

Official Minutes  
Wednesday, July 22, 2020

**District Office**

**Special Meeting - Governance Process**

1. **Call to Order** by President Baumgartner at 6:35 pm.
2. **Roll Call** Directors Baumgartner, Grundy, and Gustafson were present. Director Jensen was absent due to a work conflict.
3. **Approval of Agenda**  
Director Grundy moved to approve the special governance meeting agenda as presented. Director Gustafson seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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4. **Governance Process or Board-Superintendent Relationship Discussion/Action**

- 4.1 **B/SR-1 Governance Management Connection**
- 4.2 **B/SR-2 Unity of Control**
- 4.3 **B/SR-3 Accountability of the Superintendent**
- 4.4 **B/SR-4 Delegation to the Superintendent**
- 4.5 **B/SR-5 Monitoring Superintendent Performance**
- 4.6 **B/SR-6 Superintendent Formal Summative Evaluation**

The Board assessed all of the above listed policies and marked them in compliance. No revisions were made to any of the policies.

Director Gustafson moved to accept B/SR-1, B/SR-2, B/SR-3, B/SR-4, B/SR-5, and B/SR-6 as presented. Director Grundy seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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5. **Adjournment** at 6:37 pm.

## Regular Meeting (6:45 pm)

1. **Call to Order** by President Baumgartner at 6:45 pm.
2. **Roll Call** Directors Baumgartner, Grundy, and Gustafson were present. Director Jensen was absent due to a work conflict.
3. **Pledge of Allegiance**
4. **Approval of Agenda**

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

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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5. **Public Open Forum**
  - 5.1 Recognition of Visitors
  - 5.2 Notification of Public Comment Period
    - A public comment period was announced with instructions for submission of the public comment.
  - 5.3 Correspondence
    - FFA Spring Banquet Program and Certificate of Appreciation
6. **Special Reports**
  - 6.1 **Capital Construction Update**

Ms. Hohnholt joined the meeting remotely to provide an update on the status of the wastewater line. The correction of the issues on either side of Highway 52 was not acceptable to the Town as there was still water collecting in the line, so the team reconvened to discuss next steps. One possible option would be further maintenance including jetting since the gravity line is not leaking but not at a grade that allows for solids to flow with water. This route was not pursued as the district did not want to shoulder costs since the timeline of maintenance would be indefinite. The option currently being pursued is open excavation and trenching of the highway. This was not the initial plan of action due to possible delays with permitting with CDOT requiring all other options being exhausted prior to open excavation. CDOT will send a revised plan and the permit will be processed within hours. The design team provided documents today, and Ms. Hohnholt will follow up with CDOT concerning the amended permit. The cost will be approximately \$19,000 which is \$2,000 more than the prior corrective construction effort. Dr. Rabenhorst reiterated that this avenue was not directly pursued per CDOT's requirement of exhausting all other options first. Director Grundy asked what the expected timeline is for the correction, and Ms. Hohnholt noted repairs should take 3-4 days with the goal being completion prior to the start of school. Director Gustafson asked how this construction will affect the traffic pattern and Dr. Rabenhorst explained that they would hopefully only need to open up the turn lane with a secondary plan issued as a

contingency if additional trenching was required. Dr. Rabenhorst asked for an update on the budget for the project, and Ms. Honholt verified that there is approximately \$13,000 in contingency funds and that an additional reallocation from the residual bond funds would be necessary. Dr. Rabenhorst asked for direction regarding the amount for the allocation. Director Baumgartner asked what the current plans are for the residual funds and Dr. Rabenhorst noted that no specific plans have been made yet. Ms. Honholt noted that there was approximately \$1.6 million. Ms. Clark explained that the only major expenditure from that fund was approximately \$300,000 for the boilers at Weld Central High School. Dr. Rabenhorst recommended having the Board allow him the authority to approve a change order when necessary up to a certain amount. The Board discussed the varying amounts that could possibly be reallocated to the project. Ms. Honholt will monitor the funds and the Board will approve an adjusted budget at an upcoming meeting.

Dr. Rabenhorst also noted that the 11 month warranty walk will be scheduled soon for the Administration building and the soccer field.

