

Official Minutes
Wednesday, October 27, 2021
6:30 p.m. - 9:00 p.m.

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:30 p.m.
2. **Roll Call** Directors Baumgartner, Gustafson, Haffner, Hayes, and Jensen were present.
3. **Pledge of Allegiance**
4. **Approval of Agenda**
Director Haffner moved to approve the agenda as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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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
 - Letter from Re-3J to CCA
 - Letter regarding OCR Complaint

6. **Special Reports**

6.1 **Academic Program Spotlight - Cardinal Community Academy**

Principal Maureen Lockette joined the meeting remotely to highlight work at Cardinal Community Academy this year on how the library has used grant funds and the student-led daily announcements. Ms. Lockette shared videos of the improvements in the library created by the librarian and an example of the student-led announcements. The Board thanked Ms. Lockette for sharing.

7. **Board Consent Agenda**

- 7.1 Approval: Meeting Minutes
 - (a) September 22, 2021 Regular Meeting Minutes
 - (b) October 13, 2021 Work Session Minutes
- 7.2 Approval: Financials
 - (a) August Financials (The Board was notified that the August Financials would be available as part of this meeting's consent agenda in September)
 - (b) September Financials
 - (c) Quarterly Financial Report (**October**, January, April, July only)
- 7.3 Approval: Resignations / Retirements / Separation of Employment (EL-12 Staff Treatment)
 - Corina Gonzalez - Instructional Paraprofessional @ Meadow Ridge Elementary
 - Brittany Holt - SSN Paraprofessional @ Weld Central High School

- Rhonda Parker - SpEd Paraprofessional @ Weld Central High School
- Jennifer Hiler - Teacher of the Deaf/Hard of Hearing @ District
- 7.4 Approval: Contracts for Licensed Employees
 - Jacquin Colabello - Math Teacher @ Weld Central High School
 - Kenneth Balcom - EL Teacher @ Lochbuie Elementary School
- 7.5 Approval: Letters of Employment for Classified Personnel
 - Doug Pfister - CDL Bus Driver @ Transportation
 - Brenda Dean - Head Custodian @ Hoff Elementary School
 - Pauline (Paula) Dickey - Payroll Accountant @ District
 - Josefina Padron - Evening Custodian @ Weld Central High School
 - Harley Ritter - Helpdesk Technician @ District
 - Danette Morgan - Office Manager @ Lochbuie Elementary School
 - Justin Johnson - Evening Custodian @ Hudson Elementary School
 - Jessica Bautista - Preschool Paraprofessional @ Meadow Ridge Elementary School
- 7.6 Approval: Additions to the 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
 - Terran Duncan - 8th Grade Boys Head Basketball Coach
 - Eric Jefcoat - 7th Grade Boys Head Basketball Coach
 - Chris Siguenza - 7th Grade Boys Assistant Basketball Coach
- 7.7 Approval: Resignations for 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment
 - None
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
 - Sarah Turner - Transfer from Office Manager @ Lochbuie Elementary School to Human Resources Coordinator @ District
 - Tash Francis Gould - Transfer from PK Paraprofessional @ Meadow Ridge Elementary School to Instructional Paraprofessional @ Meadow Ridge Elementary School
 - Nicholas McLean - Transfer from Long-Term Substitute Teacher @ District to SpEd Teacher @ CCA (Re-3J Employee)
 - Heather Cook - Transfer from Full-Time, In-Building Substitute @ WCHS to Science Teacher @ WCHS
- 7.9 Approval: 2021-2022 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
 - Colette Paulino - Regular Licensed Substitute @ District
 - Shanna Smotherman - Regular Substitute Teacher (Homebound Teacher) @ District
- 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 B-8 (BEDH) Public Participation at School Board Meetings
 - (b) Policy I-23 (IKF-2) Graduation Requirements
 - (c) Policy J-12 (JFBA) Intra-District Choice/Open Enrollment
 - (d) Policy J-13 (JFBB) Inter-District Choice/Open Enrollment

- (e) Policy GB-5 (GBEB) Staff Conduct (And Responsibilities)
- (f) Policy GD-11 (GDQB) Resignation of Classified Staff
- (g) Policy GD-12 (GDQD) Discipline, Suspension and Dismissal of Support Staff
- 7.15 Approval: Monitoring Review Cycle
 - (a) EL-1 Global Executive Constraint
 - (b) EL-2 Emergency Superintendent Succession
 - (c) EL-16 Financial Administration
- 7.16 Approval: Governance Process or Board-Superintendent Relationship
 - (a) Review GP-3 Board Job Description
 - (b) Review GP-5 President's Role
 - (c) Review GP-8 Agenda Planning
 - (d) Review GP-9 Board Members Code of Conduct
 - (e) Review GP-11 Board Member Covenants
 - (f) Review GP-12 Board Member Conflict of Interest

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.

