

Official Minutes  
April 28, 2021  
6:30 p.m. - 9:00 p.m.

1. **Call to Order** by President Baumgartner at 6:33 pm.
2. **Roll Call** Directors Baumgartner, Gustafson, Hayes, and Haffner were present. Director Jensen joined the meeting at 6:40 pm.
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 -	Hayes - Y	Jensen - Absent
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5. **Public Open Forum**

5.1 **Recognition of Visitors**

Dr. Rabenhorst noted that the WCHS Wrestling team, TRAILS representatives, and Maureen Lockette joined the meeting remotely for various presentations and would be formally introduced during their agenda items.

5.2 **Notification of Public Comment Period**

A public comment period was announced with instructions for submission of the public comment.

5.3 **Correspondence**

None

6. **Special Reports**

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

Members of the WCHS Wrestling Team accompanied by Coach Copeland joined the meeting remotely. The team placed 3rd overall at the state tournament which is the second best finish in Weld Central Wrestling history. Wrestlers introduced themselves and gave short summaries of their season. The Board congratulated Coach Copeland and the team on their successful season.

6.2 **RISE Grant Award Presentation: TRAILS (Transforming Research into Action to Improve the Lives of Students)**

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Jenny Wakeman, Executive Director of Instructional Support, introduced Elizabeth Koschmann and Nikole Conostas, representatives for TRAILS who joined the meeting remotely to discuss 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. Ms. Koschmann expressed her gratitude for the supporters of the grant that will provide \$2.2 million for the three districts. She noted that resources and training are targeted at COVID-19 related mental health concerns but will also be used to create a sustainable model of mental health support and training. She described the three tiers for the program and noted that resources are free and publicly available. Training, resources, and coaching and consultation will all be available simultaneously through the program.

### **6.3 Academic Spotlight: Cardinal Community Academy**

CCA Director Maureen Lockette joined the meeting remotely to highlight the strategic plan at CCA. Ms. Lockette introduced the CCA Board members who also joined the meeting. She briefly reviewed the Mission and Vision of CCA before presenting the four major parts of their revised Strategic Plan including Academic, Financial, Cultural, and Governance.

## **7. Board Consent Agenda**

- 7.1 Approval: Meeting Minutes
  - (a) March 17, 2021 Regular Meeting Minutes
  - (b) April 14, 2021 Special Meeting and Work Session Minutes
- 7.2 Approval: Financial Reports (EL-16 Financial Administration)
  - (a) March Financial Report
  - (b) Quarterly Financial Report (October, January, **April**, July only)
- 7.3 Approval: Resignation/Retirements/Separation of Employment (EL-12 Staff Treatment)
  - Renee Tedford - Preschool Paraprofessional @ Meadow Ridge Elementary
  - Catherine DeYoung - 1st Grade Teacher @ Hoff Elementary
  - Kelsey Mowery - Kindergarten Teacher @ Meadow Ridge Elementary
  - Angel Thomas - Office Manager/Support Service Secretary @ District Office (effective 08/31/2021)
  - Rebekah Dornbos - 8th Grade Math Teacher @ Weld Central Middle School
  - Tylynn Zeigler Erhart - 1st Grade Teacher @ Meadow Ridge Elementary
  - Regan Milton - School Psychologist @ District
  - Dianne Boice - Art Teacher @ Meadow Ridge Elementary and Lochbuie Elementary
  - Lisa Pappas - SpEd Paraprofessional @ Lochbuie Elementary

