

Official Minutes
May 26, 2021
6:30 p.m. - 9:00 p.m.

1. **Call to Order** by President Baumgartner at 6:34pm.
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 Gustafson seconded the motion.

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|-----------------|---------------|-------------|-----------|------------|
| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
|-----------------|---------------|-------------|-----------|------------|

5. **Public Open Forum**

- 5.1 Recognition of Visitors
Dr. Rabenhorst recognized the Weld Central High School Knowledge Bowl Team.
- 5.2 Notification of Public Comment Period
Dr. Rabenhorst shared instructions for public comment.
- 5.3 Correspondence
None

6. **Special Reports**

6.1 **Recognition of WCHS Knowledge Bowl Team**

Members of the WCHS Knowledge Bowl Team accompanied by Coach Zach Levine joined the meeting remotely. The Board recognized the team for their recent participation at the national competition where they placed 37th which is the most successful finish in team history. The team was also undefeated during their regular season and placed 1st in the league. Coach Levine noted that many members will be returning and they expect another successful season next year. Dr. Rabenhorst and the Board congratulated the team on their successes.

7. **Board Consent Agenda**

- 7.1 Approval: Meeting Minutes
 - (a) April 28, 2021 Regular Meeting Minutes
 - (b) May 12, 2021 Work Session Minutes
- 7.2 Approval: Financial Reports
 - (a) April Financial Report
 - (b) Quarterly Financial Report (October, January, April, July only)
- 7.3 Approval: Resignation/Retirements/Separation of Employment

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- Elliot Copeland - Social Studies Teacher @ Weld Central High School
- Jessica Deapaolis - 3rd Grade Teacher @ Lochbuie Elementary School
- Josephine Tafoya - Custodian @ Weld Central High School
- Daniel Kennedy - Principal @ Weld Central High School
- Daniel Amrine - SpEd Paraprofessional @ Weld Central Middle School
- Paula Amen - Media Center Manager @ Weld Central High School
- Connie Worth - Food Services Secretary @ District (retiring and requesting to work a 110 transitional year for 2021-2022)
- Yolanda Rodriguez - Custodian @ Lochbuie Elementary School
- Margaret Pine - EARSS Advocate @ Weld Central High School (separation of employment, position cut for 2021-2022)
- Maria Alvarado - Spanish Translator @ District (separation of employment, position cut for 2021-2022)
- Christopher Piper - Substitute Teacher @ Weld Central Middle School
- Molly Smith - 4th Grade Teacher @ Lochbuie Elementary School
- Blake Chamness - Digital Art and Media Teacher @ Weld Central High School
- John Milton - SpEd/SSN Paraprofessional @ Weld Central Middle School
- Rhonda Ricker - Intervention Teacher @ Meadow Ridge Elementary
- Susan Akerfelds - CDL Bus Driver @ Transportation

7.4 Approval: Contracts/Letters of Employment for Licensed Employees

- David Weaver - Math Teacher @ Weld Central High School (automatic non-renewal, Rehired for 2021-2022 school year)
- Benjamin Ellis - School Psychologist @ Weld Central Middle School (for 2021-2022 school year)
- Joshua Redlinger - PE Teacher @ Meadow Ridge Elementary School (for 2021-2022 school year)
- Stephanie Taylor - 8th Grade Math Teacher @ Weld Central Middle School (for 2021-2022 school year)
- Merysa Swallow - 3rd Grade Teacher @ Lochbuie Elementary School (for 2021-2022 school year)
- Trenton Anderson - Kindergarten Teacher @ Meadow Ridge Elementary School (for 2021-2022 school year)
- Colton Briggs - SpEd Teacher @ Meadow Ridge Elementary School (for 2021-2022 school year)
- Rebecca Preston - PE Teacher @ Lochbuie Elementary School (for 2021-2022 school year)
- Isabeau Vieyra - 6th Grade Math Teacher @ Weld Central Middle School (for 2021-2022 school year)

