

MINUTES
REGULAR BOARD OF EDUCATION MEETING
December 12, 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 6:34 p.m. by the President, *John Graham*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Graham* and Mr. *Van Wieren*.

2.00 Welcome and Pledge of Allegiance

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

3.00 Approval of Agenda

It was moved by *Van Wieren*, seconded by *Butcher* to approve the agenda.

The motion was put and carried with Butcher, aye; Cruson, aye; Graham, aye, Van Wieren, aye. Motion carried 4-0.

4.00 Consent Agenda – see attachments

4.01 Action on Minutes of Regular Board of Education Meeting 11/7/2019 – Garza

4.02 Action on Matters Relating to Administrative Personnel –White

4.03 District Accountability Advisory Committee (DAAC) Membership – Hall

4.04 Action on Matters Relating to Licensed Personnel –White

4.05 Action on Matters Relating to Educational Support Personnel –Evans

4.06 Action on Matters Relating to Extra Curricular Personnel –Evans

4.07 Action on Minutes of Special Board of Education Meeting 11/20/2019 – Garza

4.08 Action on Minutes of Special Board of Education Meeting 12/2/2019 – Garza

5.00 Board Update

Graham: Reminder to fill out your evaluation forms at the end of the meeting. For those who have been invited, the Board of Education has a 360 degree survey that is out there by invitation only and it's open until Monday, 12/16. If you have not completed it yet, please complete it.

Butcher: It was fun to be at the Springs Studio expansion project, the groundbreaking. It was great to see that program. The speaker really brought home what a wonderful asset that is to the community and to education. It is a good program we have going there. I wish you a happy break coming up and a Merry Christmas and I just hope you all get the rest you have earned.

Cruson: I also was able to attend the Pikes Peak Early College ground breaking at Springs Studio's joint campus. It was a wonderful event, especially the way in which our collaborative effort. Thank you to Dave Knoche and his work and everybody else who made it possible. In particular, our stakeholders, constituents, and voters to make that happen. I really do appreciate your understanding how we as a district are not just about schools in your neighborhood but also alternative options for people to have the best choice. I was also able to attend the Colorado Association of School Boards conference. There were great breakout sessions that I was able to attend on behalf of being the new treasurer. I was able to attend things that kind of fit that avenue. I am still learning and growing but really appreciated the time that I consider a professional development opportunity to be there for that. Welcome to Rick being a part of the board. It feels different, but it also feels good. We are glad that you are here Rick.

Van Wieren: One of the things that I wanted to say was thank you for the warm welcome I feel like I have received from staff, fellow board members, the chiefs and just everybody involved, Donna has been

just super. I appreciate that very much. I was able to attend the CASB convention, the pre-convention meeting for new board members. I enjoyed that very much. I appreciate the hard work that the chiefs and others put in at CASB to make it work. I liked seeing the voice that we have as a district there. I learned a lot. It has been a great first couple of weeks, getting my feet wet and learning a few things.

Graham: I also went to CASB. We'll be looking forward to not only having a voice in CASB but also the legislative session starts after December, and we're looking for the different statutes that they are trying to push through that will benefit the students. We will keep an eye on that and brief staff and the public as we find out about these things. Also, I want to let everyone know in February, the 20th and 21st, the annual conference on inclusive education will be held in Denver. That is open to most of the teachers. I am planning to attend. I want to remind everyone that that information is out there. I do want to wish everybody a Merry Christmas and happy holidays because there are other holidays besides Christmas involved. One thing I want to bring up and I saw this on my local Facebook page, was another vehicle screaming past a bus that was letting out children. Some of the children were getting ready to cross the road. We have to be vigilant. I know our transportation department tries to stay on top of that. It is very hard. We have to figure out a little bit more of what we are going to do to prevent that. One thing that can help us is when the public sees that happening, get that license plate number, and report it to the sheriff or the Colorado Springs Police Department because we do not want those cars screaming past bus stops. Everybody has to stop. It can be icy out there. Give yourself extra time to stop when that is the case. Thank you.

5.01 *Chief Officer Update*

Hills: To follow on the board member's presence at the CASB convention, we also had four members of our student board of representatives that went to the student strand at CASB, which was really exciting. One of our students, Jordan Reynolds, who represents the district but also goes to Falcon High School, was selected to be part of a panel of students for the Friday morning keynote. Those of you who were there for that keynote got to see her represent our district very well and articulate some of her perspective. That was really exciting to see one of our own representing at the state level. I got to see some of our own representing at the national level. I just came back last night from a national conference with an organization called Learning Forward. Learning Forward is the national association for professional development and professional learning. It is primarily about helping adults learn how to help students learn better. A team including members from our district and Douglas county district were there presenting. Amber Whetstine, who is our Executive Director of Learning Services along with Dr. Kathy Pickering and former colleague Eric Mason who is now in the Douglas county district, they presented a session on women and learning and leadership. It was an excellent session. I got to see the start and the end but heard people who were really impressed. I am aware that they had several people approach them about coming and presenting at other conferences in other parts of the country. More excellent leadership from District 49 students and District 49 leaders.

Ridgway: Happy holidays to everyone. One quick update on our situation with Aspen View Homes. We had a meeting with them this week. It is the first time we have had any face-to-face meeting with them probably since last spring. We did not come to resolution but it was good to have a conversation and there was an indication that we will have some follow-up communication with them in January. We look forward to that and seeing if there will be a way to resolve that. I did not actually attend the CASB conference technically, but practically, I did because of the legislation that I have been working with and you will see a preview of that tonight. I would suggest to everyone that you get used to hearing about that at board meetings because pretty much every board meeting I am going to want to be talking about that for the next six months. It is a big important thing that can really help a

lot of districts in the state, including District 49 in particular. Stay tuned and stay engaged on that. It is not easy, it is a complicated issue. We want to make sure people are well informed on that. At the CASB conference, I appreciated the representation of the board members. There are a lot of folks that I run into, superintendents and other finance people saying that they had met someone on my board and how they were advocating for stuff for D49, so I appreciated the presence that you all had there and the way that you presented and advocated for us. Thank you.

Almeida: I will echo everyone's comments regarding the CASB conference both its utility and its functionality. A very good event to go to as well as Brett's sentiment about the board representation that was there. That speaks very well for the district as we go across the board. First, Sentinel transition is ongoing as we are changing up our IT vendor here within D49. They will take full control of the network starting on January 1st. That transition process is well underway and our Technology Quality Assurance Manager is working to make that happen as seamlessly as possible. A quick note of appreciation across the board for the operations team. As we start finishing up the semester, a lot of great work is being done across the district in all lanes in all of the offices. Definitely want to call attention to a lot of the new things that we have had to get off the ground over the span of the last couple of months. The team has done a really superb job across the board. Everything from setting up a new IT contract to expanding the bus fleet and the bus routes. As we continue to move towards arming security and moving that initiative forward. The groundbreaking at PPEC that a number of you were at today. The new school openings and an extremely heavy snow season even though we have not even hit Christmas yet, before Thanksgiving. A lot of things that have gone on over the span of the last few months. The team of folks who are executing it as well as the leaders in operations have been doing an absolutely fantastic job to get us off to a good start for this year.

5.02 Student Board of Representatives Update

Graham: At CASB I was able to brag about our student board of representatives and how you guys sit up here with the board members. All the districts I talked to could not believe it. They thought it was a great idea. Rachel Washburn is from Sand Creek High School and Sam Nguyen is from Vista Ridge High School.

Washburn: At our last student board meeting, we took a nice leadership personality test conducted by Mr. Hilts. I found out that I am a polisher and I apparently like to proofread papers, which is very accurate. At Sand Creek High School, Sand Creek Student Council just decorated for Christmas. It is very festive. We have the Polar Express and Frosty the Snowman up. It is a little bit of joy during finals week because we are all stressed.

