

Official Minutes
Wednesday, April 13, 2022
6:30 - 9:00 p.m.

Lochbuie Elementary

Special Meeting & Work Session

1. **Call to Order** by President Baumgartner at 6:34 p.m.
2. **Roll Call** Directors Baumgartner, Gustafson, Haffner, and Hayes were present. Director Jensen was absent.

3. **Pledge of Allegiance**

4. **Approval of Agenda**

Director Gustafson moved to approve the agenda as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Absent
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5. **Board Consent Agenda**

5.1 Approval: Resignations/Retirements/Separation of Employment

- Nora Boelter - Custodian @ District
- Shayli Williams - Social Worker @ Weld Central Middle School (effective end of 2021-22 school year)
- Nancy Stevens - Office Manager @ Meadow Ridge Elementary (retirement effective end of 2021-2022 school year)
- Robin Johnson - 7th Grade Science Teacher @ Weld Central Middle School (retirement effective end of 2021-2022 school year)
- Josie Montgomery - Art Teacher @ Meadow Ridge Elementary (effective end of 2021-22 school year)
- Daniel Sutherland - Music Teacher @ Lochbuie Elementary (effective end of 2021-22 school year)
- Rose Rath - 2nd Grade Teacher @ Meadow Ridge Elementary (effective end of 2021-22 school year)
- Leanna Estes - 1st Grade Teacher @ Meadow Ridge Elementary (effective end of 2021-22 school year)
- Samantha Zirinsky - Social Worker @ District (effective end of 2021-22 school year)
- Nanieta Bange - Instructional Paraprofessional @ Weld Central Middle School

5.2 Approval: Contracts for Licensed Employees

- Nicolas Ng - Principal @ Weld Central High School (2022-2023 school year)
- Diane Romito - 6th Grade Math Teacher @ Weld Central Middle School (2022-2023 school year)
- Jesus Cardenas - School Counselor @ Weld Central High School (2022-2023 school year)
- Taylor Carroll - School Psychologist Intern @ District (2022-2023 school year)

- Cassidy Salazar - Math Intervention Teacher @ Weld Central Middle School (2022-2023 school year)
 - Michael Shear - English Teacher @ Weld Central High School (2022-2023 school year)
- 5.3 Approval: Intra-School / Intra-District Staff Transfers
- Audrey Montano Meadows - Transfer from 7th Grade English Language Arts Teacher @ Weld Central Middle School to 8th Grade Language Arts Teacher @ Weld Central Middle School
 - Isabeau Vieyra - Transfer from 6th Grade Math Teacher @ Weld Central Middle School to 7th Grade Science Teacher @ Weld Central Middle School
 - Jeffrey Einerson - Transfer from Assistant Principal @ Weld Central Middle School to Director of Data & Instructional Technology @ District
 - Sarah Nelson - Transfer from EL Teacher @ Lochbuie Elementary School to 1st Grade Teacher @ Meadow Ridge Elementary School

Dr. Rabenhorst noted that the future principal of WCHS is included on the consent agenda and provided a summary of upcoming introduction opportunities that will take place at the high school in May. Director Haffner moved to approve the consent agenda as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Absent
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6. Action/Discussion Items

6.1 Nonrenewal of Teacher Contracts

The Board had prior access to memos which contained required information from principals/supervisors regarding their recommendations for nonrenewal of teachers. The list of individuals included teachers recommended for contract nonrenewal for 2022-2023. Dr. Rabenhorst summarized that the recommendations for nonrenewal may be based on performance-based concerns, part-time status, one-year contract status, or late hire status. Principals/supervisors had met with performance-based nonrenewals and were offered a meeting with Dr. Rabenhorst. Two of the nonrenewals were due to unknown enrollment for our online school. When enrollments are confirmed, positions will be posted. Official notifications will occur following Board Action. Notices will be sent via certified mail and emailed with return receipt.

President Baumgartner addressed the Board, "Without divulging confidential personnel information, I would like to thank the superintendent for apprising the board of the reasons supporting the nonrenewal recommendations. Having reviewed the reasons in the superintendent's recommendation packet, I believe the board has the information it needs to move forward, and I will entertain a motion at this time."

Director Hayes moved to nonrenew the contracts of the following teachers for the 2022-2023 school year:

- Deborah Feketa
- Kelsey Carlson
- Ashley Aldrich

Director Haffner seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Absent
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6.2 Nonrenewal of Special Service Provider Contracts

There are no nonrenewals in this category of employee, so Dr. Rabenhorst requested that Board members take no action.