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- Raina Benton - School Nurse @ District (for 2021-2022 school year)
 - Kristin Weems - SpEd Teacher @ Weld Central High School (for 2021-2022 school year)
 - Lizeth Dorado - 4th Grade Teacher @ Lochbuie Elementary (for 2021-2022 school year)
 - Angela Hopman - 3rd Grade Teacher @ Lochbuie Elementary (for 2021-2022 school year)
 - Peter Chambers - Music Teacher @ Weld Central High School (for 2021-2022 school year)
 - Taylor Bennett - Science Teacher @ Weld Central High School (for 2021-2022 school year)
 - Christina Lucero - 1st Grade Teacher @ Hoff Elementary
 - Melissa Peruzzi - Kindergarten Teacher @ Hoff Elementary
 - Ashley Gusa - ELL/Intervention Teacher @ Meadow Ridge Elementary
- 7.5 Approval: Letters of Employment for Classified Personnel
- Tad Rabenhorst - Temporary Summer Grounds Help @ Facilities
 - Arturo Lerma - Temporary Summer Grounds Help @ Facilities
- 7.6 Approval: Additions to the 2020-2021 Coaching / Extra Duty Employment Agreement / Notice of Assignment
- 7.7 Approval: Resignations for 2020-2021 Coaching / Extra Duty Employment Agreement / Notice of Assignment
- Christopher Piper - Head Boys Basketball Coach, Head Baseball Coach and Assistant Football Coach @ Weld Central High School
 - Bryonna Eskew - Head Cheerleading Coach @ Weld Central High School
- 7.8 Approval: Intra-School / Intra-District Staff Transfers
- Juana Ramirez - Transfer from SpEd Paraprofessional @ Weld Central Middle School to 0.5 Library Paraprofessional & 0.5 Office Paraprofessional @ Weld Central Middle School (effective 2021-2022 school year)
 - David Harbeson - Transfer from 4th Grade Teacher @ Lochbuie Elementary School to Art Teacher @ Lochbuie Elementary School (effective 2021-2022 school year)
 - Hollie White - Transfer from 6th Grade Math Teacher @ Weld Central Middle School to 7th Grade Math Teacher @ Weld Central Middle School (effective 2021-2022 school year)
 - Amanda Kinzie - Transfer from Title I Paraprofessional @ Lochbuie Elementary School to SpEd Paraprofessional @ Lochbuie Elementary School (effective 2021-2022 school year)
 - Kaitlin Flores - Transfer from 6th Grade Science Teacher @ Weld Central Middle School to Kindergarten Teacher @ Meadow Ridge Elementary School (effective 2021-2022 school year)

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- Mandi Krill - Transfer from 5th Grade Teacher @ Lochbuie Elementary School to 4th Grade Teacher @ Lochbuie Elementary School (effective 2021-2022 school year)
 - Dawnette Camara - Transfer from Preschool Paraprofessional @ Hoff Elementary School to Preschool Teacher @ Hudson Elementary School (effective 2021-2022)
 - Natasha Nelson - Transfer from 5th Grade Teacher @ Lochbuie Elementary to Title I Teacher @ Lochbuie Elementary (effective 2021-2022)
- 7.9 Approval: 2020-2021 Amended Contracts
- 7.10 Approval: Additions to the 2020-2021 Substitute Teaching List
- Amy McFarland - Long-Term Substitute for Vocational/Ag (maternity leave) @ Weld Central High School (effective 05/10/2021-05/26/2022)
- 7.11 Approval: Out of District Student Requests for 2021-2022
- 7.12 Approval: Requests 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 F-1 (FB) Facilities Planning
 - (b) Policy K-1 (KB) Parent Engagement in Education
 - (c) Policy GC-3-R-3 (GCBA-R-3) Hourly Compensation for Additional Duties
- 7.15 Approval: Monitoring Review Cycle
- (a) EL-9 Treatment of Students, Parents and Community
 - (b) EL-12 Staff Treatment
 - (c) EL-14 Staff Evaluation
- 7.16 Approval: Staff Compensation
- (a) Bonus Proposal: Superintendent

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

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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8. Public Open Forum: Public Comment

LeighAnn Winslow of Hudson submitted public comment advocating for optional use of masks at the elementary school level in the upcoming school year.