Nguyen: So like Rachel, we recently just took that personality test that Mr. Hilts conducted and I found out that I am pretty good with people but when there is conflict with people, I just want to avoid that as much as possible. That is pretty accurate. At Vista Ridge High School, our Student Council is currently doing a food drive. So far, it has been pretty successful. The student council so far has collected almost \$200 and over 100 cans worth of food for the holiday season.

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

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.

Duckers: I am Ellen Duckers. I have been coming to board meetings for thirty-one years. We have replaced board members and I love you guys. I was sorry that I missed Marie's going away party. Congratulations to you guys. Thank you Mr. Van Wieren for running for the board. I appreciate it. A couple of days ago, I had to defend out district. I was in Safeway, and a few people were badmouthing Falcon High School. I did the usual.

7.00 Action Items - see attachments

- 7.01 Action on Policy and Procedure Review – Garza
 - a. GBJ Personnel Records and Files
- 7.02 Action on Certification of Mill Levies for Property Tax Year 2019 – Ridgway
- 7.03 Action on Revised Job Descriptions - White/Andersen
 - a. Attendance and Substitute Specialist
 - b. HR Reporting Specialist
- 7.04 Action on IT Vendor Change – Related Staffing Changes - Chief Officer Team
 - a. Proposed New Job Description, Technology Service Manager- Infrastructure
 - b. Proposed New Job Description, Technology Service Manager - End Users
- 7.05 Action on New/Revised Job Descriptions (5 minutes) Sprinz
 - a. Accounting Process Manager
 - b. Financial Reporting and Fund Analyst
 - c. Senior Accountant
- 7.06 Action on Land Use Agreement with Mountain View Academy (5 minutes) Franko
- 7.07 Items Removed from Consent Agenda

8.00 Information Items – see attachments

- 8.01 Process Improvement Update - Garza
 - a. GBJ-R Personnel Records and Files
- 8.02 Job Descriptions-Administrative Revisions – Andersen
- 8.03 Student Study Trips – Seeley
- 8.04 Current Legal Issues – Hathaway
- 8.05 Board Sub-Committee Minutes – Garza

9.00 Discussions Items – see attachments

- 9.01 2016 3B Projects Update (10 minutes) Lee/Almeida
- 9.02 District Accountability Advisory Committee Annual Report (10 minutes) Newbill/Rex/Fletcher
- 9.03 Automotive Institute of Science & Technology Update (5 minutes) Franko
- 9.04 Amended Budget and Enrollment Update (10 minutes) Sprinz
- 9.05 Annual Planning Summit Preview: External Partners and Vendors Report (10 minutes) Rohr
- 9.06 Course Proposals at Sand Creek High School (5 minutes) Yerger
 - a. Pre-Medical 100, Pre-Medical 200 and Pre-Medical 300
- 9.07 2020-2021 School Family Calendar and Preliminary Approval of 2021-2022 School Family Calendar (5 minutes) Whetstone
- 9.08 Update on In Progress School Accreditation Designations (5 minutes) Whetstone
- 9.09 Policy and Procedure Review (5 minutes) Garza
 - a. BC-R-1 School Board Member Financial Disclosure
 - b. BEC Executive Sessions

c. BEDA Notification of Board Meetings

d. CBF Chief Officers' Conduct

9.10 Board Annual Planning Summit Agenda (10 minutes) Chief Officers

9.11 Board Committee and Liaison Assignments (5 minutes) BOE

9.12 Upcoming Legislation Preview (10 minutes) Ridgway

10.00 Other Business

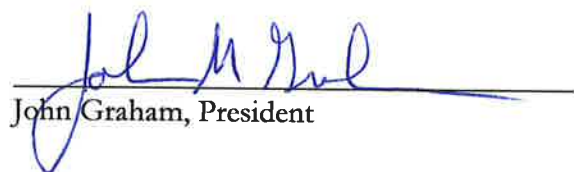
Graham: There is shared drive on Google drive that contains a considerable amount of documents and information that we can use in the coming year.

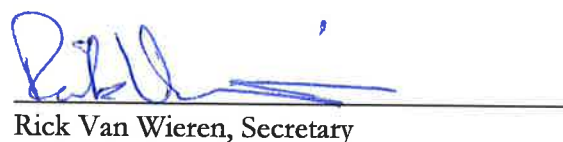
11.00 Adjournment

It was moved by *Van Wieren*, seconded by *Butcher* to adjourn at 8:27 p.m.

The motion was put and carried with Butcher, aye; Cruson, aye; Graham, aye, Van Wieren, aye. Motion carried 4-0.

Respectfully submitted by Donna Garza,


John Graham, President


Rick Van Wieren, Secretary

December 12, 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. <i>Ellen Duckens</i>	<input type="checkbox"/> Employee <input checked="" type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student	<i>General</i>	<input type="checkbox"/> Support <input checked="" type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
2.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
3.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
4.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
5.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
6.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
7.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
8.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other
9.	<input type="checkbox"/> Employee <input type="checkbox"/> Community <input type="checkbox"/> Parent <input type="checkbox"/> Student		<input type="checkbox"/> Support <input type="checkbox"/> Inform <input type="checkbox"/> Oppose <input type="checkbox"/> Other

December 12, 2019 Regular Board of Education Meeting

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		

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: December 12, 2019

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

TITLE OF AGENDA ITEM: Approval of Minutes of Regular Board of Education Meeting
11/7/19

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 November 7, 2019 regular board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.01 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Melanie White, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

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

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

DATE: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49
Approval of Matters Relating to Administrative Personnel
December 12, 2019

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

Appointments to New Positions:

Name	Position	Location	Effective Date
Barrett, Matthew	Director of Data and Performance	Education Service Center	November 18, 2019

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Deb Hall, Administrative Assistant to Culture & Services

TITLE OF AGENDA ITEM: District Accountability Advisory Committee Appointments

ACTION/INFORMATION/DISCUSSION: Consent Agenda - Action

BACKGROUND OR RATIONALE

The District 49 District Accountability Advisory Committee (DAAC) Bylaws state that the membership of the DAAC will be appointed by or elected through a process created by the Board of Education.

The purpose of the DAAC is to institute an accountability and parental and community Involvement program to define and measure academic and safety quality in the district.

The DAAC must consist of at least three parents of students enrolled in the District's schools that are not employees or related to employees of the district, one teacher, one school administrator, and one person from the community who is involved in business.

Members of the DAAC are appointed to serve for a two-year period.

The enclosed membership applications include the name of one DAAC member for the 2019- 2021 school years for your approval. At a minimum they are required to review the District Improvement Plan, charter school applications, recommend the prioritization of expenditures of school district funds, review district assessments and report on the educational and safety performance of the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Recommended DAAC members: Patricia Gioscia-DAAC Admin Rep.-Middle School, Trisha Leitzel-SSAE, Maria Cortez – RVES, Maria Hoffman-LTA, Amy Willis -OES , Melissa Mayfield – EIES, Jaylynne Koch – EIES, Michelle Bolander – SRES, DAAC members have already committed to the responsibilities of their charge through state statute and will report out their accomplishments until they are unable to do so or a new member is appointed.

