



10850 East Woodmen Road • Peyton, CO 80831
Tel: 719.495.1100 • Fax: 719.494.8900

Mission Statement

To prepare students, in a safe and caring environment, to be successful, competent and productive citizens in a global society.

MINUTES
REGULAR BOARD OF EDUCATION MEETING
June 12, 2014
6:30 p.m.
Education Services Center – Board Room

Fantastic 49 - 6:00 p.m.

- Teacher of the Year Candidates
- Valedictorians

1.00 Call to Order and Roll Call

A regular meeting of the Falcon Board of Education was called to order at 6:36 p.m. by the President, Tammy Harold. The following board members were present: Mr. Butcher, Ms. Harold, Mr. Irons, Mrs. LaVere-Wright and Mr. Moore.

2.00 Welcome and Pledge of Allegiance

President Harold welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

3.00 Approval of Agenda

It was moved by LaVere-Wright, seconded by Irons to approve the agenda as presented. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye. Motion carried 5-0.*

4.00 Consent Agenda – see attachments

- 4.01 Approval of Matters Relating to Licensed Personnel
- 4.02 Approval of Matters Relating to Educational Support Personnel
- 4.03 Approval of Minutes of Special Board of Education Meeting 5-8-14 and Regular Board of Education Meeting 5-8-14

5.00 Board Update

Harold: Congratulations to all graduates and families. I attended GOAL Academy's graduation, thank you for the invitation.

5.01 Chief Officer Update

Bay: Trying to wrap up fiscal year 14 capital projects and hoping to get others done before school starts. Thanks to Bruce Grose the summer enrollment center will open tomorrow. It will be a one-stop shop for all patrons, who can enroll students for any of our schools, and take care of transportation and nutrition services all under one roof.

Hilks: Thanks to the communications team for getting set up for Fantastic 49. Want to comment about how many teachers have children in the district or have attended here and return to teach. Zach Craddock has looked at different ways to invest resources to meet needs of students with all kinds of needs and abilities, by hiring staff directly, instead of by contract. District 49 had largest one year contract between district and BOCES saving \$103,000,



which goes directly back into service for our students. It's an example of our culture of trying to do more with less.

Ridgway: Zach's my hero. It's a busy time of year for me and Jack, close of fiscal year. Our first visit with auditors is scheduled next week. Lease for Pony Tracks building, brought terms of lease to you, which you approved. We have been going through contract and during due diligence period identified three issues that owners need to resolve. We negotiated a revision, a 6 month lease term, which gave them a window to cure their title issues by August 1st. If that occurs, the original terms of lease will come back into play.

Irons: I appreciate your work on resolving the issues.

6.00 Open Forum

Allen: I am the President of local branch of NAACP and Mr. Anthony Perez is co-chair who manages all educational concerns. We are working with several districts on civil rights issues. I have obtained documents from the Department of Justice referring to a 2010 agreement between District 49 and the United States Department of Justice. The Colorado Springs unit of the NAACP is very concerned that based on those documents that Falcon School District 49 is still in violation of this agreement. In 2010, District 49 was required to take steps to address specific complaints of discrimination and harassment based on race and national origin. In late 2011/2012 the Department of Justice noticed that the deficiency in the district compliance report continued to persist. Recently a District 49 parent sent to me his concerns about the Coordinator of Cultural Capacity position. This parent told me that we were okay with it, until after it was explained to me that it was a compliance issue to avoid legal consequences instead of embracing much needed changes within this district. As a result, on behalf of the parents and children of color, which I believe as the President, is not a safe environment in the district 49. I will be recommending to the Department of Justice attorney and a personal letter to Eric Holder that we will pursue additional recourses against District 49.

Murphy: Thanks for the football field, kids are excited. Next challenge is looking at our district as it is from a corporate structure. Have we done any studies to determine if in fact our previous structure from the superintendent on down compared to the current structure with the zones, support on down, has there been a cost analysis to determine if we're spending more money on overhead than putting people in seats? At Falcon High School, our Principal had to take money out of her budget to keep a teacher in place. We're looking at adding other positions in the district. In the corporate structure the first thing you do to raise your profit is to cut overhead and raise your money makers. Your money makers in this capacity would be to put more teachers in the classroom, less students in class and allow them to teach in a more effective manner. The biggest difference between public and charter schools is that charter schools have a lower student/teacher ratio. We should take a look and see if we can put more teachers in seats in our public schools to help lower the teacher to student ratio. The board should look at this and determine if all positions are needed. Look at those in comparison to the schools and see whether or not we're doing the right thing for our kids to maximize profits which would be their education.

Harold: There will be a report on district administrators at the June 25th meeting.

Hall: Concerns, here on behalf of district counselors for the district. I've been a counselor for twenty-five years. My JV football coach came to me one day and said I think you'd be good



for kids. At the time I was a paraprofessional. Is there a way that you can find some money to get additional counselors in the schools? Two counselors and 1300 kids is a tall order. That's 600 kids for one person. I couldn't fathom doing that in my own job. I've got 335 in my own case load. Look at it and see how we can help my fellow co-workers. Our kids need counselors. My son said that sometimes he doesn't want to talk to the teacher and if he can talk to the counselor, he can get it off his chest. On behalf of Falcon High School, Sand Creek, maybe Vista Ridge please provide help. We want to service our kids.

Harold: I feel the same way that you do and have for many years.

7.00 Action Items – see attachments

- 7.01 Reauthorization of CPCD/Head Start Contract
- 7.02 Approval of Food Service at Evans and Falcon Elementary for Head Start
- 7.03 Approval of Job Description
 - 7.03.01 New Position
- 7.04 Approval of Supplemental Budget for General Fund
- 7.05 Approval of Student Fees
- 7.06 Approval of Charter School Budgets
- 7.07 Approval of District Compensation Schedules
- 7.08 Approval of 2014-2015 Budget
- 7.09 Items Removed from Consent Agenda

8.00 Information Items (no discussion) – see attachments

- 8.01 Student Field Trips
- 8.02 Expulsion/Suspension Information

9.00 Discussion Items – see attachments

- 9.01 D49 Identity and Logo
- 9.02 Job Descriptions
 - 9.02.01 Revisions to Existing Positions
 - 9.02.02 New Positions
- 9.03 School Finance Campaign Details

10.00 Other Business

11.00 Adjournment

With no further business to be brought before the Board, the regular meeting of the Board of Education adjourned at 9:30 p.m.