9. Action / Discussion

9.1 Student Parent Handbooks (2nd Reading)

- (a) Elementary Handbook
- (b) Middle School Handbook
- (c) High School Handbook

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- (d) **Online Innovations Program Guidelines**
- (e) **WCHS/WCMS Activities & Athletics Handbook**
- (g) **Transportation Handbook**

Principal Soliz reported that there were no changes to the elementary handbook since first reading. Middle school and high school handbooks consisted of minor revisions as noted at the previous meeting. Some fees were updated in both handbooks as reviewed by Ms. Clark. A section regarding registration was added to the Transportation handbook. Ms. Wakeman noted that additional information detailing expectations for assignments and attendance was also added to the Innovations Guidelines.

Director Jensen moved to approve Elementary Handbooks, Middle School Handbook, High School Handbook, Online Innovations Program Guidelines, WCHS/WCMS Activities & Athletics Handbook, and Transportation Handbook as presented. Director Hayes seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.2 **2021-2022 Board of Education Meeting Calendar (2nd Reading)**

No changes were made to the calendar since the 1st Reading. Director Haffner wanted to ensure that the high school academic spotlight was later in the year due to a change in leadership. He asked if it will be possible that the Board will return to schools. Dr. Rabenhorst noted that some logistics are easier with fewer locations, but rotating to schools can be discussed in the future. The group noted the convenience of participants, such as those presenting school spotlights, when they could report remotely.

Director Haffner moved to approve the 2021-2022 Board of Education Meeting Calendar as presented. Director Gustafson seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.3 **Consortium Operating Agreement between Weld Re-3J and Weld Re-8 (2nd Reading)**

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Dr. Rabenhorst noted that there were no changes from first reading and that the Weld Re-8 district approved the agreement at their regular meeting on May 25. There was no questions or additional discussion by the Board.

Director Gustafson moved to approve the Consortium Operating Agreement between Weld Re-3J and Weld Re-8 as presented. Director Hayes seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.4 **2021-2022 Licensed Salary Schedule (2nd Reading)**

The licensed staff salary schedule was reviewed at the previous work session. The schedule reflects a \$1000 increase to the base. Minor corrections were made to the footnotes on the schedule since the first reading. Ms. Clark explained those minor changes. Once approved, contracts will be prepared based on this schedule. Administration recommended the schedule be approved.

Director Jensen moved to approve the 2021-2022 Licensed Salary Schedule as presented. Director Gustafson seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.5 **2021-2022 Classified Pay Range Schedules (2nd Reading)**

The Classified Pay Range Schedule (including the bus driver schedule) was reviewed at the previous work session. Significant work went into the changes from the current year schedule. The increase will result in a minimum increase of 4.5% to a maximum 15% increase for staff in the new fiscal year. The Bus Driver pay schedule is also recommended to increase from a starting rate of \$16.50 to \$18.00. There were no changes since the 1st Reading. The schedules were recommended as presented. There was no additional discussion by the Board.

Director Jensen moved to approve the 2021-2022 Classified Pay Range Schedules as presented. Director Hayes seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.6 2021-2022 Extra Duty Stipend Schedule (2nd Reading)

Due to the fairly sizable increases in previously discussed pay schedules, the Joint Committee recommended no change/increase to the Extra Duty Stipend Schedule. Dr. Rabenhorst explained that the Joint Committee may reconvene in late August if enrollment is higher than expected or if revenue is otherwise higher than expected to potentially revise this schedule. Administration recommended the schedule as presented. There was no additional discussion by the Board.