Administrative Contract/Agreement Approvals since previous meeting:

- None

Administrative Change Order Approvals since previous meeting:

- Lamp Ryneason for Engineering Services and Surveying Services at WWTF, \$10,505
- NCC for Utility Conflict Mitigation, Pothole Filling, and CCTV Inspection, \$17,351

Director Grundy moved to approve a change order not to exceed \$30,000 to complete the wastewater project undercutting under Highway 52. Director Gustafson seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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## 6.2 Mill Levy Override Exploration and Discussion

Bill Ray joined the meeting remotely and summarized the results of the three Citizen Task Force meetings. He felt the meetings were well attended, and he used the information gathered at the meetings to develop a mailer including a short survey. The Board reviewed the mailer which was sent to the printer on July 16 with anticipated every-door-direct delivery the week of July 20. The included survey will be available in Spanish (online only) and English, and respondents will be able to submit via their mobile device, tablet, computer, or by mail. Director Baumgartner noted that some of the older voters will need the option to mail the survey back. While Dr. Rabenhorst expects low participation due to the number of surveys that have been recently released by the district, both feel that this is an opportunity to collect feedback from a wider community including concerns gathered through an open ended question. The survey will have a collection window through early August. The Board will review the survey data at a special meeting on August 12. Mr. Ray further discussed next steps in moving forward with the Mill Levy Override including starting the process to finalize the ballot language and continue to communicate the importance of the MLO with the community. Director Baumgartner noted that she was impressed with the survey and will allow

for feedback to provide direction for the Board. Mr. Ray encouraged the Board to communicate with voters asking them to fill out the survey. Director Grundy asked when the ballot language needs to be finalized. Dr. Rabenhorst explained that the Board would need to take action at the August 26 Regular Meeting in order to submit to Weld and Adams counties prior to the September 4 deadline. He currently feels that the biggest upcoming challenge will be the formation of the campaign committee. Dr. Grundy agreed and noted that the current climate regarding the COVID-19 pandemic is also of concern.

### **6.3 2020-21 School Reopening Plans**

Following several weeks of discussion by an Executive Task Force, 6 subcommittees, and a parent review committee, the reopening plan for the 2020-2021 school year has been released to both staff and the community. The data from three surveys (parent, staff, and WCHS students) was taken into consideration along with guidance from the CDC, CDE, and local public health agencies. The infographic outlines an overview of the plan highlighting in-person instruction for four days a week with Mondays reserved as a remote learning day which will allow for both in-depth cleaning at the schools and teacher collaboration and planning. Cohorting will be used to the extent possible at the elementary and middle school levels. A 4-Block schedule will be implemented at the high school level with many of the details yet to be worked out. Many protocols will need to be school specific and will be determined by principals and their leadership teams when they return to work on July 27. Dr. Rabenhorst noted that there are recommended changes to the calendar which were addressed later in the agenda. A fully online school option will be available for grades K-5 following survey data that indicated that nearly 25% of families at all levels desired an online option. Registration for the online option began on Monday, July 20. Transportation continues to be an obstacle given current guidelines, and a registration process will be required. Significant supplies (i.e. masks, face shields, plastic dividers, new signage, hand sanitizer, cleaning products, etc) have been purchased.

The Board independently reviewed the following documents and asked questions. Dr. Rabenhorst made the following list of documents available for Board member review. Members of the executive administrative team were also present during the meeting to answer questions.

- Reopening Infographics
- Reopening Plan - Community
- Reopening Plan - Staff
- Transportation Infographic
- 2020-2021 District Calendar
- Return to Work Plan
- Updated Highly Infectious Disease Plan
- Staff Reopening Survey Results
- Parent Reopening Survey Results
- Classified Staff Memo

Dr. Rabenhorst pointed out the memo to classified staff which will be distributed following the meeting. The memo is needed in light of the direct impact remote learning Mondays will have on classified hours. Some staff may be asked to fulfill different duties including helping with food service and lunch supervision. Specifically, bus drivers may have hours added back to allow time for additional cleaning and sanitizing. In the event of a school or district closure, some classified staff may be furloughed. Director Grundy asked if paraprofessionals will get paid if the cohort with which they work must go to remote learning. Dr. Rabenhorst explained that situations will need to be assessed as they happen, and it will be determined whether they will be furloughed or if they could continue working with other cohorts of students. Director Grundy asked if they could provide instructional support during remote learning, and Dr. Rabenhorst explained that there is enough licensed staff to provide those services.

