

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:31 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, Hayes, and Jensen were present. Director Gustafson was absent from the meeting.
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 - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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5. **Public Open Forum**
 - 5.1 Recognition of Visitors
 - Dr. Rabenhorst introduced Shannon Bingham from Western Demographics who joined the meeting remotely to present on enrollment forecasting later in the agenda
 - 5.2 Public Comment Period
 - None
 - 5.3 Correspondence
 - Letter from Judy Orbanosky
6. **Governance Process and Board-Superintendent Relationship Discussion/Action**
 - 6.1 **B/SR-1 Governance Management Connection**
 - 6.2 **B/SR-2 Unity of Control**
 - 6.3 **B/SR-3 Accountability of the Superintendent**
 - 6.4 **B/SR-4 Delegation to the Superintendent**
 - 6.5 **B/SR-5 Monitoring Superintendent Performance**
 - 6.6 **B/SR-6 Superintendent Formal Summative Evaluation**

The Board assessed the implementation of each policy and no revisions were recommended by the Board members or Dr. Rabenhorst. The Board marked themselves in compliance on each of the policies and directed that they be placed on the consent agenda for approval at the next regular meeting.

7. **Board Consent Agenda**
 - 7.1 Approval: Meeting Minutes
 - (a) June 10, 2022 Regular 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
 - Kaitlin Flores - Kindergarten Teacher @ Meadow Ridge Elementary
 - Stephanie Marsh - Nurse @ District
 - Dawnee Raskin - 5th Grade Teacher @ Hudson Elementary
 - Brandon Unruh - Social Studies Teacher @ Weld Central High School
 - Heidi Anderson - 6th Grade Math Teacher @ Weld Central Middle School
 - Isabeau Vieyra - 7th Grade Science Teacher @ Weld Central Middle School
 - Erik Cook - Maintenance Technician @ District (termination)
- 7.4 Approval: Contracts for Licensed Employees
 - Mary Lhuillier - SpEd IEP Facilitator @ District
 - Denise Williams - Counselor @ Weld Central Middle School
 - Scott Lindenberg - 6th Grade Math Teacher @ Weld Central Middle School
 - Jeanine Guilbert - Student Advocate for Elementary Students and Families @ District
- 7.5 Approval: Letters of Employment for Classified Personnel
 - Danette Morgan - Office Manager/Support Services Secretary @ District Office (previous employee)
- 7.6 Approval: Additions to the 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
 - Christopher Siguenza - Assistant High School Girls Basketball Coach @ Weld Central High School
- 7.7 Approval: Resignations for 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
 - Thomas Klausner - Head Boys Basketball Coach @ Weld Central High School
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
 - Juliet Siegert-Chatman - Transfer from Media Center Manager @ Hudson Elementary to Office Manager @ Lochbuie Elementary
 - Jayma Allerton - Transfer from Special Education Paraprofessional @ Weld Central High School to Daily, In-Building Substitute @ Weld Central High School
 - Anna Fadeley - Transfer from Office Manager @ District Office to Finance Administrative Assistant @ District Office
 - Eric Zambrano - Transfer from School Counselor @ Meadow Ridge Elementary to Student Advocate for Elementary Students and Families @ District
- 7.9 Approval: 2022-2023 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
 - Dawnee Raskin - Licensed Substitute Teacher @ District (previous employee)
- 7.11 Approval: Out of District Student Requests for 2022-2023
- 7.12 Approval: Request for Open Enrollment / Within District Transfers for 2022-2023
- 7.13 Approval: Home School Requests for 2022-2023
- 7.14 Approval: Administrative Policy
 - (a) GP-1 Governance Commitment
 - (b) GP-2 Governing Style

