

Official Minutes
Wednesday, August 25, 2021
6:30 p.m. - 9:00 p.m.

Regular Meeting

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

Baumgartner - Absent	Gustafson - Y	Hayes - Y	Haffner - Y	Jensen - Absent
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5. **Public Open Forum**
 - 5.1 Recognition of Visitors
 - 5.2 Notification of Public Comment Period
Dr. Rabenhorst shared instructions for public comment.
 - 5.3 Correspondence
 - Let's Talk Dialogue received from parent
 - FFA Certificate of Appreciation

6. **Special Reports**

- 6.1 **Principal Back to School Summaries**

Principal Greg Dent shared that Hudson Elementary had a great turnout for Back to School Night. They are happy to have students back in the cafeteria for lunch and are working through some of the obstacles presented during the first few days of school.

Principal Jen Forbes shared that Meadow Ridge Elementary has 106 Kindergarten students which is the most they have ever had. Approximately 85% of parents attended Back to School Night. She is especially grateful for the new Specials (Art, PE, and Music) team at Meadow Ridge.

Principal Ronda Soliz noted that with over 100 new students and a total enrollment of over 300, there are a lot of new families to get to know. They are also working on establishing routines in the cafeteria.

Principal Ben Palmer shared that Lochbuie Elementary currently has approximately 100 students per grade level. Teachers have been focusing on the Leader in Me program with students and classes are writing their own mission statements.

Principal Justin McMillan explained that WCMS hosted orientation for all grades since many students participated in the online program last year. Kagan Cooperative Learning is being used for teacher professional development which focuses on Relationship, Accountability, and Equity. 10-12 parents attended the first PTO meeting and the staff is working towards building parent to parent relationships along with teacher to parent relationships.

Interim Principal Rob Orbanosky felt that 9th grade orientation was a success and that the football team helped with giving tours. He gave a summary of sports that have started and noted that he has felt welcomed by the district.

Dr. Rabenhorst noted that the leaders are strong and he is grateful for them. He also shared that kickoff went well and that he enjoyed meeting with such energized staff members.

7. Board Consent Agenda

7.1 Approval: Meeting Minutes

- (a) July 21, 2021 Regular Meeting Minutes

7.2 Approval: Financials

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

7.3 Approval: Resignations / Retirements / Separation of Employment

- Emilee Klausner - SpEd Teacher @ Cardinal Community Academy (district employee)
- Maria Alvarado - Spanish Translator @ District
- David Wells - Small Vehicle Driver @ Transportation
- Andrea Byington - Instructional Paraprofessional @ Meadow Ridge Elementary
- Krystal Martinez - District Office Manager & Support Secretary @ District
- Thomas Graham - Small Vehicle Driver @ Transportation
- David Weaver - Math Teacher @ Weld Central High School
- Colette Paulino - Instructional Paraprofessional @ Meadow Ridge Elementary
- Debra Benson - Payroll Specialist @ District
- Maria Ruedas - Custodian @ Weld Central Middle School
- Aurelia Ray - Regular Licensed Substitute Teacher @ District
- Torin Murphy - Psychologist Intern @ District

7.4 Approval: Contracts for Licensed Employees

- Katherine Newberry - 2nd Grade Teacher @ Hudson Elementary
- Daniel Sutherland - Music Teacher @ Lochbuie Elementary
- Kelsey Carlson - Elementary K12 Innovations Online Teacher @ District (previous employee)
- Amber Jewsbury - 1st Grade Teacher @ Hoff Elementary School
- Nicholas McLean - Licensed Substitute for SpEd Classroom @ Cardinal Community Academy (Re-3J employee)

7.5 Approval: Letters of Employment for Classified Personnel

- Sydney Baumgartner - Athletic Trainer @ Weld Central Middle School and Weld Central High School

