

MINUTES
REGULAR BOARD OF EDUCATION MEETING
January 9, 2020
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 6:40 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 *Cruson* 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 12/12/2019 – *Garza*

4.02 Action on Matters Relating to Licensed Personnel –White

4.03 Action on Matters Relating to Educational Support Personnel –Evans

4.04 Action on Matters Relating to Extra Curricular Personnel –Evans

5.00 Board Update

Butcher: We just had a great Fantastic 49. If you missed it, that was your fault.

Cruson: Watch the video because one of the receivers of the award makes them. It is a great joy, Fantastic 49 to our community, to anybody. This has become my favorite part of the board meetings and it is not even part of the board meeting but it is such a great way to acknowledge and recognize the wonderful people in our district.

Graham: Welcome everyone to the year 2020 and the second half of this school year.

5.01 Chief Officer Update

Ridgway: Here is an interesting nugget of information. District 49 this year is now the largest school district in Colorado Springs, the largest school district in El Paso County. We've been growing like we have been growing and several years ago I kind of speculated that between D11 shrinking and us growing as fast as we are and D20 growing, but growing slower than we are, we all converge in the 25,000 area. This was the year when District 49 ended up with 25,800, D20 at 25,600 and D11 with 25,400. Now of course that is not the funded student count. That is the actual students that are being educated. D11 is still getting credit for some other students due to their declining enrollment so they are getting funded at a higher level. But they are not the largest nor is D20. D20 never actually got to be the largest because D11 was the largest for every year up until last year and then we skipped them. I'm not sad about that. As I promised last month, we're going to talk about the legislation that we're working on, this uniform mill levy and override equalization concept. Continuing to work hard and put a lot of time and effort into that and continuing to have good meetings, good feedback on that. During the break I was able to spend time with the bill drafter from Legislative League Services in terms of actually writing the bill language. Spent time with the sponsor and a couple other members of the legislature. Of course, the session got started yesterday. Thing will really start playing out here, shortly and I want to continue to provide that information. Those of you that have spent some time

with me on it know that it's complicated and it takes time to dig in and understand that. I appreciate the time that everyone has put into that and that you continue to work with me on that because it is finally revealing the true issue that has been there in school finance in this state for a long time. The amount of inequity that we have and that District 49 has been subjected to is something that we need to stand up for and claim our right to that correction. Thank you.

Almeida: I think it's awesome news what Brett just delivered about us being the largest school district in the county. Clearly it's a weighty responsibility that we have. There are a lot of challenges to go along with that. But I kind of like being able to tell folks that we are the largest school district in Colorado Springs. That's great news for the district. The first update is that hiring announcements are out for arming security guards. We are getting a lot of good resumes and a lot of good applicants so far. We are much more optimistic than I was about a month ago. I was concerned about how much qualified personnel would be applying for those positions. At an early look, we've got a number of good, solid candidates that are qualified. We'll be looking at doing interviews sometime during the month of February and starting to bring folks onboard in March for their first training. That process is continuing. Second update on a major ongoing project, the new expansion at Springs Studio/PPEC is ongoing. It is going well. We are not having any issues so far. The concrete foundation, external foundation is poured. They are getting ready to lay the slab once they get done with the conduits for underneath for electrical. Once they have the concrete poured and once the slab is poured, that's a major hurdle as far as being concerned about weather delays. Once we get to that point, a lot of the concern that we have for weather delays will be past us. Then we will put up the skeleton and then we'll go from there. That process is going along. It's moving along quite well. A number of you were at the groundbreaking. So if you have a chance to stop by there, you'll see the progress that's going on. The last, third major effort that we have going on right now that I want to mention is our transition to Sentinel, represented here. Caleb McNary is here for those of you who don't know him. He is the senior sales executive for Sentinel Technologies. He is based right outside of Denver where their local office is. The transition is going well so far. I have had a chance to get some feedback from both our Technology Quality Assurance Manager as well as just kind of pulsing schools and different staff across the district. So far Sentinel is coming on board with a very good approach as we're starting. We will continue to work with them, expecting bumps in the road. There always are. They took the full reins of our network and network support on January 1st. We're only about ten days into this but we are off to a good start. We will continue to monitor and work along with them. We appreciate their partnership and appreciate Caleb being here tonight.

Hilts: It's exciting to come into the new year. One of the things that we're doing a lot, in fact, almost every day we have another VoW learning team meeting. The VoW learning tour is the Voice of the Workforce learning tour. These are focus groups where two chief officers visit with a representative group from a school or a department. Usually that is about 8-10 people. Those have gone really well. We are in season two. We started this a year ago. We are through 14-15 episodes as of this afternoon. It's just great meeting with our people. They continue to express real appreciation for the fact that they talk about things, they share things through the VoW annual survey and the VoW compensation team and then something gets done. That's a phrase that we hear quite a bit is that we appreciate that you're doing something, that you're listening and doing something. I really appreciate the board's support for our emphasis. I know it takes a lot of time. You've counseled us to be careful about that. But this seems to be paying off significantly and consistently with better relationships and better insight from our people. That's my main emphasis. There's a lot of other good stuff going on. We are starting into the cycle now where we have at least two administrators that have announced to us that they are going to be concluding their service and going into retirement. You'll start seeing some postings for administrator, principal positions and just know that we are doing all of that strategically.

