



10850 East Woodmen Road • Falcon, CO 80831
Tele: 719-495-3601 • Fax: 719-495-0832 • E-mail: d49@d49.org

**REGULAR
BOARD OF EDUCATION MEETING
June 11, 2009
6:30 p.m.**

**CENTRAL ADMINISTRATION—
BOARD ROOM**

Call to Order and
Roll Call

Welcome and
Pledge of Allegiance

Approval of Agenda



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Mission Statement

Together we are committed to graduating and preparing all children for success in college and

AGENDA
REGULAR BOARD OF EDUCATION MEETING
June 11, 2009
6:30 P.M.
Central Administration – Board Room

- 1.00 Call to Order and Roll Call**
- 2.00 Welcome and Pledge of Allegiance**
- 3.00 Approval of Agenda**
- 4.00 Consent Agenda**
 - 4.01 Approval of May Monthly Financial Update
 - 4.02 Approval of Matters Relating to Administrative Personnel
 - 4.03 Approval of Matters Relating to Licensed Personnel
 - 4.04 Approval of Matters Relating to Educational Support Personnel
 - 4.05 Approval of Minutes for May 14, 2009 Regular BOE meeting
 - 4.06 Approval of Minutes for May 27 2009 Special BOE meeting
 - 4.07 Approval of Minutes for May 27, 2009 BOE Work Session
 - 4.08 Approval of Minutes for May 28, 2009 Special BOE meeting
 - 4.09 Approval of Course Name Change from Applied Math: Real World to Applied Math: Quantitative Reasoning
 - 4.10 Approval of New Board of Education Policy: GBCA - Non FMLA Eligible Staff Leaves and Absences
 - 4.11 Approval of Adoption of new Board of Education Policies GBC, GBCAG, and Regulations GBC-R and Revision to Board of Education Policy Regulation GDJ-R
 - 4.12 Rescind Board of Education Policies GCC, GCCAC, GCCAG, GDCC, GDCG and Regulation GCC-R
 - 4.13 Approval of Agreement Between Falcon School District 49 and Community Partnership for Child Development, Inc.
 - 4.14 Approval of IT Network Equipment Vendor for the next one-year period with possible extension
 - 4.15 Approval of Microsoft Desktop Software Licensing Vendor for the next one-year period, with possible extension for up to three years

- 5.00 Board/Superintendent Update**
- 6.00 Open Forum**
- 7:00 Action Items**
 7.01 Approval of 2009-2010 Budget
 7.02 Approval of Charter School 2009-2010 Budgets
 7.03 Approval of 2009-2010 Student Conduct and Discipline Code Book
- 8:00 Information Items**
 8.01 Finance Department Monthly Update
 8.02 Human Resources Monthly Update
 8.03 Information Services Monthly Update
 8.04 Student Field Trips
 8.05 Expulsion/ Suspension Information
- 9.00 Discussion Items**
 9.01 Phi Delta Kappa Curriculum Audit
 9.01 Vista Ridge Fields Update and Choice Options
- 10.00 Open Forum**
- 11.00 Other Business**
- 11.01 Executive Session:** Determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402 (4)(e) of the Colorado Revised Statutes. – Employee Involvement Committee
- 11.02 Executive Session:** Personnel matters – discussion of matters specific to particular employees, not general personnel policies. Does not include discussion of board members or appointment to the Board as authorized by section 24-6-402 (4)(f) of the Colorado Revised Statutes – Personnel Issue
- 11:03 Executive Session:** personnel matter, as authorized by section 24-6-402 (4) (f) (1) of the Colorado Revised Statute. – Superintendent search background Information review. and determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402(e)
- 12.00 Adjournment**

DATE OF POSTING: June 7, 2009

Loretta Branham, BOE Administrative Assistant

Consent Agenda



BOARD OF EDUCATION AGENDA ITEM 4.01

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Joleen Schaake, Chief Financial Officer

TITLE OF AGENDA ITEM: May 2009 Monthly Financial Update

ACTION/INFORMATION/DISCUSSION: Consent Agenda - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

Report to the Board of Education the performance of actual revenues and expenditures versus budgeted revenues and expenditures in all funds with comparison to prior year. Reference the attached spreadsheet: the first column is the list of each fund the District has. The 2008-2009 columns start with the approved budget for the whole year compared to revenues and expenditures through May. Percentages over 100% on a revenue line are good in that we received more revenue than we anticipated. If any of the expenditure lines were higher than the percentage of year concluded, that fund would be an area of possible concern depending on why it was high. Please note there are additional expenditure reports created from the accounting system showing detailed spending for each program page listed in the adopted amended budget.

The 2008-2009 Year End Fund Balance columns are required by statute. This is showing you the budgeted and anticipated end of year fund balance. The 2007-2008 columns are the prior year's total budget and the actual through May 2008. These amounts are there for comparison to the current year amounts.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

None

COST OR COST ESTIMATION:

None

MOTION REQUESTED:

I move to approve the May 2009 monthly financial update of all funds as presented.