9. **Action/Discussion**

9.1 **2021-2022 Educator Effectiveness Manual**

Last year, the Measures of Student Learning (MSLs) component of the educator effectiveness plan was suspended (per CDE allowance). With the return of MSLs, the district's Personnel Performance Evaluation Council met to review the entire plan and discuss implementation of MSLs. The revisions within the plan have already been approved by the PPEC, and the plan is currently being implemented. The PPEC team affirmed the preference for the observation feedback cycle which was implemented last year, approval was given for slightly modifying due dates for principal evaluations, and the team agreed on implementation of the MSL component. Dr. Rabenhorst highlighted those changes. Formal approval of the plan is recommended as evaluations are already underway. Director Baumgartner asked if changes to the MSLs are expected. Dr. Rabenhorst summarized that there is no expectation for change.

Director Haffner moved to approve the 2021-2022 Educator Effectiveness Manual as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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10. Information/Discussion (EL-4 Communication and Counsel to the Board)

10.1 Unified Improvement Plan Development & Strategic Plan Updates

The Board reviewed the strategic action goals each school will be putting into place this year. As some goals are in progress, they may be very similar or only altered slightly from the previous year's goals. Schools have submitted their Unified improvement Plans to CDE by the October 15 deadline. As a district we are aligning UIP goals directly with Strategic Plan Directions and action goals, so principals indicated how their action goals are aligned to the UIP.

(a) Lochbuie Elementary School

Principal Ben Palmer noted that they are particularly proud of the growth that they have seen, especially in math which has resulted in them increasing their goal rates. He also noted that the Wit & Wisdom curriculum has been helpful in helping teachers break down lessons for more success. Mr. Palmer also described both the Action Days that are taking place on campus and a shift from a traditional 1:1 mentoring program to a more collaborative team approach. Director Haffner asked what directly impacted the growth. Mr. Palmer noted that students have been doing much more writing and that the school has placed particular emphasis on math fluency, especially fact fluency. Director Gustafson asked how professional development days are planned. Mr. Palmer noted that most ideas come from trends during team planning meetings and explained how teachers also used an exit ticket system to indicate the level of success of professional development days.

(b) Hoff Elementary School

Principal Ronda Soliz noted that one of the biggest obstacles thus far this year has been making adjustments to instructions to assess the needs of 100+ new students. She noted that the addition of a dedicated Student Support Team, including Interventionists and a full-time EL teacher, has helped set students up for success. Quarterly meetings have also been scheduled to focus on data to help set student goals. She also informed the Board that it has been determined that 55% of ELL students have had adequate growth in Math and ELA Access testing and that the school has exited off of federal *targeted support* designation. Ms. Soliz also noted that Hoff Elementary has been working with the district's Career and College Readiness Coordinator on a mentorship program for 5th grade students with the WCHS Freshman Academy. Director Jensen asked how many teaching positions needed to be added to serve 100 new students. Ms. Soliz noted that there has been a third 1st grade classroom added. Dr. Rabenhorst did explain to the Board that while there are 100 new students at the school, the net gain of students is around 70 due to students leaving the school. Director Jensen also asked what challenges the school has faced with so many new students. Ms. Soliz felt that the obstacles have been getting to quickly know the new students and their families and inaccurate records for students. She also

explained that the demographic is diverse and that Hoff has more foster kids than ever before and that the ELL population has approximately doubled. She did mention that there has been great parent involvement so far. Director Baumgartner asked if students have needed to be transferred between grades because of those inaccurate records. Ms. Soliz explained that they have used parent communication and some are still struggling but learning loss from COVID is also a factor. The Board congratulated Ms. Soliz and her staff on exiting the targeted support designation.