- Kayla Moore - Media Center Manager @ Weld Central High School
 - Elvia Robles Guzman - Counseling Secretary @ Weld Central High School
 - Janice Kerley - SpEd/SSN Paraprofessional @ Weld Central Middle School
 - Anna Fadeley - District Office Manager & Support Secretary @ District
 - Veronica Delgado - Custodian @ Hoff Elementary
 - Carl Rose - CDL Bus Driver @ Transportation (previous employee)
 - Jayma Allerton - SpEd 1-on-1 Paraprofessional @ Weld Central High School
 - Tasha Francis Gould - Preschool Paraprofessional @ Meadow Ridge Elementary
 - Corina Gonzalez - Instructional Paraprofessional @ Meadow Ridge Elementary
 - Terri Davis - CDL Bus Driver @ Transportation (previous employee)
 - Haley Wolf - Small Bus Driver @ Transportation
 - Lyndsey Stecklein - Special Education Paraprofessional @ Meadow Ridge Elementary
- 7.6 Approval: Additions to the 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Katheryn Baker - Assistant Volleyball Coach @ Weld Central High School
 - Jessica Bates - Head Cheer Coach @ Weld Central High School
 - Cheryl Hollingsworth - Gifted/Talented Liaison @ Hoff Elementary
 - Deanna Damour - Head Cross Country Coach @ Weld Central High School
 - David Warren - Assistant Football Coach @ Weld Central Middle School
 - Thomas Keller - Game Manager @ Weld Central Middle School
 - Kristin Weems - 7th Grade Assistant Volleyball Coach
 - Lori Dottavio - Homebound Teacher @ District (also on regular licensed substitute list)
 - Tyler Mattson - Boys Head Soccer Coach @ Weld Central Middle School
 - Jerad Sutton - Boys Assistant Soccer Coach @ Weld Central Middle School
- 7.7 Approval: Resignations for 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Carrie Hassebrock - Gifted/Talented Liaison @ Hoff Elementary
 - Mark Moreno - Girls Assistant Basketball Coach @ Weld Central High School and 7th Grade Girls Assistant Basketball Coach @ Weld Central Middle School
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
- Oscar Garfio - Transfer from Assistant Boys Soccer Coach @ Weld Central High School to Head Boys Soccer Coach @ Weld Central High School
 - Luz Salinas De Mejia - Transfer from Custodian at Hoff Elementary to Custodian at Lochbuie Elementary
 - Jennifer Chavez - Transfer from Full-Time Preschool Paraprofessional @ Hudson Elementary to 0.5 Preschool Paraprofessional @ Hudson Elementary
 - Crystal Sanchez - Temporary Transfer from Media Center Manager @ Meadow Ridge Elementary to Long Term Substitute Teacher for Kindergarten @ Meadow Ridge Elementary (August 10-October 4)
 - Annette Peters - Transfer from Small Vehicle Driver to CDL Bus Driver @ Transportation
 - Karina Torres - Substitute Paraprofessional @ District to Instructional Paraprofessional @ Meadow Ridge Elementary

- 7.9 Approval: 2021-2022 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
- Ashley Schmidt - Full-Time, In-Building Licensed Substitute Teacher @ Lochbuie Elementary
 - Andrew Alderman - Full-Time, In-Building Licensed Substitute Teacher @ Lochbuie Elementary
 - Daniel Amrine - Full-Time, In-Building Licensed Substitute Teacher @ Weld Central Middle School (previous employee)
 - Nonnie Hunziker - Full-Time, In-Building Licensed Substitute Teacher @ Hoff Elementary
 - Jody Auer - Licensed Substitute Teacher @ District (current CCA employee)
- 7.11 Approval: Out of District Student Requests for 2021-2022
- 7.12 Approval: Request for Open Enrollment / Within District Transfers for 2021-2022
- 7.13 Approval: Home School Requests for 2021-2022
- 7.14 Approval: Administrative Policy
- (a) Policy J-49 (JLCD) Administering Medication to Students
 - (b) Policy J-51 (JLCDB) Administration of Medical Marijuana
 - (c) Policy J-47 (JLCB) Immunization of Students
 - (d) Policy I-14 (IHCDA) Concurrent Enrollment
 - (e) Policy GD-4 (GDBC) Support Staff Supplementary Pay/Overtime
 - (f) Policy C-1 (CBB) Recruitment and Appointment of Superintendent of Schools
- 7.15 Approval: Monitoring Review Cycle
- (a) EL-6 Educational Program

Director Gustafson moved to approve the consent agenda with a correction to a school in item 7.5.
 Director Hayes seconded the motion.

Baumgartner - Absent	Gustafson - Y	Hayes - Y	Haffner - Y	Jensen - Absent
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8. Public Open Forum: Public Comment None

9. Action/Discussion

9.1 Critical Shortage of School Personnel

The Board received information summarizing House Bill 17-1176 which allows rural school districts in Colorado to declare a critical shortage for certain positions in order to hire a PERA retiree who can then be exempt from PERA working limits post retirement. The critical shortage can be declared for teachers, bus drivers, and school cooks. There are currently two employees who fall within this exemption, but the resolution would allow for additional hiring in these categories if needed. Dr. Rabenhorst noted that this program does end with the 22-23 school year unless it is extended by the legislature.