Director Gustafson moved to approve the 2021-2022 Extra Duty Stipend Schedule as presented. Director Jensen seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.7 2021-2022 Licensed/Administrative Personnel Contracts

Contracts are to be approved annually by the Board of Education. The list presented to the Board reflected licensed employees recommended as of May 26, 2021 for the 2021-2022 school year. Contract renewal is being recommended and includes changes to salaries based on the salary schedule discussed above. Contracts will be issued by Human Resources to staff following approval. Administrative contracts are also being recommended for approval with salary increases based on approved changes to the licensed salary schedule and classified pay range schedule. A base increase of 5% was set for administrative salaries with some increasing more based on market conditions. Dr. Rabenhorst communicated that there will be some changes in duties on the Executive Administrative Team as preparations are being made for Judy Orbanosky's retirement at the conclusion of the 2021-2022. As duties are reassigned, Jenny Wakeman's title will be changed to Assistant Superintendent to reflect the full scope of her duties. Dr. Rabenhorst clarified that there were no plans to add administrative positions. Board members expressed no concerns with this change.

Director Hayes moved to approve the licensed and administrative personnel contracts for the 2021-2022 school year as presented. Director Jensen seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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9.8 2021-2022 Food Services Meal Prices

The USDA has extended free meal service to all students for the 2021-2022 school year. In the event students wish to purchase a second meal, prices must be set. Dr. Rabenhorst explained the rationale for why Ms. Clark recommended no increase in pricing for the 2021-2022 school year. The usual tool used to determine meal prices is

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not applicable given the circumstances of the extended free meal program. Current meal prices are listed below and were recommended for continuation into the next school year.

| | Breakfast | Lunch |
|------------------------|-----------|--------|
| Elementary School | \$2.20 | \$2.95 |
| Middle and High School | \$2.45 | \$3.20 |
| Adult | \$3.10 | \$4.00 |

Director Baumgartner asked if many students purchase additional meals. Ms. Clark noted that there has not been a substantial increase this year, but it could increase next year considering that more students will likely be returning to in-person instruction.

Director Gustafson moved to maintain meal pricing and approve the 2021-2022 Food Services Meal Prices as presented. Director Hayes seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
|-----------------|---------------|-------------|-----------|------------|

10. Information / Discussion

10.1 2021-2022 Budget Development Update

There was not much action with regard to the School Finance Act since the last meeting. Ms. Clark updated the Board regarding new developments pertaining to the budget including information regarding the Supreme Court ruling on the mill levy correction. The impacts on the budget would be advantageous in the long run, but significant benefits may not be seen immediately. The Board also discussed the implications of possible difficulties passing future overrides or bond elections if the mill levy increased significantly. The Board will be provided with the final budget recommended for approval at the June 9 meeting.

10.2 2021-2022 Classified Personnel Letters of Assurance

Letters of employment are to be approved annually by the Board of Education. There is some level of uncertainty regarding the number of hours employees may work due to Monday schedules although more decisions were made this week. The Board was informed that Letters of Assurance will be processed by Human Resources with provisional position titles and hourly pay rates for each employee following this meeting. Letters of Employment are anticipated to be issued after approval at the June meeting. Year-round employees may be issued letters of employment earlier.

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11. Superintendent Reports and Presentations

11.1 Discipline Report

None

11.2 2021-2022 School Year Planning

Preparations for the 2021-2022 school year are underway. Dr. Rabenhorst wanted to make sure the Board was aware of the following information which was provided to parents earlier on May 26.

- The **district will return to five days of in-person learning** (Monday - Friday). Current data indicates there will not be a need for a remote day built into the school calendar. While there is some level of interest in continuing with a remote learning day regardless of the impacts of the pandemic, the new state requirements for *hybrid learning* (including attendance and participation) are onerous for teachers, students, and parents. Additionally, all students, especially our most vulnerable populations, receive more instructional benefit from in-person learning.
- Protocols such as **cleaning and sanitizing** are anticipated to remain a significant component of our response to limit transmission; however, there will likely be some reduced frequency of sanitizing certain spaces over the course of a day.
- Protocols such as **social distancing and face coverings will likely be revised**, and may be dependent on community vaccination rates. The district will continue to monitor health department recommendations and adjust accordingly as the school year nears.
- Cohorting of students will likely continue as we anticipate the continued need for quarantine. **We anticipate changes from the health department regarding quarantine requirements** with the goal of reducing the impacts of quarantine.
- **Transportation services will continue to require a registration process.** This registration process will be released in early June with notification going out to families via email.
- The **school calendar will be updated and provided to parents in mid-June** and posted on the district website. Changes will reflect Monday Early Release along with some other anticipated minor changes. There will not be changes to the major structures of the calendar such as start date, end date, holiday breaks, etc.

