

## Virtual Meeting

### Regular Meeting

1. **Call to Order** by Vice President Haffner at 6:32 p.m. Vice President Haffner also noted that the regular meeting was changed to a fully remote meeting for all participants due to weather conditions and road closures. Notification was placed on the district website in a prominent location. Instructions for public comment were also located on the website and on the agenda posted online.
2. **Roll Call** Directors Gustafson, Haffner, and Hayes were present. Director Jensen joined the meeting at 6:35 p.m. and Director Baumgartner joined the meeting at 6:36 p.m. All members participated remotely due to adverse weather conditions in the district. Director Haffner lost power several times throughout the meeting, but was able to rejoin the meeting very quickly each time.
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	Haffner - Y	Hayes - Y	Jensen - Absent
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5. **Public Open Form**
  - 5.1 Recognition of Visitors
    - Dr. Rabenhorst noted that representatives from CEI and community members have joined the meeting to present on the Graduate Profile.
  - 5.2 Public Comment Period
    - None
  - 5.3 Correspondence (Mailed Correspondence was held for the meeting)
    - Various Holiday Cards
    - American Education Week Gift
6. **Special Recognitions / Reports**
  - 6.1 **Academic Spotlight - Weld Re-3J Graduate Profile Advisory Team**

A group of parents, community members, and staff have worked with Colorado Education Initiative (CEI) over the course of three meetings in the past several weeks to develop a Graduate Profile for the district. Dr. Rabenhorst praised the members of the team for their

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commitment to the project. Members from that team (Leigh Ann Winslow, Maria Molina, Josefina Hernandez, Anna Smith) along with Paul Beck of CEI joined the meeting remotely to present the Graduate Profile to the Board. Mr. Beck gave an overview of the entire process and the purpose of a graduate profile. He also introduced the four essential skills of the graduate profile identified by the advisory group which include: Empowered Individuals, Collaborative Problem Solvers, Global Communicators, and Engaged Community Members. Members from the team explained the background for each of the essential skills. Director Gustafson asked if the graduate profile skills correlate with the Colorado State Standards. Mr. Beck explained that essential skills are woven throughout the standards and integrated into each part of the profile. Dr. Rabenhost further clarified that the group did not do specific work with how the standards will be integrated instructionally, but that it will remain a priority within the schools to integrate those skills into instruction. Director Jensen asked how the profile will be used day to day and how students will show mastery of the skills. Dr. Rabenhorst shared how skills would be intentionally taught at each grade level or grader band and that something similar to a scope and sequence would also need to be developed. Ms. Winslow gave insights about how students are already starting to exhibit these skills. Mr. Beck gave further explanation regarding some informal assessment opportunities that can be used. Director Jensen asked how the profile provides equity for students, and Dr. Rabenhorst explained that striving for equity is part of the reasoning behind the Pathways work at the high school.

Dr. Rabenhorst asked Board members to give their feedback of and support for the profile. Director Hayes asked about various parts of the visual design. No member of the Board had negative remarks about the visual image.

Additionally, CEI representatives and Dr. Rabenhorst shared a high level overview of the communications audit and next steps after contracting with CEI's team.

## 7. Board Consent Agenda

- 7.1 Approval: Meeting Minutes
  - (a) November 9, 2022 Regular Meeting Minutes
- 7.2 Approval: Financial Reports
  - (a) November Financials
  - (b) Quarterly Financial Report (October, January, April, July only)
- 7.3 Approval: Resignations / Retirements / Separation of Employment
  - Brittney Lawrynowicz - Office Manager @ Meadow Ridge Elementary
  - Veronica Delgado - Custodian @ Hoff Elementary
  - Estela Cruz - Custodian @ Lochbuie Elementary (retirement)