- (c) GP-4 Monitoring Board Policies
 - (d) GP-4E Board Self-Assessment
 - (e) EL-5 Commitment to Accomplishment and Accountability
- 7.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)
- (a) EL-16 Financial Administration
 - (b) EL-17 Asset Protection
- 7.16 Approval: Change of Signers
- Meadow Ridge Elementary
 - Remove Nancy Stevens, Office Manager
 - Add Brittney Lawrynowicz, Office Manager
 - Lochbuie Elementary
 - Remove Benjamin Palmer, Principal
 - Remove Danette Morgan, Office Manager
 - Add Manuel Montano, Principal
 - Add Juliet Siegert-Chatman, Office Manager
 - Weld Central High School
 - Remove Kelli Dwyer, Assistant Principal
 - Add Nicolas Ng, Principal (Activity Checking and Savings)

Director Hayes moved to approve the consent agenda as presented. Director Jensen seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8. Action/Discussion

8.1 Resolution 2023-1: Resolution to Decline Participation in the Colorado Family and Medical Leave Insurance Program (FAMLI)

Dr. Rabenhorst reminded Board members of the nature of FAMLI. On November 3, 2020, Colorado voters approved Proposition 118, which paved the way for a state-run Paid Family and Medical Leave Insurance (FAMLI) program. The FAMLI program would provide Colorado workers paid leave in order to take care of themselves or their family during life events that pull them away from their jobs if opted into by employers. School boards that wish to opt-out of FAMLI must hold a vote anytime during 2022 and must notify the FAMLI Division of its decision in writing by January 1, 2023. In addition, Boards must reaffirm their opt-out status every eight years. Dr. Rabenhorst also reminded Board members of the administrative recommendation made at the June meeting to opt-out of this state run program due to employer related costs and other rationale provided. Dr. Rabenhorst also drafted and sent an email to district staff regarding that recommendation. There were no comments or questions received from staff. Dr. Rabenhorst directed Board members to the rationale for the recommendation and asked for comments or questions on the proposed resolution. Board members had no additional questions or need for discussion.

Director Hayes moved to approve Resolution 2023-1: Resolution to Decline Participation in the Colorado Paid Family Medical Leave Program as presented. Director Jensen seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.2 Policy GB-17 (GBGH) Sick Leave Bank

The policy was reviewed by Human Resources and the Superintendent’s Advisory Council (SAC) at the end of the previous school year. Employer’s Council also reviewed the policy although many of their suggestions were rejected because they generally are not supportive of a sick leave bank policy. Recommended edits include the explicit language of exclusion of maternity leave or parental leave as a qualifying event for use of the Sick Leave Bank. This change would not result in a change in practice but the new language more explicitly indicates these exclusions. Most edits occur in the accompanying regulation to provide additional clarity for staff members. Dr. Rabenhorst requested the waiver of a second reading so that the revised policy would be in effect before the start of the school year.

Director Jensen moved to waive a second reading and approve Policy GB-17 (GBGH) Sick Leave Bank as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.3 Licensed Employee Handbook

The licensed staff handbook was provided for review prior to the meeting. Revisions have been made to the handbook that align with recent policy revisions over the course of the previous year, and some other revisions have been made for clarification. Specific updates include revision to the complaint procedure and clarifying language in the dress code. Human Resources reviewed the handbooks to ensure that procedures match current practice. Handbooks, once approved, will be provided digitally to all staff members at the beginning of the new school year. A signature page regarding certain policies is required by all staff members which will be collected by the Human Resources Department. Policy requires Board approval of employee handbooks.

Director Haffner moved to approve the Licensed Staff Handbook as presented and direct administration to update the handbook accordingly based on any policy changes that may occur prior to the start of the 2022-23 school year. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.4 Classified Employee Handbook

The classified staff handbook was provided for review prior to the meeting. Revisions have been made to the handbook that align with recent policy revisions over the course of the previous

year, and some other revisions have been made for clarification. Specific updates include revision to the complaint procedure and clarifying language in the dress code. Human Resources reviewed the handbooks to ensure that procedures match current practice. 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 by the Human Resources Department. Policy requires Board approval of employee handbooks.