Respectfully submitted by Donna Richer,

Tammy Harold, President

Marie LaVere-Wright, Secretary



BOARD OF EDUCATION AGENDA ITEM 4.01 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Kim Steeves, Professional Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Licensed Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<u>Major impact</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: In accordance with Board of Education approved salary tables.

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; Paul Andersen, Personnel Director

DATE: May 30, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT 49
June 12, 2014

APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL

Be it resolved, that the following matters relating to certified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Apeland, Allison	Hired as a SPED SED Teacher at Horizon Middle School effective July 28, 2014. She has been set at a MA/7. This is a ½ replacement position and ½ new position for 14-15.
Aragon, Lisa	Hired as a Title Funded Interventionist at Horizon Middle School effective July 28, 2014. She has been set at a MA + 24/11. This is a replacement position.
Balusek, Cheryl	Hired as a Math Teacher at Vista Ridge High School effective July 28, 2014. She has been set at a BA/11. This is a replacement position.
Beeler, Shawna	Hired as an INR Vocal Music Teacher at Vista Ridge High School effective July 28, 2014. She has been set at a BA/3. This is a replacement position.
Bohnert, Gina	Hired as an INR 2 nd Grade Teacher at Springs Ranch Elementary School effective July 28, 2014. She has been set at a BA+36/1. This is a replacement position.
Bruszewski, Thomas	Hired as an Instrumental Music Teacher at Vista Ridge High School effective July 28, 2014. He has been set at a BA/9. This is a replacement position.
Bunnell, Heather	Hired as a Science Teacher at Vista Ridge High School effective July 28, 2014. Ms. Bunnell was an INR staff member for the 2013-2014 school year and will be returning as a regular staff member for 2014-2015.
Bonath, Jaclyn	Hired as a 5 th Grade Teacher at Ridgeview Elementary School effective July 28, 2014. She has been set at a BA/3. This is a replacement position.
Chaffin, Melissa	Hired as a 4 th Grade Teacher at Ridgeview Elementary School effective July 28, 2014. Ms. Chaffin was an INR staff member for the 2013-2014 school year and will be returning as a regular staff member for 2014-2015.
Christensen, Veronica	Hired as a SPED SLD Teacher at Banning Lewis Ranch Academy effective July 28, 2014. Ms. Christensen was an INR staff member for the 2013-2014 school year and will be returning as a regular staff member for 2014-2015.
Craig, Katrina	Hired as a Math Teacher at Falcon Virtual Academy effective July 28, 2014. She has been set at a MA/9. This is a new position for 2014-2015.
Curran, Michael	Hired as a 7 th Grade Social Studies Teacher at Skyview Middle School effective July 28, 2014. He has been set at a MA/11. This is a replacement position.

Davis, Ian	Hired as an English Teacher at Sand Creek High School effective July 28, 2014. He has been set at a BA+12/3. This is a replacement position.
DeJulio, Anthony	Hired as a 6 th Grade Math Teacher at Skyview Middle School effective July 28, 2014. He has been set at a BA+36/1. This is a replacement position.
Dellacroce, Angelina	Hired as a K-5 Teacher at Woodmen Hills Elementary School effective July 28, 2014. She has been set at a BA/1. This is a replacement position.
Dowell, Patsy	Hired as a 1 st Grade Teacher at Stetson Elementary School effective July 28, 2014. She has been set at BA+12/4. This is a replacement position.
Earing, Alan	Hired as an 8 th Grade Math Teacher at Skyview Middle School effective July 28, 2014. He has been set at a MA/3. This is a replacement position.
Engman, Elise	Hired as a 1 st Grade Teacher at Ridgeview Elementary School effective July 28, 2014. She has been set at a BA+36/3 w. This is a replacement position.
Friend, Janet	Hired as a School Nurse with the Special Services Department effective July 28, 2014. She has been set at a BA/11 and a salary which includes the 10% hard to fill differential. This is a new position for 14-15.
Frothingham, Celeste	Hired as a K-5 Interventionist at Springs Ranch Elementary School effective July 28, 2014. She has been set at a MA+24/11. This is a replacement position.
Gianarelli, Leesa	Hired as a SPED SLD Teacher at Imagine Indigo Ranch effective July 28, 2014. Ms. Gianarelli was an INR staff member for the 2013-2014 school year and will be returning as a regular staff member for 2014-2015.
Haj-Hussein, Kari	Hired as a Spanish Teacher at Vista Ridge High School effective July 28, 2014. She has been set at a BA/11. This is a replacement position.
Hensley, Vikki	Hired as a Math Teacher at Vista Ridge High School effective July 28, 2014. Ms. Hensley was an INR staff member for the 2013-2014 school year and will be returning as a regular staff member for 2014-2015.
Jung, David	Hired as a Math Teacher at Horizon Middle School effective July 28, 2014. He has been set at a BA/4. This is a replacement position.
Kenney, Christine	Hired as a Speech-Language Pathologist with the Special Services Department effective July 28, 2014. She has been set at a MA/1. This is a replacement position.
Kopp, Jason	Hired as a Business/ACE Teacher at Patriot Learning Center effective July 28, 2014. He has been set at a MA/3. This is a new position for 2014-2015.
Krammes, Heather	Hired as a .4 Homeschool Enrichment Teacher with the Falcon Homeschool Program effective July 28, 2014. She has been set at a BA+12/3. This is a replacement position.
Lacey, Deborah	Hired as a Speech-Language Pathologist with the Special Services Department effective July 28, 2014. She has been set at a MA/11. This is a new position for 2014-2015.