Director Baumgartner asked how the district will monitor the health of the bus drivers. Dr. Rabenhorst explained that they will be required to self-screen like all other employees and that the documents for that are in the process of being finalized. Director Gustafson asked if there would be COVID testing for employees prior to the start of work. Dr. Rabenhorst explained that the district could not likely require testing and that the district does not have the capacity to contract with a vendor for this service.

Director Baumgartner asked who will be completing health checks for students. Dr. Rabenhorst and Ms. Wakeman summarized the process including school-specific systems, duties of district RNs and health aides, and isolation stations. Director Grundy noted that it is an imperfect system, but that she understands that it is the best possible system given the situation. Dr. Rabenhorst and Ms. Wakeman also answered questions regarding how symptoms will be handled at school and attendance issues for students that may need to be quarantined. Dr. Rabenhorst noted that plans for how remote learning will work for quarantined students have not yet been fully completed. Ms. Wakeman explained that the district has purchased enough thermometers that can be distributed to all schools in larger quantities in the event that temperature checks should become required. Director Baumgartner noted that she would prefer something like a temperature check to determine whether or not a student is ill rather than relying on someone's opinion in order to reduce the risk of liability. Dr. Rabenhorst explained that the guidance for local health departments regarding required temperature checks has been vague. Ms. Wakeman also noted that parents will need to sign an Assumption of Risk as part of the handbook.

Director Gustafson asked if students will be able to join the fully online program, and Director Grundy asked about how the curriculum and classes differ between the online program and the in-person instruction. Due to those differences, schools will work with students, but most students will be encouraged to only make changes at the change of semester.

The Board discussed the current limitations of transportation, and Dr. Rabenhorst explained how the registration process will work. He noted that online registration could be impacted if families will not receive district provided transportation. Director Grundy voiced concerns over

the distance between Lochbuie and the high school if sufficient transportation is not available including concerns regarding graduation rates especially if students do not return to school at all. Dr. Rabenhorst also explained more of the possible solutions and which ones are viable including suspending some routes to elementary schools to run more routes to Weld Central Campus and which ones are not. Dr. Rabenhorst also explained that there continues to be a shortage of bus drivers.

Director Grundy asked if PAWS is operating, and Dr. Rabenhorst noted that they are currently operating and intend to continue providing services but that he is not fully up to date on childcare guidelines, but that the program could possibly expand into a second modular if necessary. It is not yet known if PAWS will operate on Mondays during remote learning. Director Grundy also noted that she has seen positive comments on social media and that she feels most people recognize the impossibility of the situation.

The Board also asked questions about how quarantine will be handled for teachers and if a cohort will also be asked to quarantine. Dr. Rabenhorst explained that the district is looking to staff each school with full-time subs using COVID relief funds and will encourage paraprofessionals to obtain their substitute licensing as well.

Director Grundy asked questions regarding the options for classes offered at the high school level especially the Advanced Placement and Honors classes and how remote and online learning may affect class rank. Dr. Rabenhorst explained that AP versions will be offered and will be calculated in the same way. Director Grundy also confirmed that the district is encouraging as many students as possible to enroll in concurrent enrollment classes and online classes. Dr. Rabenhorst noted that single online classes allows for more flexibility for students' schedules. Director Grundy noted that the ELL/IEP/504 plans all seem to be thoughtfully designed. Ms. Wakeman explained that SSP, EL, and other specialists will receive the same training in blended learning as the general education licensed teachers.

Administration answered questions regarding the deployment of devices for students. This overall process is still being determined. Teachers will collect data regarding which students will need wifi connections. The first remote learning does not occur until after Labor Day, so there is still time to help those students that need wifi access.

Director Grundy asked if lunches would be served in the classrooms. Dr. Rabenhorst explained that each school will use what spaces are available in order to ensure adequate supervision for students while providing teachers with their duty-free lunch period. Food services is working out processes for students who will be attending online. Unlike this Spring, students who do not qualify for the Free and Reduced Lunch program will need to pay for the lunches. Ms. Clark further clarified that students who receive these lunches must be registered in the district and that CCA students will not qualify. There are several obstacles that need to be addressed prior to the start of the school year for both online students and students who only need lunch on Mondays when remote learning is occurring.