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- Thomas Klausner - Math Intervention Teacher @ Weld Central Middle School
  - Lucinda Vialpando - SpEd Paraprofessional @ Lochbuie Elementary School
  - Kayla Gerkin - English Teacher @ Weld Central High School
  - Sherri Vance - CDL Bus Driver @ Transportation
  - Courtnee Elliott - SpEd Paraprofessional @ Weld Central Middle School (separation of employment)
  - Alexandria White - SpEd Paraprofessional @ Weld Central High School
- 7.4 Approval: Contracts for Licensed Employees
- Zachary Stinnett - Social Studies Teacher @ Weld Central High School
- 7.5 Approval: Letters of Employment for Classified Personnel
- Brittney Teters - CDL Bus Driver @ Transportation
  - Alina Lindstrom - SpEd Paraprofessional @ Weld Central High School
- 7.6 Approval: Additions to the 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Zacharia Irvin - Assistant Wrestling Coach @ Weld Central High School
- 7.7 Approval: Resignations for 2022-2023 Coaching/Extra Duty Employment Agreement/Notice of Assignment
- Jennifer Holthaus - Head Volleyball Coach @ Weld Central High School
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
- Luz Aguilar Vergara - Transfer from Substitute Custodian @ District to Custodian @ Hoff Elementary School
- 7.9 Approval: 2022-2023 Amended Contracts
- 7.10 Approval: Additions to the Substitute Teaching List
- None
- 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
- None
- 7.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)
- None

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

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

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**8.1 Resolution #3-2023 Mill Levy Certification for Property Tax Year 2022**

Annually, the Board must approve the mill levy certification. Both Adams and Weld Counties provided information including assessed valuation which is needed in setting the mill levy for 2022. Ms. Clark provided a document of the final Mill Levy certification as well as copies of the final assessed values from both Adams County and Weld County. Overall, Assessed Valuation has increased by 33.6% which will impact the tax rate positively for taxpayers. Ms. Clark and Dr. Rabenhorst proposed that the district levy an additional \$1.5 million more than the annual bond payments for 2022-2023, as allowed by statute. Because of the resulting reduction in tax rates due to the increase in AV, the district can over-levy for Bond payments and still forward on a reduction in the tax rate by more than 10%. The additional levied Bond payment funds will be held in the Bond Fund reserves to be used in future years when AV declines allowing the district to reduce the impact to the taxpayers within the district. Director Jensen asked if the proposal was as high as the district could go. Ms. Clark noted that the district is proposing \$7.4 million, but that districts can go up to \$10 million. Dr. Rabenhorst noted that going any higher might impact public perception if the district is collecting funds that are not being used relatively soon. Director Jensen asked if the district is softening the blow to taxpayers too much that it would be difficult when more funds are needed in the case of a new school building. Ms. Clark and Dr. Rabenhorst further explained the implications of a higher levy and how this could reduce the impact in the future if additional funds are needed. Board members voiced their support for the proposed levy.

The mill levy certification must be submitted to the CDE, Adams County and Weld County by December 15 prior to midnight. For comparison, Ms. Clark noted that the 2021 mill levy was set at 19.063 with a total assessed valuation of \$1,290,254,870. So, due to an increase in AV, the mill levy will decrease by 2.039 mills.

Director Baumgartner moved to approve Resolution #3-2023 the Certification of Mill Levies at 17.024, based upon an assessed valuation of \$1,937,180,970 for property tax year 2022 to be collected in 2023 as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson -	Haffner - Y	Hayes - Y	Jensen - Y
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**8.2 2023-2024 District Calendar (2nd Reading)**

The Board reviewed a draft calendar for the 2023-2024 school year which has been developed by the Superintendent’s Advisory Council and other stakeholder groups. Each SAC member sought feedback from each of the schools. In regards to changing the model to eliminate the Monday Early Release to include fewer student attendance days, the survey did not provide a clear direction or mandate for change as indicated in the first reading of the

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calendar at the previous meeting. Somewhat significant changes to the calendar include moving Spring Break back one week to correspond with Easter and the inclusion of quarterly Parent Teacher Conferences instead of semester conferences at the high school level only. There have been no significant changes to the draft since the 1st Reading in November. Dr. Rabenhorst released a communication regarding the calendar survey results, and no comments were received following that communication. Upon approval, Dr. Rabenhorst will prepare a communication to staff and families which will be released after the first of the new year. The Board had no further questions regarding the proposed calendar.

Director Gustafson moved to approve the 2023-2024 Calendar as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson -	Haffner - Y	Hayes - Y	Jensen - Y
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**8.3 Curricular Supplies & Materials Adoption - Supplemental Art Education (2nd Reading)**

No changes to the recommendation were made since the first reading. Dr. Rabenhorst and Dr. Wakeman reminded Board members of the process leading to the proposal. The Art of Education University was reviewed by K-12 art teachers for use as a supplemental art education curriculum in grades K-12 and professional development library with art specific PD and downloadable resources for teachers. The team participated in a presentation of the materials on September 12 and was able to utilize the platforms during a two-week trial. On October 10, the consensus from the K-12 art teachers was that both the Pro Learning and FLEX Curriculum were valuable resources. A 30-day trial period began October 30 and ended November 30. The materials are aligned with Colorado State Standards. There has not been any formal adoption of art education curriculum in the past that Dr. Wakeman is aware of. This program is meant to complement what teachers are already using and provide some coherence, as well as individualized professional learning opportunities to Weld Re-3J art educators. The curriculum was placed on public display and no community feedback was received. The Board had no discussion.