Litzelman, Chris	Hired as a SPED SLD Teacher at Sand Creek High School effective July 28, 2014. He has been set at a MA/7. This is a new position.
Lucero, Susanne	Hired as a Spanish Teacher at Horizon Middle School effective July 28, 2014. She has been set at a BA/11. This is a new position.
McCloskey, Julie	Hired as a 3 rd Grade Teacher at Evans International Elementary School effective July 28, 2014. She has been set at a BA/1. This is a replacement position.
Mickells, Danielle	Hired as a K-5 Teacher at Meridian Ranch International Elementary School effective July 28, 2014. She has been set at a BA/5. This is a replacement position.
Orinak, Jessica	Hired as a 5 th Grade Teacher at Ridgeview Elementary School effective July 28, 2014. She has been set at a BA/3. This is a replacement position.
Paris, Kella	Hired as a K-5 Elementary Teacher at Woodmen Hills Elementary School effective July 28, 2014. She has been set at a BA/1. This is a replacement position.
Peterson, Tammy	Hired as a .6 Homeschool Math Teacher with the Falcon Homeschool Program effective July 28, 2014. She has been set at a MA/4. This is a replacement position.
Quinn, Jessica	Hired as a 2 nd Grade Teacher at Meridian Ranch Elementary School effective July 28, 2014. She has been set at a MA/6.
Rapp, Anna	Hired as a Speech-Language Pathologist with the Special Services Department effective July 28, 2014. She has been set at a MA/4. This is a new position to replace contract labor.
Reed, Jaclyn	Hired as a 2 nd Grade Teacher at Meridian Ranch Elementary School effective July 28, 2014. She has been set at a BA/7. This is a replacement position.
Riner, Patricia	Hired as a 7 TH Grade Science Teacher at Horizon Middle School effective July 28, 2014. She has been set at a MA/11. This is a replacement position.
Schultz, Scott	Hired as a .5 Strength and Conditioning Teacher at Vista Ridge High School effective July 28, 2014. He has been set at a MA/11. This is a replacement position.
Sinha, David	Hired as a Gifted and Talented-Teacher on Special Assignment at Central Office effective July 28, 2014. He has been set at a DOC/11 This is a new position for 2014-2015.
Suhr, Danielle	Hired as a Vocal Music Teacher at Falcon Middle School effective July 28, 2014. She has been set at a BA/3. This is a replacement position.
Stamper, Elizabeth	Hired as a School Counselor at Skyview Middle School effective July 28, 2014. She has been set at a MA+12/1. This is a replacement position.
Vander Molen, Mary	Hired as a 3 rd Grade Teacher at Ridgeview Elementary School effective July 28, 2014. She has been set at a MA/11. This is a replacement position.

VanTassel, Patricia	Hired as a .4 Homeschool Enrichment Teacher with the Falcon Homeschool Program effective July 28, 2014. She has been set at a BA/8. This is a replacement position.
Wagner, Tara	Hired as a Counselor at Horizon Middle School effective July 28, 2014. She has been placed at a MA/1. This is a replacement position.
Ward, Robin	Hired as a Science Teacher at Sand Creek High School effective July 28, 2014. She has been set a BA/1. This is a replacement position.
Watson, Catherine	Hired as a 4 th Grade Teacher at Meridian Ranch Elementary School effective July 28, 2014. She has been set a BA/1. This is a replacement position.
White, Keri	Hired as a Kindergarten Teacher at Ridgeview Elementary School effective July 28, 2014. She has been set a BA/3. This is a replacement position
Yerger, William	Hired as an 8 th Grade Science Teacher at Horizon Middle School effective July 28, 2014. He has been placed at a BA/8. This is a replacement position.
Zuckerman, Julie	Hired as a 3 rd Grade Teacher at Stetson Elementary School effective July 28, 2014. She has been placed at a MA/7. This is a replacement position.

REQUESTS FOR LEAVE:

RETIREMENTS:

Putnam, Dawn	Written notice of her intent to retire from her position as PE Teacher at Sand Creek High School effective May 27, 2014.
--------------	--

TRANSFERS:

TERMINATIONS:

RESIGNATIONS:

Anderson, Nancy	Written notice of her intent to resign from her position as 1 st Grade Teacher at Ridgeview Elementary School effective May 27, 2014.
Arnold, Marcy	Written notice of her intent to resign from her position as Spanish/German Teacher at Falcon High School effective May 27, 2014.
Bauer-Borkowski, Kendell	Written notice of her intent to resign from her position as 6 TH Grade Language Arts Teacher at Falcon Middle School effective May 27, 2014.
Bier, Kelli	Written notice of her intent to resign from her position as 7 th Grade Social Studies at Skyview Middle School effective May 27, 2014.

Connell, Rachel	Written notice of her intent to resign from her position as Science Teacher at Horizon Middle School effective May 27, 2014.
Egbert, Rachel	Written notice of her intent to resign from her position as 8 th Grade Language Arts Teacher at Falcon Middle School effective May 27, 2014.
Friedrich, Leigh	Written notice of her intent to resign from her position as 2 nd Grade Teacher at Meridian Ranch International Elementary School effective May 27, 2014.
Holtrop, Bethany	Written notice of her intent to resign from her position as .5 Music/.5 Technology Teacher at Falcon Elementary School effective May 27, 2014.
Hudgens, Elizabeth	Written notice of her intent to resign from her position as 5 th Grade Teacher at Evans International Elementary School effective May 27, 2014.
Jones, Lynnette	Written notice of her intent to resign from her position as School Nurse with the Special Services Department effective July 28, 2014.
Leavitt, Richard	Written notice of his intent to resign from his position as Spanish Teacher at Vista Ridge High School effective May 27, 2014.
Lynn, Sheree	Written notice of her intent to resign from her position as IB Coordinator/Teacher at Sand Creek High School effective May 27, 2014.
Matyszewski, Laura	Written notice of her intent to resign from her position as School Counselor at Horizon Middle School effective May 27, 2014.
Medina, Cassie	Written notice of her intent to resign from her position as TEAM Coach with the POWER Zone effective May 27, 2014.
Montgomery, Angela	Written notice of her intent to resign from her position as 7 th Grade Language Arts Teacher at Horizon Middle School effective May 27, 2014.
Newberg, Laura	Written notice of her intent to resign from her position as 3 rd Grade Teacher at Meridian Ranch International Elementary School effective May 27, 2014.
Richman, Amber	Written notice of her intent to resign from her position as .4 Homeschool Enrichment Teacher with the Falcon Homeschool Program effective May 27, 2014.
Shumaker, Michele	Written notice of her intent to resign from her position as 2 nd Grade Teacher at Odyssey Elementary School effective May 27, 2014.
Weaver, Michelle	Written notice of her intent to resign from her position as Title Teacher at Sand Creek High School effective May 27, 2014.
Zacek, Jessica	Written notice of her intent to resign from her position as 8 th Grade Math Teacher at Skyview Middle School effective May 27, 2014.

SUBSTITUTES:



BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Lisa Hines, Educational Support Staff Liaison
TITLE OF AGENDA ITEM:	Approval of Matters Relating to Educational Support Personnel
ACTION/INFORMATION/DISCUSSION:	Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: To gain Board of Education approval for personnel changes

RATIONALE: The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are including in this roster.