The Board and administration also discussed elective classes and additional PPE needs and guidance from local health departments.

## **7. Board Consent Agenda**

- 7.1 Approval: Meeting Minutes
  - (a) June 10, 2020 Special Meeting Minutes
  - (b) June 10, 2020 Regular Meeting Minutes
  - (c) June 24, 2020 Special Meeting Minutes
- 7.2 Approval: Financials
  - (a) June Financials
  - (b) Quarterly Financial Report (October, January, April, **July** only)
- 7.3 Approval: Resignations / Retirements / Separation of Employment
  - Deborah Mueller - Intervention/ELL Teacher @ Hudson Elementary
  - Ulises Hernandez - Expelled & At-Risk Student Services (EARSS) Advocate @ District
  - Annette Begler- Bus Driver @ Transportation
  - David Horst- Maintenance/Mechanic @ Transportation
  - Annette Begler - Bus Driver @ Transportation
  - Sheila Hollister - Bus Driver @ Transportation
- 7.4 Approval: Contracts for Licensed Employees
  - Shayli Willimans - Social Worker @ WCMS (previous EARSS Advocate 2019-2020)
  - Sidney Parizek - 8th Grade ELA Teacher @ WCMS
- 7.5 Approval: Letters of Employment for Classified Personnel
  - Courtnee Elliott - SpEd Paraprofessional for 7th Grade @ WCMS
  - Destiny Lundy - Paraprofessional of Visually Impaired Students @ WCMS/WCHS
  - Claudia Guzman - Substitute Custodian @ District
- 7.6 Approval: Additions to the 2020-2021 Coaching/Extra Duty Employment Agreement/Notice of Assignment
  - None
- 7.7 Approval: Resignations for 2020-2021 Coaching/Extra Duty Employment Agreement/Notice of Assignment
  - None
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
  - None
- 7.9 Approval: 2020-2021 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
- 7.11 Approval: Out of District Student Requests for 2020-2021
- 7.12 Approval: Request for Open Enrollment / Within District Transfers for 2020-2021
- 7.13 Approval: Home School Requests for 2020-2021
- 7.14 Approval: Administrative Policy
  - (a) Policy E-2 (EBBA) Prevention of Disease/Infection Transmission (Handling Body Fluids)
  - (b) Policy J-16 (JH) Student Absences and Excuses

- (c) Policy J-48 (JLCC) Communicable/Infectious Diseases
- (d) Policy K-15 (KI) Visitors to Schools
- (e) Policy A-3 (ADC) Tobacco-Free Schools
- (f) Policy I-21 (IKA) Grading/Assessment Systems
- 7.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)
  - (a) EL-16 Financial Administration
  - (b) EL-17 Asset Protection

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

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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## 8. Public Open Forum: Public Comment

A member of the public asked via email which members of the Board of Education were present at the meeting. Dr. Rabenhorst reported that Directors Baumgartner, Grundy, and Gustafson were present.

## 9. Action/Discussion

### 9.1 2020-2021 Classified Personnel Letters of Employment

Letters of employment are to be approved annually by the Board of Education. The Board reviewed a list that reflects employees recommended as of July 17, 2020. Classified staff that work 12 month schedules have already received approval from the Board and their letters of employment. The decision to delay approval for the remaining staff was in regards to budget concerns due to the COVID-19 pandemic and the pending reopening plans for the 2020-2021 school year. Human Resources will process the letters of employment following approval and these will be mailed to employees with letters received by July 31, 2020. Even after the approval of employment, the hourly needs of some classified staff members will not be known until full details of the reopening plans are in place. Some classified staff members will be negatively impacted by not having in-person learning on Mondays. Director Baumgartner asked if there are many open positions that the district is still trying to fill. Dr. Rabenhorst responded that many of them have been filled; however, some positions have been left intentionally unfilled until the necessity of the position is fully determined.