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- Bethany Neilson - English Teacher @ Weld Central High School
- 7.4 Approval: Contracts/Letters of Employment for Licensed Employees (EL-12 Staff Treatment)
  - Samantha Zinrinsky - Social Worker @ District
  - Haley Harden - SLPA @ District (rehired following nonrenewal)
  - Rachel Reinhard - 3rd Grade Teacher @ Lochbuie Elementary
  - Sarah Nelson - ELL Teacher @ Lochbuie Elementary
- 7.5 Approval: Letters of Employment for Classified Personnel (EL-12 Staff Treatment)
  - Lucinda Zweygardt (previous employee) - Small Bus Driver @ Transportation
  - Jodie Schlidt - Health/Office Paraprofessional @ District
  - LeighAnn Winslow (previous employee) - Substitute Office/Health Paraprofessional @ Hoff Elementary
  - Belia Nevarez - Custodian @ Hoff Elementary
  - Ryan Fadaley - Chief Mechanic Tier II @ Facilities
  - Izela Madera - Health/Office Paraprofessional @ District
- 7.6 Approval: Additions to the 2020-2021 Coaching / Extra Duty Employment Agreement / Notice of Assignment (EL-12 Staff Treatment)
  - Oscar Garfio - Assistant Boys Soccer Coach @ Weld Central High School
  - Marcus Diamond - Assistant Football Coach @ Weld Central Middle School
  - Brandon Unruh - Assistant Track Coach @ Weld Central High School
  - Taylor Gonzales - Assistant Track Coach @ Weld Central High School
  - Monique Covert - Assistant Track Coach @ Weld Central Middle School
  - Tyler Mattson - Assistant Track Coach @ Weld Central Middle School
- 7.7 Approval: Resignations for 2020-2021 Coaching / Extra Duty Employment Agreement / Notice of Assignment (EL-12 Staff Treatment)
  - Rebekah Dornbos - Head Girls & boys Soccer Coach @ Weld Central High School
- 7.8 Approval: Intra-School / Intra-District Staff Transfers (EL-12 Staff Treatment)
  - Traci Greer - Transfer from Licensed Substitute @ District to Full-Time, In-Building Substitute @ Weld Central Middle School
  - Maria Ruedas - Transfer from Custodian @ Hudson Elementary to Custodian at Weld Central Middle School
  - Deanna Damour - Transfer from Assistant Track Coach @ Weld Central High School to Head Track Coach at Weld Central High School
  - Erik Cook - Transfer from Maintenance Technician @ District to Head Custodian @ Hoff Elementary
  - Scott McCallie - Transfer from SpEd Teacher @ Weld Central Middle School to 7th Grade Social Studies Teacher @ Weld Central Middle School
  - Ubaldina Prince - Transfer from Kindergarten Teacher @ Hoff Elementary to ELL Teacher @ Hoff Elementary

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- Elyse Casey - Transfer from Innovations Teacher @ District to SpEd Teacher @ Weld Central Middle School
  - John Deubach - Transfer from Chief Mechanic @ Facilities to Maintenance Technician @ Facilities
- 7.9 Approval: 2020-2021 Amended Contracts (EL-12 Staff Treatment)
- 7.10 Approval: Additions to the 2020-2021 Substitute Teaching List
- Diana Hasanaj - Licensed Substitute @ District
- 7.11 Approval: Out of District Student Requests for 2020-2021 and 2021-2022
- 7.12 Approval: Requests for Open Enrollment/Within District Transfers for 2021-2022
- 7.13 Approval: Home School Requests for 2021-2022
- 7.14 Approval: Administrative Policy (EL-4 Communication and Counsel to the Board; EL-9 Treatment of Students, Parents, and Community; EL-11 School Safety)
- 7.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)
- (a) EL-7 Instructional Materials Selection and Adoption
  - (b) EL-16 Financial Administration
  - (c) EL-17 Asset Protection

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

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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## 8. Public Open Forum: Public Comment

No public comment was received.

The Board observed a moment of silence in memory of WCHS student Hunter Barr who passed away earlier in the week.

## 9. Action / Discussion

### 9.1 Elementary ELA Curriculum Adoption (2nd Reading)

The following materials were presented at a previous meeting for recommendation in order to update and refresh our Instructional Materials Adoption Cycle. A committee of teachers and administrators met during the 2020-2021 school year to preview and evaluate new English Language Arts (ELA) core curricula for grades K-5. One program was chosen for a formal pilot program for core ELA. The materials have been available digitally for inspection by students, teachers, and parents/guardians in compliance with Policy I-16 (IJ). Ms. Orbanosky was present to answer any questions for the Board members.

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- Amplify: Core Knowledge Language Arts (CKLA) K-2 Foundational Skills Materials have already been purchased as this program has been used as a supplemental/foundational skills program for approximately two years.
- Great Minds: Wit & Wisdom K-5 Knowledge and Vocabulary  
The purchase will be funded from the general curriculum budget.

Director Haffner asked if the cost for materials would be locked in. Dr. Rabenhorst explained that the subscription fee for the next six years will be paid up front. Any additional materials needed for the addition of sections at schools will need to be purchased at then-current prices.

Director Gustafson moved to approve the Elementary ELA Curriculum Adoption as presented including the one-time estimated purchase cost of \$578,000 for a six year subscription as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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## 10. Information / Discussion

### 10.1 2020-2021 Enrollment Projections

The Board viewed enrollment by grade and by school as projected for 2021 including online students. Projections are based on current enrollment rolled up to the following grade level, and best estimates are used for kindergarten. It is expected that there will be a higher enrollment in kindergarten as a result of the pandemic. Projections are assuming that all students will be attending for in-person instruction and some estimates for the online program will also need to be determined. Dr. Rabenhorst pointed out overall increases in elementary sectioning FTE as well as changes in enrollment from 2020 to projected 2021. Dr. Rabenhorst briefly shared where the district is in terms of projecting overall staffing for the upcoming school year. There was no additional discussion by the Board.