RELEVANT DATA AND EXPECTED OUTCOMES: By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<u>Major impact</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes **AMOUNT BUDGETED:** In accordance with Board of Education approved salary tables.

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; Paul Andersen, Personnel Director **DATE:** June 4, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					

FALCON SCHOOL DISTRICT

June 12, 2014

APPROVAL OF MATTERS RELATING TO **EDUCATION SUPPORT PERSONNEL**: Be it Resolved, that the following matters relating to classified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

De Leon, Samuel	Existing Position, Building Custodial Technician at Ridgeview Elementary School, replacing Oscar Melgoza-Hawley, full time, full year, step 2, 8 hours per day, start date May 27, 2014.
Dugan, David	Existing Position, Ground Technician at Facilities, replacing Nathan Buckley, full time, full year, step 11, 8 hours per day, start date June 6, 2014.
Haack, Ann	Existing Position, Speech Language Pathologist Assistant with Special Services, replacing Laurie Vigen, full time, School year, step 1, 7 hours per day, start date July 29, 2014.
Shannon, Dallas	Existing Position, HVAC Technician at Facilities, replacing Dana Neidhardt, full time, full year, step 11, 8 hours per day, start date May 19, 2014.

TRANSFERS:

Bricker, Holley	Transfer from her position as Nutrition Services Assistant at Falcon Middle School to an existing position as Nutrition Services Assistant at Sand Creek High School replacing Davidia Boothe, part time, school year, step 11, 5.75 hours per day, start date April 27, 2014.
Trujillo, CaDonna	Transfer from her position as Lunch Monitor at Stetson Elementary School to an existing position as Nutrition Services Assistant at Falcon Middle School replacing Dee Dee Scoval, part time, school year, step 5, 5 hours per day, start date April 27, 2014.

RESIGNATIONS:

Arevalo, Estefany	Resignation from her position as Crossing Guard at Stetson Elementary School effective May 12, 2014.
Brewer, Erin	Resignation from her position as Special Education Teacher Assistant at Springs Ranch Elementary School effective May 23, 2014.
Carney, Dinah	Resignation from her position as Crossing Guard at Meridian Ranch Elementary School effective May 23, 2014.
Casorla, Alysa	Resignation from her position as Special Education Teacher Assistant at Stetson Elementary School effective May 23, 2014.
Donato, Theresa	Resignation from her position as Preschool Teacher Assistant at Ridgeview Elementary School effective May 16, 2014.
Gierveld, Crystal	Resignation from her position as Health Assistant at Falcon Virtual Academy effective May 23, 2014.
Griffin, Sarah	Resignation from her position as Study Hall Monitor at Sand Creek High School effective May 23, 2014.

Gustas, Diana	Resignation from her position as Bus Monitor at Transportation effective May 12, 2014.
Lucykanish, Heidi	Resignation from her position as Bus Driver at Transportation effective May 20, 2014.
McNeill, Dennis	Resignation from his position as Bus Driver at Transportation effective May 23, 2014.
Ramirez, Trino	Resignation from his position as Bus Driver at Transportation effective May 28, 2014.
Sauer, April	Resignation from her position as Regular Education Teacher Assistant at Stetson Elementary School effective May 23, 2014.
Shaw, Katherine	Resignation from her position as Special Education Assistant at Skyview Middle School effective May 23, 2014.
Stutzman, Amber	Resignation from her position as Regular Education Teacher Assistant at Ridgeview Elementary School effective May 23, 2014.
White, Heather	Resignation from her position as Crossing Guard at Woodmen Hills Elementary School effective May 23, 2014.
White, Heather	Resignation from her position as Lunch Monitor at Woodmen Hills Elementary School effective May 23, 2014.

TERMINATIONS:

Hill, Cheryl	Termination of position, Student Based Special Education Teacher Assistant at Odyssey Elementary School was eliminated effective May 23, 2014.
Tanaiewski, Christy	Termination of position, Library Assistant at Woodmen Hills Elementary School was eliminated effective May 23, 2014.

RETIREMENTS:

Gority, Mary	Retirement from her position as Library Teacher Assistant at Meridian Ranch Elementary School effective May 23, 2014.
Theilig, Connie	Retirement from her position as Special Education Teacher Assistant at Vista Ridge High School effective May 23, 2014.
Umland, Suzanne	Retirement from her position as Special Education Assistant at Sand Creek High School effective May 23, 2014.

LEAVE OF ABSENCE:

None



BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Donna Teubner, Executive Assistant
TITLE OF AGENDA ITEM:	Approval of Minutes of Special Board Meeting 5/8/2014 and Regular Board of Education Meeting 5/8/2014
ACTION/INFORMATION/DISCUSSION:	Consent Agenda

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Board approval required prior to posting minutes.

RATIONALE: Board of Education shall review minutes of meetings to ensure accuracy.

RELEVANT DATA AND EXPECTED OUTCOMES: Minutes of the meetings will be posted on the district website after approval.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<u>Major impact</u>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<u>Major impact</u>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<u>Major impact</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	<u>Major impact</u>
Rock #5 — Customize our educational systems to launch each student toward success	<u>Major impact</u>

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the consent agenda.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: May 21, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY		
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 5.01

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Chief Officers
TITLE OF AGENDA ITEM:	Chief Officer Update
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The chief officers will provide an update to the board on district activity in their respective areas.

RATIONALE: To provide timely information to the board.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Major Impact
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Major Impact
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major Impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	Major Impact
Rock #5 — Customize our educational systems to launch each student toward success	Major Impact

FUNDING REQUIRED: No

AMOUNT BUDGETED:

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Jack Bay, COO, Peter Hilts, CEO, Brett Ridgway, CBO

DATE: June 9, 2014

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED	X	X	X		



BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Zachary Craddock, Executive Director of Individualized Education
TITLE OF AGENDA ITEM:	Reauthorization (2014-15 fiscal year) of the CPCD/Head Start contract (EES and FES preschool sites): “Agreement between Falcon School District 49 and Community Partnership for Child Development, Inc.”
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Preschool services at Evans Elementary School and Falcon Elementary School are currently provided through Head Start (Community Partnership for Child Development). This is a successful partnership and Special Services recommends continuation of the agreement. The 2014-15 agreement reflects a 5% increase in cost per child over the previous year. It would cost the District more to provide these services than to contract for services with Head Start.