**Estimated Cost**

- \$750 per teacher, \$4,494.00 per year.
- 6 year contract total \$26,964.00

Director Gustafson moved to approve The Art of Education University supplemental art education curriculum in grades K-12 for a 6 year contract as presented. Director Haffner seconded the motion.

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Baumgartner - Y	Gustafson -	Haffner - Y	Hayes - Y	Jensen - Y
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**8.4 Curricular Supplies & Materials Adoption - English Language Development Curriculum (2nd Reading)**

No changes to the recommendation have been made since the first reading. Dr. Rabenhorst and Dr. Wakeman reminded Board members of the process leading to the proposal. ESL curriculum by National Geographic Learning and Cengage was originally adopted in 2016. This past September, K-12 ESL teachers were presented with new and updated curricular programs by our NG representative. Teachers had a chance to sample and view the curriculum, as well as participate in individual follow up presentations on each of the programs they were interested in. K-12 teachers are pleased with the current programs being used and would like to purchase and adopt some of the newer versions of curriculum. The materials are aligned with Colorado State Standards, ELD Standards, and the WIDA ELD Standards Framework. The curriculum was placed on public display, and no community feedback was received. The Board had no discussion.

**Estimated Cost**

- K-5 Our World and Reach Higher Materials - \$50,048.90
- 6-12 Times Zones and Edge Materials- approximately \$5,795.90

Director Haffner moved to approve the K-5 Our Word and Reach Higher Materials and the 6-12 Times Zones and Edge Materials as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson -	Haffner - Y	Hayes - Y	Jensen - Y
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**8.5 Weld Re-3J Transportation Site and Real Estate Exchange Agreement**

Dr. Rabenhorst provided information to legal counsel regarding the subdivision process which includes the district’s transportation site in Keenesburg. The Board reviewed the first draft of the legal agreement regarding the real estate part of that transaction at the November regular meeting. It was subsequently provided to the adjacent landowners for consideration. The agreement outlines how the property lines will be exchanged as well as what the district expects to receive in exchange (i.e., water line, relocation of electrical charging trees). Board members also had access to review Exhibits that show the property line changes and the vacating of the access easement. Mr. Robertson and his team have reviewed the document and recommended changes, although none included eliminating any items the district was asking for in the exchange including paying for closing costs. Dr. Rabenhorst does not

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anticipate any further issues and gave an summary of the landowner obligations. He indicated that the landowner had already signed the draft version of the agreement.

Director Gustafson moved to approve the Real Estate Exchange Agreement pertaining to the district's Transportation Services Site as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson -	Haffner - Y	Hayes - Y	Jensen - Y
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**8.6 Resolution #4-2023 A Resolution Authorizing the District Superintendent to Act on the Board's Behalf in a Real Estate Exchange**

Dr. Rabenhorst requested approval of the resolution in order for him to carry out duties with the Title Company on behalf of the Board pertaining to the real estate exchange agreement at the Transportation Services Site. The closing has not been scheduled but will be worked out with the landowners representative, Mr. Robertson. Dr. Rabenhorst noted that this has been common practice with past real estate situations, but that President Baumgartner could attend the closing if the Board did not want to pass the resolution. Ms. Baumgartner indicated that she preferred not to attend.

Director Haffner moved to approve Resolution #4-2023 authorizing the district superintendent to act on the Board's behalf in a real estate exchange pertaining to the Real Estate Exchange Agreement regarding the district's Transportation Services Site as presented. Director Hayes seconded the motion.

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

**9.1 WCHS Course Description Book for the 2023-2024 School Year (1st Reading)**

The WCHS course description book is revised annually and approved by the Board. Mr. Ng and Ms. Dwyer joined the meeting remotely to report on the updated booklet. There are 8 course additions/ changes to the coursebook this year. Dr. Wakeman assisted in reviewing the process undergone to make the recommendations for course additions and changes and reviewed those with the Board. Other changes, including the rationales for the removal of courses, within the handbook were reviewed by Ms. Dwyer and Dr. Wakeman. Ms. Dwyer also noted a formatting change and that additional dates regarding concurrent enrollment will still need to be added when they are received from Aims. She also explained that the addition of the words "High School" to the STEM classes are to help add clarification for middle school students when they are registering for classes.