We get those out there when we think we have the best chance to find excellent candidates. You will start seeing some activity that will increase as we get towards spring break.

5.02 Student Board of Representatives Update

Graham: Thank you. I'd like to introduce from Falcon High School, Miss Jordan *Reynolds* from the Student Board of Representatives.

Reynolds: Good evening. I am Jordan *Reynolds* and I am a Student Board Representative. In the past month or so, we went to the student board conference (CASB) at The Broadmoor. It was absolutely beautiful and it was a wonderful experience. Me and two other colleagues came back with so much. We're now working on ways we can better serve the student population to make sure that we're having everything that we need. Because there are some things that students see on a daily basis that necessarily teachers, staff and other adults don't always see going on. Those are things that students see and we get to deal with firsthand. So we came back with a lot of cool things to hopefully put in place for next school year as to how we can better serve students and make it a better learning environment for everyone so everybody can achieve their academic success.

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

7.00 Action Items - see attachments

- 7.01 Action on Resolution on Renewal/Extension of Chief Officer Contracts – BOE/Andersen
 - a. Chief Business Officer
 - b. Chief Education Officer
 - c. Chief Operations Officer
- 7.02 Action on 2020-2021 School Family Calendar and Preliminary Approval of 2021-2022 School Family Calendar - Whetstine
- 7.03 Action on Revised 2020-2021 and 2021-2022 Board of Education Meeting Dates - *Garza*
- 7.04 Action on Policy and Procedure Review - *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
- 7.05 Action on Course Proposals at Sand Creek High School
 - a. Pre-Medical 100, Pre-Medical 200 and Pre-Medical 300- Yerger/Lane
- 7.06 Items Removed from Consent Agenda

8.00 Information Items – see attachments

- 8.01 Expulsion Information - *Lemmond*
- 8.02 Student Study Trips – Seeley
- 8.03 Current Legal Issues – Hathaway
- 8.04 Board Sub-Committee Minutes – *Garza*

9.00 Discussions Items – see attachments

- 9.01 New Job Description (5 minutes) *Lemmond*
 - a. Culturally and Linguistically Diverse Education (CLDE) Community Liaison
- 9.02 Amended 2019-20 Budget Update (10 minutes) *Sprinz*
- 9.03 Amended 2019-20 Charter School Budget Update (10 minutes) *Sprinz*
- 9.04 Annual Review of District Legal Representation (5 minutes) *Ridgway*

10.00 Other Business

Graham: We're going to be reconfiguring this room because we're going to BoardDocs. We're going to put a big TV on that wall for the public to view the presentations instead of this projector. Then we'll have a little TV to show votes. BoardDocs is an online process of submitting documents, presentations and keeping track of the votes. The public will be able to see that as well. We'll have to do a little due diligence for the non-millennial generation to figure out how to do that. We all got the training. Eventually we will begin with the February meeting.

Reynolds: Let me know if I can be of assistance in any way. I'm not saying you're incapable. I'm just saying that I'm of that very high technology generation so I may be able to guide you through that efficiently and effectively so that we can get on to bigger and better things.

Cruson: As with all of the other Student Board of Representative members too?

Reynolds: We can make it a class. It could be so much fun.

Graham: You know what, that is so awesome. I really appreciate it. I always thought it was just video games for you guys but I'm glad it is so much more than that. The questions we are asking the chief officers, when that set up is in and the board members, student board and people who sit out in the audience here, are we going to have to change the arrangements? Right now you'll have to be facing us and you will have to look 90 degrees to look at all of these other things. We're asking people to keep that in mind and if anybody has any further suggestions, make sure you email our Chief Operations Officer on that because he's the one doing all of the moves. We want to get it right the first time so having user input is ideal. If you can't turn your head 90 degrees because you have a stiff neck or something like that, maybe there's another way we can do it. The TV in front of us is probably going to go away because we need more seats for the crowd that's going to show up for the next board meeting.

Also, I want to remind everyone that we're only doing one revised board packet that's posted on Monday preceding the board meeting and that deadline is noon.

