

Virtual Meeting

Regular Meeting

1. **Call to Order** by Vice President Grundy at 6:44pm.
2. **Roll Call** Directors Baumgartner, Grundy, and Gustafson participated remotely due to COVID-19 restrictions. Director Jensen joined the meeting remotely at 6:47 pm. Director District D remains vacant.
Prior to Director Jensen joining the meeting, Director Baumgartner appointed Director Gustafson as Secretary in order to sign essential paperwork; however, Director Baumgartner reinstated Director Jensen as the secretary after he joined the meeting.
3. **Pledge of Allegiance**
4. **Approval of Agenda**
Director Grundy moved to approve the agenda as presented. Director Gustafson seconded the motion.

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|-----------------|------------|---------------|------------|------------------------------|
| Baumgartner - Y | Grundy - Y | Gustafson - Y | Jensen - Y | Director District D - Vacant |
|-----------------|------------|---------------|------------|------------------------------|

5. **Public Open Form**
 - 5.1 Recognition of Visitors
Dr. Rabenhorst noted the presence of Chartwells representatives and several teachers and principals.
 - 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 **Academic Spotlight - Meadow Ridge Elementary**
Principal Jen Forbes along with teachers, Kelsey Mowery and Ashleigh Madsen, joined the meeting remotely for the Academic Spotlight for Meadow Ridge Elementary. Ms. Mowery and Ms. Madsen highlighted the school's parent outreach and involvement efforts. The teachers explained how the Lighthouse Leadership team has transformed teacher-led parent

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engagement events to be student-led instead. Virtual leaderships have been opened up to include families and ten families attended the most recent event. Ms. Forbes, Ms. Mowery, and Ms. Madsen answered questions from the Board. The Board thanked the teachers for their presentation and their work in the schools.

6.2 Annual Food Service Report

Sarah Pyryt, Food Services Director, joined the meeting remotely along with two colleagues to highlight the Food Service program. Ms. Pyryt provided a summary of the department's COVID-19 response including summer meal distribution and how procedures in daily breakfast and lunch have changed following the reopening of schools. Director Grundy asked about meal distribution over upcoming school breaks, and Ms. Pyryt explained that meals are limited to days that schools are in session. Ms. Clark answered questions that the Board had regarding funding and how meals are reimbursed during the school year and the summer. Director Grundy asked if many students are taking advantage of the free meals, and Ms. Pyryt noted that not many of the K-12 Innovations students pick up the meals. The Board thanked Ms. Pyryt and her staff for their hard work and diligence.

6.2 Capital Construction Update

Dr. Rabenhorst participated in what was to be a final walk with contractors on October 14; however, there were still incomplete items. While those items were not successfully completed by October 16, the Town representative indicated that the rest of the scope of work will be accepted with the exception of the electrical work. An electrician was on the site today, but work had yet to be completed. Dr. Rabenhorst will continue to update the Board on the status of these items.

Administrative Contract/Agreement Approvals since previous meeting:

- None

Administrative Change Order Approvals since previous meeting:

- None

7. Board Consent Agenda

7.1 Approval: Meeting Minutes

- (a) September 23, 2020 Regular Meeting Minutes
- (b) October 7, 2020 Special Meeting Minutes
- (c) October 7, 2020 Work Session Minutes