Director Gustafson asked if the district is still receiving funds for sanitizing and cleaning. Dr. Rabenhorst noted how funds and supplies are being received, allocated, and utilized.

Two pharmacy providers have reached out to the district about using facilities as a vaccination site for eligible-age children. Board members have differing viewpoints on

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the district providing a site although after discussion, the Board agreed that the district should not host a vaccination clinic.

Director Haffner noted that he felt providing a clinic would be a good idea because it continues to be a personal choice and provides families with a convenient option. Director Gustafson noted that it needs to be well communicated that vaccination is optional. Director Baumgartner voiced her concern regarding the district implying recommendation for the vaccination to students and parents and possible liability. Dr. Rabenhorst noted that parents would need to attend with a minor along with providing online consent. Director Jensen would prefer that the district communicate possible local providers for students since he does not hear the community asking for a clinic. Timing for that communication is not ideal at this point. The consensus of the Board is that information is readily available and that it is not necessary for the district to host a clinic. Dr. Rabenhorst indicated that the administrative team would compile information and resources so that if parents contacted the district or schools, information could be shared.

11.3 Student Registration Update

The district is closely monitoring registration for returning students in order to make staffing decisions. Principals are sending weekly reminders regarding registration. Dr. Rabenhorst updated the Board members on the percentage of returning students who have completed the registration process so far. The information also indicated the numbers registered for the online program to date.

| School | Percentage Completed Registration for Returning Students |
|----------------------------|--|
| Hoff Elementary | 85% |
| Hudson Elementary | 84% |
| Lochbuie Elementary | 67% |
| Meadow Ridge Elementary | 66% |
| CCA | 78% |
| Weld Central Middle School | 67% |
| Weld Central High School | 62% |

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| K12 Innovations Grade Band | Number of Students |
|-----------------------------------|---------------------------|
| K-5 Online | 26 Students |
| 6-8 Online | 19 Students |
| 9-12 Online | 55 Students |

12. Board Member Reports / Discussions

The Board discussed how smoothly both high school graduation and 8th grade continuum went. They also discussed possible ideas for future years.

Baumgartner - Noted that she is thankful for how hard staff has worked to make this year successful.

Gustafson - None

Jensen - Announced that he will be running for reelection this November.

Haffner - The Education Foundation is working on awarding scholarship; The Foundation continues to be in need of new membership

Hayes - None

13. Executive Session to Discuss a Personnel Matter Relating to the Superintendent's Contract C.R.S. 24-6-402(4)(e)

Board members were provided with a copy of the written contract in advance of the meeting which outlined changes as requested by Dr. Rabenhorst and discussed by Ms. Baumgartner separately with each Board member. Ms. Baumgartner asked members if any felt a need to enter into executive session to discuss the personnel matter, and each member indicated they did not see a need. Dr. Rabenhorst also indicated no need to enter into executive session for the topic.

With no additional discussion, Director Haffner moved to approve the Superintendent's Contract as presented. Director Gustafson seconded the motion.

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| Baumgartner - Y | Gustafson - Y | Haffner - Y | Hayes - Y | Jensen - Y |
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14. **Adjournment** at 7:36 pm.

Two handwritten signatures are displayed side-by-side. The signature on the left is 'Cynthia Baumgartner' and the signature on the right is 'Paul Jensen'. Both are written in a cursive, handwritten style.

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