For the board, we have to discuss the process to fill the vacancy in director district 4. The deadline for the submission of the packet is January 13, 2020. We've set our goal to appoint by January 31st. Currently, we have only have one eligible candidate to apply. Any additional candidates, if they're out there, have until the 13th to get the packet in to Donna and that's before close of business, before Donna goes home that day. She has to have the packet and be able to verify that the person is eligible. There are no specific legal requirements to be used in filling a board vacancy. We have to note it in the minutes. We cause a certificate of appointment to be delivered to the person appointed. At this point, there is only one. We can choose to interview in a public setting or we can choose to appoint after the 13th if there are no other additional. It's just something for you all to think about. If we get an additional packet, then we'll have to set a time to have interviews in a public setting to interview all the eligible candidates. That will take place before the 31st and then on the 31st or 30th is when we have to appoint, by the end of the month. Just keep that in mind. If we get any more packets, we'll send it out and I'll have Donna call to set up a meeting to do interviews. Is anyone in favor or doing interviews if it is just one person eligible?

Cruson: I think because of the nature of our district and being number one in El Paso County, I think it is wise for us to move in that direction and begin to set a precedent of having a conversation. It's not an elected official, it's an appointed position. I think it's important for our constituents to hear and see, not just on paper but in terms of visually how that person would be able to represent our district as part of the board.

Graham: Does anybody else feel the same way? Because it will take a consensus.

Van Wieren: I tend to agree with Dave that it is a good precedent to set to always interview, because it is appointed. Just because we only have one application at this point does not mean that we are obligated to take that person, I don't believe.

Graham: I actually have to check with Mr. Brad Miller from the Miller Law Firm. If we only have one applicant for district director four, do we have to choose that person regardless or if we interview that person and think that they're not a fit for the district, can we deny it?

Miller: No, you have the freedom, latitude as a board to make the decision and frankly, you as a board chair ultimately at sixty days get to make the decision unilaterally. You do not have to just take applicants. We've established a process to streamline this and make it more effective, but that's not a statutory obligation.

Graham: Getting back to Marine Corps language, we do not have to appoint, if there is only one single applicant, we can choose not to appoint that person.

Miller: If after interviewing, you feel as though that is not going to be a great fit for the district, you can move on.

Graham: Kevin, how do you feel?

Butcher: I think you must interview.

Graham: We have consensus that we will set up a time and a day to interview. It will be in this building and it will be open to the public to attend. Last time we did this, did we stream it or record it?

Garza: I don't think we did. If we do it as part of the special meeting, I think we could do that. It depends when you want a candidate to start. Think about that.

Graham: It will be after the 13th but before the 31st.

The last thing on other business and I'm trying to get done by 7:30. We did a Board of Education survey. What were we calling that? It was like our 360.

Hilts: It was a multi-rater board performance instrument.

Graham: That will be briefed to us as a board at our annual planning. Is someone going to break it down and analyze it a little bit more in depth or are we just going to be able to ask questions? Because I know with our other surveys we usually have someone get up there and say this is really what the survey means.

Hilts: I think our practice has been inconsistent. I know that Mr. Andersen has participated in some of that analysis and summary but I don't believe he has normally come and done that at the annual planning summit. I think the chief officers could provide a first cut analysis and then based on questions or observations then we could dig deeper.

Graham: I thought it was very useful for me on how some of the numbers compare. Would the board care to have someone who is more used to analyzing that kind of data provide an analysis instead of just figuring it out on your own and hoping for the best?

Butcher: I prefer hope for the best.

Cruson: I am comfortable either way but at the same time it's kind of nice because we're evaluating, many times, we're hearing the multi-rater feedback from primarily our chief officers. But it is sometimes helpful for us to get a better understanding. Because we can look at the numbers and not really know. So I don't mean to put somebody on the spot, like Mr. Andersen, but at the same time if that's something that he's comfortable with doing in terms of just providing us direction from what he's seeing, that could work or any of our chiefs, I'd be okay with that to make us more effective.

Van Wieren: I'm not necessarily looking for a dog and pony show from somebody but I do think that a little more in depth understanding of how some of the other pieces were put in, because I'm still new to this so this is my first time through one of these. I did notice for instance that there are four categories of respondents to the questions and when I saw employees, I assumed that was a large body and actually there were only five. So I'm not sure where some of the data is coming from, to just understand that perspective. The other thing is just a little interpretive help wouldn't hurt, question wise.

Graham: I agree with that. If there's five employees and there's ten senior leaders, is it weighted?. I don't understand some of that. What was the most helpful for me was the comments. If you ever get one of these things in the future, please make comments because they are very useful to us when I see an employee making comments saying certain things and the board is rating themselves a five, maybe we're not as clear as

we think we are or thought we were. I'd like to see a little bit more in depth if Mr. Andersen is fine with that, or someone else. I don't care who you volunteer to do it but it would be very helpful for us.

Hilts: We have a meeting with the chief officers and Mr. Andersen on Monday. We will discuss this and make a recommendation and take your guidance.

Cruson: Would it create an undue burden on anybody to make that happen? I don't want to create too much extra work for them.