7.2 Approval: Financials

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

7.3 Approval: Resignations / Retirements / Separation of Employment

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- Otto Pruitt - Substitute Bus Driver @ Transportation (Separation of Employment)
 - Collen Cordova - Licensed Substitute Teacher @ District
 - Carl Rose - CDL Bus Driver @ Transportation
 - Kristen Werginz - SpEd Paraprofessional @ WCMS
- 7.4 Approval: Contracts for Licensed Employees
- None
- 7.5 Approval: Letters of Employment for Classified Personnel
- Arturo Lerma (previous employee) - Substitute Custodian @ District
 - Briana Carleton - Substitute Paraprofessional @ District
 - Dion Lyles - Substitute Custodian @ District
 - Karina Torres - Substitute Paraprofessional @ District
 - Marissa Bowman - Substitute Custodian @ District
- 7.6 Approval: Additions to the 2020-2021 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Chris Piper - Assistant Football Coach/Offensive & Defensive Line @ WCHS
 - Brandon Unruh - Assistant Football Coach @ WCMS
- 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
- Esmeralda Espinoza - Transfer from Substitute Custodian @ District to Evening Custodian @ WCHS
- 7.9 Approval: 2020-2021 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
- Daniel Amrine - Full-Time, In-Building Licensed Substitute Teacher @ WCMS
 - Madison Teter - Full-Time, In-Building Licensed Substitute Teacher @ WCMS
 - John Milton - Regular, Licensed Substitute Teacher @ District
 - Lamar Bennett Jr - Licensed Substitute Teacher @ District
 - MaClay Bruce - Licensed Substitute Teacher @ District
- 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 (EL-6 Educational Program)
- 7.14 Approval: Administrative Policy
- (a) J-51 (JLCDB) Administration of Medical Marijuana to Qualified Students
- 7.15 Approval: Monitoring Review Cycle
- (a) EL-1 Global Executive Constraint
- (b) EL-2 Emergency Superintendent Succession
- (c) EL-16 Financial Administration

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(d) EL-17 Asset Protection

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

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

No public comment was received.

9. Action/Discussion Items

9.1 2020-2021 Re-3J Educator Effectiveness Plan Revisions

At a previous meeting, Dr. Rabenhorst explained that CDE announced that they will not be collecting Measures of Student Learning (MSLs) data for this school year. Following meetings by the Personnel Performance Evaluation Council, revisions have been recommended to the Educators Effectiveness Plan for the 2020-2021 school year. The primary changes include removing the MSL/MSO component of the evaluation per CDE recommendation and changing the structure of observations. Dr. Rabenhorst explained those technical changes to the observation component of the evaluation. The PPEC (1338 committee) unanimously approved the recommended changes. The Board reviewed the suggested revisions for this year and a working draft of the overall handbook. Approval of the plan was recommended as evaluations are already underway.

Director Gustafson moved to approve the 2020-2021 Re-3J Educator Effectiveness Plan Revisions as presented. Director Grundy seconded the motion.

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9.2 Memorandum of Understanding between Weld County School District Re-3J and Cardinal Community Academy Charter School Regarding Future Mill Levy Override Sharing

At a previous Work Session, Dr. Rabenhorst informed the Board that CCA is interested in an MOU to continue the MLO sharing in spite of it being in policy and statute. CCA approved an MOU at their last meeting before sharing the document with Re-3J administration. Dr. Rabenhorst sent the MOU to legal counsel for review along with the 2016 MOU for comparison and Attorney Farrington and Dr. Rabenhorst recommended no changes to the MOU as

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provided by CCA. By consensus, the Board asked that the MOU be placed on the agenda at this regular meeting for approval. There was no further discussion by the Board regarding the MOU.

Director Jensen moved to approve the Memorandum of Understanding between Weld County School District Re-3J and Cardinal Community Academy Charter School Regarding Future Mill Levy Override Sharing as presented. Director Grundy seconded the motion.

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10. Information / Discussion

10.1 Mill Levy Override Discussion

Bill Ray joined the meeting remotely to update the Board on progress of the Mill Levy Override campaign committee. He provided an outline of activities that will occur in the coming weeks. Mr. Ray reported that there are approximately 100 yard signs in the community with 5 large signs also placed around the district. Volunteers continue to place door hangers, and a candy drop with a Funding our Future 5C sticker has been planned. A Facebook Live event occurred to answer questions and a video of that was posted with a Spanish translation. Volunteers are also planning a honk and wave.

10.2 Recorded Exemption Fees

Weld County is currently in the process of repealing and reenacting the land division code (Chapter 24 of the Weld County Code) via Ordinance 2020-16. As part of this code change, some existing land division types are being updated and other existing land division types are being eliminated such as the recorded exemption, subdivision exemption and major subdivision. Weld County staff has developed new land division processes that will replace the old processes in order to better accomplish the goals of the new 2020 Comprehensive Plan.