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>	The DAAC is the primary system of formal accountability to our community. Community participation on the DAAC gives senior leaders input from all stakeholders.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED I move to approve the appointments of the members of the District Accountability Advisory Committee listed as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer **DATE:** December 2, 2019

BOE Regular Meeting December 12, 2019
Item 4.03 continued

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Melanie White, Human Resources Manager

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

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

Culture	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: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49
Approval of Matters Relating to Licensed Personnel
December 12, 2019

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

Appointments to Existing Positions:

Name	Position	Location	Effective Date
Nott, Kerry	INR 5th Grade Teacher	Evans International Elementary School	December 2, 2019
Schmidt, Katya	INR Kindergarten Teacher	Evans International Elementary School	November 19, 2019
Lacy, Steven	INR Social Studies Teacher	Falcon High School	November 4, 2019
Gandelman, Chad	INR Math Teacher	Falcon Middle School	January 6, 2020

Appointments to New Positions:

Name	Position	Location	Effective Date
Pasley, Jenna	Speech Language Pathologist	District Wide	January 6, 2020
Phelps, Leah	INR Special Education Teacher Generalist	Rocky Mountain Classical Academy	December 4, 2019

Transfers:

Name	Position	Location	Effective Date
Allen, Jenny	School Counselor	Falcon High School	November 11, 2019

Resignations:

Name	Position	Location	Effective Date
Brackney, Jamie	Kindergarten Teacher	Evans International Elementary School	November 4, 2019

Newly Hired Guest Teachers:

Name	Effective Date
Penafiel, Mirta	November 7, 2019
Bowman, Kimberly	November 15, 2019
DelMonico, Cameron	November 15, 2019
Giunta, Rachael	November 15, 2019
Mason, Michelle	November 15, 2019
Radle, Steven	November 15, 2019
Sawvel, Jolene	November 15, 2019
Honea, Lori	November 15, 2019

Name	Effective Date
Anthony, Luke	November 15, 2019
Davidson, Cynthia	November 15, 2019
Fox, Katrina	November 15, 2019
Hamilton, Wendy	November 15, 2019
McLeod, Ashley	November 15, 2019
Rieke, Kellie	November 15, 2019
Taylor, Sarah	November 15, 2019

Newly Hired Support Substitutes:

Name	Effective Date
Butkus, Gary	November 4, 2019
Rico Taube, Rachael	November 4, 2019
Bauer, Danielle	November 15, 2019
Bianchi, Lynette	November 15, 2019
Peak, Jill	November 15, 2019
Picato, Elisa	November 15, 2019

Name	Effective Date
Roche, Mikayla	November 4, 2019
Silva, Kyleigh	November 4, 2019
Baxter, Laura	November 15, 2019
Morales, Luz	November 15, 2019
Picato, Edita	November 15, 2019
Rico, Tiana	November 15, 2019

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

BOARD MEETING OF: December 12, 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: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.05 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49

Approval of Matters Relating to Educational Support Personnel December 12, 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
Brott, Amy	Bus Paraprofessional	Transportation	November 1, 2019
Caldwell, Jaclyn	Lunch Monitor	Horizon Middle School	November 11, 2019
Charles, Sabine	Special Education Para Educator - Generalist	Inspiration View Elementary School	November 7, 2019
McAuliffe, Terrence	Nutrition Services Assistant	Skyview Middle School	November 18, 2019
Notarnicola, Daniela	Special Education Para Educator - Program Based CSN	Ridgeview Elementary School	November 11, 2019
Pitt, Casaundra	Bus Driver	Transportation	November 19, 2019
Reeves, Sara	Bus Driver	Transportation	November 19, 2019
Ruffener, Janet	Bus Driver	Transportation	November 12, 2019
Saunders, William	Elevates Job Coach	Special Services	November 14, 2019
Shelton, Deanna	Nutrition Services Assistant	Sand Creek High School	November 14, 2019
Shipe, Barbara	Special Education Para Educator - Program Based SSN	Falcon High School	November 8, 2019
Smith, Michael	Bus Paraprofessional	Transportation	November 7, 2019
Southard, Dan	Special Education Para Educator - Program Based SSN	Horizon Middle School	November 7, 2019
Westbrook, Michelle	Lunch Monitor	Ridgeview Elementary School	December 4, 2019

Appointments to New Positions:

Name	Position	Location	Effective Date
Folk, Alice	Special Education Para Educator - Program Based SSN	Woodmen Hills Elementary School	November 15, 2019
Terrones, Grace	BASE49 Site Aide Rover	Sand Creek Zone	November 7, 2019

Transfers:

Name	Transfer From	Transfer To	Effective Date
Burdick, Michelle	Special Education Para Educator - Program Based Generalist at Woodmen Hills Elementary School	Special Education Para Educator - Program Based SSN at Woodmen Hills Elementary School	November 11, 2019
Garnhart, Gretchen	Building Custodial Technician at Falcon Middle School	Building Custodial Technician at Bennett Ranch Elementary School	December 2, 2019
Harold, Charly	Special Education Para Educator - Program Based SSN at Woodmen Hills Elementary School	Special Education Para Educator - Program Based Generalist at Woodmen Hills Elementary School	November 18, 2019
Kucinski, Jennifer	Special Education Para Educator - Program Based Generalist at Horizon Middle School	Preschool Para Educator at Remington Elementary School	December 2, 2019
Sparks, Robert	Transportation Manager (Professional /Technical position) at Transportation	Transportation Router at Transportation	December 2, 2019
Trautman, Julie	Nutrition Services Assistant at Banning Lewis Ranch Academy	Nutrition Services Assistant at Inspiration View Elementary School	November 7, 2019
Vance-Puda, Nancy	Preschool Para Educator at Stetson Elementary School	BASE49 Site Assistant at Ridgeview Elementary School	November 11, 2019
Walker, Marilyn	Variable Site Building Custodial Technician at Facilities	Building Custodial Technician at Falcon Elementary School of Technology	December 2, 2019

Webb, Briannon	BASE49 Site Aide at Meridian Ranch Elementary School	BASE49 Site Assistant at Meridian Ranch Elementary School	December 2, 2019
----------------	--	---	------------------

Re-classifications:

Name	Reclassify From	Reclassify To	Effective Date
Benavidez, Donna	Central Registrar at Central Registration	Central Registrar - Charter Support at Central Registration	November 1, 2019
Bradley, Tammy	BASE49 Administrative Secretary at BASE49	BASE49 Administrative Assistant at BASE49	November 1, 2019

Resignations:

Name	Position	Location	Effective Date
Allen, Jenny	Temporary Family Engagement Community Liaison	Odyssey Elementary School	November 1, 2019
Alonzo, Daniel	Bus Driver	Transportation	October 31, 2019
Anderson, Tanqueka	Nutrition Services Assistant	Evans Elementary School	November 21, 2019
Durham, Lisa-Marie	School Attendance Secretary	Stetson Elementary School	November 15, 2019
Ellis, Latee	Lunch Monitor	Woodmen Hills Elementary School	November 22, 2019
Green, Breianna	Special Education Para Educator - Program Based SSN	Woodmen Hills Elementary School	November 22, 2019
Mayhall, Holly	Bus Driver	Transportation	October 31, 2019
Moore, Jill	Special Education Para Educator - Program Based SSN	Woodmen Hills Elementary School	November 22, 2019
Perkins-Lopez, Melanie	Special Education Para Educator - Program Based Generalist	Horizon Middle School	October 31, 2019
Rizzo, Stephanie	General Education Para Educator	ALLIES	November 14, 2019

Ryon, Victoria	Base49 Site Assistant	Meridian Ranch Elementary School	November 1, 2019
Sepulveda, Sandra	Bus Paraprofessional	Transportation	October 31, 2019
Tatman, Ashly	Crossing Guard	Woodmen Hills Elementary School	November 18, 2019

Terminations:

Name	Position	Location	Effective Date
Prince, Betty	Special Education Para Educator - Program Based Generalist	Falcon High School	November 8, 2019
Roggie, Jeffery	Building Custodial Technician	Falcon Elementary School	May 3, 2019

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

BOARD MEETING OF: December 12, 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: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.06 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49

**Approval of Matters Relating to Extra-Curricular Personnel
December 12, 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
Alban, John	Advance Support Football Coach	Falcon High School
Hager, Sydney	Assistant Cheer Coach	Falcon High School
Powell, Benjamin	Assistant Boys Soccer Coach	Falcon High School
Coffey, Barbara	Assistant Girls Basketball Coach	Falcon Middle School
Cox, Gregory	Assistant Boys Basketball Coach	Falcon Middle School
DeGeorge, Brett	Assistant Wrestling Coach	Falcon Middle School
Grimaldo, Johnny	Head Wrestling Coach	Falcon Middle School
Kasper, Keith	Assistant Boys Basketball Coach	Falcon Middle School
Martinez, Richard	Assistant Wrestling Coach	Falcon Middle School
Murphy, Tonilyn	Head Girls Basketball Coach	Falcon Middle School
Sims, Jedd	Head Boys Basketball Coach	Falcon Middle School
Chapman, David	Assistant Girls Basketball Coach	Horizon Middle School
Dykema, Craig	Head Girls Basketball Coach	Horizon Middle School
Dykema, Katherine	Assistant Wrestling Coach	Horizon Middle School
Hutchinson, Courtney	Assistant Girls Basketball Coach	Horizon Middle School