Hilts: My primary sensitivity is we don't normally ask, we expect the chief officers and board members to attend that summit. Everybody else it's an ask. It's an extra duty. If we can do it at this table, then that would be my preference. For us, we're going to be there so it's not an undue burden, we just have to prepare.


Graham: I know you have some expertise as the chief officers when it concerns spreadsheets. That would be great.

11.00 *Adjournment*

It was moved by *Van Wieren*, seconded by *Cruson* to adjourn at 7:30 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

January 9, 2020 Regular Board of Education Meeting

OPEN FORUM

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

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

January 9, 2020 Regular Board of Education Meeting

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

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

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

BOARD MEETING OF: January 9, 2020

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

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

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 12, 2019 regular board of education meeting.

APPROVED BY: Rick Van Wieren, Board Secretary

DATE: December 13, 2019

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

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

BOE Regular Meeting January 9, 2020
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: January 9, 2020

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: December 13, 2019

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

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

BOE Regular Meeting January 9, 2020
Item 4.02 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49
Approval of Matters Relating to Licensed Personnel
January 9, 2020

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
Novak, Susan	INR Special Education Teacher	Inspiration View Elementary School	January 6, 2020

Appointments to New Positions:

Name	Position	Location	Effective Date
Trowbridge, Tracy	School Counselor	Sand Creek High School	January 6, 2020

Transfers:

Name	Position	Location	Effective Date
Cole, Julie	Child Find and Early Childhood Specialist	District Wide	January 6, 2020
McCulloch, Marissa	Special Education Teacher	Liberty Tree Academy	December 2, 2019
Seigel, Amy	Special Education Teacher	Woodmen Hills Elementary School	December 2, 2019

Resignations:

Name	Position	Location	Effective Date
Hills, Jennifer	Deaf and Hard of Hearing Teacher	District Wide	December 31, 2019
Cerrone, Layne	Third Grade Teacher	Evans International Elementary School	December 20, 2019
Smith, Erica	ELA Teacher	Horizon Middle School	March 13, 2020
Hogan, Sandra	Special Education Generalist	Inspiration View Elementary School	December 13, 2019

Butterworth, Julie	Science Teacher	Pikes Peak Early College	May 27, 2020
Daniel, Ingrid	Elementary Science Teacher	Ridgeview Elementary School	December 31, 2019
Algire, Nicole	Math Teacher	Vista Ridge High School	December 20, 2019

Newly Hired Guest Teachers:

Name	Effective Date
Thompson, Erin	December 6, 2019
Pendleton, Brandy	December 6, 2019
Grabenstein, Ann-Alicia	December 6, 2019
Bragg, Trinette	December 6, 2019
Tarty, Alben	December 6, 2019

Name	Effective Date
Souza, Dawn	December 6, 2019
Lockard, Jodie	December 6, 2019
Dunigan, William	December 6, 2019
Bly, Brian	December 6, 2019

Newly Hired Support Substitutes:

Name	Effective Date
Peters, Amanda	December 6, 2019
Richardson, LaTonya	December 6, 2019
Spooner, Constance	December 6, 2019

Name	Effective Date
Putney, Jason	December 6, 2019
Williams, Destiny	December 6, 2019
Daigrepoint, Danielle	December 6, 2019

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

BOARD MEETING OF: January 9, 2020

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	
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	Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

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

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

DATE: December 13, 2019

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

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

BOE Regular Meeting January 9, 2020
Item 4.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49

Approval of Matters Relating to Educational Support Personnel January 9, 2020

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
Argo, Shawn	Building Custodial Technician	Stetson Elementary School	December 6, 2019
Beauchamp, Thomas	Crossing Guard	Woodmen Hills Elementary School	December 19, 2019
Byrum, Darlene	BASE49 Site Assistant	Odyssey Elementary School	January 7, 2020
Colby, Daniel	Building Custodial Technician	Falcon Middle School	December 12, 2019
Fulton, Teddy	Bus Driver	Transportation	December 10, 2019
Kendle, Kimberly	Special Education Para Educator - Program Based Generalist	Horizon Middle School	December 9, 2019
Linan, Darin	Building Custodial Technician	Ridgeview Elementary School	December 12, 2019
Mason, Linda	Nutrition Services Assistant	Woodmen Hills Elementary School	January 7, 2020
Plante, Rachel	Bus Driver	Transportation	December 2, 2019
Robinson, Kara	School Secretary, Attendance	Stetson Elementary School	December 6, 2019
Sciabarrasi, Eden	Special Education Para Educator - Program Based SSN	Woodmen Hills Elementary School	December 12, 2019
Snider, Cynthia	Preschool Para Educator	Woodmen Hills Elementary School	December 12, 2019
Wood, Nicole	Lunch Monitor	Woodmen Hills Elementary School	December 12, 2019

Appointments to New Positions:

Name	Position	Location	Effective Date
Sanborn, Kara	Hourly Reading Tutor	Inspiration View Elementary School	December 9, 2019
Wilson, Lori	Braillist	Special Services	January 7, 2020

Transfers:

Name	Transfer From	Transfer To	Effective Date
Gonzalez, Melissa	BASE49 Site Assistant at Odyssey Elementary School	BASE49 Site Leader at Meridian Ranch Elementary School	December 2, 2019
Mariano, Summer	Nutrition Services Assistant at Woodmen Hills Elementary School	Special Education Para Educator - Program Based SoCo at Meridian Ranch Elementary School	December 2, 2019
Thrutchley, Celina	Accounts Payable Specialist at Education Service Center	Payroll Finance Technician at Education Service Center	November 1, 2019
Watson, Briana	Preschool Para Educator at Woodmen Hill Elementary School	Special Education Para Educator - Program Based SSN at Woodmen Hills Elementary School	January 7, 2020
Wedde, Trinity	Special Education Para Educator - Program Based SSN at Odyssey Elementary School	Title Funded Family Engagement Community Liaison at Odyssey Elementary School	January 6, 2020

Resignations:

Name	Position	Location	Effective Date
Argo, Shawn	Building Custodial Technician	Stetson Elementary School	December 6, 2019
Daley, Lainnie	Bus Paraprofessional	Transportation	December 19, 2019
Erickson, Linnea	Preschool Para Educator	Bennett Ranch Elementary School	December 19, 2019
Espirito, Timothy	Crossing Guard	Horizon Middle School	December 20, 2019
Gaumond, Rachel	Special Education Para Educator - Program Based SOCO	Meridian Ranch Elementary School	December 20, 2019
Irwin, Rebecca	CLDE Para Educator	Stetson Elementary School	December 19, 2019

Jewell-Nieman, Linda	BASE49 Site Assistant	Meridian Ranch Elementary School	December 9, 2019
Levonchuck, Anayansi	Bus Paraprofessional	Transportation	December 19, 2019
Longcrier, Robert	Bus Driver	Transportation	December 20, 2019
Lopez, Justin	Special Education Para Educator - Program Based AN	Bennett Ranch Elementary School	December 20, 2019
Mendieta-Olvera, Emilio	Building Custodial Technician	Falcon High School	December 4, 2019
Peters, Melanie	Catering Rover	Nutrition Services	August 23, 2019
Pone, Anthony	Nutrition Services Assistant	Falcon High School	December 6, 2019
Sciabarrasi, Eden	Special Education Para Educator - Program Based SSN	Woodmen Hills Elementary School	December 13, 2019
Shelton, Deanna	Nutrition Services Assistant	Sand Creek High School	December 5, 2019
Shipe, Barbara	Special Education Para Educator - Program Based SSN	Falcon High School	December 17, 2019
Sims, Megan	Bus Paraprofessional	Transportation	December 13, 2019
Suliman, Tanzania	Special Education Para Educator - Generalist	Inspiration View Elementary School	December 20, 2019

Temporary Assignment Ending:

Name	Position	Location	Effective Date
Frost, Seth	Grounds Technician	Facilities	December 20, 2019

Terminations:

Name	Position	Location	Effective Date
Old, Christiane	Bus Driver	Transportation	December 13, 2019
Olson, Susan	Special Education Para Educator - Program Based Generalist	Springs Ranch Elementary School	December 5, 2019

Tillmon, Dominic	General Education Para Educator	Sand Creek High School	December 6, 2019
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BOARD OF EDUCATION ITEM 4.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: January 9, 2020

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: December 13, 2019

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

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

BOE Regular Meeting January 9, 2020
Item 4.04 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

El Paso County Colorado School District 49

Approval of Matters Relating to Extra-Curricular Personnel
January 9, 2020

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

Appointments:

Name	Position	Location
Adams, Tarike	Head Girls Basketball Coach	Falcon High School
Bishop, Michael	Assistant Boys Basketball Coach	Falcon High School
Hall, Joshua	Assistant Wrestling Coach	Falcon High School
Hawthorne, Jacob	Assistant Wrestling Coach	Falcon High School
Lovato, Robert	Head Wrestling Coach	Falcon High School
Vrana, Taryn	Assistant Girls Basketball Coach	Falcon High School
Watley, Mark	Head Boys Basketball Coach	Falcon High School
Wood, Chris	Assistant Girls Basketball Coach	Falcon High School
Wood, Donald	Assistant Boys Basketball Coach	Falcon High School
Mock, Lindsay	Assistant Girls Basketball Coach	Falcon Middle School
Cassidy, Conner	Assistant Boys Basketball Coach	Vista Ridge High School
Hazelton, Kimberly	Head Girls Basketball Coach	Vista Ridge High School
Hites, Joseph	Head Boys Basketball Coach	Vista Ridge High School
Kelle, Anna	Advance Support Girls Basketball Coach	Vista Ridge High School
Kremer, Nichole	Advance Support Girls Basketball Coach	Vista Ridge High School