RATIONALE:

1. Contracting preschool services through Community Partnership for Child Development (CPCD) is cost effective.
2. CPCD provides matching funding through Head Start (\$377,400 in additional services).
3. Related to NCLB “highly qualified” (HQ) requirements, it is advantageous to utilize Head Start services at Title 1 schools – Falcon Elementary and Evans Elementary are both Title 1 schools.
4. Building administration and parents have indicated high levels of satisfaction related to preschool services provided.
5. CPCD is the District’s community partner for the Colorado Preschool Program (CPP). CPP regulations require having such a community partnership, and so the District’s agreement with CPCD satisfies this requirement.

RELEVANT DATA AND EXPECTED OUTCOMES:

- \$33,000 for 15 children enrolled in special education in the Head Start Program = \$2,200 each.
- \$104,263.83 for 33 children enrolled through the Colorado Preschool Program (CPP) = \$3159.51 each.
- \$80,392.65 for 15 children enrolled in special education = \$5359.51 each.
- For additional children, \$5,359.51 per child prior to October 1; prorated after October 1.
- It should be noted that CPCD brings a total of \$377,400 in child development, family support, health and behavioral health to the District in support of these classrooms.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<u>Major impact</u>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<u>Major impact</u>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<u>Major impact</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	<u>Major impact</u>
Rock #5 — Customize our educational systems to launch each student toward success	<u>Major impact</u>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: Amount Budgeted: \$217,656.48

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve reauthorization of the CPCD Head Start contract for 2014-2015.

APPROVED BY: Peter Hilts, CEO

DATE: May 30, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY	CRADDOCK	
COMMENTED				X	



BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Monica Deines-Henderson, Director Nutrition Service
TITLE OF AGENDA ITEM:	Approval of Food Service for Headstart
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Approval for the agreement to continue providing meals for the 2014-2015 school year between Falcon School District Nutrition Services Department Community Partnership For Child Development; aka Headstart

RATIONALE: Providing nutritious meals will enhance student's wellbeing for academic success.

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	Major impact
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	Major impact
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Major impact
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	Major impact
Rock #5 — Customize our educational systems to launch each student toward success	Major impact

FUNDING REQUIRED: No

AMOUNT BUDGETED: This is a revenue generating contract.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the contract between Falcon School district's Nutrition Department and Community Partnership for Child Development

APPROVED BY: Jack Bay, COO

DATE: May 13, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

	BAY	HILTS	RIDGWAY	DEINES-HENDERSON	
COMMENTED					



BOARD OF EDUCATION AGENDA ITEM 7.03.01 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	David Knoche
TITLE OF AGENDA ITEM:	Approval of Job Description for Advanced Learning Facilitator
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Falcon Virtual Academy has seen a significant increase in students needing advanced learning plans, increased support necessary for an increasing population of advanced students combined with multiple requests from parents to address the needs of their advanced learning students. A school based FTE will have a significantly positive impact on the services we can provide for all students. This will ensure that our student population will continue to grow based on the needs of our stakeholders.

RATIONALE: An Advanced Learning Facilitator will play a leading role in creating a school-wide cohesive and fluid approach to advanced learning opportunities, to address the identified needs of learners, and to help all students reach their potential in grades K-12. The Advanced Learning Facilitator will help provide our advanced learners with deep learning experiences, access to instructional best practices, real world experiences and academically challenging opportunities to enhance their academic and social-emotional needs. Increased student growth will be the focus of this position through direct instruction, program facilitation, advanced learning plan development and academic support.

RELEVANT DATA AND EXPECTED OUTCOMES: Low growth rates for advanced students are consistent throughout the state of Colorado prompting a need to focus on the academic, social and emotional needs of advanced students.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	State and local TCAP data indicate that advanced students are not achieving adequate levels of growth in Colorado. We want to ensure advanced students have the academic, social and emotional support necessary to learn at FVA. Our goal is to develop programs that will highly engage and promote D49 as the best place to learn for advanced students.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	Our investment in blended learning at Falcon Virtual Academy has contributed to our need for advanced learner support. As we expand concurrent enrollment options and project based learning models it is essential that best practice instructional delivery and program evaluation is paired with our innovative approach to blended learning.
Rock #5 — Customize our educational systems to launch each student toward success	This position will help to ensure that students who are advanced in grades K-12 will be provided the academic and emotional support they require to reach their highest potential and demonstrating quantifiable growth data.

FUNDING REQUIRED: Full Time FTE **AMOUNT BUDGETED:** Projected Full Time FTE cost

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Advanced Learning Facilitator job description as recommended by the administration.

APPROVED BY: Peter Hilts, CEO

DATE: May 21, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED			X	X	

	BAY	HILTS	RIDGWAY	MCCLELLAND	
COMMENTED		X		X	



BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	2013/14 Supplemental Budget for Fund 10
ACTION/INFORMATION/DISCUSSION:	Action

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

For 2013/14, we have noted additional resources in program formula funding (aka per pupil revenue [PPR]). This action item is meant to recognize the availability and the appropriately planned spend for those additional funds.

RATIONALE: A supplemental budget is relevant when additional funds are identified for a specific purpose that was not identified in the original budget and/or the amended budget for the same fiscal year. The increase in PPR leads us to recommend an increase to the fund 10 budget of \$0.5mm. As our budget processes get more precise, we desire to have a high visibility item like program formula funding have complete agreement to CDE-published amounts.

RELEVANT DATA AND EXPECTED OUTCOMES: We believe that the new appropriation level will be sufficient to cover the planned spend of the additional resources noted.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in budget strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Participation by the DAAC budget sub-committee this year is better than recently seen.</i>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	<i>Our decentralized approach with innovation is foundational to designing a program for each student.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: 2014/15 = \$124.8mm (All funds)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Supplemental Fund 10 District Budget for fiscal year 2014-15 as presented by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2014

LaVere-Wright made the motion; seconded by Irons. The motion was rescinded.

I move to approve the Supplemental Fund 10 District budget for fiscal year 2013-14 as presented by the administration.

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED		X	X		

	BAY	HILTS	RIDGWAY		
COMMENTED			X		



BOARD OF EDUCATION AGENDA ITEM 7.05 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Approval of School Fees proposed for 2014/15
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: With consistent budget difficulties in public education, it has become standard practice to have a fee structure that assists the district in providing services to its customers. In general, fees are categorized as Activity (which would cover things like field trips), Academic (which would normally address disposable items used in the educational program), or Extracurricular (which addresses the cost of providing extracurricular programs).

