 12th Grade AVID Elective.

RATIONALE:

The approval of the AVID (Advancement Via Individual Determination) Grade Level Elective courses will provide students with the opportunity to be involved in the AVID program that will provide occupational information and profiles, academic support, tutoring and study groups, and prepare them for college and post-secondary success.

RELEVANT DATA AND EXPECTED OUTCOMES:

Strategic implementation of each grade level AVID elective course to increase in student enrollment in and completion of the AVID program, which will increase student post-secondary readiness.

INNOVATION AND INTELLIGENT RISK:

The courses will provide students with the option to enroll in the AVID program beginning in 9th grade and continuing in the program until they graduate. The AVID Elective courses prepare students for college and post-secondary success.

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>	Provide year-long grade level elective courses for students to select and enroll in the AVID program freshmen year and continue through graduation.
	Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	The AVID Grade Level Elective course curriculum exposes students to AVID's foundational strategies to

BOE Regular Meeting June 13, 2019
Item 9.04 continued

	ensure success for all students: Writing to Learn, Inquiry, Collaboration, Organization, and Reading to Learn.
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BUDGET IMPACT: Materials and supplies for the AVID elective courses will be purchased via building and zone managed budgets.

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move course proposals in item 9.04 forward for action at the June 26th special board meeting.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 30, 2019

Board consensus to move this item forward for action at the June 26th special meeting.

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

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

BOARD MEETING OF: June 13, 2019

PREPARED BY: David Watson, Director of Safety and Security

TITLE OF AGENDA ITEM: Policy ECAE Armed Staff on School Grounds

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

This policy will serve as written guidance from the BOE to inform and guide planning for arming dedicated security staff. This submission is based on discussions in ESCAT, district leadership advisory, BOE direction in reference to the guidance to explore arming of school security officer's.

RELEVANT DATA AND EXPECTED OUTCOMES:

We will continuing D49's commitment to maintain safe and secure learning environments.

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

Through extensive conversation, research and a responsibility to fulfil our district safety mission, arming school security officer's will elevate our district to another level to meet that expectation and commitment. Local and nationwide active shooter events have increased the community's level of concern as it pertains to student safety while attending school. This measure will demonstrate the Districts' commitment to the safety of all persons who attend or visit a district school.

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	A priority in D49 is to provide a safe learning environment, if all learners, and staff who serve our community feel safe within their environment, we can achieve a level of success in both academic performance, and work output.
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>	With the presence of armed security, the community will feel an additional sense of safe and secure environment. This measure will bolster our already impressive portfolio, studies have shown, learners who feel safe in their environments, tend to achieve higher academic standards.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Board of Education approves the written BOE policy concerning arms on school grounds, or provides guidance and direction for planning.

APPROVED BY: Pedro G. Almeida, COO

DATE: May 31, 2019

Board consensus to move this item forward for action at the June 26th special meeting.

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

BOARD OF EDUCATION ITEM 9.06 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: DAAC Review of 2019-2020 District Budget

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Colorado Revised Statute 22-11-302(1)(a) indicates that the School District Advisory Committee (DAAC) will be able to “To recommend to its local school board priorities for spending school district moneys. Whenever the school district accountability committee recommends spending priorities, it shall make reasonable efforts to consult in a substantive manner with the school accountability committees of the school district. The local school board shall consider the school district accountability committee's recommendations in adopting the school district budget for each fiscal year pursuant to article 44 of this title.”. This action item is presented to satisfy that legal obligation which, in D49, is typically exercised through the DAAC’s Budget Subcommittee.

RATIONALE: Both by statute, and through the Strategic Priorities of .District 49 (specifically rock #1, #2) call for community involvement in the development and consideration of a proposed annual budget.

RELEVANT DATA AND EXPECTED OUTCOMES: The DAAC Bud Sub gathers ideas and priorities at a school level, presents that to the full DAAC, and then presents that to the Board of Education. It is expected that local school leaders (principals, etc.) are aware of and/or contributed to the development of those lists, and does what they can through the normal administrative channels of budget development (specifically through Zone Leaders). Accordingly, we would not normally expect vast differences (outside of propriety, viability and/or cost) in what the DAAC presents and what the administration intends to do. However, this information is presented directly to the Board of Education, from the DAAC so that the Board may inquire about the reasons for including, or excluding, any particular DAAC-identified priority.

INNOVATION AND INTELLIGENT RISK: Combining the Bud Sub with the Mill Levy Oversight Committee makes the ask of our public advocates’ time smaller and more efficient.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	<i>DAAC budget subcommittee is one of the best examples of pursuing, and achieving, community participation.</i>
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	

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Item 9.06, continued

Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>A good, well-informed budget is a firm foundation for the operation of the school district.</i>
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>Collecting budget priority information at the school level improves the ability to launch each student toward success.</i>

BUDGET IMPACT: N/A.

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Receive DAAC input and consider whether to pursue and present any follow up questions to staff.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 3, 2018

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

BOARD OF EDUCATION ITEM 9.07 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Supplemental Budget Requests

ACTION/INFORMATION/DISCUSSION: Discussion

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

RATIONALE: After establishing the 'go-forward' allocation methodology for Mill Levy Override revenues earlier this spring, we were then able to analyze fund balance positions and determine whether additional fund balance was needed, or if some accumulated fund balance could be released for other purposes.

RELEVANT DATA AND EXPECTED OUTCOMES: Supplemental budget requests are presented for funds 10 (General Fund), fund 14, 16, 39 (mill levy override accounting), and fund 64 (self-funded health insurance program).

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

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

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

BUDGET IMPACT: Yes, \$14.1mm for all affected funds. Includes \$4.3mm in changes between funds.