Terminations:

Name	Position	Location	Effective Date
Tillmon, Dominic	Strength and Conditioning Coach	Sand Creek High School	December 6, 2019

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

BOARD MEETING OF: January 9, 2020

PREPARED BY: Paul Andersen, Director of Human Resources

TITLE OF AGENDA ITEM: Resolution to Declare Intent to Issue Employment Contract to Chief Officers

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

As a part of its annual business calendar, the Board of Education considers whether to continue the employment of all administrators employed by the district. The Board begins this cycle by first considering continuation of the Chief Officers.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approve the attached resolutions regarding the continued employment of the chief officers for 2020-2021.

APPROVED BY: John Graham, Board President

DATE: January 2, 2020

Van Wieren made the motion to approve the three resolutions in item 7.01 regarding the continued employment of the chief officers for 2020-2021; seconded by Cruson. The motion passed 4-0.

BOE Regular Meeting January 9, 2020
Item 7.01 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					



Intent to Issue Contract of Employment for Chief Business Officer for 2020-21 Fiscal Year

Whereas it is the responsibility of the Board of Education of El Paso County Colorado School District 49 (District 49) to ensure effective administrative leadership of the district and to employ and evaluate the chief officers.

Whereas the Board has employed Brett Ridgway as its Chief Business Officer for the 2019-20 fiscal year.

Whereas the Board of Education completed the annual evaluation of Mr. Ridgway's performance in accordance with Board policy CBI/CBI-R and determined Mr. Ridgway's performance as meeting or exceeding expectations for the preceding evaluation cycle.

Whereas the term of the Chief Officer contract of employment is one fiscal year (July 1 – June 30) and the District 49 and Mr. Ridgway remain subject to its terms through the end of the contract, June 30, 2020.

Whereas this Resolution does not alter, negate or replace any terms of the Chief Officer's current contract of employment.

Be it resolved that the Board of Education declares its intent to offer a contract of employment to Brett Ridgway as Chief Business Officer for the 2020-21 fiscal year. Human Resources will produce and coordinate the execution of the 2020-21 contract by June 15, 2020.

Be it further resolved that the Board of Education will continue to evaluate Mr. Ridgway's performance through the term of the existing contract and, if warranted, may take action contrary to this resolution.

ADOPTED AND APPROVED this 9th day of January, 2020.

John Graham, Board President
District 49

(SEAL)

ATTEST:

Rick Van Wieren, Board Secretary
District 49



Intent to Issue Contract of Employment for Chief Education Officer for 2020-21 Fiscal Year

Whereas it is the responsibility of the Board of Education of El Paso County Colorado School District 49 (District 49) to ensure effective administrative leadership of the district and to employ and evaluate the chief officers.

Whereas the Board has employed Peter Hiltz as its Chief Education Officer for the 2019-20 fiscal year.

Whereas the Board of Education completed the annual evaluation of Mr. Hiltz' performance in accordance with Board policy CBI/CBI-R and determined Mr. Hiltz' performance as meeting or exceeding expectations for the preceding evaluation cycle.

Whereas the term of the Chief Officer contract of employment is one fiscal year (July 1 – June 30) and ~~the~~ District 49 and Mr. Hiltz remain subject to its terms through the end of the contract, June 30, 2020.

Whereas this Resolution does not alter, negate or replace any terms of the Chief Officer's current contract of employment.

Be it resolved that the Board of Education declares its intent to offer a contract of employment to Peter Hiltz as Chief Education Officer for the 2020-21 fiscal year, subject to the following:

1. Mr. Hiltz continues to fulfill his duties and obligations under the current contract of employment.
2. The Director of Human Resources will produce and deliver the 2020-21 Contract of Employment to Peter Hiltz by June 1, 2020.

Be it further resolved that the Board of Education will continue to evaluate Mr. Hiltz' performance through the term of the existing contract and, if warranted, may take action that negates this resolution.

ADOPTED AND APPROVED this 9th day of January, 2020.

John Graham, Board President
District 49

(SEAL)

ATTEST:

Rick Van Wieren, Board Secretary
District 49



Intent to Issue Contract of Employment for Chief Operations Officer for 2020-21 Fiscal Year

Whereas it is the responsibility of the Board of Education of El Paso County Colorado School District 49 (District 49) to ensure effective administrative leadership of the district and to employ and evaluate the chief officers.

Whereas the Board has employed Pedro Almeida as its Chief Operations Officer for the 2019-20 fiscal year.

Whereas the Board of Education completed the annual evaluation of Mr. Almeida's performance in accordance with Board policy CBI/CBI-R and determined Mr. Almeida's performance as meeting or exceeding expectations for the preceding evaluation cycle.

