

Official Minutes
Wednesday, February 24, 2021
6:30 - 9:00 p.m.

District Office

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:31 p.m.
2. **Roll Call** Directors Baumgartner, Gustafson, Haffner, and Jensen were present. Director District A remains vacant.
3. **Pledge of Allegiance**
4. **Approval of Agenda**
Director Haffner moved to approve the agenda as presented. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Jensen - Y	Director District A - Vacant
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5. **Appointment of Director District A**
The Board members declared a vacancy for the Director, District A position at the December 15, 2020 meeting. During the period of the vacancy announcement advertisement, one application was received. The Board interviewed Holle Hayes during a recent work session. The Board discussed Ms. Hayes's appointment to serve until the regular biennial school district election results are certified in November 2021. President Baumgartner asked for a motion regarding Ms. Hayes appointment to fill the vacancy.

Director Gustafson moved to appoint Hollee Hayes to fill the vacancy of Director, District A until the certification of the November 2021 election. Director Jensen seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Jensen - Y	Director District A - Vacant
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6. **Oath of Office**
President Baumgartner administered and acknowledged the Oath of Office to Ms. Hayes. Dr. Rabenhorst noted that Director Hayes did not have all of the confidential information prior to the meeting. According to state statute, a Board member can abstain from voting for reasons of good cause. By consensus, the Board agreed that Director Hayes can abstain from voting by good cause if

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she feels unprepared to vote on any particular issue. She was encouraged to indicate which topics she may wish to abstain from voting.

7. Public Open Form

7.1 Recognition of Visitors

7.2 Notification of Public Comment Period

Dr. Rabenhorst shared instructions for public comment via email.

7.3 Correspondence

- Dr. Rabenhorst noted three letters from parents regarding the four-block schedule at WCHS and one from a student. Letter from student regarding the four-block schedule at WCHS

8. Special Recognitions / Reports

8.1 Academic Spotlight - Weld Central Middle School

Principal Justin McMillan and Assistant Principal Jeff Einerson joined the meeting remotely to highlight the middle school's rebrand/revision/refocus of their mission statement, "Every Student. Every Day. Whatever it Takes". Mr. McMillan discussed how both achievement has increased and discipline issues have decreased. He also showcased some of the materials that the middle school has been using. Director Gustafson noted how she appreciated how visible the mission statement is at the middle school, and Director Hayes noted that the vision is evident even to the Innovations students. The Board thanked both Mr. McMillan and Mr. Einerson for their work at the middle school.

9. Board Consent Agenda

9.1 Approval: Meeting Minutes

- (a) January 27, 2021 Regular Meeting Minutes
- (b) February 10, 2021 Special Meeting Minutes
- (c) February 10, 2021 Work Session Minutes

9.2 Approval: Financials

- (a) January Financials
- (b) Quarterly Financial Report (October, January, April, July only)

9.3 Approval: Resignations / Retirements / Separation of Employment

- Larry Newcomer - Licensed Substitute @ District
- Christina Tenorio - SSN Paraprofessional @ Weld Central Middle School
- Meghan Fitzpatrick - School Psychologist @ District (end of 20-21 school year)

9.4 Approval: Contracts for Licensed Employees

- Haley Harden - SLPA @ District

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- 9.5 Approval: Letters of Employment for Classified Personnel
- Jill Peterson - Substitute Custodian (previous employee) @ District
 - Haleigh Deubach - Substitute Custodian (previous employee) @ District
- 9.6 Approval: Additions to the 2020-2021 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Annette Peters (current bus driver) - Lunch Time Monitor @ Meadow Ridge Elementary
 - Taylor Gonzales - 8th Grade Boys Assistant Basketball Coach @ Weld Central Middle School
 - Chris Siguenza - Transfer from 7th Grade Boys Assistant Basketball Coach @ Weld Central Middle School to 7th Grade Boys Head Basketball Coach
- 9.7 Approval: Resignations for 2020-2021 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- None
- 9.8 Approval: Intra-School / Intra-District Staff Transfers
- Tamara Eystone - Transfer from Licensed Substitute @ District to Full-Time, In-Building Substitute @ Hudson Elementary
 - Terran Duncan - Transfer from 7th Grade Boys Head Basketball Coach @ Weld Central Middle School to 8th Grade Boys Head Basketball Coach @ Weld Central Middle School
 - John Milton - Transfer from Licensed Substitute @ District to SSN Paraprofessional @ Weld Central Middle School
- 9.9 Approval: 2020-2021 Amended Contracts
- 9.10 Approval: Additions to the Substitute Teaching List
- Tiffany Yeager - Licensed Substitute @ District
- 9.11 Approval: Out of District Student Requests for 2020-2021
- 9.12 Approval: Request for Open Enrollment / Within District Transfers for 2020-2021
- 9.13 Approval: Home School Requests for 2020-2021
- 9.14 Approval: Administrative Policy
- (a) Policy GB-27 (GBI) Criminal History Record Information
- 9.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)

Director Gustafson moved to approve the consent agenda as presented. Director Haffner seconded the motion. Director Hayes asked to abstain from voting.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Abstain	Jensen - Y
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10. Public Open Forum: Public Comment

No public comment was received.