Director Grundy moved to approve the 2020-2021 Classified Personnel Letters of Employment as presented with hourly requirements yet to be determined by administration. Director Gustafson seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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## **9.2 Intent to Submit a Ballot Issue to the Voters at the November 3, 2020 General Election**

The Board reviewed the 2020 General Election Participation Inquiry from Adams County regarding participation in the 2020 election. No official form was received from Weld County. The Board has already designated Julie Wiener as the Designated Election Official. Both Weld County and Adams County must be notified by July 24 of the district's intent to participate and IGAs must be entered into with each county. Ballot content must be certified by September 4, 2020 and approval from the Board must occur prior to that submission.

Director Gustafson moved to approve the Weld County School District Re-3J's intent to participate in the 2020 Election on November 3, 2020. Director Grundy seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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## **9.3 Licensed and Classified Employee Handbooks**

The Board reviewed the licensed and classified handbooks. The most substantial change includes language regarding the use of face masks in the section regarding dress code. Revisions have been made to both handbooks that align with recent policy revisions. Other revisions have been made for clarification. Handbooks, once approved, will be provided digitally to all staff members at the beginning of the year. A signature page regarding certain policies is required by all staff members which will be collected digitally by the Human Resources Department. Policy requires Board approval of employee handbooks. Administration will be providing a Return to Work document to staff for the 2020-21 school year which will supplement the handbooks which the Board reviewed earlier in the meeting. In light of some policy changes that will occur as anticipated on August 12 including revisions to the non-discrimination statement, Dr. Rabenhorst requested the additional language to an approval motion to cover necessary revisions. Director Baumgartner asked for clarification regarding if the handbooks cover COVID-19 specific material and Dr. Rabenhorst explained that much of that information is covered in other documents.

Director Grundy moved to approve the Licensed Staff Handbook and Classified Staff Handbook as presented and direct administration to update the handbooks accordingly based on any policy changes that may occur prior to the start of the 2020-2021 school year. Director Gustafson seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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## **9.4 Elementary and Secondary Education Act (ESEA) Consolidated Application**

Jenny Wakeman is responsible for writing the Consolidated Application each year and ensuring compliance with federal and state rules. Ms. Wakeman and Ms. Clark highlighted the primary uses of federal funds granted through this application. Ms. Wakeman explained that there had not been substantial changes from previous years and summarized how the funds are used at different levels including professional development, ELL programs, and mental health supports.

Director Gustafson moved to approve the ESEA Consolidated Application as presented. Director Grundy seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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**9.5 Resolution 2021-1 Authorizing the District's Participation in the State Treasurer's Interest-Free Loan Program of Colorado School Districts**

Ms. Clark provided written information prior to the Board meeting. As in the past, the district must be prepared to utilize the interest free loan program for operating expenses. Ms. Clark explained that the district will almost definitely require participation in the loan program due to the delay of tax collections at the county level. Ms. Clark explained that tax collection has been delayed due to the COVID-19 pandemic. The Board had no discussion or questions.

Director Grundy moved to approve a resolution authorizing the participation by the district in the state treasurer's interest-free loan program for Colorado school districts and borrowing under such program in an aggregate principal amount up to \$5,666,412; establishing the terms and provisions of loans to the district pursuant to such program; providing for the payment of an security for such loans; and authorizing the execution, delivery and acceptance of documents in connection with the loans as presented. Director Gustafson seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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**9.6 2020-2021 District Calendar Changes**

The Board reviewed the revised calendar which reflects changes made due to training needs for staff and other safety procedures. In the past, Monday has been an early release day to allow for Professional Development. For the 2020-2021 school year, Mondays will be a day of remote learning which will also allow for deep cleaning of schools and collaboration and planning for staff. Director Grundy asked if the remote learning days will follow a similar schedule to Early Release days and Dr. Rabenhorst explained what current structures and parameters for the day would look like. The first two Mondays (August 17 and August 24) will be full professional development days with no remote learning. This does affect the number of attendance/instructional contact days for students and any potential weather related cancellations will be remote learning days if necessary which allows flexibility in determining the need for delayed start or a remote learning day due to inclement weather. Two professional development days originally scheduled for second semester have now been moved to prior to the start of school. Director Grundy asked if there are any plans to move the start date and Dr. Rabenhorst noted that barring any executive orders there are no other plans to alter the calendar at this point.