Three years ago, the Business Office embarked on a project to bring greater structure and consistency to the district school's fee programs. This included bringing the fee programs onto the district accounting system, and implementing processes to encourage accuracy, completeness, and validity of the accounting records.

RATIONALE: The cost of education and peripheral programs is high. In order to provide the best educational product, we are hoping to curb the amount of spend that goes to peripheral programs, or at least, to bring the true cost of those issues to the board, to the parent community, and to administration so that good, informed decisions can be made.

RELEVANT DATA AND EXPECTED OUTCOMES: It is hoped that fee structures will have greater clarity as to how, when, and why the money is spent, with a natural corresponding clarity in how the fee is valued and how and why it exists and is set.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in financial management strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	<i>Identify situations where a decision should be made by district leaders to provide the highest benefit to each student from their relative share of per pupil revenue.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: \$750,000 (Approx.)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve school student fee schedules as presented by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2014

LaVere-Wright made the motion; seconded by Irons. This item was tabled to be discussed at the special board meeting on June 25, 2014. The Board directed the Chief Business Officer to review fees that are higher than cost of activity.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE					
VOTED NAY					
COMMENTED	X	X	X	X	X

	BAY	HILTS	RIDGWAY	GILBERT	
COMMENTED			X	X	



BOARD OF EDUCATION AGENDA ITEM 7.06 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	Recognition and Endorsement of 2014-15 Adopted Budgets from each D49 authorized charter school: Banning Lewis Ranch Academy, GOAL Academy, Pikes Peak School of Expeditionary Learning, Rocky Mountain Classical Academy, Imagine at Indigo Ranch (formerly The Imagine Classical Academy)
ACTION/INFORMATION/DISCUSSION:	Action

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

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

RELEVANT DATA AND EXPECTED OUTCOMES: It is expected that each Charter School budget provides an accurate quantification of an operating plan for each component of The District to use as a guide for managing their businesses for the fiscal year beginning July 1, 2013. It is also expected that the strategies used to develop this budget will be appropriate to react to any change in assumptions that come as the fiscal year unfolds. Finally, we expect to offer a third and final iteration of the budget to the Board and the Constituency in January 2014 that recognizes actual results of key assumptions made in this budget draft relating to student count and other revenue components and establishes new and/or modified strategies for recognizing new revenue assumptions in the projected spending for staffing and implementation costs.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in budget strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Participation by the DAAC budget sub-committee this year is better than recently seen.</i>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	<i>Our decentralized approach with innovation is foundational to designing a program for each student.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: 2014/15 = \$124.8mm (All funds)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the 2014-2015 budgets of the five District Charter Schools as presented.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED			X		



BOARD OF EDUCATION AGENDA ITEM 7.07 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	2014/15 Budget-related changes to District Compensation Schedules
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Falcon School District 49 has four distinct salary schedules; one each for Certified Staff, Administrative Staff, Professional/Technical Staff, and Classified Staff. Three of the schedules (Certified, Admin, and Pro/Tech) are what we would classify as ‘2%’ schedules – meaning that the median increase in each of the schedules is approximately 2%.

The traditional Educational Support Personnel (ESP aka ‘Classified’) schedule, however was a ‘3%’ schedule. To have consistency from a strategic perspective, the ESP schedule needed to be converted to a ‘2%’ schedule. We did accomplish that in 2013/14, but a ‘transition schedule’ was also necessary to convert a portion of the existing employee base to the new schedule over time. The transition schedule presented here is the next step in that process which we expect to complete within five years at most. That is longer than originally anticipated last year, but still a feasible timeline.

Of the four schedules, the administrative schedule is the one that requires annual action because a larger portion of the annual change must come from a change in the administrative base that then ripples through the remainder of the schedule to affect the desired approximate change of 2%.

RATIONALE: All of the current salary schedules have three ways to change an employee’s compensation. One, they can be granted an additional step – steps being analogous to years of experience, but it is specifically not simply called years of experience because it is not always a one-to-one association. Second, employees can move to a different ‘lane’ or ‘range’ that is tied either to the role the employee possesses, or to the educational credentials the employee possesses. The third impact comes from changes to the base pay for each schedule. Each schedule, mathematically, has a foundation on the base pay rate of that schedule. When it is desired that an annual increase is bigger than 2%, then steps are granted, plus an increase to the base that, in turn, ripples through the schedule and then results in a larger increase.

RELEVANT DATA AND EXPECTED OUTCOMES: The 2014/15 budget strategy is to give all staff an approximate 2% increase. It is approximate. Some people will receive greater than 2%, some less than 2%, but the average change should be right at 2%. In general, higher paid individuals (regardless of schedule) are more likely to receive less than 2% and lower paid individuals are more likely to receive more than 2%. That would still result, however, in higher paid individuals receiving a higher dollar increase which is an appropriate trade-off to receiving a lower percentage.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Establishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in budget strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Participation by the DAAC budget sub-committee this year is better than recently seen.</i>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<i>Clarity, consistency, and transparency in compensation strategy and decisions.</i>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: 2014/15 = \$1.2mm

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Educational Support Personnel and Administrative Personnel Compensation Schedule changes as presented by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED			X		



BOARD OF EDUCATION AGENDA ITEM 7.08 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Brett Ridgway, Chief Business Officer
TITLE OF AGENDA ITEM:	2014-15 Proposed Budget presented for Adoption
ACTION/INFORMATION/DISCUSSION:	Action

BACKGROUND INFORMATION, DESCRIPTION OF NEED: This proposed budget satisfies CRS22-44-108c that requires that the Board of Education receive a proposed budget “at least thirty days prior to the beginning of the next fiscal year”, and this page serves as the statement to describe the major objectives of the educational program.

Since Falcon School District 49 relies on State Equalization Funding for approximately 80% of general fund revenue, and since the State has announced that 2013-14 K-12 funding will increase by approximately 6.2% for District 49, we can utilize a ‘baseline plus variant’ approach to the 2013-14 budget. However, many expense budgets will have a blended approach of the baseline plus to define the total target, but building toward that target on a zero base strategy.