Whereas the term of the Chief Officer contract of employment is one fiscal year (July 1 – June 30) and the District 49 and Mr. Almeida remain subject to its terms through the end of the contract, June 30, 2020.

Whereas this Resolution does not alter, negate or replace any terms of the Chief Officer's current contract of employment.

Be it resolved that the Board of Education declares its intent to offer a contract of employment to Pedro Almeida as Chief Operations Officer for the 2020-21 fiscal year. Human Resources will produce and coordinate the execution of the 2020-21 contract by June 15, 2020.

Be it further resolved that the Board of Education will continue to evaluate Mr. Almeida's performance through the term of the existing contract and, if warranted, may take action contrary to this resolution.

ADOPTED AND APPROVED this 9th day of January, 2020.

John Graham, Board President
District 49

(SEAL)

ATTEST:

Rick Van Wieren, Board Secretary
District 49

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

BOARD MEETING OF: January 9, 2020

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: Action

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 13, 2019

Van Wieren made the motion to approve the 2020-2021 School Family Calendar and preliminarily approve the 2021-2022 School Family Calendar; seconded by Cruson. The motion passed 4-0.

BOE Regular Meeting January 9, 2020
Item 7.02 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: January 9, 2020

PREPARED BY: Donna Garza, Executive Assistant to the BOE

TITLE OF AGENDA ITEM: Action on Revised 2020-2021 and 2021-2022 Board of Education Meeting Dates

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

Regular Board of Education meetings are scheduled on the second Thursday of the month and work sessions are scheduled for the fourth Wednesday of the month. The November work session is scheduled earlier due to the holiday break. A work session is tentatively scheduled in May. Work sessions in July and December are not scheduled to accommodate school breaks.

RELEVANT DATA AND EXPECTED OUTCOMES:

Approving board meeting dates in advance and aligning that approval with the school calendar provides continuity and encourages planning.

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>	Regularly scheduled Board of Education meetings invite strong community participation.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the revised list of 2020-2021 and 2021-2022 Board of Education meeting dates.

APPROVED BY: John Graham, Board President

DATE: December 13, 2019

Van Wieren made the motion to approve the revised list of 2020-2021 and 2021-2022 Board of Education meeting dates; seconded by Cruson. The motion passed 4-0.

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

BOE Regular Meeting January 9, 2020
Item 7.03 continued

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: January 9, 2020

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
7.04a	BC-R-1	School Board Member Financial Disclosure	D Garza	Revisions per CASB special policy update
7.04b	BEC	Executive Session	D Garza	Revisions per CASB special policy update
7.04c	BEDA	Notification of Board Meetings	D Garza	Revisions per CASB special policy update
7.04d	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 at the previous work session, move to approve revisions to the four policies listed in item 7.04.

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

BOE Regular Meeting January 9, 2020
Item 7.04 continued

DATE: December 13, 2019

Van Wieren made the motion to approve the four policies listed in item 7.04 as recommended by the administration; seconded by Cruson. 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: January 9, 2020

PREPARED BY: William Yerger

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

ACTION/INFORMATION/DISCUSSION: Action

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 medial 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 January 9, 2020
Item 7.05 continued

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the three pre-medical courses listed in item 9.06 as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 13, 2019

Van Wieren made the motion to approve the three pre-medical courses listed in item 7.05 as recommended by the administration; seconded by Cruson. The motion passed 4-0.

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

	HILTS	RIDGWAY	ALMEIDA	REYNOLDS	
COMMENTED				X	

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

BOARD MEETING OF: January 9, 2020

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

TITLE OF AGENDA ITEM: Expulsion Information

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

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

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: December 23, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: January 9, 2020

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

TITLE OF AGENDA ITEM: Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

FHS

DECA trip to the Broadmoor

Depart-2/23/20 Return-2/25/20

8 Students will attend this trip.

Cost of this trip will be \$350 a per student and includes transportation, meals and lodging.

DECA state competition for students to present their business plans at the state level.

Fundraising will not be part of this trip.

FHS

2019 Bear Creek HS Basketball Tournament, Lakewood, CO

Depart-12/13/19 Return-12/14/19

96 Students will attend this trip.

Students will not see a cost for this trip and it will include transportation, lodging and entrance fees.

This event is important to the maturation of our varsity basketball team, as player/coaches will be allowed to accomplish team building (both player to player and coach to player), as well as allowing team to scout next day opponents.

Fundraising will be part of this trip.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
	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 20, 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: January 9, 2020

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: December 13, 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: January 9, 2020

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: Rick Van Wieren, Board Secretary

DATE: December 13, 2019

	BUTCHER	CRUSON	GRAHAM	VAN WIEREN	
COMMENTED					
	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

BOARD MEETING OF: January 9, 2020

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

TITLE OF AGENDA ITEM: CLDE Family Engagement Community Liaison

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

As our CLD population continues to grow, the needs of our CLD families continue to grow and become more diverse. We assist multiple departments and schools with both CLD student needs and family needs.

