

Official Minutes
Wednesday, February 23, 2022
6:30 - 9:00 p.m.

District Office

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:32 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, Hayes, and Jensen were present. Director Gustafson was absent.
3. **Pledge of Allegiance**
4. **Approval of Agenda**

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

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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5. **Public Open Form**

5.1 Recognition of Visitors

Dr. Rabenhorst introduced a WCHS student who is observing the meeting as part of a concurrent enrollment class. He also noted that coaches and members of the WCHS wrestling team will be joining the meeting remotely.

5.2 Public Comment Period

No public comment was received.

5.3 Correspondence

The Board received a copy of a recent Lost Creek Guide in which a condensed version of the Annual Report was published.

6. **Special Recognitions / Reports**

6.1 **Recognition of Weld Central High School Wrestling Team**

Members of the WCHS Wrestling Team accompanied by Coach Copeland and Athletic Director Ryan Witzel joined the meeting virtually. WCHS qualified five wrestlers for the state

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tournament. A WCHS Sophomore also qualified as part of the Fort Lupton Girls' team. Three wrestlers were Regional Champions and one wrestler claimed a third state championship.

Director Jensen asked about program details specifically with such a small team. Coach Copeland noted that they focused on each individual to earn points at league tournaments. He also explained that assistant coaches help with the workouts especially since the team has a wide variety of weight classes. Dr. Rabenhorst and the Board thanked the coaching staff for their dedication and congratulated the wrestlers on their successful season.

6.2 Academic Spotlight - Hoff Elementary

Principal Ronda Soliz joined the meeting to share about Hoff's implementation of the new Wit & Wisdom language arts curriculum. The 4th grade class including teachers Kelly Graybill and Autumn Duncan were highlighted. Several students shared their writing via recorded video and Ms. Graybill and Ms Duncan shared their experience with implementing the curriculum.

7. Board Consent Agenda

- 7.1 Approval: Meeting Minutes
 - (a) January 26, 2022 Regular Meeting Minutes
 - (b) February 9, 2022 Work Session Minutes
- 7.2 Approval: Financials
 - (a) January Financials
 - (b) Quarterly Financial Report (October, January, April, July only)
- 7.3 Approval: Resignations / Retirements / Separation of Employment / Administrative Leave of Absences
 - Dawna Gudka - District Data Specialist @ District
 - Claudia Guzman - Head Custodian @ Meadow Ridge Elementary
 - Merysa Swallow - 3rd Grade Teacher @ Lochbuie Elementary School
 - Deborah Feketa - College & Career Readiness Coordinator @ District (Administrative Leave of Absence)
- 7.4 Approval: Contracts for Licensed Employees
- 7.5 Approval: Letters of Employment for Classified Personnel
- 7.6 Approval: Additions to the 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- 7.7 Approval: Resignations for 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- 7.8 Approval: Intra-School / Intra-District Staff Transfers

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- Megan Cardillo - Transfer from Data Secretary @ Hoff Elementary/Hudson Elementary to District Data Specialist @ District
 - Benjamin Palmer - Transfer from Elementary Principal @ Lochbuie Elementary School to Executive Director of Early Childhood and Special Education @ District (*at the end of the 2021-2022 school year*)
- 7.9 Approval: 2021-2022 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
- Jessica McClure - Licensed Substitute Teacher @ District
- 7.11 Approval: Out of District Student Requests for 2021-2022
- 7.12 Approval: Request for Open Enrollment / Within District Transfers for 2021-2022
- 7.13 Approval: Home School Requests for 2021-2022
- 7.14 Approval: Administrative Policy
- 7.15 Approval: Monitoring Review Cycle
- 7.16 Governance Process Review
- (a) Review GP-6 Board Committee Principles
 - (b) Review GP-7 Committee Structure
 - (c) Review GP-10 Board Member Conduct & Financial Disclosure
 - (d) Review GP-13 Process for Addressing Board Member Violations
 - (e) Review GP-14 Development of New Board Policy
 - (f) Review B/SR-5 Monitoring Superintendent Performance
 - (g) Review B/SR-5E Superintendent Formal Summative Evaluation

Director Haffner moved to approve the consent agenda as presented. Director Jensen seconded the motion.

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

8.1 Administrative Policy Revisions and Additions (*2nd 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. Since the 1st Reading of the policy at the February work session and based on Board member

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discussion, additional minor changes in language have been added regarding leggings as professional wear.

Director Jensen moved to approve Policy GB-8 (GBEBA) Staff Dress Code as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.2 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.

(b) E-Sports

E-Sports is a CHSAA sponsored event, and the group is in its second 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. At the previous work session, Board members suggested no revisions to the proposed extra duty positions. Director Haffner asked if E-Sports would be under the direction of the Athletic Department. Ryan Witzel explained that it would be part of the Activities Department.