Director Jensen moved to approve the Classified Staff Handbook as presented and direct administration to update the handbook accordingly based on any policy changes that may occur prior to the start of the 2022-23 school year. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.5 Resolution 2023-2: Resolution in Support of Initiative 63

Board members received information from CASB regarding Initiative 63 for the past several weeks in their weekly update on Fridays. The ballot measure would divert nearly \$1 billion annually in already collected income taxes to the State Education Fund in order to help, “attract, retain, and compensate teachers and student support professionals.” The Board reviewed documents that provide the level of detail needed to fully understand Initiative 63, and Dr. Rabenhorst gave a summary of the background of the Initiative. Ms. Clark noted that there is no process for allocating the funds to schools at this time. Each district would need to write a narrative detailing use of the funds if this was passed. Director Baumgartner asked if any other programs would be cut in funding due to this initiative. Ms. Clark explained that a TABOR return would be directed to this fund. Director Jensen voiced concern about where funding would come from if there is not an excess due to TABOR collections. Currently, the Initiative is in the signature collection stage. Dr. Rabenhorst revised the CASB sample resolution and recommended the Board support this initiative. The initiative is fully supported by the major education agencies in the state (i.e., CASB, CASE, CEA). Supporting this initiative shows the broader community that the Board is in support of funding public education, and directs Dr. Rabenhorst to communicate advantages to the Initiative. The Board felt that they had enough information at this point in order to vote on the resolution. Dr. Rabenhorst noted that if sufficient statewide signatures were not collected, nothing would move forward regarding the resolution.

Director Jensen moved to approve Resolution 2023-2 in Support of Initiative 63 as presented. Director Hayes seconded the motion.

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

9.1 School Facility Needs Assessment and Enrollment Forecasting Data

Due to current and anticipated housing developments in Lochbuie and Keenesburg specifically, the Board directed Dr. Rabenhorst to contract with Shannon Bingham of Western Demographics regarding enrollment forecasting and an assessment of school facility needs. Dr. Rabenhorst met with Mr. Bingham several times and provided necessary information regarding current school capacities and known developer contact information. Mr. Bingham had multiple contacts with town officials in Lochbuie, Hudson, and Keenesburg as well as active developers in Lochbuie and Keenesburg. The major developments in the materials were familiar to Board members per previous Board meetings, but Mr. Bingham helped determine the impact of each development on enrollment forecasting. The Towns and Developers continue to be very optimistic and aggressive in their projections, so the information was shown at the full impact and at 50% impact (meaning the building rate only meets half of projections). Board members were encouraged to review the materials prior to the meeting. Mr. Bingham joined the meeting remotely to share his findings and recommendations and answered Board member questions. Mr. Bingham gave an overview of each of the possible developments in each of the towns. He explained that increased birth rates along with a decrease of affordable vacant housing lots in the foothills and metro Denver, will contribute to further student enrollment in the district. Mr. Bingham reviewed current seats available in each school noting that immediate action is not necessary, but initial planning could commence based on the projections. He forecasted the need for another school in approximately three years if projections occur at 100% of developer predictions. He also pointed out that each town is likely not factoring in competition of the other towns' projects in their projections. The Board also discussed the impact of the new railroad project in Hudson. Director Baumgartner asked Mr. Bingham to give his understanding of how water and sewer could potentially impact these developments, and he noted that the costs associated with water and sewer could slow rapid growth but that the current developments being discussed do have water/sewer plans in place. Mr. Bingham discussed different options for what types of school spaces will be needed moving forward. Director Baumgartner asked if the length of time to pass a bond has been discussed. Dr. Rabenhorst explained that it had not been discussed as a specific component of this project, but that he feels that trying to proactively pass a bond would be ineffective and that schools will have to see increased enrollment before a bond will be considered. Dr. Rabenhorst outlined a few possibilities for using current building space creatively in terms of secondary campuses. The possibility of building a secondary campus in Lochbuie would likely be more successful on a ballot. Plans could be considered on how to reconfigure grades at Weld Central Campus instead of trying to build a brand new high school right away which would be the most expensive option. Director Jensen pointed out that if there is support of a new secondary campus, it may be more successful regardless of cost. Dr. Rabenhorst noted that the district would continue to work with Mr. Bingham in at least annually reviewing developments and updating projections. Dr. Rabenhorst and the Board thanked Mr. Bingham for his work with the district.