Using the baseline of the amended 2013-14 budget, District Administration has identified priorities to slightly modify the educational program and associated staffing for the 2014-15 school year and fiscal year. The largest item is the proposal to move staff on the certified, administrative and professional-technical salary schedules up one step, without a change to the base rate in each schedule. This equates to an approximate 2% increase for most staff positions, but exact dollar and percentage changes depend on employee’s placement on each schedule. As presented last year, we began transitioning Educational Support Staff (ESP aka classified) to a new salary schedule that is a ‘2% schedule’ in order to be consistent with the other schedules that are targeted to an average increase of 2%. While about half of the staff have moved to the new schedule, the other half stayed on a modified, ‘transition’ schedule, and that will continue for the next few years until attrition and other adjustments allow a full conversion to the new schedule.

Beyond the salary change, the other priorities, that have been heard by the DAAC, after review by the budget subcommittee of the DAAC, are to: balance the 13/14 budget to allow the expense run rate to continue (\$1.6mm), increase the annual capital reserve allocation to reintroduce a normal bus replacement cycle and roof replacement cycle (\$1.0mm), and direct remaining funds available toward program and/or staff increases in Innovation Zones, Internal Service and Internal Vendor groups. The only other pervasive changes to the baseline budget involve what we refer to as the ‘usual suspects’; meaning a spend increase for normal and required increases to the Public Employee Retirement Association (PERA), district utilities and property and liability insurance premiums.

RATIONALE: The assumption is that funding will increase from the state level for the 2014/15 fiscal year as a result of legislation in the 2014 legislative session. A funding increase for the second year in a row, no matter how slight, is a welcome sign after reductions were recognized in the 2010/11 and 2011/12 years, and then flat to 2012/13. Other factors that are defined early, at a high level include projected student count and revenue allocations. Revenue allocations, while tied to specific priorities, have the potential to be managed according to priorities and preferences stated by the Board of Education.

All of these measurements and an indication of surrounding districts’ intent to adjust compensation for 2014-15 make the recommended approach appropriate. However, this approach is still only the recommendation of the Administration, presented with the endorsement of the DAAC budget subcommittee; but it is the prerogative of the Board of Education to modify this recommendation as that body would so desire. Ordinarily, the full DAAC committee would endorse the DAAC budget subcommittee’s recommendation. The full DAAC committee has heard the recommendations and no concerns were presented. However, no formal vote of the DAAC was taken at the April meeting and no formal vote was able to be taken at their recent June meeting due to lack of quorum. So, while we have to stop short of saying this budget is formally supported by the full DAAC, we can also say that we have heard no concerns from them and we do have formal support from the budget subcommittee.

Beginning with the reorganization of the District in January 2011, decisions regarding curriculum design and delivery have been increasingly assigned to the Innovation Zone Leaders and related Building Principals. As such, the main criteria for the appropriateness of proposed educational strategy is whether the proposals are consistent with any and all relevant Innovation Plans as well as the Strategic Plan for the District that was adopted by the Board of Education on March 14, 2013. That is particularly relevant when it comes to expanding the use of technology and digital devices in the delivery of the educational model in each zone/school. District Administration, including zone and building administration believe the proposed budget supports that goal.

RELEVANT DATA AND EXPECTED OUTCOMES: After the Board of Directors approves this Proposed Budget, it will be renamed as and referred to as the “Adopted Budget”. It will be posted on the District website for public consumption.

IMPACTS ON THE DISTRICT’S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	<i>Clarity and transparency in budget strategy and decisions.</i>
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	<i>Participation by the DAAC budget sub-committee this year is better than recently seen.</i>
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	<i>Our decentralized approach with innovation is foundational to designing a program for each student.</i>

FUNDING REQUIRED: Yes

AMOUNT BUDGETED: 2014/15 = \$124.8mm (All funds)

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the District Budget for fiscal year 2014-15 as presented by the Administration.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: June 5, 2014

LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED			X		



BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Barbara Seeley
TITLE OF AGENDA ITEM:	Student Study Trips
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

FMS

Jostens 5280 Summer Yearbook Journalism workshop at Colorado School of Mines

Departure-6/19/14 Return-6/21/14

9 students will attend this trip.

Cost per student is \$330 (trip costs include lodging, meals and transportation).

This trip is to help the students learn more about journalism and apply them to yearbook production.

Fundraising will not be part of this program.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, CEO

DATE: May 30, 2014



BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Jay Hahn
TITLE OF AGENDA ITEM:	Expulsion/Suspension Information
ACTION/INFORMATION/DISCUSSION:	Information

BACKGROUND INFORMATION, DESCRIPTION OF NEED:

See attached confidential sheet for list of expulsions in May 2014.

RATIONALE:

RELEVANT DATA AND EXPECTED OUTCOMES:

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	

FUNDING REQUIRED: No

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Peter Hilts, CEO

DATE: June 3, 2014



BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Matt Meister, Director of Communications
TITLE OF AGENDA ITEM:	D49 Identity and Logo
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: Presentation of the new District 49 logo to the Board of Education.

RATIONALE: District 49 is on a path to become the best district to learn, work and lead. As part of that journey, a new public identity of the district showing our professional and organizational growth while maintaining our history is needed.

RELEVANT DATA AND EXPECTED OUTCOMES: A logo and brand needs to tell the story of who we are. This story is presented. The board members and staff will be able to share this story to our stakeholders as the logo gradually permeates the district in our official business and correspondence.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	The new logo will help to build trust that District 49 is committed to excellence in every aspect of what we do while being fiscally responsible in the roll out and implementation of the new identity.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	The new logo brings the visible identity of the district up to date...emphasizing our commitment to be the best district in all that we do.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	The concept of each student being on an individualized and unique path and the commitment of the District to serve each student on this journey is visible in the artistic “49”

FUNDING REQUIRED: N/A The logo will be rolled out in the normal cost of doing business.

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: June 4, 2014

Director Irons requested specific cost of switching to new web provider. CEO Hilts suggested adding two discussion items to the July 10th board meeting, report on new website and counselor function.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED		X	X	X	X

	BAY	HILTS	RIDGWAY		
COMMENTED		X	X		



BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES

BOARD MEETING OF:	May 29, 2014
PREPARED BY:	Jack W. Bay Chief Operations Officer
TITLE OF AGENDA ITEM:	New & Reclassified Job Descriptions for Facilities
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: In October 2013, I presented my initial restructuring plan for the facilities department. After a complete review and analysis over an extended period of time I would recommend completing my restructuring of this department. As a result, the following new positions and further restructuring changes will complete the restructuring process for the facilities department.