School Districts will continue to be sent referrals for land division applications in the County. Given some changes at the County level, administration asked for Board input on the recorded exemption fee being increased to match the fee-in-lieu amount being used in the Town of Keenesburg with new developments. Administration is recommending an increase to the fee which begins within the same timeframe as changes at the county level. The current fee is \$1,232 and the recommended new fee is \$2,235. Dr. Rabenhorst noted that the current fees likely date back to when fee-in-lieu was established by the Town of Lochbuie in approximately 2000. Ms. Clark noted that the new fee is based on the work and recommendation of Shannon Bingham of Western Demographics which was completed using land values within district

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boundaries and surrounding areas. Ms. Clark also explained how the land sectioning works and that there has been an increase in recorded exemptions as owners are trying to complete the process prior to the change in county code. She also noted how the changes in fees will be handled. By consensus, the Board agreed to place this item on the November Regular Meeting agenda for approval, so that the change in fee can be put into effect on January 1, 2021 in conjunction with the change in county code.

Legal Reference: Sec. 24-3-170. - School District requirements. A residential subdivision application shall be referred to the applicable School District for review and recommendation regarding School District requirements. The School District concerns shall be satisfied, which may include the dedication of land or a cash-in-lieu of dedication payment, pursuant to the requirements of Section 30-28-133(4)(a), C.R.S. Conditions of approval shall be met prior to recording the Final Plat.

10.3 2020-2021 Strategic Plan

At a previous Work Session, the Board reviewed the new template for the Strategic Plan and the major goal areas. By consensus, they agreed that the five goals align with the district mission. District executive administrators have continued to hone the Directions within the plan which are included in the updated draft. Following this review by the Board, principals will begin their work of identifying action goals aligned to the District Directions. Dr. Rabenhorst noted that the addition of more measurable goals will be a way for the Board to keep administration and staff more accountable. The Board will be asked to review those at a potential retreat aligned with the CASB virtual conference. Dr. Rabenhorst also asked the Board to review the Mission Statement and give direction on any potential changes. Feedback from stakeholder groups did not indicate a need for major changes to the mission statement. Directors Jensen and Baumgartner would like to see a change in the wording, pertaining to rigorous, to be more updated and current. Dr. Rabenhorst will bring a recommendation back to the Board at a future meeting.

10.4 CASB Convention

This year's CASB Conference will be held virtually due to the COVID-19 pandemic. The main conference will take place on December 4-5. Ms. Wiener has registered all members for the Conference. Two pieces of art work have been submitted to the CASB Student Art Show at the Elementary and High School levels. Ms. Wiener is also working on having those submissions available for an upcoming meeting and for display at the District Office. Dr. Rabenhorst suggested an in-person work session be scheduled for the morning and possibly afternoon of December 4. The work session would include discussion of election results, strategic plan action goals, and possibly the audit report. The Board could also participate in the opening

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session of the conference together. The goal would be to have the work session complete by the time afternoon learning sessions begin so that Board members could participate in those from home. Board members indicated that they could attend the in-person work session as explained.

10.5 Administrative Policy Revisions and Additions (1st Reading)

The Board reviewed the listed policies sent by CASB that have been updated. CASB is also in the process of technical clean-up in conjunction with recent legislation. No redline versions have been included for the changes that consist mostly of updates regarding replacing the word “shall” with “will” or other appropriate forms of be and replacing “his/her” pronouns with “their”. Only policies with substantive changes are being placed on a “first reading” agendas, while those with minor changes will be placed on a consent agenda.

(a) Policy D-18 (DJB) Federal Procurement

The Office of Management and Budget periodically adjusts the threshold amounts for federal procurement. Based on the changes in the threshold amounts for micro purchases and simplified acquisitions, CASB has updated the threshold amounts to align with this information. The Board had no discussion.