LaCosse, Brian	Head Wrestling Coach	Horizon Middle School
Maher, Todd	Head Boys Basketball Coach	Horizon Middle School
McGregor, Dalton	Assistant Wrestling Coach	Horizon Middle School
Rains, Tom	Assistant Boys Basketball Coach	Horizon Middle School
Sellman, James	Assistant Boys Basketball Coach	Horizon Middle School
Barton, James	Regular Support Wrestling Coach	Sand Creek High School
Bruhl, Anthony	Head Wrestling Coach	Sand Creek High School
Cooks, Jeffery	Assistant Boys Basketball Coach	Sand Creek High School
Cotton, Robert	Assistant Girls Basketball Coach	Sand Creek High School
Goldberg, Payden	Head Girls Basketball Coach	Sand Creek High School
Hawkins, Robert	Head Boys Basketball Coach	Sand Creek High School
Hudson, Jeremy	Assistant Support Wrestling Coach	Sand Creek High School
Reese, Herman	Assistant Girls Basketball Coach	Sand Creek High School
Saxon, Allen	Assistant Boys Basketball Coach	Sand Creek High School
Washington, Bobby	Assistant Boys Basketball Coach	Sand Creek High School
Anderson, Megan	Assistant Boys Basketball Coach	Skyview Middle School
Anderson, Megan	Assistant Girls Basketball Coach	Skyview Middle School
Gonzales, Gabriel	Assistant Boys Basketball Coach	Skyview Middle School
Moore, Don	Assistant Girls Basketball Coach	Skyview Middle School
Newberg, Jason	Assistant Wrestling Coach	Skyview Middle School

Ritz, David	Assistant Boys Basketball Coach	Skyview Middle School
Ritz, David	Assistant Girls Basketball Coach	Skyview Middle School
Sturm, Shawn	Assistant Wrestling Coach	Skyview Middle School

Pay Adjustments:

Name	Position	Location	Effective Date
Smith, Emily	Head Cheer Coach	Falcon High School	11/15/2019

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Approval of Minutes of Special Board of Education Meeting
11/20/19

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 November 20, 2019 special board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: November 21, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.07 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Approval of Minutes of Special Board of Education Meeting
12/2/19

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 December 2, 2019 special board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: December 2, 2019

Van Wieren made the motion to approve the consent agenda; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

BOE Regular Meeting December 12, 2019
Item 4.08 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 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
7.01a	GBJ	Personnel Records and Files	P Andersen	Minor revisions

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After board review at the previous work session, move to approve revisions to policy GBJ as listed in item 7.01.

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

DATE: November 21, 2019

Van Wieren made the motion to approve revisions to policy GBJ as listed in item 7.01; seconded by Butcher. The motion passed 4-0.

BOE Regular Meeting December 12, 2019
Item 7.01 continued

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Certification of Mill Levies for Property Tax Year 2019

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Each year, the District must certify to the El Paso County Commissioners, the property tax mill levy. The Mill Levy to be assigned is for the tax year 2019 that will be collected in 2020 as part of the District's 2019-20 fiscal year. A School District Mill Levy can have many components, but for District 49, there are only three components: Total Program (District General Fund) Voter-Approved Override (District MLO funds 14 & 16) & Abatement (immaterial, but in the District General Fund)

RATIONALE: The Total Program (General Fund singular) portion of the Mill Levy is set by the Colorado Department of Education according to the School Finance Act of 1994 and so there is no 'decision' to be made. The Abatement portion of the Mill Levy is directed by another section of statute that requires abatements issued in one tax year to be covered by property owners in the subsequent tax year. The abatements are quantified and communicated by El Paso County so, again, there is no 'decision' to be made. The Mill Levy Override is necessary to fulfill the terms of Voter-approved ballot measures related to building construction, and the cost to service the related financing instruments (Certificates of Participation) as well as providing additional funds for operational priorities for the District.

In November 2018, the voters of District 49 approved a measure put forth by the District (2018-4C) that combined the prior mill levy override authorizations of 2014-3A and 2016-3B, and set a fixed mill rate of 18.500 mills going forward, all while maintaining the priorities set for in those prior election cycles. The approval of 2018-4C vastly simplifies this process, although that is a clear by-product to the material benefits to District 49.

The General, Abatement, and Override portions of the Mill Levy combine to determine the total General Funds' (plural) Mill Levy.

RELEVANT DATA AND EXPECTED OUTCOMES: The Total Program Levy should be 24.459 mills, the Abatement Levy should be 0.230 mills, the Override Levy should be 18.500 mills; all applied to a Gross Assessed Value of property in the district of \$ 1,049,145,210.

It is also interesting and appropriate to note that the 'what if' assessment that considers what the total assessment would be in the absence of state support would project to 211.910 mills – an amount approximately 5x the proposed actual assessment?

INNOVATION AND INTELLIGENT RISK: District 49's innovation is on full display with this assessment. Having refinanced and redesigned our previous bonded borrowings and overrides into a single, multi-priority, mill levy override, D49 now is only assessing a General Funds levy rather than past assessments that were broken into separate General Funds and Bond levies. This consolidation allows taxpayers not to feel 'nickel-dimed' with the potential of six separate levies.

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

Cul

Inner Ring—How we treat each other

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

BUDGET IMPACT: \$414,481 increase; 61% of which is absorbed in program formula funding, thereby reducing the level of state equalization and resulting in no increased funding to D49. The remaining 39% represents increased funding to Mill Levy Override priorities established and memorialized in BoE policy DAA.

AMOUNT BUDGETED: Total of \$44,059,020, increasing to \$45,552,836

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling 43.189 mills, comprised entirely of General Funds Levy.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 3, 2019

Van Wieren made the motion to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling 43.189 mills, comprised entirely of General Funds Levy; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED		X			

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Melanie White, HR Manager
Paul Andersen, HR Director

TITLE OF AGENDA ITEM: Job Description Revisions for Human Resources Positions

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

As the district continues to grow and the number of employees we support increases, the human resources (HR) department's ability to provide excellent service is tested. HR department leadership has identified an opportunity to increase department capacity without increasing headcount. For several years, two HR specialist positions have been budgeted at .75 FTE; the opportunity at hand is to increase these two part-time positions to 1.0 FTE. Additional departmental duties will be dispersed to these two positions and are reflected in the revised job descriptions.

After consultation with the Director of Finance, we propose making this change effective January 1, 2020. If approved, the two incumbent's calendars will be adjusted for the remainder of the fiscal year.

RATIONALE:

This increase will provide the HR department with an additional .5 FTE, which will assist with distributing the current workload. This increase to FTE and shifting of duties will help to decrease the number of overtime hours utilized during peak hiring seasons. The HR department continues to focus on increasing efficiency and capacity and on growing expertise in HR's areas of service.

RELEVANT DATA AND EXPECTED OUTCOMES:

District 49 uses job descriptions to articulate work to be performed and to provide clarity to applicants for and employees in each position. As departments within the organization change, so does the work performed. It is good practice to periodically review job descriptions to ensure they accurately portray the work being performed.

INNOVATION AND INTELLIGENT RISK:

This proposal is an opportunity to increase capacity within the department by fully utilizing existing team members. Increasing departmental capacity allows the HR team to more effectively meet the needs of the district's growing workforce.

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	Accurate and up-to-date job descriptions promote respect and responsibility by providing clarity to the employee. This clarity positively impacts purpose, learning and teamwork.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	Our thoughtful, transparent job description development and approval process promotes trust with our community.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	

BOE Regular Meeting December 12, 2019
Item 7.03 continued

Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This modest increase in capacity will help us continue to support our portfolio of 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>	

BUDGET IMPACT: For the remainder of the 2019/2020 fiscal year, the budget impact will be approximately \$11,500 (salary plus benefits). This will be reflected in the amended budget.