Director Jensen moved to approve the Extra Duty Position Requests for Art Club and E-Sports as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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9. Information / Discussion

9.1 K12 Innovations Online Planning

The K12 Innovations program currently enrolls over 180 students from grades K-12. The program is identified as a "program" with CDE, so each of the students are affiliated with their home school. There are limitations to an online program, many of which were waived for the 2020-21 and 2021-22 school years due to the COVID-19 pandemic. The most significant limitation is that a district may not enroll more than 99 students in an online program, and

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CDE has recently messaged information that this limitation will not be waived in the 2022-23 school year. Due to the 99 student cap, the District must decide whether to limit enrollment or register as an online school in order to exceed 99 students. Dr. Wakeman has surveyed parents regarding their intentions for next school year. The response rate was less than desired, but the results still yielded useful information. Dr. Wakeman and Mr. Witzel, who has been leading the program for the secondary level, reviewed the survey results with the Board. The Board was also informed of the major and minor differences between an online program and an online school. Dr. Rabenhorst noted that Re-3J currently has the most students enrolled online than any other small to medium-sized district in Weld County which he thinks is the result of a successful program. Ms. Clark explained how funding works for an online school. Director Jensen asked if students outside of the district would need to be approved, and Dr. Rabenhorst explained the limits of out of district students and other enrollment numbers. Director Hayes asked if the same curriculum would be used, and Dr. Wakeman answered that Apex would continue to be used at the secondary level and Florida Virtual would be the curriculum at the elementary level. Director Jensen asked what the disadvantage would be to moving forward with an online school if the program has been successful in the past. Dr. Rabenhorst explained that his concern is state accountability. Director Hayes explained how successful she feels the online program has been. Director Baumgartner asked about the success specific to elementary students, and Dr. Wakeman gave a summary of how elementary students have participated in the program. Ms. Langlois also provided comments since the school would be within her oversight and responsibilities next year. Board members asked principals that were present about their opinions concerning current student success in the online program. District leaders are currently leaning toward registering as an online school with CDE, but Board input is needed, and Board approval would eventually be required to make this change.

9.2 2022-2023 Health Insurance Renewal

The Board reviewed summary documents from CEBT pertaining to the July 2022 Health Insurance renewal. The Trust had a strong financial year, primarily due to continued lower claims resulting from the pandemic. The overall Trust renewal rate is 2.5% (a typical year has been 4.5-6%). Categories of renewal rates based on each entity's claim and utilization reports were also included. The district's claims were once again low relative to other years and fall within the first tier of the renewal brackets. This means a 0% increase for 2022-23. This is the second year in a row with a 0% increase. Dr. Rabenhorst and Ms. Clark explained additional details. This information is typically shared with SAC before it goes to the BOE; however, due to the 0% increase and timing of a meeting with the Trust representative, the Board is receiving the information at this meeting. Administration recommends the Board direct Dr. Rabenhorst to

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consult with SAC with acceptance of the 0% increase which will be data used in the compensation planning for staff in fiscal year 2023. Ms. Clark will be prepared to share the total amount of premiums the district pays and what is projected in 2022-23. The only change will be based on changes in FTE employed by the district. The district is considering an optional plan with CEBT which could positively affect the total premiums the district pays. Administration is also considering some changes to the way benefit premiums are charged to employees who are less than full time (40 hours). These changes would have a positive impact on employees. These changes will be discussed with SAC members and likely with the Joint Committee as well. Dr. Rabenhorst also informed the Board that the District is considering a different plan within the Trust.

9.3 FY 22-23 Budget Development

District administration is just beginning the process of developing a budget for 2022-23. The information/documents shared included the budget calendar and the licensed salary schedule scattergram. Ms. Clark shared a general overview of the budget development timeline and what the Board can expect to see over the coming months leading up to a budget approval in June. The scattergram represents the current licensed employees in the district and where they fall on the salary schedule. The wage schedule will also be adjusted to hopefully attract employees to fill various positions throughout the District. This will be used as a potential basis for determining how much changes to the salary schedule would be projected to cost in 2022-23.

10. Superintendent Reports and Presentations

10.1 Superintendent Discipline Report

None

10.2 Parent Teacher Conference Attendance Summary

Meadow Ridge Elementary - 93% (down from 97% at fall conferences)

Lochbuie Elementary - 89% (up from 86% at fall conferences)

Hudson Elementary - 99% (up from 97% at fall conferences)

Hoff Elementary - 95% (down from 97% at fall conferences)

Weld Central Middle School - 60% (last year - 40%-68% across cohorts at fall conferences)

Weld Central High School - 19% (down from 26% at fall conferences)

10.3 Climate Survey Results

The Board reviewed results of the district climate survey. Dr. Rabenhorst highlighted a few of the questions addressing areas of strength and areas of needed improvement. School

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principals and SAC members have already received their school level reports and have been meeting about the results. SAC will review this district level summary at their meeting on February 24. The Board discussed results, especially potential effects of the pandemic. There is no Board action necessary regarding the climate survey results.

Dr. Rabenhorst also asked Dr. Wakeman to inform the Board regarding significant upcoming changes to the Continuity of Learning Plan. The section, *Transitioning to a routine disease control model for COVID-19*, was added to CDPHE/CDE's practical guide for operationalizing school guidance, which outlines strategies for K-12 schools to implement as they move away from individual case-investigation response. The targeted implementation date for this guidance is February 28, 2022. Dr. Wakeman noted the most significant changes including decreasing the amount of contact tracing and new protocols for quarantines. COVID-19 will be monitored more like monitoring outbreaks of norovirus, whooping cough, RSV, etc. Rapid tests are still available to staff families when requested. Re-3J has chosen not to participate in the Test to Stay (TTS) program, which is a voluntary program that combines close contact determinations. Best practices regarding cleaning, cohorting, and ventilation will remain in place to reduce the transmission of all illness. Communication to families will occur the week of February 28.

11. Board Member Reports / Discussions

Baumgartner - Asked about data regarding police calls within the schools

Gustafson - Absent

Haffner - Asked if the new CDL requirements will heavily affect the transportation department

Hayes - None

Jensen - None

12. Adjournment at 8:12 p.m.

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

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