7. Information Items

7.1 Administrative Policy Revisions and Additions (*1st Reading*)

(a) Policy B/SR-5 Monitoring Superintendent Performance

Dr. Rabenhorst and Ms. Baumgartner had reviewed and discussed the timeline for the superintendent evaluation. Typically, the evaluation has occurred in the spring of each academic year. Dr. Rabenhorst requested consideration to move the annual written evaluation to no later than September, annually. This would allow all data (state assessment, graduation rate) to be known and effectively used as part of the evaluation. Suggested revisions to the policy were noted for Board members. An exception is noted for the first year of a superintendent's contract. Director Haffner asked how the goals timeline would be affected, and Dr. Rabenhorst noted that he sees no change to that process and that it would align well. Director Gustafson asked how it affects the superintendent's contract. Dr. Rabenhorst explained that the evaluation rating is not reported, but that he will review the contract language and consult with legal counsel if necessary in order to make sure there is no conflict between the contract and the policy. By consensus, the policy will be placed on the agenda at the next meeting for a second reading.

7.2 FY23 Budget Planning

Dr. Rabenhorst provided a worksheet at the meeting which showed administrative positions including current salary, per diem rate, proposed salary, and a comparison range from regional districts (from the 2020-21 school year). Generally, Re-3J administrators lag behind comparable districts. Given the budget projections from the state, Dr. Rabenhorst intends to increase salaries more than typical to come closer to the comparable range. The rationale was shared and direction to proceed was requested and given by the Board so that the budget can be drafted appropriately. Ms. Clark explained that the buydown of the negative factor has increased and how that affects overall budget planning. The School Finance Act has not yet been introduced in the legislature although the Long Bill contains significant increases for K-12 education. The Board noted that they appreciated the information and directed Dr. Rabenhorst and Ms. Clark to continue working towards proposed salary increase goals.

7.3 Community Residential Development Impact

Dr. Rabenhorst has been in frequent communication with the Town of Keenesburg and recently held a meeting with the Town of Lochbuie manager regarding residential developments. There are three developments from the same developer in Keenesburg which are in various stages of development. There are even more in Lochbuie although significant enrollment growth from these developments will likely not be seen for at least two years. The Board reviewed information from both Lochbuie and Keenesburg which show projected housing counts for each development. Dr. Rabenhorst recommended that the district once again contract with a demographer to help develop a master plan, including enrollment projections, analysis of current facility capacity, and potential timing of needed additional facilities. Director Baumgartner noted that delay of supplies may slow growth, but Dr. Rabenhorst noted that preliminary master planning should begin soon so the district does not fall behind. The need for a new elementary school in Keenesburg may be needed prior to a secondary campus in Lochbuie, and Dr. Rabenhorst summarized several creative solutions that may be considered, especially in regards to the use of the current Weld Central campus.

7.4 WCHS Graduation Pathways

Director of Student Readiness and Special Education Becky Langlois gave a short presentation regarding the Graduation Pathways and how they align with different aspects of the Strategic Plan. She shared the goals of the program planning and next steps for implementation. Ms. Langlois shared that WCHS has been named an Innovative Learning Opportunities Pilot (ILOP) program through CDE and a Talent Pipeline Colorado Case Study. Ms. Langlois also announced that the district will be partnering with University of Northern Colorado for the Pathways Program for Special Education teachers which would allow for students and paraprofessionals to work towards licensure in that field. The program has been piloted in both Greeley District 6 and Poudre. Director Hayes asked if students will be able to obtain their own internships. Ms. Langlois explained that it would be considered and allowed with approval, but that it does create some issues with equity specifically regarding transportation. The Board thanked Ms. Langlois for her work with the program.

7.5 RISE Grant Award Update: TRAILS (Transforming Research into Action to Improve the Lives of Students)

Gloria Price, a representative for TRAILS, joined the meeting remotely to give an update regarding their partnership with Weld Re-3J school district as part of the RISE grant. TRAILS works with school mental health professionals in effective practices to help students navigate common academic and social pressures. The RISE (REsponse, Innovation, and Student Equity) grant was awarded to Re-3J in collaboration with Bennett School District 29J and Strasburg School District to provide training, resources and implementation support to improve student mental health across the region. Assistant Superintendent Jenny Wakeman was also present for introductions and to answer any questions that the Board may have regarding the

RISE grant or Re-3J's collaboration with TRAILS. Ms. Price specifically talked about an SEL rubric that teachers have been using which has provided useful data. Principal interviews have also been conducted for implementation feedback. 26 teachers have been training in the SEL curriculum. Director Gustafson asked how the work/life balance for teachers is measured. Ms. Price explained that data specific to that topic is not formally collected but that feedback from teachers is always considered. Director Baumgartner asked how student progress in SEL can be measured. Dr. Wakeman noted that student and staff surveys are used, and Ms. Langlois and Dr. Rabenhorst also included that attendance rates, increased graduation rates, decreased behavioral incidents, and many other factors can be positive, correlated outcomes of SEL work. The Board thanked Ms. Price for her time and her work with the program.

8. Adjournment at 7:48 p.m.

A handwritten signature in cursive script, reading "Cynthia Baumgartner".A handwritten signature in cursive script, reading "Paul Jensen".