

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:36 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, and Hayes were present. Director Gustafson was absent from the meeting. Director Jensen joined the meeting at 6:39 p.m.

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 - Absent
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5. **Public Open Forum**

- 5.1 Recognition of Visitors

- Dr. Rabenhorst introduced Paul Beck from Colorado Education Initiative who joined the meeting remotely to present on the Community Engagement Process later in the agenda. He also welcomed principals from all schools.

- 5.2 Public Comment Period

- None

- 5.3 Correspondence

- None

6. **Special Reports**

- 6.1 **Community Engagement Process: Colorado Education Initiative (CEI)**

Paul Beck with CEI joined the meeting remotely to share the process and goals of the community engagement process which has already begun. Simultaneous to the meeting, CEI was facilitating virtual community feedback sessions for elementary and middle schools. The primary goal is to develop a graduate profile and help the district create a narrative which sets the district apart from others. The final stage of the process will be helping the district develop a communications strategy and plan. Mr. Beck outlined some of the work that has already been completed including a kick-off meeting with district administration prior to the start of school and listening sessions with staff members during inservice days. Another meeting was held regarding goals for the district communications plan. CEI will partner with the district to launch a parent survey to increase family and community engagement. Data collection has been a primary focus at this point. A listening session with the Board members has been scheduled for the September Work Session. A design team will also be formed to help build the graduate profile and communications strategy.

- 6.2 **Principal Back to School Summaries**

Principals shared information about back to school nights and the first days of school.

Jennifer Forbes, Meadow Ridge Elementary: 300 people attended Back-to-School Night; MRE has 100 Kindergarten students enrolled; The school team made a change to move back to one entrance which caused some initial delay, but parents appreciated the secure entrance to the building.

Manuel Montano, Lochbuie Elementary: Back-to-School Night was a success including food provided by the school; There was a smooth transition between administrators for the school year.

Greg Dent, Hudson Elementary: Served ice cream at Back-to-School which was popular; The new school year is running smoothly.

Ronda Soliz, Hoff Elementary: Back-to-School Night was well attended; Student population continues to grow; Parking lot has been reconfigured which has been an effective and recognized improvement; Director Baumgartner asked if the staff parking has been relocated, and Ms. Soliz explained how staff park on the west side of the school and not in the main parking lot so that it is available for parents.

Justin McMillan, Weld Central Middle School: Back-to-School Night will be held tomorrow; He introduced Roy Holloway as the new assistant principal; He shared that a school focus is to continue on improving school culture.

Nicolas Ng, Weld Central High School: Thanked district administration for their continued support; Explained how Back-to-School night will be different from previous years.

Dr. Rabenhorst thanked Directors Baumgartner, Gustafson, and Hayes for their attendance at the District Kick-Off and reported that there was a lot of energy at the event. He noted that new staff has been supported at both the district level and in the schools.

7. Board Consent Agenda

7.1 Approval: Meeting Minutes

- (a) July 20, 2022 Regular Meeting Minutes
- (b) August 10, 2022 Special 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

- Max Sigala - CDL Bus Driver @ Transportation
- Kathryn Catalano - 2nd Grade Teacher @ Meadow Ridge Elementary
- Valerie Jones - Attendance Secretary @ Weld Central High School
- Rachel Bauer - School Counselor @ Weld Central Middle School
- Mary Lhuillier - IEP Facilitator @ District

7.4 Approval: Contracts for Licensed Employees

- Olga Montano Martinez - ELL Teacher @ Meadow Ridge Elementary School
- Glen Scott Gibson - Business Teacher @ Weld Central High School
- Travis Andersen - Social Studies Teacher @ Weld Central High School
- Nolan George - Science Teacher @ Weld Central High School