### 10.2 FY22 Budget Planning

Ms. Clark led the Board through the budget development process. The legislature convened later than normal this year due to the pandemic and is slated to end in mid-June rather than early May. The "Long Bill" which includes the School Finance Act is expected to be approved late in the session which makes budget development complicated. The recent projections by the JBC show an increase in per pupil funding and a reduction in the Budget Stabilization Factor which will at least restore funding to pre-pandemic levels. Ms. Clark shared more details about what is known about the budget including the use of federal stimulus funding.

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- (a) *Revenue Projections:* Ms. Clark spoke about the budgeting numbers that will be used for revenue projections. This included projected funding on a per pupil basis. These projections are speculative at this point as the legislature has not made any formal budget decisions. Ms. Clark has projected approximately a \$300 per pupil increase for a total of \$720,000. The district will not likely be fully funded next year with anticipated declines in Assessed Valuation. This means the state BS Factor will again be applied to the district's state share.
- The district will receive nearly \$6 million in federal stimulus funding (ESSER), so administration is planning to budget approximately \$2 million per year over the next three fiscal years. A summary spreadsheet of expenditures will be provided at an upcoming BOE meeting.
- Director Baumgartner asked if rules for expenditures will change. Ms. Clark noted that everything has been changing quite often throughout the course of the pandemic. Dr. Rabenhorst noted that uses are fixed in the legislation although CDE provides guidance and clarification as questions arise.
- (b) *Health Insurance Renewal:* The Board was previously informed that there will be no increase in the health insurance renewal. The district will be increasing the vision benefit which will lead to a very small increase. Ms. Clark informed the Board of the total estimated cost for the health insurance program with an approximate \$3,000 increase for a total cost of \$2,450,000.
- (c) *Property/Liability Insurance Renewal:* This insurance is estimated to increase by 5 - 6% for the upcoming school year. Ms. Clark will share the total cost of the increase and the rationale (as provided by CSDSIP) for the increase when available.
- (d) *Salaries and Wages:* The Meet & Confer Joint Committee met just prior to this Board meeting. Ms. Clark shared estimates on the proposed classified wage schedule. Ms. Clark noted that as the minimum wage continues to change, the classified wage schedule will also need to be reviewed but that the \$14 minimum on Range 2 should help reduce the need for frequent changes as the minimum wage increases. Dr. Rabenhorst also updated the Board on the progress of developing the salary schedule for next year. Director Baumgartner noted that all parties involved in Meet and Confer were pleased with the current discussions and schedules.

### 10.3 2020-2021 Board of Education Meeting Calendar (1st Reading)

Dr. Rabenhorst and Ms. Wiener drafted the Board meeting calendar for 2021-2022. There are very few differences in the calendar in comparison to this past year. Currently, work sessions are scheduled to continue as virtual meetings. Administration is not certain of how public participation will look in the new year, so there has not been a specific method for including

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“special” dialogue sessions into the calendar. Board members expressed satisfaction with the proposed schedule since it mirrors past schedules.

**10.4 Policy F-1 (FB) Facilities Planning (1st Reading)**

In a Special Policy Update from CASB, Policy FB was revised with minor technical edits. Administration recommended the policy as presented. The Board had no discussion. By consensus, the Board directed that the policy be placed on the consent agenda at the next regular meeting.

**10.5 Policy K-1 (KB) Parent Engagement in Education (1st Reading)**

Colorado statute (C.R.S. 22-32-142) requires districts to have a policy on increasing and supporting parent engagement in schools. The revisions include updates regarding current language and technical changes. Dr. Rabenhorst noted that he is the point of contact for the district, and he reports that information to CDE every summer. Administration recommended the policy as presented. Director Gustafson noted that she appreciated the clarity of the changes. By consensus, the Board directed that the policy be placed on the consent agenda at the next regular meeting.