Director Hayes moved to declare a Critical Shortage of Personnel, including Teachers and School Bus Drivers, for Weld County School District Re-3J as presented. Director Gustafson seconded the motion.

Baumgartner - Absent	Gustafson - Y	Hayes - Y	Haffner - Y	Jensen - Absent
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9.2 District Accountability Committee Appointments

The Board reviewed the list of recommended members of the DAC for 2021-2022.

Membership meets and exceeds the minimum requirements. While most members are returning members, there are some new members as well. Membership continues to include a preschool representative. Director Baumgartner remains the Board member representative.

Director Haffner moved to approve the District Accountability Committee member list as presented. Director Gustafson seconded the motion.

Baumgartner - Absent	Gustafson - Y	Hayes - Y	Haffner - Y	Jensen - Absent
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9.3 Personnel Performance Evaluation Council Membership

A PPEC is a required committee that must be established, and this group reviews and makes revisions to the licensed educator evaluation plan. There is one change in membership this year, so Dr. Rabenhorst asked for approval of the membership. Dr. Rabenhorst asks WCEA leadership to select the teacher members, and administration selects an equal number of administrator members. The group will be convening early in September to discuss some minor changes to observation cycles and to address re-implementation of Measures of Student Learning for the 21-22 school year. As in previous years, two parent members are required; however, past parent members have not contributed due to the nature of the topic. Dr. Rabenhorst then takes substantive changes to the plan to DAC for review in order to stay compliant with the membership requirements. Recommended members of PPEC are:

Brenna Morris	Greg Rabenhorst
Anne Blodgett	Judy Orbanosky
Cassandra Haner	Kelli Dwyer
Erin Patrick	Justin McMillan
Christie Ruppel	Jennifer Forbes
Jerad Sutton	Ben Palmer

Director Hayes moved to approve the members of the Personnel Performance Evaluation Council as presented. Director Gustafson seconded the motion.

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

10.1 2021 State Assessment Summary

State assessment data was released publicly, and district leaders have been reviewing the 2021 spring scores. Participation across the state was down due to remote learners not taking the assessment, and the percentage of participation for Re-3J students is consistent with state level participation. State results showed a decline in performance for both math and ELA across the board, and the same is true for Re-3J data. Ms. Orbanosky reviewed the summary data provided in the support folder. Board members were reminded to interpret the data with caution due to the validity issues of underrepresentation (due to participation rates) and the effect quarantines had on instruction during the school year. The data is most valuable for considering trends over time at the highest (district) level. Ms. Orbanosky highlighted encouraging PSAT/SAT scores as Weld Re-3J showed growth and improvement in comparison to a decline at the state level. Ms. Orbanosky acknowledged that work needs to continue at different levels especially in those areas that saw decline. Fall data collection will be used to create action goals for the rest of the year. Director Hayes asked if additional assessments are being used to help address learning loss data collection. Ms. Orbanosky summarized the assessments that are currently being used in schools. None of the assessments are new, but administration hopes that the assessments can be administered with consistency this year.

10.2 CASB Conference Attendance

All members have been registered for the conference and hotel rooms at the Broadmoor have been secured. The agenda was made available for the Board members. Restaurant reservations will be made for Wednesday evening. Depending on when election results are certified, a Special Meeting may be scheduled during the conference regarding officer election and reorganization.

10.3 Board of Education Meetings Schedule, Electronic Participation, and Public Participation

Dr. Rabenhorst facilitated a discussion regarding how to proceed with public participation in Board meetings and whether or not meetings should continue to be available remotely by the public and participants. Director Haffner noted that keeping the video participation allows the Board to be considerate of staff members who are participating. Directors Hayes and Gustafson agreed with Director Haffner. Dr. Rabenhorst noted that allowing electronic participation also allows for the dissemination of correct information to more people. As two members of the Board were not present for the meeting, this topic will also be discussed at an upcoming work session.