9.2 2022-23 Strategic Plan Development

The Board reviewed the strategic plan (major directions and action plans) for the 2022-23 school year. Administration requested Board input on continuation of the major directions for the upcoming school year. Administration also reviewed a timeline for action step development

which will coincide with school unified improvement planning. Many goals are anticipated to continue or be an extension of met goals/benchmarks. Director Haffner asked if the online school will have a separate set of goals. Dr. Rabenhorst explained that they will likely operate under the high school goals during the early stages of the online school but may write separate goals. A unified improvement plan will be required for Innovations.

9.3 Continuity of In-Person Learning Plan for 2022-2024

Dr. Rabenhorst reminded Board members that 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. With a plan to treat COVID like other diseases, Dr. Rabenhorst and Dr. Wakeman revised the plan to pertain to the next two school years (corresponding to the federal requirement of posting a plan during the years of ESSER funding). Major revisions were made to the plan but reflect current and anticipated practices pertaining to the federal requirements which must be addressed in the plan. Contract tracing processes have been removed and the county will not be providing data regarding COVID moving forward. Language from CDPHE was used extensively. Director Baumgartner asked if there would be requirements of the district for reporting data. Dr. Wakeman explained that district nurses were required to complete some reports, but she feels that reporting will move to be more consistent with all other infectious disease requirements. Board approval was not required regarding this agenda item.

9.4 SEWC Fair Participation

The SE Weld County Fair parade is Saturday, August 13. The district office will sponsor a float again this year. Dr. Rabenhorst requested Board member participation. The parade begins promptly at 8:30 a.m.

9.5 2022 CASB Convention Attendance

The 82nd Annual CASB Convention will be held December 1-3 at the Broadmoor. All members of the Board have been registered for the convention, and hotel rooms have been reserved with check-in on Wednesday, November 30. Board members indicated their intent to participate at the conference.

10. Superintendent Reports and Presentations

10.1 Superintendent’s Evaluation and Annual Goal Setting Timeline

Dr. Rabenhorst reminded Board members of the deadline for goal setting and the new timeline for the summative evaluation which is September 30 per recent policy revisions. Board members discussed a date in which they would like to convene in executive session to collectively complete the evaluation. They determined to convene a special on Wednesday, August 10 at 6:30 p.m. with virtual participation. The Board will review the evaluation with Dr. Rabenhorst at the August regular meeting. Dr. Rabenhorst also asked Board members for areas of focus for the annual goals (which should align to the strategic plan).

10.2 Back-to-School Kick-Off Event

The back to school kick off will be held on Thursday, August 11 at 8:00 a.m. at Weld Central High School. This event will return to being an in-person event for the entire district staff. Planning is underway for the content of the kick-off event. Board members are welcome to attend, and Ms. Baumgartner is encouraged to speak for a few minutes at the event if available. Dr. Rabenhorst noted that staff will receive a welcome back letter shortly after this Board meeting providing them with details of the days of inservice leading up to the start of the school year. New Teacher Orientation runs August 2-4, and all teachers return on August 8.

10.3 Board Attendance at Back to School Events

Traditionally and pre-pandemic, Board members have attended Back-to-School night events for each of the schools. The dates and times have not yet been set, but most likely, the events will occur on Monday evening, August 15. In recent years, these events have shifted to a classroom only time for parents and students, so the benefit of BOE member presence is likely minimal. If community meetings have been scheduled with CEI for the Fall, Board members could potentially advertise and encourage participation in these community input events. Board members discussed their interest in participating and availability and determined that participating in back to school night was not necessary.

12. Board Member Reports/Discussion

Baumgartner - None

Gustafson - Absent

Haffner - Noted that if you shop at Office Depot, a donation code is available for schools in Weld Re-3J school district

Hayes - None

Jensen - Asked if there would be new members for Joint Committee, and Dr. Rabenhorst noted that he will confirm membership soon, especially since a classified staff member will need to be replaced due to retirement.

13. Adjournment at 8:12 p.m.