AMOUNT BUDGETED: Budgeted funds for this increase to FTE already exist for these positions. Because the HR department is currently trending lower in Personnel spend, the extra cost would be covered for the final six months of the fiscal year. For upcoming years, the increase will be incorporated in normal growth for the district.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move the amended job descriptions forward for action at the next regular board meeting.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: November 5, 2019

Van Wieren made the motion to approve the two amended job descriptions included in item 7.03 as recommended by the administration; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

<u>BOARD MEETING OF:</u>	December 12, 2019
<u>PREPARED BY:</u>	Brett Ridgway, Chief Business Officer
<u>TITLE OF AGENDA ITEM:</u>	IT Vendor Change – Related Staffing Changes
<u>ACTION/INFORMATION/DISCUSSION:</u>	Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: As discussed during the course of this fall, and acted upon at the November 7, 2019 regular meeting, D49 has recommitted to outsourcing a majority of our Information Technology support needs, but did change vendors from Colorado Computer Support (CCS) to Sentinel Technologies – effective 1/1/2020. Part of the strategy for reviewing IT support was to allow for increased spend in this area so that decisions would not be strictly constrained by cost concerns. As a result, the 2019/20 adopted budget included additional monies over prior years for IT support. Through the RFP process that was completed earlier this fall, we discovered that increased services and resources from the outsourced vendor would not require a significant increase in cost that would exhaust the additional budget monies allocated. Therefore, looking at additional needs and opportunities, the Chief Officer Team, in conjunction with the Technology Quality Assurance Manager are recommending an addition to employed staff to complete this redesign and re-resourcing of IT support.

RATIONALE: The RFP process revalidated our inclination to outsource a majority of IT support services. The IT support skillset is too universal to all industries and education, then, has to compete with influential and well-funded business in the private sector and too often comes up short in that competition. Using an outsourced vendor allows D49 to have regular access to highly skilled individuals, whose expertise can be distributed among many clients of the service provider. With that said, however, there are elements of IT service management (particularly strategic and deliberative priorities) that need internal resourcing and influence so that the external experts can effectively and efficiently be applied to appropriate tasks in proper sequence. The Chief Officer team and TQAM, together, believe that hiring an additional staff member (that is essentially a 2nd TQAM role) is appropriate to fully serve those strategic and deliberative needs.

RELEVANT DATA AND EXPECTED OUTCOMES: We expect that brining on the new vendor and hiring one additional will still result in savings to the 2019/20 budget for staff and staff equivalent spending. We further believe that increasing employed staff by one will allow for a good division of duties with the current TQAM and result in a better overall IT experience for our students and staff.

The Chief Officer team is presenting for discussion job descriptions that, if approved and hired, will support the recommended direction.

INNOVATION AND INTELLIGENT RISK: The strategy of outsourcing the vast majority of IT support services continues to set D49 apart from other school districts. We believe this gives us a better opportunity to have a good balance between effective and efficient spend for IT support relative to other districts.

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

Culture	<div style="border: 1px solid black; padding: 10px;"> <p>Inner Ring—How we treat each other</p> </div>	<div style="border: 1px solid black; padding: 10px;"> <p><i>The burden of strategic and deliberative work on the current, lone TQAM has been overwhelming and addressing that burden is showing respect and care for that individual and accepting responsibility to make the necessary corrections.</i></p> </div>
----------------	---	---

	Outer Ring —How we treat our work	<i>We continue to learn and innovate through teamwork with purpose in the area of providing efficient and effective IT support services to our students and staff.</i>
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	<i>Technology and effective access to it is a foundational item for our education delivery. Wise and appropriate decisions here support the need for a firm foundation.</i>
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: Hiring a second TQAM will increase staffing by approximately \$100k.
This should be funding by savings in the Purchased Professional Services.

AMOUNT BUDGETED: \$4.6mm total in the IT services program

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After review at the previous work session, move to approve the two proposed job descriptions in item 7.04 and hiring an additional staff member for IT service support.

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

DATE: November 21, 2019

Van Wieren made the motion to approve the two proposed job descriptions in item 7.04 and the hiring of an additional staff member for IT service support as recommended by the administration; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED					

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Ron Sprinz – Director of Finance

TITLE OF AGENDA ITEM: New/Updated Job Descriptions

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: Changes within the Finance Dept including the recent add of a payroll tech, allows for a review and reorganization of the department's structure, and/or a shift in position responsibilities.

RATIONALE: With the loss of an Admin position, responsibilities this position performed will be distributed amongst the suggested job descriptions.

RELEVANT DATA AND EXPECTED OUTCOMES: These jobs will allow for a smooth transition of job duties as we lose the Accounting Group Manager role with little to no cost impact to the department budget.

INNOVATION AND INTELLIGENT RISK: Every staffing transition provides opportunity for innovation to address changing realities in process, design and functionality.

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

Culture	Inner Ring—How we treat each other	Handling staffing transitions with care and respect.
	Outer Ring—How we treat our work	Handling staff design changes with a spirit of purpose and innovation.
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>	

BUDGET IMPACT: Minimal if any

AMOUNT BUDGETED: Finance Budget - \$1.2M

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Forward Job descriptions for action consideration for the December 12, 2019 regular meeting

APPROVED BY: Brett Ridgway – Chief Business Officer

DATE: November 21, 2019

BOE Regular Meeting December 12, 2019
Item 7.05 continued

Van Wieren made the motion to approve the new and revised job descriptions in item 7.05 as recommended by the administration; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED	X	X	X		

	HILTS	RIDGWAY	ALMEIDA	SPRINZ	
COMMENTED		X		X	

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Andy Franko - iConnect Zone Leader
 Melissa Andrews – Strategic Planning and Construction Manager

TITLE OF AGENDA ITEM: Mountain View Academy - Land Request

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Mountain View Academy is a proposed charter school with an application approved on July 12, 2019 and a charter contract approved on September 12, 2019. The charter school intends to build a K-8 school facility on a parcel currently dedicated to and received by District 49 in Claremont Ranch. MVA and its operator, National Heritage Academies, are interested in purchasing the property from District 49 and build a privately bonded building at the location.

RATIONALE:

District 49 has long held the rights to the property in Claremont Ranch. District administration received an appraised value of the property and finds value to the district and the charter school to sell the property at the appraised value price. The property is unlikely to be developed by the district and would likely be sold at a later date.

RELEVANT DATA AND EXPECTED OUTCOMES:

District administration is seeking to gain approval from the board to negotiate a sales agreement with Mountain View Academy and National Heritage Academies. An affirmative will allow administration to work with the buyer to finalize an agreement that will allow the school to begin the construction process on a property that is owned outright by the charter, thus relieving the district of further obligation and involvement in the building process.

INNOVATION AND INTELLIGENT RISK:

District 49 has extended similar land lease agreements to charter schools and has found success in the process. This agreement is significantly different in that it is not a lease agreement, but an agreement to sell the property. Doing so now ensures the district will receive a fair price for the property and the buyer will utilize the property for public education use.

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

Culture	Inner Ring—How we treat each other	District administration and the MVA board have worked together to communicate needs and options respectfully and collaboratively.
	Outer Ring—How we treat our work	Both District 49 and MVA are working together to find positive solutions.
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	District 49 builds trust throughout our community by ensuring public dollars are spent on students and appropriate school facilities to enhance their learning.
	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>	Consideration of this request moves our district in a direction of optimizing our portfolio of distinct and exceptional schools.

BOE Regular Meeting December 12, 2019
Item 7.06 continued

Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	Students at Mountain View Academy will access education at a school facility that ensures the school is launching students toward success.

BUDGET IMPACT: The sale of the land will increase revenue to the District.