10.4 Cancellation of School Board Election

In the event insufficient petitions are returned or there are uncontested seats, the Designated Election Official, Julie Wiener, can take steps to cancel the election. The Board may adopt a resolution prior to August 31, canceling the election if the circumstances warrant it. Ms. Wiener noted that to date, petition packets have been received for each Director District, but if those

are received and there is only one candidate per District, the Board may convene a special meeting to cancel the election. The deadline for submitting a petition is August 27, 2021 at noon. Dr. Rabenhorst noted the advantages and disadvantages of cancelling the election.

11. Superintendent Reports and Presentations

11.1 Superintendent Annual Goals

Annually, goals must be established for the year. The goals reflect the annual evaluation of the superintendent and alignment Strategic Plan Directions. The goals are written collectively with the executive administration team so that all members of the team are working consistently and collaboratively. The Board reviewed the goals during open session. Dr. Rabenhorst noted that Directors Baumgartner and Jensen reviewed the goals and had no questions or concerns. The goals must be adopted by August 31 annually.

Director Gustafson moved to accept the Superintendent Annual Goals as presented. Director Hayes seconded the motion.

Baumgartner - Absent	Gustafson - Y	Hayes - Y	Haffner - Y	Jensen - Absent
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11.2 School Opening & Enrollment Summary

Dr. Rabenhorst informally shared information regarding district enrollment; however, numbers will continue to change since the 10th student attendance day has yet to occur. Students who have not been formally withdrawn by that day can be removed from the district's enrollment. Dr. Rabenhorst shared that 159 students have opted for the K12 Innovations (online) program this year. The Board discussed the recent growth in Keenesburg. There has been a lack of growth in Lochbuie, but another housing development is under construction.

11.3 Continuity of In-Person Learning Plan Update

Pursuant to federal and state requirements, the district must post a "reopening and continuity plan" for in-person instruction in order to comply with ESSER funding requirements. The plan is currently posted online. Dr. Rabenhorst explained that the district is monitoring case rates by building for both staff and student populations and that metrics are being created using data points to help make decisions especially regarding mask wearing and quarantines. Dr. Rabenhorst asked for Board direction about whether changes should be a Superintendent decision or a Board decision. Director Gustafson noted that taking direction from the Superintendent is often advantageous because they usually have more information from public health officials. Director Haffner agreed the decisions should be made by the superintendent but voiced his concern over Dr. Rabenhorst facing all of the backlash for decisions and asked the Board to consider how they would officially support him when difficult decisions need to be made. He suggested having the Board approve the metrics within the plan created by the district. Dr. Rabenhorst noted that he appreciates the support and voiced concern over possible delays if the Board would like to approve all changes. Dr. Rabenhorst

suggested a special meeting scheduled as necessary where the Board could take action for their support of a revised plan with updated protocols.

11.4 Transportation Center Site Development Update

Several months ago, Dr. Rabenhorst informed the Board of the landowner adjacent to the Transportation Center being interested in donating the small parcel south of the Transportation building to the district. This would be in exchange for vacating the access easement from Market Street. Dr. Rabenhorst participated in a meeting with the Town of Keenesburg and others with interest in the real estate transaction of the property west of the district's property. In addition, the Town has notified the district of their desire to receive additional Right of Way (ROW) on CR 18 (the north property line of the Transportation Center). This additional ROW would allow for a left turn lane on CR18 to Market Street which would be advantageous to the district since the entrance to Transportation is now on CR 18. Dr. Rabenhorst gave an overview of the proposed plat of the entire area including the district's property including the proposal and risks to the district. The consensus of the Board is to continue pursuing the plan described by Dr. Rabenhorst. Director Gustafson asked about the timeline for the project and Dr. Rabenhorst explained that it has been pushed out several times and the district is waiting for the prospective owner to close on the property for more movement on the plan.

12. Board Member Reports/Discussion

Director Hayes indicated that she is interested in attending legislative conferences to learn more about the process. Director Gustafson explained that she should be welcome to attend, but that only one member per Board can have voting privileges. Ms. Wiener will register Director Hayes for the upcoming conference.

Baumgartner - Absent

Gustafson - Shared that she has an upcoming FRN Meeting which will include reviewing Resolutions; Thanked staff members who are working with parents regarding COVID protocols

Haffner - Thanked staff members for their hard work and dedication

Hayes - Thanked principals for their dedication and hard work to do what's best for the students; noted that parents are grateful that in-person instruction is occurring

Jensen - Absent

13. Adjournment at 7:33 p.m.