Dr. Wakeman reviewed the following:

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**Course Additions:**

- Advanced Ceramics
- Physical Science
- Digital Engineering
- Media and Broadcasting
- Algebra II with Financial Application
- Spanish for Business

**Course Deletions:**

- Business Math
- Digital Technology

**Course Name Changes:**

- STEM I and STEM II name change only to High School STEM I and High School STEM II

**9.2 Colorado Universal Preschool Program Launch**

In April 2022, Governor Jared Polis signed HB22-1295 which established the Department of Childhood and the Universal Preschool Program. Starting in the 2023-2024 school year, the program is set to fund at least 10 hours of quality preschool. Re-3J currently offers 12 hours of preschool programming, and districts are not obligated to increase hours for families that qualify for more than what is currently being offered. The official application launch begins on January 17, 2023 and Dr. Rabenhorst explained that all families must use that application platform. The Board was provided a brief fact sheet outlining definitions, eligibility, and the organizational structure of the program. Executive Director of Special Education & Preschool, Ben Palmer, provided summary information and reported on implications of the legislatively mandated program. Many questions that districts have have not been answered by the new state level department. Dr. Rabenhorst explained that there is significant frustration regarding lack of answers and transparency, but the program will launch next school year regardless. He also reiterated that applications must be made through the state which will likely prove frustrating to parents. Director Jensen asked what ages are allowed to attend the program, and Mr. Palmer explained the age requirements and restrictions. Director Baumgartner asked if there is a plan to increase availability for students. Mr. Palmer explained that at this time, the district can increase their ratio for increasing capacity in classrooms. Director Baumgartner also asked what the district’s contingency plan is if the state website crashes. Mr. Palmer explained that the district signed up for a soft start for the application process which will hopefully aid in our understanding of the application and troubleshooting process. Director Gustafson asked about CPP slots and Dr. Rabenhorst explained that those slots will

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no longer exist because the Colorado Preschool Program will be ending. Director Gustafson also noted that CASB is working to get answers from the new state department as well. Dr. Rabenhorst noted that information is not currently being communicated to families since so many questions remain unanswered, and Mr. Palmer noted that he is working with Ms. Wiener on various documents to start communication with parents through school newsletters and district social media. LeighAnn Winslow, who serves on DAC as a preschool parent asked if 3 year olds will automatically have a space in the program, and Dr. Rabenhorst noted that there will be no automatic enrollment for any student. He also indicated that parents of current three year olds in the program would be specially targeted and communicated with because many may think they don't have to do anything since they are already enrolled.

## 10. Superintendent Reports and Presentations

### 10.1 Annual District Salary Schedule Comparison

Annually, the district collects comparison data on teacher salary. Dr. Rabenhorst highlighted data within the document the Board reviewed. The district set a goal to be 5th in starting teacher pay with the 2016 MLO and subsequent 2020 MLO extension. The district is tied for 4th in the comparison group with a base salary of \$42,000. The annual comparison helps show where the district needs to improve within the schedule to stay competitive. Dr. Rabenhorst noted that administration will continue to study the salary schedule and aim for higher rankings near the end of the schedule.

### 10.2 Discipline Report

Board members were notified of a high school student who was expelled following a Tier II violation - Detrimental Behavior including Habitually Disruptive. The right to a disciplinary hearing had been waived. Director Baumgartner asked for clarification regarding the length of the expulsion. Dr. Rabenhorst explained how the length of time is determined which can be up to one year. Director Jensen asked if the student is required to enroll somewhere else. Dr. Rabenhorst explained that if they do not, they remain a dropout on the district's roster which is why expulsion is avoided as much as possible and that administrators provide resources and work with families to help students integrate back into a school.

## 11. Board Member Reports / Discussions

**Baumgartner** - Noted that she enjoyed the CASB Convention

**Gustafson** - Shared that she will be attending a debriefing at CASB regarding the CASB Convention; Congratulated Dr. Wakeman on her successful presentation at the CASB Convention

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**Haffner** - Gave a short overview of his experience of the CASB Convention

**Hayes** - None

**Jensen** - None

**12. Adjournment** at 8:04 p.m.

A handwritten signature in cursive script that reads "Cynthia Baumgartner".A handwritten signature in cursive script that reads "Paul Jensen".

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