Director Gustafson moved to approve the Revised 2020-21 District Calendar as presented. Director Grundy seconded the motion.

Baumgartner - Y	Grundy - Y	Gustafson - Y	Jensen - Absent	Director District D - Vacant
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**10. Information/Discussion (EL-4 Communication and Counsel to the Board)**

**10.1 Administrative Policy Revisions (1st Reading)**

The Board reviewed several policies sent by CASB that have been updated either regarding the reopening of schools or Title IX legal changes. More policy updates relating to other state legislative changes during the last legislative session will be included at a future meeting.

**(a) Policy E-5 (EBCE) School Closings and Cancellations**

CASB wanted to provide boards with updated policies that have undergone a review and technical clean up, in light of the current pandemic. By consensus, the Board directed that this policy be added to the consent agenda at the next meeting.

**(b) Policy GBAB Workplace Health and Safety Protection (New Policy)**

CASB created this new policy to address workplace health and safety in light of the COVID-19 pandemic and related legislation, HB20-1415. Dr. Rabenhorst noted that he is still unsure that he agrees with the adoption of this policy. Director Grundy noted that she is in favor of it in order to keep people safe and knowledgeable of their ability to voice concerns related to safety. The Board directed that the policy be reviewed by the district attorney for advice and place the policy on a future agenda for a 2nd reading.

**(c) Policy I-1 (IC/ICA) School Year/School Calendar/Instruction Time**

For the 2020-2021 school year, CDE has provided flexibility for districts in the area of instruction and attendance. To authorize this flexibility, the Board must amend the policy in order for a form of remote learning is to be used. Dr. Rabenhorst explained that the Board could also approve a resolution in place of the policy changes, but he would prefer having the policy revised in order to use remote learning in the future, if allowed. By consensus, the Board directed that the policy be added to the consent agenda at the next meeting.

**(d) Policy A-1 (AC) Nondiscrimination/Equal Opportunity**

On May 6, 2020, the United States Department of Education issued final Title IX regulations. These regulations go into effect on August 14, 2020 and have an impact on policies that address sexual harassment and sex-based discrimination. By consensus, the Board directed that the policy be added to the consent agenda at the next meeting.

**(e) Policy J-2 (JBB) Sexual Harassment**

On May 6, 2020, the United States Department of Education issued final Title IX regulations. These regulations go into effect on August 14, 2020 and have an impact on policies that address sexual harassment and sex-based discrimination. By

consensus, the Board directed that the policy be added to the consent agenda at the next meeting.

Dr. Rabenhorst will follow up with Director Jensen regarding any questions he may have regarding these policies.

## **11. Superintendent Reports and Presentations (EL-4 Communication and Counsel to the Board)**

### **11.1 Superintendent's Annual Goal Setting**

Dr. Rabenhorst reminded Board members of the deadline for goal setting. Dr. Rabenhorst will base goal themes on the performance evaluation in the spring and ask Board members if there are additional areas they would like him to focus on. The Board did not convene into executive session regarding this topic, and Dr. Rabenhorst discussed annual goals in open session. Director Grundy noted that she would like to see more broad and feasible goals in line with the current learning environment that are not as tied to numbers as in the past. The Board also discussed how the goals could align with how the district will work to prevent more backwards slide and what options for data will be available.

### **11.2 Back to School Staff Kick-Off Event**

Due to COVID-19 restrictions, the Back to School Staff Kick-Off event will occur in a different format, either individual school meetings or a virtual event. Details are still being worked out especially considering the amount of information that needs to be disseminated to staff this year and training that needs to occur prior to the start of school. Board members will not be expected to attend due to the likelihood of there being multiple meetings and the preference to keep in-person participants limited. Principals will determine an alternate plan for Back-to-School Nights. Director Grundy asked if Parent/Teacher Conferences will be held remotely, and Dr. Rabenhorst confirmed that is the most likely scenario.

## **12. Board Member Reports/Discussion**

Baumgartner - None

Grundy - Noted that the Foundation is willing to help with needs and that the Foundation is in need of more members.

Gustafson - None

Jensen - Absent

## **13. Adjournment at 8:44 pm.**

Cynthia Baumgartner

Paul Jensen