**10.6 Consortium Operating Agreement between Weld Re-3J and Weld Re-8 (1st Reading)**

The superintendents of Re-3J and Re-8 have been discussing revisions to the Special Education Consortium Operating Agreement for more than two years. This agreement was drafted by an attorney for Re-3J and reviewed with minor revisions by an attorney for Re-8. With new leadership in place in Special Education at Re-8, traction was finally achieved in agreeing on revisions which more closely reflect current practice within the consortium. Dr. Rabenhorst and Ms. Langlois reviewed significant changes to the agreement. One of the most significant changes would be co-directors who would collaborate when appropriate but have oversight of their own district programs. It was also noted that Re-8 is the current fiscal agent for the consortium. Dr. Rabenhorst explained how Re-3J is billed for the services provided by Re-8 as the fiscal agent. Director Baumgartner asked if Re-3J would be the fiscal agent based on whomever had the largest special education enrollment, and Ms. Clark explained that the AU is set up to run through Re-8 regardless of student counts. The two districts will continue to share some staff. Whichever district employs shared staff would bill the other district for proportionate share of services. Director Gustafson asked if the audit would be for the entire AU or for each district. Ms. Langlois explained that the audit is conducted for the entire consortium, but that the information can be desegregated for each director to research. Re-8 reviewed the agreement last week for first reading with no major discussion. Board members were asked to notify Dr. Rabenhorst of any concerns or questions well in advance of the next meeting as both districts are set to recommend approval at their respective late May meetings.

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Administration from both districts are in substantial agreement with the contents and recommend approval by both Boards of Education.

## **11. Superintendent Reports and Presentations**

### **11.1 Graduation and Continuation Planning**

Graduation has been moved from an indoor ceremony at UNC to an outdoor event at Weld Central High School on May 23, 2021 at 2:00 p.m. A vendor has been selected to provide audio at the event. The vendor is also providing field seating and staging at a very reasonable rate. Each graduate will be allowed four guest tickets which is similar to what is occurring at surrounding districts. Director Jensen asked for the rationale behind the number of allowed guests. Dr. Rabenhorst noted that those guidelines may change depending on state or county guidance but that the number is similar to what other districts with outdoor events can allow. Director Haffner asked if live streaming was a possibility. Mr. Kennedy noted that the STEM class is working on logistics for live streaming via YouTube. Dr. Rabenhorst shared additional safety protocols which will be in place. The Board discussed their participation and agreed that the President Baumgartner would be the only member who would join the administration in congratulating each graduate. Dr. Rabenhorst will discuss 8th grade continuation with Mr. McMillan at a later date.

### **11.2 Discipline Report**

None

### **11.3 Planning for the 2021-2022 School Year**

Administration has surveyed parents and staff members regarding feedback on planning for next year. Specifically, surveys asked about summer programs, participation in the on-line program for next year, and opinions on Remote Mondays during 2021-22. Approximately half of students were represented in the survey which was sufficient for estimating programs for next year. Dr. Rabenhorst pointed out that the majority of parents would choose in-person instruction. The Board discussed struggling students and their enrollment in the online program. Nearly all teachers participated in the Needs Assessment Survey asking about Mondays. Guidelines provided by CDE will not allow as much flexibility regarding remote learning, including hybrid models, for next year. A summary of the results was available for the Board members but only certain components were highlighted during the meeting.

### **11.4 Vacation Request**

Dr. Rabenhorst requested vacation leave using accrued days from both May 6 - 10 (3 days) and June 17 - July 2, 2021 (approximately 11 days). By consensus, the Board granted Dr. Rabenhorst's request.

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**12. Executive Session to Discuss a Personnel Matter Relating to the Superintendent's Evaluation  
C.R.S. 24-6-402(4)(f)**

Director Haffner moved to enter Executive Session under C.R.S. 24-6-402(4)(f) to Discuss a Personnel Matter Relating to the Superintendent's Evaluation. Director Gustafson seconded the motion.

In Executive Session will be the Board of Directors along with Dr. Greg Rabenhorst.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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The public was notified to rejoin the meeting remotely in 15 minutes if interested.

At 7:58 pm, the Board entered Executive Session.

At 8:15 pm, the Board exited Executive Session.

The Board reconvened in Open Session at 8:15 pm. No action took place during the Executive Session. Conversation was limited to the intent of the Executive Session.

Director Haffner moved to approve the Superintendent's Evaluation as discussed in Executive Session with no changes. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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**13. Board Member Reports / Discussions**

Baumgartner - None

Gustafson - Noted that the FRN committee is meeting on Friday and that she will also be attending an upcoming legislative conference

Haffner - None

Hayes - None

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Jensen - None

Dr. Rabenhorst informed the Board that discussion occurred at Meet & Confer about adding a regulation to policy GC-3 regarding the change to hourly pay for instructional time. The regulation will be placed on the consent agenda for the May 26 Regular Meeting.

**14. Adjournment** at 8:19 pm.

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

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