- Karie Pawlowski - 5th Grade Teacher @ Hudson Elementary School
 - Casandra Hoehn - 1st Grade Teacher @ Meadow Ridge Elementary School
 - Sarah Ferlin - Special Education Teacher @ Meadow Ridge Elementary School
- 7.5 Approval: Letters of Employment for Classified Personnel
- Angela Mott - Instructional Paraprofessional @ Meadow Ridge Elementary School
 - Linda Gudka - Media Center Manager @ Hudson Elementary School
 - Lucinda Vialpando - Special Education Paraprofessional @ Lochbuie Elementary School
 - Amber Barnes - Instructional Paraprofessional @ Meadow Ridge Elementary School
 - Brittany Johnston - Instructional Paraprofessional @ Hudson Elementary School
 - Sarai Sotelo - Instructional Paraprofessional @ Lochbuie Elementary School
 - Tabitha Casteel - CDL Bus Driver @ Transportation
 - Nichelle Schlidt - 0.5 Data Secretary / 0.5 Health Aide @ Hudson Elementary School
 - Maria Gomez - CDL Bus Driver @ Transportation
 - Alexandria White - Special Education Paraprofessional @ Weld Central High School
 - Debra Swank - CDL Bus Driver @ Transportation (previous employee)
 - Renee McClure - CDL Bus Driver @ Transportation (previous employee)
 - Kyla Strong - Attendance Secretary / Innovations Data Secretary @ Weld Central High School
- 7.6 Approval: Additions to the 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Emily Castillo - Head Boys Soccer Coach @ Weld Central High School
 - Jayma Allerton - Assistant 8th Grade Volleyball Coach @ Weld Central Middle School
 - Timothy Cornelius - Head Boys Basketball Coach @ Weld Central High School
 - Kelli Huwa - Assistant 7th Grade Volleyball Coach @ Weld Central Middle School
 - Kristin Weems - Heath 8th Grade Volleyball Coach @ Weld Central Middle School
 - Jennifer Cook - Head 7th Grade Volleyball Coach @ Weld Central Middle School
- 7.7 Approval: Resignations for 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
- Harrison Chisum - Transfer from Business Teacher @ Weld Central High School to Dean @ Weld Central High School
 - Crystal Sanchez - Transfer from Long-Term Substitute Teacher @ Meadow Ridge Elementary School to ELL Teacher @ Meadow Ridge Elementary School
 - Jennifer Stevens - Transfer from Instructional Paraprofessional @ Meadow Ridge Elementary School to Special Education Paraprofessional @ Meadow Ridge Elementary School
 - Jessica Bautista - Transfer from Instructional Paraprofessional @ Meadow Ridge Elementary School to Special Education Paraprofessional @ Meadow Ridge Elementary School
 - Norma Chavez - Transfer from Instructional Paraprofessional at Hudson Elementary School to Preschool Paraprofessional @ Hudson Elementary School
- 7.9 Approval: 2022-2023 Amended Contracts

- 7.10 Approval: Additions to the Substitute Teaching List
 - Ryan Murphy - Long-Term Substitute Teacher (7th Grade Science) @ Weld Central Middle School
 - Nicole Contreras - Full Time In-Building Licensed Substitute Teacher @ Weld Central Middle School
 - Dora Ojeda - Substitute Custodian @ District
 - Taylor Thompson - Long-Term Substitute Teacher (Kindergarten) @ Meadow Ridge Elementary School
 - Brenda Jimenez - Licensed Substitute Teacher @ District
- 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
- 7.15 Approval: Monitoring Review Cycle
 - (a) EL-6 Educational Program
- 7.16 Approval: Governance Process and Board-Superintendent Relationship
 - (a) B/SR-1 Governance Management Connection
 - (b) B/SR-2 Unity of Control
 - (c) B/SR-3 Accountability of the Superintendent
 - (d) B/SR-4 Delegation to the Superintendent
 - (d) B/SR-5 Monitoring Superintendent Performance
 - (e) B/SR-5E Superintendent Formal Summative Evaluation

Director Haffner moved to approve the 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 Critical Shortage of School Personnel

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 was provided to Board members prior to the meeting. The critical shortage can be declared for teachers, bus drivers, and school cooks. There are at least currently 2-3 teachers who fall within this exemption, but the resolution would allow for additional hiring in these categories if needed. The most recent bill addressing critical shortage was signed by Governor Polis on March 17, 2022, and became effective on that date. This version has no sunset; whereas, the previous version sunsetted in 2023. There is separate legislation which allows for substitute teachers who are in retirement to work under the critical shortage and that applies to all districts (and does not require a declaration). Director Jensen asked why food service workers and custodians are not included. Dr. Rabenhorst explained that food service workers are employed through the contract company

and are not a part of PERA. He explained that custodians are not included in the legislation, only the three specific categories of employees noted.

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

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

The recommended members of the DAC for 2022-2023 were reviewed by the Board. 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. Dr. Rabenhorst explained that he will continue to try to recruit some additional parents, specifically from the Lochbuie region of the district. Director Hayes will continue as the Board representative. Dates for the meeting were also presented.

Director Hayes moved to approve the District Accountability Committee member list as presented. Director Jensen seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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8.3 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. Dr. Rabenhorst annually asks WCEA leadership to select the teacher members, and administration selects an equal number of administrator members. Dr. Rabenhorst explained that there are no statutory changes affecting the current year, but that the group will likely need to convene in the spring, if not before, to address changes that become effective in the 2023-24 school year. The team may convene sooner to discuss some logistical components of the evaluation plan if necessary. Dr. Rabenhorst noted that there were two changes to the administrative half of the team. Dr. Rabenhorst noted that he takes substantive changes of the plan to DAC for review in order to stay compliant with the parental membership requirements.