(b) Policy GB-5 (GBEB) Staff Conduct (And Responsibilities)

The Colorado Bureau of Investigation (CBI) is legally required to periodically audit noncriminal justice agencies who request state and federal fingerprint-based criminal history record information background checks for the purpose of employment determination and/or volunteer placement to ensure compliance with the use, maintenance, dissemination, confidentiality, and security of this information. Based on feedback from CBI, CASB has updated this policy to ensure compliance. The Board had no discussion.

(c) Policy GBI Criminal History Record Information (New Policy)

The Colorado Bureau of Investigation (CBI) is legally required to periodically audit noncriminal justice agencies who request state and federal fingerprint-based criminal history record information background checks for the purpose of employment determination and/or volunteer placement to ensure compliance with the use, maintenance, dissemination, confidentiality, and security of this information. Based on feedback from CBI, CASB has created this new policy that better aligns with the Criminal Justice Information Services security requirements. The Board had no further discussion.

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(d) Policy J-5 (JEB) Entrance Age Requirements

This year's Public School Finance Act, HB20-1418, deleted the requirement that first graders must be 6 years old by October 1 for schools to receive funding for these pupils, beginning with the 2020-2021 school year. Instead, all students in grades K-12 must be at least 5 years old as of October 1 in order to be eligible for funding. Dr. Rabenhorst felt that CASB's sample language in the policy update was confusing and may lead parents to believe they can enroll a 5 year old into 1st grade. He made revisions to the update, and Ms. Wiener sent the updated language to CASB's legal team for feedback. CASB responded that their legal counsel felt that the revisions were within statutory compliance. Ms. Clark offered background information including that some 1st graders were not being funded due to the limitations of the policy. Several Board members had questions regarding the wording as to whether or not students need to complete Kindergarten in order to start 1st grade. Dr. Rabenhorst will review the policy again.

All of the policies listed above will be included on a future agenda for a second reading.

11. Superintendent Reports and Presentations

11.1 Update on Cash-in-lieu Fees Discussion with Town of Hudson

Western Demographics provided a brief proposal to assist the district with an analysis of the housing market and how much municipalities could collect fees in lieu of land. Shannon Bingham and Dr. Rabenhorst presented this information at a Town of Hudson Council meeting on Wednesday, October 7, 2020. Dr. Rabenhorst shared some details about the meeting and explained that the Town manager, who was absent from the meeting, indicated he will get back to him to see what direction the Town will be moving on this request.

11.2 Parent/Teacher Conference Attendance

Parent/Teacher Conferences were held virtually this year. Some teachers reached out to families via telephone. Some percentages reflect both attendance the actual week of conferences and the follow-up appointments that were made with teachers in the weeks before or following. Director Grundy asked if virtual conferences will continue to be an option even if pandemic restrictions are not in place. Principal Jennifer Forbes noted that she felt that virtual conferences added another element of convenience, but that she missed seeing the families in person at the school. All principals have a short report including teacher feedback. Director Gustafson asked how language barriers were handled and Mr. McMillan noted that translation services were provided and that many of the conferences were still able to be student-led despite being virtual.

Hoff ES - 96% (up from 90%)

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Hudson ES - 99.5% (up from 94.7%)
Lochbuie ES - 85% (down from 94.8%)
Meadow Ridge ES - 88% (down from 95%)
WCMS - Approximately 30% (down from 58.4%)
WCHS - 31% (down from 36%)

11.3 Weld County COVID-19 Data Update

The County has begun collecting and reporting data at the district level. This includes reported cases reported within the district boundaries. The data also includes cases of individuals within school-age range. The County has indicated they will be providing this data every Tuesday or Wednesday. Other districts are sharing the information with Boards of Education as well. Dr. Rabenhorst and Director Baumgartner will discuss how to best communicate information to the Board members. Dr. Rabenhorst noted that he has heard of no issues of people being able to get tested when desired.

11.4 Discipline Report

None

12. Board Member Reports / Discussions

Baumgartner - None

Grundy - Announced that she and her family will be moving in December and that she will be participating on the Board of Education through the December meeting.

Gustafson - None

Jensen - None

13. Adjournment at 8:24 pm.

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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 "Paul Jensen". The signature is written in black ink on a light gray background.

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