AMOUNT BUDGETED: The appraisal value of 2120 Meadowbrook Parkway is \$900,000. The appraisal value is the intended sale price for the property.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the administration's request to negotiate a sales agreement based on the appraisal value of \$900,000 for the property located at 2120 Meadowbrook Parkway.

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

DATE: December 2, 2019

Van Wieren made the motion to approve the administration's request to negotiate a sales agreement based on the appraisal value of \$900,000 for the property located at 2120 Meadowbrook Parkway; seconded by Butcher. The motion passed 4-0.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
VOTED AYE	X	X	X	X	
VOTED NAY					
COMMENTED			X	X	

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 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	GBJ-R	Personnel Records and Files	P Andersen	Minor revisions

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

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

DATE: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 8.02 Minutes

BOARD MEETING OF:	December 12, 2019
PREPARED BY:	Paul Andersen, Director of Human Resources
TITLE OF AGENDA ITEM:	Job Description Administrative Revisions
ACTION/INFORMATION/DISCUSSION:	Information Item

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

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

Changes Requiring Board Approval

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



Changes Within Administrative Discretion

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

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

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

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

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

BOE Regular Meeting December 12, 2019
Item 8.02 continued

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

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

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

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 4, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

VRHS

WYOMING AFJROTC DRILL COMPETITION IN CHEYENNE, WY

DEPART-4/18/19

20 STUDENTS WILL ATTEND THIS TRIP

STUDENTS WILL NOT SEE A COST FOR THIS TRIP AND IT WILL INCLUDE TRANSPORTATION AND MEALS

THIS COMPETITION WILL ALLOW OUR STUDENTS TO COMPETE AGAINST OTHER DRILL TEAMS FROM COLORADO AND WYOMING.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

VRHS

EXPERIENCE JAPAN

DEPART-3/13/21 RETURN-3/28/21

18 STUDENTS WILL ATTEND THIS TRIP

COST OF THIS TRIP WILL BE \$4,285 PER STUDENTS AND INCLUDES TRANSPORTATION, MEALS, LODGING, INSURANCE AND TOURS.

STUDENTS WILL EXPERIENCE CULTURAL IMMERSION AS A FORM OF LEARNING. STUDENTS WILL CONSIDER HOW VARIOUS PERSPECTIVES OF SEEING THE WORLD ARE LINKED TO ONE'S CULTURAL CONTEXT. THE TRIP WILL BE STRUCTURED THROUGH LOOKING AT THE CULTURE OF TRADITIONAL AND CONTEMPORARY EUROPEAN CULTURES; LOOKING TO HISTORICAL TRADITIONS AND PRESENT POPULAR CULTURES OF MODERN EUROPE. STUDENTS WILL ENTER INTO THE TRIP WITH A SELF-AUTHORED SET OF GUIDING QUESTIONS THAT WILL REQUIRE THEM TO INTERACT WITH THE PEOPLE THEY MEET; GOING BEYOND SURFACE-LEVEL LEARNING THAT CAN TAKE PLACE BY USING GOOGLE. VETERAN TOUR GUIDES WILL HELP MEDIATE THE EXPERIENCE STUDENTS UNDERGO THROUGHOUT THE COURSE OF THE TRIP. NIGHTLY REFLECTIVE CONVERSATIONS AROUND OUR EXPERIENCES AND REVELATIONS WILL BE CONDUCTED.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FHS

FESTIVAL OF THE WINDS IN PUEBLO

DEPART-2/13/20 RETURN-2/15/20

15 STUDENTS WILL ATTEND THIS TRIP.

COST OF THIS TRIP WILL BE \$120 PER STUDENT AND INCLUDES TRANSPORTATION AND LODGING.

HONOR FESTIVAL FOR STUDENTS ACROSS COLORADO.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FHS

EF TOURS-ATHENS AND THE ISLANDS

DEPART-3/19/20 RETURN-3/28/20

5 STUDENTS WILL ATTEND THIS TRIP.

COST OF THE TRIP WILL BE \$3,500 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS, LODGING, AND TOURS.

THIS EVENT WILL BE IMPORTANT TO THE STAFF AND STUDENTS ATTENDING BECAUSE IT WILL ALLOW BOTH TO EXPERIENCE THE CULTURE, FOOD, MUSEUMS, CASTLES, AND HISTORY OF COUNTRIES THAT WE TYPICALLY ONLY

LEARN ABOUT IN BOOKS. IN ADDITION, OUR STUDENTS WILL LEARN TO BE GLOBAL CITIZENS, RATHER THAN JUST AMERICAN CITIZENS.
FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FHS

CHSAA STATE CHEER COMPETITION IN DENVER

DEPART-12/6/19 RETURN-12/7/19

22 STUDENTS WILL ATTEND THIS TRIP.

STUDENTS WILL NOT SEE A COST FOR THIS TRIP AND IT WILL INCLUDE TRANSPORTATION, LODGING AND MEALS. THIS IS A GREAT OPPORTUNITY FOR THE CHEER PROGRAM TO PERFORM AT THE HIGHEST LEVEL OF COMPETITION IN THE STATE. THE TEAM HAS SET HIGH GOALS TO ACHIEVE ON THE MAT AS THEY RETURN FROM A 2ND PLACE FINISH LAST YEAR. WE LOOK FORWARD TO REPRESENTING FALCON HIGH SCHOOL AND D49 WITH THE HIGHEST LEVEL OF SPIRIT AND PRIDE AS THE TEAM.
FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FHS

WELD CENTRAL GIRLS BASKETBALL TOURNAMENT IN BRIGHTEN, CO

DEPART-12/12/19 RETURN-12/14/19

23 STUDENTS WILL ATTEND THIS TRIP.

STUDENTS WILL NOT SEE A COST FOR THIS TRIP AND IT WILL INCLUDE TRANSPORTATION, LODGING AND MEALS. WE WILL BE PARTICIPATING IN AN ATHLETIC EVENT AS PART OF OUR REGULAR SEASON SCHEDULE.
FUNDRAISING WILL NOT BE PART OF THIS TRIP.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community 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: December 3, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 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: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 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: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 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: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED			X		
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED			X		

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: David Rex, DAAC Chairperson

TITLE OF AGENDA ITEM: DAAC Annual Report

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

The D49 DAAC is a legislatively sanctioned body that is recognized by the state of Colorado, which empowers community engagement across the school district's community. The DAAC reports its activities and future initiatives to the D49 BOE to underscore community challenges, opportunities, and outcomes.

RELEVANT DATA AND EXPECTED OUTCOMES:

Community engagement is a proven factor in improving educational outcomes for students. The DAAC advises the BOE to enhance the BOE's alignment with community needs.

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

Communication between the school district and the community fosters shared vision and unity of purpose, which creates better outcomes for every student.

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	Community engagement informs how we treat each other as well as how we treat our work. The DAAC operationalizes the state legislature's guidance for school districts to engage with the community in meaningful ways.
	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>	Community engagement fosters community-wide trust. The DAAC gives the community a voice in shaping the school district. DAAC involvement provides insight into the community's desired portfolio of schools. DAAC members are part of the community; therefore, their recommendations are valuable elements of proposed strategies. As the voice of the community, the DAAC has a vested interest in launching every student toward success using customized educational systems.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: For Information Only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED	X	X	X	X	
	HILTS	RIDGWAY	ALMEIDA	D. REX	
COMMENTED	X			X	

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: Automotive Institute of Science and Technology

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Automotive Institute of Science and Technology (AIST) was approved by the D49 BOE on July 11, 2018 for a Fall of 2020 opening. The charter school has been in the pre-opening stages with the district for a period of 18 months and is working toward meeting conditions established within the application approval and charter contract.

RATIONALE:

The discussion item creates the opportunity for the iConnect Zone to update the board of the charter school's status in meeting pre-opening conditions.

RELEVANT DATA AND EXPECTED OUTCOMES:

The AIST application approval and charter contract described a number of conditions to include:

- Provide evidence of a suitable facility with a Letter of Intent to D49 by January 1, 2019. Include information regarding the financial partner, building square footage, estimated annual cost through the term of the agreement, a detail of any escalating costs, project timeline, and estimated completion date.
- Verify the school site meets all requirements of the State of Colorado, City of Colorado Springs, and/or El Paso County.