RATIONALE: Two job descriptions have been submitted for the Board of Education's consideration. The first job description and position request is a revamping of the safety and health compliance position. This position has been revised and upgraded to a pro-tech level position in order to attract the appropriate candidates for this key position. Since our incumbent staff member left this position in Oct 2013 we have struggled to fill this key position. We had completed an interview process in March 2014 and anticipated hiring a candidate. However, due to the severe reduction in salary from private industry the candidate elected not to accept the position. As a result of this and the candidate pool we have attracted in our previous selection process I am requesting to upgrade this position. It is anticipated the additional cost of this upgrade will be approximately \$8,000 to \$10,000 annually depending on experience and education of the candidate.

The second job description is for a Manager of Energy and Natural Resources position. I am requesting to have the job description considered and approved at this time. Later in the 2014-2015 fiscal year, I plan to submit a staffing request to fill this key position. The cost of this new position will be offset by the savings generated from energy and natural resource savings.

To complete the proposed facilities restructuring plan, I will be proposing a third job description and position for a Fire & Electrical Specialist. This new position will allow the District to save a considerable amount of contracted services that are currently being provided to support fire panel inspection and electrical planning/development needs. It is anticipated the cost of the new position will be offset in its entirety. However, there is some debate over the classification of this position. As a result, further research is needed to properly structure this position appropriately.

As part of the overall restructuring plan for the facilities department I have eliminated two clerical staff positions and consolidated them into one executive administrative support position. I have also requested to add an additional grounds irrigation staff position with the savings to our 2014-2015 budget.

RELEVANT DATA AND EXPECTED OUTCOMES: A detailed summary for the final phase of the facilities restricting is included for your review. The requested changes will allow the facilities department to be more efficient, allow the District to ensure compliance with all safety and health mandates, and allow it to spend its facilities budget resources more effectively.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	NA
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	NA
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	Aligning job expectations with actual duties will lead to staff members that understand the work requirement and are compensated appropriately. This leads to a more productive staff member and drives the District closer to best district to work and lead.

Rock #4 — Grow a robust portfolio of distinct and exceptional schools	NA
Rock #5 — Customize our educational systems to launch each student toward success	NA

FUNDING REQUIRED: No **AMOUNT BUDGETED:** The overall restructuring plan costs will be offset by the savings incurred in other staff or budget component changes.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move this item to the next Board Meeting as an action item.

APPROVED BY: Jack W. Bay, Chief Operation Officer

DATE: June 5, 2014

Move this item to an action item at the June 25th board meeting.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED			X		

	BAY	HILTS	RIDGWAY		
COMMENTED	X				

**BOARD OF EDUCATION AGENDA ITEM 9.02 MINUTES**

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Sean Dorsey, Zone Leader
TITLE OF AGENDA ITEM:	Before and After School Program Job Descriptions
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Sand Creek Zone is developing and implement a Before and After School program to serve the families in the Zone. The program will be staffed with positions that are new to the District. New job descriptions have been developed and now require Board approval.

RATIONALE: Kids' Corner Before and After School Program will provide quality before and after school care on scheduled school days, as well as during early release and assessment/professional development days to working families that require our services. Kids' Corner will provide daily hands-on science and art experiences, homework help, and movement activities (soccer, jump rope, basketball etc.). Moreover, Kids' Corner will have a theme-based week comprised of choices that engage diverse age groups. With the self-opt Kids Corner Before and After School Program, the Zone will positively impact revenue earmarked for professional development and technology after operating expenses have been paid. Please see the attached Kids Corner mission statement, hours, prices, and job descriptions.

RELEVANT DATA AND EXPECTED OUTCOMES: Kids Corner will be a self-sustained program with revenue paying for personnel. Initially, Kids' Corner will be funded through the Zone operational budget.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	<u>X</u>
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	
Rock #5 — Customize our educational systems to launch each student toward success	<u>X</u>

FUNDING REQUIRED: Yes **AMOUNT BUDGETED:** \$15,000 (Zone operational budget) for three locations of start up funds for equipment and supplies.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move this item to the next Board meeting for action.

APPROVED BY: Peter Hilts, CEO

DATE: 05/19/2014

Move this item to the June 25th board meeting for action.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED			X		

	BAY	HILTS	RIDGWAY	DORSEY	
COMMENTED	X	X	X	X	



BOARD OF EDUCATION AGENDA ITEM 9.03 MINUTES

BOARD MEETING OF:	June 12, 2014
PREPARED BY:	Melissa Andrews
TITLE OF AGENDA ITEM:	School Finance Campaign Details
ACTION/INFORMATION/DISCUSSION:	Discussion

BACKGROUND INFORMATION, DESCRIPTION OF NEED: The Capital Planning Committee presented three options to the Board on May 8, 2014, and the Board directed the Committee to take the first two options and work with the consultants in getting the costs solidified.

RATIONALE: In order to be good stewards of the taxpayers' monies, we need to be able to complete the projects that are included in the bond package.

RELEVANT DATA AND EXPECTED OUTCOMES: The Planning Department and the Capital Planning Committee have verified that the costs are accurate and compressed the overall bonding packages.

IMPACTS ON THE DISTRICT'S STRATEGIC PRIORITIES—THE BIG ROCKS:

Rock #1 —Reestablishing the district as a <u>trustworthy</u> recipient of taxpayer investment	By verifying costs and insuring we are being good stewards of the taxpayers' monies and therefore reestablishing trust.
Rock #2 —Research, design and implement programs for intentional <u>community</u> participation	The Capital Planning Committee is composed of fifty percent community members and invites any community member to attend.
Rock #3 — Establish District 49 as the <u>best district</u> in Colorado to learn, work and lead	With the bond we will provide additional educational facilities to house more portfolio schools.
Rock #4 — Grow a robust portfolio of distinct and exceptional schools	With the bond we will provide additional educational facilities to house more portfolio schools.
Rock #5 — Customize our educational systems to launch each student toward success	With new spaces the district has the opportunity to provide educational systems that will launch students towards success.

FUNDING REQUIRED: \$125 to 148 million

AMOUNT BUDGETED: **TBD**

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Discussion Items

APPROVED BY: Brett Ridgway, CBO

DATE: May 30, 2014

Board members should be prepared to discuss their preference of which option to support at the next board meeting.

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
COMMENTED	X	X	X	X	X

	BAY	HILTS	RIDGWAY	ANDREWS	CRADDOCK
COMMENTED	X	X	X	X	X