11. Action/Discussion Items

11.1 2021-2022 Calendar (2nd Reading)

The Board reviewed the proposed 2021-2022 School Calendar draft that had been developed by the Superintendent's Advisory Council. Each SAC member sought feedback from each of the schools during the development process. Calendar topics were also discussed by the District Accountability Committee with no substantive feedback received. The draft follows the same general pattern as the current year. Due to the COVID-19 pandemic, Mondays are still currently scheduled as either Early Release Days or Remote Learning Days. A decision on that may not be made until early summer. Dr. Rabenhorst noted that there were no changes to the draft since the 1st reading. Due to anticipated impacts of the pandemic, Dr. Rabenhorst asked the Board to consider approval with direction for the superintendent to approve and make minor changes as necessary. There was no discussion by the Board.

Director Haffner moved to approve the 2021-2022 Calendar as presented. The Board further directed the superintendent to make any minor revisions to the calendar as may be necessary in response to the COVID-19 pandemic and notify the Board thereafter. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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11.2 2016 Bond Project Budget Closures and Reallocations

Two bond projects have remained open since the Residual Bond fund was created: The Wastewater Treatment Facility (WWTF) and the Hudson Campus Development project. The Board reviewed the current balance of the Residual Fund along with summaries for the two remaining project budgets. Both projects have remaining funds after accounting for all expenditures. Administration recommended the project budgets be closed with balances reallocated to the Residual Bond Fund. This will leave nearly \$1.9 million in the fund. Board members asked about potential uses of the funds. Dr. Rabenhorst noted that approximately \$300,000 from the residual fund was previously used for boilers at the high school which was approved by the Board last year. There is currently no administrative recommendation for use of these remaining bond funds. The Board will discuss use of these funds in the future. Dr. Rabenhorst noted that there is no specific timeline in which the money needs to be used.

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Director Haffner moved to approve the 2016 Bond Project Budget Closures for the Hudson Campus Development and the Wastewater Treatment Facility as presented and a reallocation to the Residual Bond fund in the amount of \$521,210.11. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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11.3 Staff Compensation Mid Year Proposal

The Meet & Confer Joint Committee met prior to the Board meeting and recommended a bonus plan for classified staff and licensed staff. Due to unanticipated one time revenue and the fact that no amount was added to the base of the 2020-21 salary schedule, administration recommended that a bonus proposal be developed. The Board was supportive of the idea in previous discussions. Dr. Rabenhorst described how the amounts were determined: based on length of work schedule/contract, hours worked within a week, and compensation levels. For example, those that have the longest contracts, work the most hours in a week, and have the highest salary/wage, receive the highest level of bonus pay. Through the Joint Committee work, WCEA members asked that secretaries receive the same amount as teachers since they work similar schedules and did not receive hazard pay with the majority of other classified staff. Administration noted that the total is within the amount budgeted and that the number is anticipated to be reduced slightly based on prorations for those that started the year late (e.g., teachers that started second semester). The Board reviewed the circumstances which could result in a proration. Full approval by the Joint Committee occurred at the meeting just prior to the Board meeting. Dr. Rabenhorst noted that superintendent is not included in the bonus proposal.

Director Jensen moved to approve the Staff Compensation Mid Year proposal for classified staff and licensed staff as presented. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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11.4 Voluntary Retirement Option

Ms. Clark reviewed the recommended Voluntary Retirement Option with the Board. The recommendation is to offer the incentive offered in previous years, which includes offering 110 day contracts to employees seeking to retire and work one additional year. Action is recommended so that communication can go out to employees regarding this option for the 2021-2022 school year. The deadline for staff members to indicate their desire to participate in the option will be April 15. There were no questions from the Board.

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Director Gustafson moved to approve the Voluntary Retirement Option as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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12. Information / Discussion