Since approval, the AIST has altered the location of the school site. The charter school is again proposing a new location for a temporary opening as the permanent facility has not yet been secured and will not open on time in the fall of 2020.

INNOVATION AND INTELLIGENT RISK:

The new site proposal significantly changes that which was approved by the D49 BOE in July of 2018. The proposed changes will inhibit the number of students the school can serve at opening, will alter the proposed budget, and to some degree will change the way in which AIST instructs students. There is risk in moving forward with an abbreviated opening in the Fall of 2020, but in some ways, the change may allow the school to start slower yet stronger in the long run.

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

Culture	Inner Ring —How we treat each other	District administration and the AIST have worked together to communicate needs and options respectfully and collaboratively.
	Outer Ring —How we treat our work	Both District 49 and AIST are working together to find positive solutions.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	
	Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	

BOE Regular Meeting December 12, 2019
Item 9.03 continued

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	Ensuring a strong opening for a charter school creates the necessary structure to provide a firm foundation for all learners.
Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

BUDGET IMPACT: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 2, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED	X	X	X		
	HILTS	RIDGWAY	ALMEIDA	FRANKO	
COMMENTED				X	

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Enrollment and Amended Budget Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE”

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

RELEVANT DATA AND EXPECTED OUTCOMES:

The actual October Count result will be the driving factor in compiling the amended budget, to be approved by the Board of Education prior to January 31, 2020. Estimates of how the October Count will unfold, and how that will affect each school and zone in turn, in terms of financial impacts, will be used in strategic decisioning throughout the course of the fall semester.

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N\A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: November 21, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED				X	
	HILTS	RIDGWAY	ALMEIDA	SPRINZ	
COMMENTED		X		X	

BOARD OF EDUCATION ITEM 9.05 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: December 12, 2019

PREPARED BY: Jim Rohr, Purchasing & Contracts Manager

TITLE OF AGENDA ITEM: 2018/19- External Partners and Vendors Report

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: As the Board of Education gathers information each year in advance of its Annual Planning Summit, a key component of district spend is that which is devoted to paying for goods and services. Accordingly, we proudly present this 'External Partners and Vendors Report' for consumption by the BoE, the community, staff, and other interested stakeholders.

RATIONALE: Providing complete information that was hinted at in the Adopted budget package, is appropriate follow-up so that interested persons can have informed opinions if, and when, they are called on to make decisions on vendor utilization and vendor selection.

RELEVANT DATA AND EXPECTED OUTCOMES: The report will expand on the Adopted Budget presentation of the top 27 vendors used in SY18/19, with description and analysis of what that vendor did for the district. The report will also cover summary information on other vendor contracts in the district.

INNOVATION AND INTELLIGENT RISK: The amount of contracts in the district has been growing each year. In order to manage this growth, a contracts database was developed by the purchasing department. This has provided timely information regarding terms, conditions, scope of work, and cost to those that need the information.

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>Gauging customer satisfaction so that purchasing decisions have good purpose.</i>
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>We strive to hire vendors that will provide the best value to our stakeholders. Increasing transparency is always a positive to that end.</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: No change

AMOUNT BUDGETED: Funds are already budgeted.

BOE Regular Meeting December 12, 2019
Item 9.05 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: 12/2/2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED		X			
	HILTS	RIDGWAY	ALMEIDA	ROHR	
COMMENTED		X		X	

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: William Yerger

TITLE OF AGENDA ITEM: SCHS Course Proposal – Pre-Medical 100, Pre-Medical 200, and Pre-Medical 300

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

Seeking approval of Pre-Medical 100, Pre-Medical 200, and Pre-Medical 300 courses.

RATIONALE:

Student data through Advisory indicates SCHS students are interested in pursuing careers in healthcare. These courses will allow students to be exposed to various medical programs and healthcare career fields.

RELEVANT DATA AND EXPECTED OUTCOMES:

Students will be enrolled in courses which will lead students into a healthcare career pathway.

INNOVATION AND INTELLIGENT RISK:

Students will be able to take one or all three courses depending on their personalized career pathway.

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

The Pre-Medical series of courses will provide students with the opportunity to be exposed to various medical careers. Students will practice common medical procedures, therapies, emergency medical responses, as well as use of medical equipment and realistic simulations. Job shadowing and internships will be encouraged.

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	Students will participate in range of medical fields, gaining experience and knowledge in medical content and medical practices.
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	Pre-Medical 100, 200, & 300 will expose students to a variety of medical careers in the healthcare industry.

BUDGET IMPACT: Use of MLO to jumpstart the Pre-Medical Program with the transition to CTE funds when the program is approved by the state.

BOE Regular Meeting December 12, 2019
Item 9.06 continued

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move SCHS pre-medical courses for action at the next regular board meeting.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 2, 2019

Board consensus to move this item forward for action at the January 9, 2020 regular board meeting.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	WASHBURN
COMMENTED				X	X
	HILTS	RIDGWAY	ALMEIDA	YERGER	NGUYEN
COMMENTED	X			X	X

BOARD OF EDUCATION ITEM 9.07 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: December 12, 2019

PREPARED BY: Amber Whetstine, Executive Director of Learning Services

TITLE OF AGENDA ITEM: D49 School Family Calendars 2020-2021 and 2021-2022

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

Board Policies ICA and ICA-R require the annual adoption of a District calendar by the Board, typically by February of the preceding school year. The calendar shall specify the days during which schools shall be in session and the days on which the district will close in observation of federal holidays and the dates of major breaks. Additionally, the Board will preliminarily approve a calendar for the following school year.

RELEVANT DATA AND EXPECTED OUTCOMES:

The proposed 20-21 and 21-22 School Family Calendars provide for sufficient days to meet the contact hours required by Colorado statute, including a reasonable buffer to account for weather or other emergency delays or closures and include a sufficient number of days to allow the Chief Education Officer and Zone Leaders flexibility in supporting the district's strategic priorities.

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>	Development of Board policies ICA and ICA-R was informed by robust community participation in an extended survey and subsequent conversations with various stakeholder community groups over the past several years. Further, this year, a committee comprised of district leaders and other staff reviewed and proposed modifications to the upcoming school year calendars in accordance with approved Board policy to support additional professional development for increased student learning.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to action the 2020-2021 School Family Calendar and the 2021-2022 School Family Calendar for preliminary approval.

APPROVED BY: Peter Hilts, CEO

DATE: December 2, 2019

Board consensus to move this item forward for action at the January 9, 2020 regular board meeting.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED		X			
	HILTS	RIDGWAY	ALMEIDA	WHETSTINE	
COMMENTED				X	

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

BOARD MEETING OF: December 12, 2019

PREPARED BY: Amber Whetstine, Executive Director of Learning Services

TITLE OF AGENDA ITEM: Update on In Progress School Accreditation Designations

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Colorado Department of Education released Preliminary District and School Performance Framework reports to districts in Colorado in August 2019. With approval by the District 49 Board of Education in October, District 49 administration submitted a request to the department and State Board of Education regarding assigned accreditation ratings for District 49 and Springs Studio for Academic Excellence.

RATIONALE:

Accrediting our schools in purposeful ways that meet the needs of a diverse portfolio of distinct and exceptional schools, community values and stakeholder expectations aligns with our cultural and strategic priorities.

RELEVANT DATA AND EXPECTED OUTCOMES:

CDE will notify districts regarding the Commissioner's decision on District and School Accreditation Ratings on December 9th. Further, The Commissioner will announce her decision regarding District Accreditation Ratings on December 11th and the State Board of Education will vote on the Commissioner's recommendations of School Plan Type Ratings on the 11th. District Accreditation Ratings and School Plan Types are final at the conclusion of the December 11th meeting and will be published on the CDE SchoolView website.