AMOUNT BUDGETED: Current appropriation for all affected funds = \$127.4mm

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Item 9.07, continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move for action consideration at the June 26 special meeting.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 3, 2018

Board consensus to move this item forward for action at the June 26th special meeting.

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

BOARD OF EDUCATION ITEM 9.08 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Presentation of 2019-2020 Proposed Charter School Budgets

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: The contracts with the District's Charter Schools require, best practices of the National Association of Charter School Authorizes (NACSA) suggest, and Colorado Revised Statutes require the Authorizing District's Board of Education to take action to endorse charter school budgets.

RATIONALE: All budgets reflect conservative approaches to revenue generation and expense planning as a result of the expected reductions in funding from the State of Colorado. However, as distinct legal entities, each Charter School can utilize its own model for budget development.

RELEVANT DATA AND EXPECTED OUTCOMES: It is expected that each Charter School budget provides an accurate quantification of an operating plan for each component of The District, to use as a guide for managing their businesses for the fiscal year beginning July 1, 2019. It is also expected that the strategies used to develop this budget will be appropriate to react to any change in assumptions that come as the fiscal year unfolds. Finally, we expect to offer a final iteration of the budget to the Board and the Constituency in January 2020, that recognizes actual results of key assumptions made in this budget draft relating to student count and other revenue components and establishes new and/or modified strategies for recognizing new revenue assumptions in the projected spending for staffing and implementation costs.

INNOVATION AND INTELLIGENT RISK: D49 seeks to protect charter school autonomy while also encouraging transparency and accuracy in financial management – which starts with good budget development and presentation.

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

Culture	Inner Ring—How we treat each other	
	Outer Ring—How we treat our work	
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Clarity and transparency in budget strategy and decisions.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	<i>Charter Schools, almost by definition but certainly in practice represent clear desires of their individual communities which are significant portions of the District's overall community.</i>
	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>	<i>Our decentralized approach with innovation is foundational to designing a program for each student.</i>

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Item 9.08, continued

BUDGET IMPACT: Yes, PPR funds passed through

AMOUNT BUDGETED: 2019/20 projection = \$69,913,180.79.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move for action consideration at the June 26 special meeting.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2019

Board consensus to move this item forward for action at the June 26th special meeting.

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED				X	
	HILTS	RIDGWAY	ALMEIDA	PPSEL	GOAL
COMMENTED		X		X	X
	PTEC	BLRA/BLPA	RMCA	GPA	LTA
COMMENTED	X	X	X	X	X

BOARD OF EDUCATION ITEM 9.09 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: June 13, 2019

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

TITLE OF AGENDA ITEM: 2019-20 Proposed Budget

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. Move forward for action at the June 26th special board meeting.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 6, 2019

Board consensus to move this item forward for action at the June 26th special meeting.

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

BOARD OF EDUCATION ITEM 9.10 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: David Nancarrow, Director of Communications

TITLE OF AGENDA ITEM: Communications Department Performance Report

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

Twice a year the director of communications provides an update to the Board of Education on the performance of the communications department through key metrics and a review of strategy.

RELEVANT DATA AND EXPECTED OUTCOMES:

Key metrics on the performance of District 49 communications tools and platforms is presented. Brand coverage and performance in the earned media space is also presented, overall long-term and process improvement strategy for the department is presented. The board will hear reports and get this information from the director of communications.

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>Inner- The unique culture of District 49 helps make us the best choice to learn, and work. The comm. department strives to include our culture in our coverage.</p> <p>Outer- The approach to our work of District 49 helps make us the best choice to learn, work and lead. The comm. department strives to include our culture in our coverage.</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>Trust – Continue non-biased communication school and zone initiatives and any challenging issues that develop in the district.</p> <p>Community – All district communications support the community rock. Each communication platform targets unique community segments. Examples include advertising, Peak Partners and the District 49 Dispatch.</p> <p>Portfolio of Schools – We'll continue to use a “show” versus “tell” philosophy in highlighting the firm foundations being built through our educational programs.</p> <p>Every Student – We'll continue to use a “show” versus “tell philosophy in highlighting how students are launching to success.</p>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Any support and guidance from Board Directors is appreciated.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 31, 2019

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

BOARD OF EDUCATION ITEM 9.11 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: June 13, 2019

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Triennial Review of Innovation Plans

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

As a district of innovation, District 49 operates with specific waivers defined by both district and state board of education waivers. The Innovation Schools Act requires that districts review innovation waivers and plans on a triennial basis. This is the second triennial review for a set of waivers and plans that were originally approved in 2012—13 and then were reviewed in 2016.

RELEVANT DATA AND EXPECTED OUTCOMES:

This review fulfills the district's obligation to complete a three-year review cycle.

After consultation with the other chief officers, legal counsel, and senior educational leaders in District 49, I recommend that the District 49 Board of Education receive the administrative review of innovation plans in District 49—fulfilling their responsibility to conduct a triennial review.

The innovation efforts at schools in District 49 support our vision, mission, and strategic priorities and do not require any additional funding, personnel, or program support.

This review applies to the following schools:

- POWER Zone (VRHS, SMS, SES, OES, RVES)
- Falcon Zone (FHS, FMS, FES, MRES, WHES)
- Sand Creek Zone (EIES, RES, HMS, SRES, SCHS)

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

Reviewing innovation plans ensures that the district's implementation is compliant.

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>	Conducting periodic reviews of innovation plans keeps D49 compliant with relevant policy and regulation. This preserves trust and ensures that we continue to operate a robust portfolio of distinct and exceptional schools.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: This review is for information only and does not require action.

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Item 9.11 continued

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 30, 2019

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