RATIONALE:

A CLDE Family Engagement Community Liaison would help facilitate engagement for CLD families across the district. They would partner with local organizations to provide resources to our families (e.g. Lutheran Services, Immigrant Rights Groups, Adult ESL courses, etc.). Additionally, they would help facilitate meaningful communication by organizing interpretation and translations of any parent meetings (conferences, Title nights, etc.). They would foster better connections between a school and our CLD community through home visits, training specific to school demographics, and advocacy.

RELEVANT DATA AND EXPECTED OUTCOMES:

Through communications with CDE, the state is moving in the direction of community liaisons and advocates for many special populations. We will collect data and Liaison-Family interactions, partnerships with community organizations, and assistance to students, families, and schools.

INNOVATION AND INTELLIGENT RISK:

We have provided quality services and assistance to our CLD community. As with growth throughout the district, CLDE is looking to improve and expand our services and assistance. As this is a title funded position, the risk that for this position is selecting an individual and losing funding. We don't anticipate that scenario to occur.

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

Culture	Inner Ring —How we treat each other	We value and respect all D49 learners and their families.
	Outer Ring —How we treat our work	Continued performance excellence for our CLD students and families.
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	A CLDE Community Liaison would demonstrate the value and importance of our CLD families to the community. A go-to, trusted person for both schools and families.
	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>	

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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>	Student success is dependent upon a strong partnership between the school and the family.

BUDGET IMPACT: ~\$19,000 from Title III

AMOUNT BUDGETED: Use of a partial amount of Title III carryover funds (\$39,230 Total in carryover) for the 2019-2020 SY.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Approval of the new job description and use of a portion of our Title III carryover funds for the position.

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

DATE: January 2, 2020

Board consensus to move this job description to the January 22nd special meeting for action.

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

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

BOARD MEETING OF: January 9, 2020

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

TITLE OF AGENDA ITEM: 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 try and monitor how enrollment is trending as compared to the adopted budget.

RELEVANT DATA AND EXPECTED OUTCOMES:

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. 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, 2017. 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: Information only

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 23, 2019

Board consensus to move the amended budget forward for action at the January 22nd special meeting.

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

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

BOARD MEETING OF: January 9, 2020

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

TITLE OF AGENDA ITEM: Amended 2019-20 Charter School Budget Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

January 31, 2020 is the deadline for approving the amended budget. Prior to that we would like to give the board an update of the charter school revenue from PPR to orient them when the charter school amended budgets are received.

RELEVANT DATA AND EXPECTED OUTCOMES:

As we near the date for approving the amended budget it is helpful to know how funding changes impacts our charter schools. The following charts show the expected PPR amounts for charter schools to be using as their PPR revenue.

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

Culture	Inner Ring —How we treat each other Outer Ring —How we treat our work	
Strategy	Rock #1 —Establish enduring <u>trust</u> throughout our community	<i>This shows how monies are flowing to the charter schools and the impact of PPR changes.</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 schools	<i>This show how funding changes impacts our charter schools.</i>
	Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: December 23, 2019

After discussion, board consensus to move the amended 2019-2020 charter school budget forward for action at the January 22nd special meeting.

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

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

BOARD MEETING OF: January 9, 2020

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Annual Review of District Legal Representation

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE In the early part of the 2000's, the District Administration and Board of Education behaviors often resulted in significant legal costs to mediate and remediate issues stemming from those activities. As things calmed down, the Board of Education desired to know that the improved climate was improving the legal cost profile and that the legal resources being utilized by the district were effective and efficient. To that end, the district administration entered into a retainer agreement with the Miller Farmer Law LLC, as primary legal counsel to both contain costs and provide assurance of consistent legal advice and representation.

RELEVANT DATA AND EXPECTED OUTCOMES: The district's strategy for legal representation separates priorities of truancy, human resources, charter school, and general legal advice to specific firms. The retainer agreement is designed to handle general legal, charter school and basic and/or preliminary human resource issues. More complicated human resource issues are handled by a separate firm, and the very delicate human resource issues are handled by different firm on a case-by-case basis.

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>Treating our work with intention and purpose as it pertains to legal issues and representation that handles such issues.</i>
	Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u>	<i>Supporting transparency to maintain trust with our constituency about the level of spend in legal representation which also builds a firm foundation for the organization to pursue and fulfill its vision and mission.</i>

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Administration recommends maintaining the current strategy with the current list of service providers, with a \$500 per month increase to the retainer for Miller Farmer Law, LLC (from the current \$9,000 per month to \$9,500).

APPROVED BY: Brett Ridgway, Chief Business Officer.

DATE: January 1, 2020

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