INNOVATION AND INTELLIGENT RISK:

The Board is obligated to accredit its schools on an annual basis by October 15th. Each local BOE is responsible for accrediting its operated schools and authorized charter schools including alternative education campuses and online schools. Should the BOE decide not to accredit its schools, the BOE would be out of compliance with its accreditation contractual obligation with the State Board of Education.

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

Culture	Inner Ring —How we treat each other	Accreditation increases responsibility of our schools aligned with community values.
	Outer Ring —How we treat our work	The accreditation process allows zones and schools the opportunity to consider innovation and purposeful risk related to school performance.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	A meaningful accreditation system, aligned with community values, helps build trust among our community 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>	Accreditation rating recommendations serve to provide some measure of performance for each school within D49's portfolio.
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	

Rock #5— Customize our educational systems to launch each student toward success

Specific indicators of performance support measuring achievement from firm foundations in the primary grades through post-secondary (career and college) readiness.

BUDGET IMPACT: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Discussion, No Action Recommended

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 2, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED			X		
	HILTS	RIDGWAY	ALMEIDA	WHETSTINE	
COMMENTED				X	

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Policy and Procedure Review

ACTION/INFORMATION/DISCUSSION: Discussion

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
9.09a	BC-R-1	School Board Member Financial Disclosure	D Garza	Revisions per CASB special policy update
9.09b	BEC	Executive Sessions	D Garza	Revisions per CASB special policy update
9.09c	BEDA	Notification of Board Meetings	D Garza	Revisions per CASB special policy update
9.09d	CBF	Chief Officers' Conduct	D Garza	Revisions per CASB special policy update

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After board review, move four policies in item 9.09 for action at the next regular board meeting.

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

BOE Regular Meeting December 12, 2019
Item 9.09 continued

DATE: December 2, 2019

Board consensus to move these items forward for action at the January 9, 2020 regular board meeting.

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Board Annual Planning Summit Agenda

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

The Board is mindful of the importance of planning, brainstorming and thoughtful discussion without action.

RELEVANT DATA AND EXPECTED OUTCOMES:

The Board plans to hold an Annual Planning Summit on the first Saturday in February, which shall be open to the public. No action shall be taken during this workshop. Public notice of the workshop, including the topics for discussion and study, shall be provided.

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>	The Annual Planning Summit gives the Board and invited administrators a chance to examine the district's strategic and cultural priorities at a more detailed level.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: The Board and Chief Officer Team should determine agenda topics for the Annual Planning Summit.

APPROVED BY: John Graham, Board President

DATE: December 4, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED	X		X		
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED	X	X			

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

BOARD MEETING OF: December 12, 2019

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

TITLE OF AGENDA ITEM: Board Committee and Liaison Assignments

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

The Board is mindful of its role on district committees and chief officer liaisons.

RELEVANT DATA AND EXPECTED OUTCOMES:

The Board will update primary and secondary committee and liaison assignments.

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: Update board committee and liaison assignments.

APPROVED BY: John Graham, Board President

DATE: December 4, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED	X	X	X	X	
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

BOARD OF EDUCATION ITEM 9.12 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: December 12, 2019

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Upcoming Legislation Preview:
"School District Uniform Total Program Mill Levy"

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/OPPORTUNITY: Colorado K-12 school finance is regulated by the School Finance Act of 1994, principally held in CRS 22-54-104. Two statewide initiatives have been presented to voters over the last few years and each has failed significantly due to it basically being 'more of the same'. Colorado voters seem to have clearly responded that a 'more of the same' proposal will not be well received and supported. Accordingly, we at D49 have been active in exploring other, better, options to improve the equity and adequacy of Colorado K12 school funding.

In Colorado, we are hampered with several constitutional issues that conflict with each other – namely the TABOR amendment from 1992 and the Gallagher amendment from 1982. The combination of these two articles has left Colorado in a position where local funding (that theoretically supports local control) has been dwindling, forcing more and more burden onto the state budget. Since Colorado must have a balanced budget and since there are many competing priorities beyond K-12 education, the state has not been able to fully fund the prescribed level of funding driven by SFA 1994. As a result, there now exists the 'negative factor' aka the 'budget stabilization factor' (or BS factor for short).

In approximately 2005, the state legislature froze 'total program mill leves' for each district that had 'de-bruced' aka 'de-TABOR'd'. Only four of the 178 districts in the state have not de-TABOR'd. As a result, that portion of each districts total mill levy assessment has not fluctuated for many years. The problem people have recognized is that not all taxpayers, then, are paying a similar rate to support the schools in their geographic area. Therefore, there is no taxpayer equity. Residents of some school districts pay as little as 1.68 mills for total program, while residents of other school districts pay as much as 27.00 mills – a 1,600% different. The pursuit of taxpayer equity, then, can and should come alongside a pursuit of rebalancing state and local share by moving all property owning taxpayers to a common, equitable, appropriate tax rate that does not allow for and, in fact, create wide disparities in funding local school districts.

There is no easy answer, there is no low-hanging fruit to fix the situation. Local contributions to K-12 education must be increased. How to do that has been the question many have been many have been tussling with.

RATIONALE: For literally hundreds of years, property taxes have been the best, and most appropriate, source of funding K-12 public education. This structure helps communities stay connected to the schools in their area and properly influencing the curriculum and education delivery styles through the concept of local control. The concept of local control, however, is difficult to defend when it is not even close to being the majority of the funding source for K-12 public education. At the state level, the 2019/20 fiscal year budget showed only 39% of SFA 1994 funds coming from local share. However, SFA 1994 has not traditionally included the impact of Mill Levy Overrides that individual school districts generate in the measurement of local share. Including MLO\$ in both the total and local share contribution amount changes the ratio to 52-48 – still the majority coming from state share. Finding a way to flip that ratio toward local share has been a focus and desire of many, and D49 has contributed to that discussion.

RELEVANT DATA AND EXPECTED OUTCOMES: Creating taxpayer equity by moving to a Uniform Total Program Mill Levy, that generates additional 'local share' funds will solve two issues but leaves a third issue unaddressed – that being Mill Levy Overrides and the disparities that exist in that area. We at District 49 have entered into the

conversation to provide a solution to address this problem as well, by adding an ‘Override Equalization’ component to the proposed legislation.

Technically speaking, the state legislature cannot directly require a local school district to increase their Total Program Mill Levy. What they can do, however, is design funding that assumes local school districts have requested adjustments to the mill levy structure to get to the lower of (1) the standardized rate (27.000 mills) or (2) the number of mills needed to be fully locally funded. Since that is ‘all stick and no carrot’ we, again, have entered into the conversation to simultaneously provide some carrot to local voters and address the disparities in Mill Levy Override funds available to students through their local school district.

INNOVATION AND INTELLIGENT RISK: Working diligently for years to be a trusted and valued resource to members of the state legislature has positioned D49 to be a positive contributor and influencer to the conversation. The political capital built through this endeavor positions us well to be able to contribute a new, innovative idea like Override Equalization with a likelihood of its inclusion in the final draft of legislation to be introduced in the 2nd session of the 72nd General Assembly of Colorado in the spring of 2020.

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>We have spent many years learning the intricacies and complexities of K-12 education finance and pursued innovative solutions with purpose for a successful outcome and positive change for District 49 students.</i>
Strategy	Rock #1—Establish enduring <u>trust</u> throughout our community	<i>Beginning this process to inform our voting public of the complex but meaningful opportunity that may come before them in the November 2020 general election.</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: As much as \$35mm could be added to the district’s general funds (plural) budget with an investment from resident taxpayers of \$2.5mm (~2.5 mills). That is a 1,300%+ return on investment that would significantly (but not totally) equalize funding for D49 compared to other districts in Colorado.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Be informed, provide guidance and insight to communicating this message to stakeholders, consider adopting a resolution of support for the coming legislation, direct Chief Officer staff on a desired, official, level of involvement and visible, vocal, support.

BOE Regular Meeting December 12, 2019
Item 9.12, continued

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED	X	X	X	X	
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED		X			