12.1 WCHS Class Schedule Format

WCHS has been implementing a 4 block schedule during the 2020-21 school year. The schedule was initiated to reduce student and staff exposure throughout the school day due to the pandemic, although the high school had been investigating the block model prior to that. Mr. Jensen asked for clarification on how long the high school has been considering the block model. Due to the continuation of the pandemic protocols necessary to operate school, administration indicated an intention to implement the 4 block schedule during the 2020-21 school year. Joining remotely, noted that staff members have adapted well to the 4 block schedule this year. He reviewed advantages and disadvantages to a block schedule v. a traditional 7 period day schedule based on published research and experience from this year, along with the high school administration's considerations for the 4 block schedule. The most significant concern with a block is lack of continuous enrollment in content courses such as math and foreign language. Director Jensen asked about what data is available from other school districts that are implementing the block schedule. Dr. Rabenhorst referenced the published research, and Mr. Kennedy referenced his consultation with Weld Re-7. Director Haffner asked how other districts are combating some of the issues raised and Mr. Kennedy noted that some districts have a "skinny" class period in which they pair two classes together for the entire year with a shorter class period. The Board asked additional questions about the survey that was administered. Director Hayes asked if a cohort situation is being investigated where the same teacher would teach a sequence of content courses, and Dr. Rabenhorst noted that an obstacle to that would be the qualifications and certifications that teachers have regarding the classes they are able to teach. Dr. Rabenhorst explained that he feels that one advantage to this schedule format would be that it intertwines well with the Pathways and work study programs that the district is continuing to develop. Director Jensen asked how a block schedule would affect students participating in sports. This was an area not previously considered, so high school administration will include this in their future planning. Administration informed the Board of their likely recommendation to seek approval of a long term implementation of the 4 block schedule in order to plan other policy and procedural issues accordingly but that they are not currently ready to make that long term recommendation. Dr. Rabenhorst noted that a block schedule is more expensive due mostly to FTE implications, and he wants to be sure that the model is financially viable prior to a long term decision. The Board reviewed next steps for the high school's investigation into the 4

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block model. Director Baumgartner encouraged high school administration to work intentionally with students to make sure that they have been and will be successful with the block scheduling. The Board also received three letters of correspondence from parents citing concerns with math and one from a student and noted that those areas of concern were included in this discussion. Director Baumgartner updated the Board regarding changes to protocols from FFA to allow for different student schedules and still be eligible for participation in FFA.

12.2 2021-2022 Health Insurance Renewal

The Board reviewed summary documents from CEBT pertaining to the July 2021 Health Insurance renewal. The Trust had a strong financial year, primarily due to lower claims resulting from the pandemic. The overall Trust renewal rate is 2% (a typical recent year has been 4.5-6%). Dr. Rabenhorst noted page 2 of the document presented to the Board which showed the categories of renewal rates based on each entity's claim and utilization reports. The district's claims were low relative to other years and fall within the first tier of the renewal brackets. This means a 0% increase for 2021-22. Dr. Rabenhorst and Ms. Clark explained additional details within the document. 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 received the information at this meeting. The Board directed Dr. Rabenhorst to consult with SAC with acceptance of the 0% increase which will be data used in the compensation planning for staff in fiscal year 2022. Ms. Clark shared the total amount of premiums the district pays and what is projected in 2021-22. The only change will be based on changes in FTE employed by the district. Minor changes to plans will only benefit employees. In addition to the renewal rate, the Trust is projecting a one time dividend payable to members in August 2021. This has only occurred one other time in the past decade. Administration shared the reason for the dividend, the total amount of revenue that is anticipated, and how this will factor into the FY22 budget.

12.3 RISE Grant Award

Ms. Wakeman joined the meeting remotely to inform the Board about a recent grant award. Weld Re-3J was a recent recipient, in partnership with Bennett and Strasburg School Districts, of the Governor's RISE (Response, Innovation, & Student Equity) grant. The grant allows the districts to create a lasting student-centered mental health model of learning and aligns well with work already being done in the district. Only seven projects of \$2 million or more were approved by the RISE selection committee. Dr. Rabenhorst congratulated Ms. Wakeman on her work in acquiring yet another grant for the district.

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13. Superintendent Reports and Presentations

13.1 Discipline Report

None

13.2 Parent Teacher Conference Attendance Summary

Conferences were completed remotely due to the COVID-19 pandemic. Dr. Rabenhorst referenced the parent participation rates as reported by principals.

Meadow Ridge Elementary - 97% (up from 93%)

Lochbuie Elementary - 86% (down from 91%)

Hudson Elementary - 97% (up from 88%)

Hoff Elementary - 97% (up from 95%)

Weld Central Middle School - 40%-68% across cohorts (last year - 54%)

Weld Central High School - 26% (down from 30%)

13.3 Climate Survey Results

The Board was provided the district-level results of the district climate survey. Dr. Rabenhorst highlighted a few of the questions, specifically noting the overall satisfaction indicator rating which is tied to a strategic plan goal. School principals have received their reports and SAC members will receive the information on February 25. Following that, the school based teams will analyze results and determine next steps of how the data fits into their school improvement activities. Board members expressed that the results of the survey were very positive.

14. Board Member Reports / Discussions

Baumgartner - Noted that the Education Foundation is still looking for members

Gustafson - Gave an update regarding the FRN

Haffner - None

Hayes - None

Jensen - None

Dr. Rabenhorst noted two new member orientation sessions which have been scheduled with Ms. Hayes.

15. Adjournment at 7:46 p.m.

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

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