Recommended members of PPEC included:

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| Brenna Morris | Greg Rabenhorst |
| Anne Blodgett | Rebecca Langlois |
| Cassandra Haner | Nick Ng |
| Erin Patrick | Justin McMillan |
| Christie Ruppel | Jennifer Forbes |
| Jerad Sutton | Manuel Montano |

Director Haffner moved to approve the members of the Personnel Performance Evaluation Council 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 Intergovernmental Agreement Between the Town of Keenesburg and Weld County School District Re-3J for School Resource Officer Services

Board members were informed that the district will be partnering with the Keenesburg Police Department regarding a School Resource Officer (SRO). Dr. Rabenhorst and Dr. Wakeman were both involved in the interview process for the new SRO along with Chief Jensen. Officer Stephen Silvas was selected. Dr. Rabenhorst noted that he will operate primarily at the Weld Central High School but will have responsibilities at all schools. The district must enter into an agreement with the Town for the SRO services for these services even though the SRO is in place. Dr. Rabenhorst highlighted the cost sharing provision of the agreement and indicated the positivity around Keenesburg paying a portion of the cost unlike previous agreements with Lochbuie Police. Dr. Rabenhorst further explained the SRO’s role at all district schools. Director Baumgartner asked if the salary amount is finalized, and Dr. Rabenhorst noted that he was unsure whether benefits still need to be factored into the amount and that he would connect with the Town regarding the specific cost.

9.2 2022 State Assessment Summary

State assessment data was released publicly, and district leaders have begun reviewing the 2022 spring scores. Participation across the state returned to pre-pandemic percentages and Re-3J participation exceeded state participation at all levels. Also returning to pre-pandemic standards was the participation of all grade levels. Last year, only specific grade levels were tested in ELA and Math which does make viewing cohort growth data complicated. Significantly lower participation rates in 2021 also result in less reliability of cohort growth data. Ms. Langlois pointed out that CMAS data is in alignment with local MAP data. While student scores do not yet reflect specific work being done in the district to improve scores, the district is trending towards positive growth for elementary and middle school students. Targeted areas for growth are being identified and principals will be working through the problem solving process with their building personnel. District administration will then identify what assistance is necessary to support teachers. Ms. Langlois reviewed the summary data provided to Board members in advance. Board members were reminded to interpret the data with caution due to the continued effect quarantines had on instruction during the school year. Ms. Langlois noted that steps for remediation include a robust observation feedback cycle and new curriculum. The Board discussed possible reasons for higher scores at CCA which most certainly include demographics more aligned to those of districts with higher scores. Re-3J will be looking at districts with similar demographics in hopes of finding new techniques for improving instruction and achievement. Director Hayes asked for clarification surrounding the use of MAP testing at WCHS, and Ms. Langlois summarized discussions that had occurred around the use of MAP testing. Dr. Rabenhorst explained that the continuation of the testing includes its use in teacher evaluations and a common, consistent assessment to identify areas of concern specifically in relation to block scheduling. He also pointed out that P/SAT levels are higher at

the state level compared to what might be predicted by state level CMAS scores. Ms. Langlois also explained that the state accountability progress has been delayed.

10. Superintendent Reports and Presentations

10.1 Preliminary Enrollment Update

Dr. Rabenhorst shared information regarding district enrollment. Student enrollment numbers will continue to change since the 10th student attendance day has yet to occur. A total of 2598 students was projected and currently, 2632 students are enrolled. Normally, the budget is set under the projection, but this year it was factored in at the projected number. Dr. Rabenhorst gave an overview of enrollment numbers at each school and if the student population has increased or decreased. The Board discussed potential reasons for families that do not continue onto Lochbuie Elementary from Meadow Ridge. Principal Forbes has heard from some families that since they do not plan to attend Weld Central, they transition to another district following Meadow Ridge to avoid multiple transitions. The reason for not attending Weld Central is often cited as distance from Lochbuie. K12 Innovations currently has 109 students. Transportation issues may have impacted K12 Innovations enrollment. The Board discussed transitions between the online school and in-person schools.

11. Executive Session to Discuss a Personnel Matter Relating to the Superintendent’s Evaluation C.R.S. 24-6-402(4)(f)

Board members convened in executive session with the superintendent to review the annual evaluation report completed at a recent special meeting.

Director Jensen moved the enter Executive Session to Discuss a Personnel Matter Relating to the Superintendent’s Evaluation pursuant to C.R.S. 24-6-402(4)(f). Present in the session will be the Board of Education members and the Superintendent with the exception of Director Gustafson. Director Hayes seconded the motion.

At 7:27 p.m., the Board entered Executive Session.

12. Executive Session Action

At 7:54 p.m., the Board returned to open session from Executive Session. No decisions or discussion took place that did not pertain to the agenda item. No action took place during Executive Session.

Director Haffner moved to approve the Superintendent’s Evaluation as discussed in Executive Session with no changes. Director Haffner seconded the motion.

Baumgartner - Y	Gustafson - Absent	Haffner - Y	Hayes - Y	Jensen - Y
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Dr. Rabenhorst asked the Board for direction regarding potential revision to the evaluation tool at a future Work Session. The Board discussed possible directions and would like to see examples of other Superintendent evaluations.

13. Board Member Reports/Discussion

Baumgartner - Requested that voting order be reconsidered, but Dr. Rabenhorst reported that voting must be alphabetical according to state statute; Announced that she is running for a trustee for the Town of Keenesburg

Gustafson - Absent

Haffner - None

Hayes - Asked if a transportation issue was addressed and Dr. Rabenhorst confirmed that it has been resolved.

Jensen - None

14. Adjournment at 8:05 p.m.

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