

## Work Session

1. **Call to Order** by President Baumgartner at 6:32 p.m.
2. **Roll Call** Directors Baumgartner, Gustafson, Haffner, Hayes, and Jensen were present. This was a virtual meeting. All members participated remotely.
3. **Pledge of Allegiance**
4. **Review of Agenda**
5. **Action/Discussion Items**
  - 5.1 **Governance Process Review**
    - (a) **GP-6 Board Committee Principles**

Dr. Rabenhorst noted that the Board has continuously acted as a committee of the whole. As a five member Board, there has not been the desire or need to create smaller subcommittees. Committees that do exist, such as DAC, operate in compliance with the policy. Dr. Rabenhorst recommends the Board mark this item as in compliance.
    - (b) **GP-7 Committee Structure**

The Board assessed implementation of this policy and determined that no revision was needed.
    - (c) **GP-10 Board Member Conduct & Financial Disclosure**

The Board assessed implementation of this policy and determined that no revision was needed.
    - (d) **GP-13 Process for Addressing Board Member Violations**

The Board assessed implementation of this policy and determined that no revision was needed.
    - (e) **GP-14 Development of New Board Policy**

The Board assessed implementation of this policy and determined that no revision was needed.
    - (f) **B/SR-5 Monitoring Superintendent Performance**

Dr. Rabenhorst proposed changing the goals development from August 31 to September 30 to ensure better alignment of superintendent goals to annual strategic plan goals/activities. The Board agreed with Dr. Rabenhorst.
    - (g) **B/SR-5E Superintendent Formal Summative Evaluation**

The Board assessed implementation of this policy and determined that no revision was needed.

Following discussion, the Board directed, by consensus, to have each marked as “in compliance” and placed on a future consent agenda for full approval, including revisions to B/SR-5 as noted in discussion.

## **5.2 Administrative Policy Revisions (1st Reading)**

### **(a) Policy GB-6 (GBEBA) Staff Dress Code**

The staff dress code policy is being updated to include denim as part of professional attire with discretion including the stipulation that there are no rips, tears, holes, and/or frays. The policy revisions also include information regarding t-shirts and athletic wear. It remains up to principals and supervisors to enforce the staff dress code. The policy revision came about through a staff request, and the majority of SAC members wanted to see this change to policy. Director Jensen asked if leggings are specifically addressed in the policy. Dr. Rabenhorst explained that they are worn frequently throughout the district and mostly worn appropriately with a longer shirt, dress, or skirt. Director Jensen noted that he was more concerned with athletic wear worn by coaches while teaching. Director Hayes pointed out that some wording of the policy covers a multitude of situations. Dr. Rabenhorst did note that not all principals were in agreement with the revisions; however, the revisions should not be an issue if administrators are addressing problems as they arise. Director Jensen asked if the policy restricts hair color, and Dr. Rabenhorst explained that a hairstyle would need to be particularly disruptive to be in violation of the policy. The Board directed that the policy be placed on the next regular meeting agenda for approval.

### **(b) Policy E-19-E (EGAEA-E), Policy E-20-E (EHB-E), and Policy E-7-E (ECAE-E) Document Retention and Destruction Exhibit**

This new exhibit will accompany three different policies regarding the retention and destruction of records. The exhibit covers all records and documents regardless of physical form and the timeline for retention and destruction. While Dr. Rabenhorst consulted with the district's legal team, most of the exhibit was written in accordance with the Colorado School District Records Management Manual. Due to the Board's involvement in financial and policy management, email correspondence between the Board, Superintendent, and Director of Finance will need to be maintained indefinitely. While exhibits do not require Board approval, Dr. Rabenhorst wanted to make Board members aware of the rather significant procedures which will be implemented. He also explained that the technology department would be responsible for management of the Board members' email accounts and that Board members do not need to make any changes to how they are managing their accounts.

## **5.3 Extra Duty Position Requests**

### **(a) Art Club**

The art club has been operating for a number of years where the staff member was either volunteering time or being paid an hourly rate at the building level. Currently, there is no stipend for the sponsor and the position is not on the extra duty schedule. A request was made by the high school. Meet & Confer leadership reviewed the request and added minimum participation requirements. The position on the schedule is in line with hourly estimates/requirements for other like positions. Director Jensen asked how a sponsor for a club is determined, and Dr.

Rabenhorst explained that building administration makes that determination following a request from a potential sponsor.

**(b) E-Sports**

E-Sports is a CHSAA sponsored event, and the group is in its third year of operation. The high school staff requested that the position be added to the extra duty schedule. M&C leaders determined that the position would be best matched with like positions in Level II.

Dr. Rabenhorst informed the Board that there was one other request made; however, it was sent back by the M&C committee for more information and revision. By consensus, the Board directed that both of these positions be placed on the agenda for the next regular meeting for approval.

**5.4 Special Education & Consortium Graduation Data**

Becky Langlois, Director of Student Readiness & Special Education, addressed the Board regarding graduation data as it relates to Special Education. Director Baumgartner requested this information be presented to the Board following the presentation at a recent Consortium meeting. Ms. Langlois explained that the data shown is an overall picture for the consortium and that there has been a decrease in the dropout rate. Director Gustafson asked what has possibly contributed to the positive trend. Ms. Langlois noted that student engagement in various programming and committed staff with a low turnover rate has likely been part of the success of the program. Dr. Rabenhorst also explained that this trend follows the district trend meaning that major initiatives at Weld Central High School are also positively impacting this group of students as well. Director Haffner asked how many students move on to other programs such as higher education, and Ms. Langlois sent Board members additional information regarding that data. The Board thanked Ms. Langlois for her work in the district.

**5.5 Transportation Center Site Development**

This topic was addressed with the Board last on November 10, 2021. Dr. Rabenhorst provided an update to the Transportation Site proposal which includes the potential for land donation by the new owner, Rick Robertson and his desire to redraw property lines by vacating the access easement. The Board reviewed a sketch as provided by Mr. Robertson's engineer. The sketch originally did not include the possibility of a detention pond which the Town may require of Mr. Robertson when the site plan is submitted to the Town for review. The Board voted to give direction to the Superintendent to proceed with discussions with the adjacent land owner to the Transportation Site and to involve legal counsel when necessary. Since that time, Mr. Robertson and his engineer proposed an unacceptable option to the district. Through meetings, an agreeable option has been reached which includes redrawing of property lines which would be acceptable to the district. Dr. Rabenhorst explained the changes on the provided sketch. Director Haffner was included in the most recent meeting with Mr. Robertson and also provided input into the discussion. Director Jensen asked about water run off, and Dr. Rabenhorst explained that he will be working with the town to determine if changes would need to be made at the developer's expense. By consensus, the Board agreed to the current plan and the district will be a co-applicant to the sketch plan provided to the Town of Keenesburg.

**5.6 NSBA Advocacy Institute Director Report**

Director Gustafson shared about her time at the NSBA Advocacy Institute in Washington, DC in January.

**5.7 2022 Annual Report**

The Board reviewed the 2022 Annual Report. It has been posted online and sent electronically to parents. A condensed version has been published in the Lost Creek Guide. Board members agreed that they would like the Annual Report mailed to all households in the district as determined by postal routes.

**6. Adjournment at 7:48 p.m.**

A handwritten signature in cursive script, reading "Cynthia Baumgartner". The signature is written in black ink on a light background.A handwritten signature in cursive script, reading "Phil Jensen". The signature is written in black ink on a light background.