(c) Weld Central High School

Interim Principal Rob Orbanosky discussed their use of Educational Rounds including peer observations. They are specifically focusing on the four language domains including speaking, writing, reading, and listening. Mr. Orbanosky noted that teachers have enjoyed seeing what other teachers are doing in their classrooms. The staff is continuing to work on their pacing guides especially as the school prepares to make decisions regarding a class schedule format (traditional v. block). Mr. Orbanosky also explained how Advisory Time is being used to teach the Seven Mindsets, discuss College and Career Readiness, and allows for a study hall time for students on Fridays. Teachers will loop with students from one year to the next with this program. In order to improve climate, both students and teachers will be surveyed to make the staff stronger. Director Jensen asked if the survey questions overlap between the two surveys. Mr. Orbanosky explained that the survey questions are similar. Mr. Orbanosky also discussed the different strategies the school has been taking to make sure that students are college and career ready by the time they graduate.

10.2 Administrative Policy Revisions and Additions (1st Reading)

HB21-1108 modified the definition of “sexual orientation” to no longer include “transgender status,” and adds the terms “gender expression” and “gender identity” to statutes prohibiting discrimination against members of a protected class.

This bill was intended to address and correct the concerns that arose with previous statute inaccurately defining “sexual orientation” as meaning “an individual’s orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another individual’s perception thereof.” Sexual orientation, gender identity, and gender expression are now separately defined and discrimination based on sexual orientation, gender identity, or gender expression is prohibited under state law.

The Board reviewed the following policies referencing the statutory changes noted above which directly affect the district’s nondiscrimination statement which has been updated to reflect the added protected classes and definitions. Since the changes are nearly identical in each policy, Dr. Rabenhorst grouped the discussion of the policies rather than address each one separately.

(a) Policy A-1 (AC) Nondiscrimination/Equal Opportunity

- (b) Policy GB-1 (GBA) Open Hiring/Equal Employment Opportunity
- (c) Policy GC-7 (GCE/GCF) Professional Staff Recruiting/Hiring
- (d) Policy GD-6 (GDE/GDF) Support Staff Recruiting/Hiring
- (e) Policy J-1 (JB) Equal Educational Opportunities
- (f) Policy J-6 (JF) Admission and Denial of Admission
- (g) Policy J-22 (JICDD) Violent and Aggressive Behavior
- (h) Policy J-23 (JICDE) Bullying Prevention and Education
- (i) Policy J-32 (JII) Student Concerns, Complaints and Grievances
- (j) Policy L-1 (LBD) Relations with District Charter Schools

Director Jensen asked if any of these policies specifically address pronoun use. Dr. Rabenhorst explained that teachers should be using correct pronouns for students that identify specific pronouns for them or it could be construed as discrimination. Director Jensen further asked if any of the policies address restroom use, and Dr. Rabenhorst noted that it is not specifically addressed in any of these policies.

By consensus the Board directed that all of the policies can be placed on a consent agenda at a future meeting

11. Superintendent Reports and Presentations

11.1 Parent/Teacher Conference Attendance

Hoff ES - 97% (up from 96%)
 Hudson ES - 98% (down from 99.5%)
 Lochbuie ES - 86% (up from 85%)
 Meadow Ridge ES - 95% (up from 88%)
 WCMS - 79% (up from 30%)
 86% - 6th grade
 71% - 7th grade - virtual because of quarantine
 79% - 8th grade
 WCHS - 19% (down from 31%)
 22% - 9th grade
 22% - 10th grade
 16% - 11th grade
 13% - 12th grade

Director Baumgartner noted that several teachers commented to her that they appreciate the virtual conference options. Dr. Rabenhorst noted that the elementary feedback has included teachers struggling to end in-person conferences on time in order to get to virtual conferences.

11.2 Discipline Report

Dr. Rabenhorst reported that he upheld the recommendation for expulsion for a 10th grader who possessed and distributed/sold THC products at school. The student and parents did not

request a hearing by the set deadline. This student was offered the option to enroll in the on-line program.

12. Board Member Reports/Discussion

Baumgartner - None

Gustafson - Gave an overview of the recent Legislative Conference and the resolutions that were discussed; Noted that a parent sent her appreciation to the Board of Education regarding the FFA's attendance at the conference; Asked about communication from the Education Foundation and Lisa gave a brief summary regarding current news from the Foundation

Haffner - Reminded attendees to vote in the upcoming election

Hayes - Shared notes from the recent Legislative Conference with the Board Members

Jensen - None

13. Adjournment at 7:58 p.m.

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