APPROVED BY: David Bond, Acting Superintendent **DATE:** June 4, 2009



BOARD OF EDUCATION AGENDA ITEM 4.02

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Matters Relating to Administrative Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

To gain Board of Education approval for personnel changes.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

None

COST OR COST ESTIMATION:

None

MOTION REQUESTED:

I move to approve the recommendation of the administration for personnel changes listed on the attached sheet.

APPROVED BY: Mark McPherson, Executive Director of Human Resources **DATE:** May 29, 2009



BOARD OF EDUCATION AGENDA ITEM 4.03

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Matters Relating to Licensed Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

To gain Board of Education approval for personnel changes.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

None

COST OR COST ESTIMATION:

None

MOTION REQUESTED:

I move to approve the recommendation of the administration for personnel changes listed on the attached sheet.

APPROVED BY: Mark McPherson, Executive Director of Human Resources **DATE:** May 29, 2009



BOARD OF EDUCATION AGENDA ITEM

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Matters Relating to Educational Support Personnel

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

To Gain Board Approval for Personnel Changes

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

By addressing this action item, the Board allows the district to continue its function of hiring, and other personnel actions. By not addressing this action item, it would create problems with contracts and service being rendered.

COST OR COST ESTIMATION:

None

MOTION REQUESTED:

Move to approve the recommendation of the administration for personnel changes for these persons listed on the attached sheet.

APPROVED BY: Mark McPherson, Executive Director Human Resources **DATE:** May 29, 2009

Board of Education consent
agenda items
(meeting minutes)

4.05, 4.06, 4.07, 4.08

Will be published after
approval



BOARD OF EDUCATION AGENDA ITEM 4.09

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Dr. John Weishaar, Executive Director of Curriculum, Instruction and Assessment

TITLE OF AGENDA ITEM: Course Name Change from *Applied Math: Real World* to *Applied Math: Quantitative Reasoning*

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

The course was developed last school year at Falcon High School. The request for the name change is to reflect more completely what the content of the course actually covers. During the registration process it was found that the students and parents had a difficulty understanding the concepts within the course based on the title.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros – Clarity of course content

Cons –None at this time

COST OR COST ESTIMATION: None

MOTION REQUESTED:

I move to approve the name change of the course *Applied Math:Real World* to *Applied Math: Quantitative Reasoning*.

APPROVED BY: Eric Paugh, Chief Academic Officer

DATE: May 28, 2009



BOARD OF EDUCATION AGENDA ITEM 4.10

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark A. McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: New Board of Education Policy: GBCA - Non FMLA Eligible Staff Leaves and Absences

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

In conjunction with FMLA policy changes, it was noticed that employees with less than the minimum required time employed with the district could face catastrophic illness or injury and subsequently could lose their position. This new policy allows non-FMLA eligible employees to receive medical leave for cases up to 12 weeks which is currently the same as FMLA eligible leaves. Some key points are:

- All available sick leave and earned vacation are used at the beginning of the leave of absence.
- Salary is not paid during the period of non-FMLA leave.
- Health benefits may be continued at the expense of the employee.

This policy was recommended and approved by the Employee Involvement Committee

ALTERNATIVE COURSES OF ACTION: None

COST OR COST ESTIMATION: Cost of district portion of benefit premium for the employee

MOTION REQUESTED:

I move to approve the Falcon School District 49 Board of Education policy GBCA - Non FMLA Eligible Staff Leaves and Absences as presented.

APPROVED BY: Mark A. McPherson, Executive Director of Human Resources **DATE:** May 29, 2009

Non FMLA Eligible Staff Leaves and Absences

The Board shall provide a plan for leaves and absences designed to help members of the staff maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations.

Such leaves and absences shall be granted in accordance with the law and the Board policies pertaining to specific types of leaves.

Employees who have not worked 12 months or 1,250 hours and are not eligible for the District's FMLA guideline may be eligible for Non-FMLA Leave. Those employees may be provided a medical leave of absence to be used in a block of time, in limited circumstances. Such a leave would include time off for an employee's injury or immediate family member's injury, whether on or off the job.

For a medical leave to be granted, the following conditions must be met:

- The employee notifies the immediate supervisor as soon as possible of the need for medical leave.**
- The employee submits to the Human Resources Department a Leave of Absence application with the supporting documentation from the attending physician outlining the reason for leave and the estimated time needed. (The district reserves the right to obtain an opinion from a doctor chosen by the District at District expense.)**
- Approvals are obtained from the Human Resources Department prior to the leave.**
- All available sick leave and earned vacation are used at the beginning of the leave of absence. Medical Leave (non FMLA) runs concurrently with the receipt of vacation, sick leave, short term disability, and worker's compensation, whenever applicable.**

Medical Leaves (non-FMLA), and any extension of leaves, will generally be limited to no longer than twelve (12) calendar weeks. An employee who has been sick or injured and is ready to return to work from leave should present a doctor's statement indicating ability and capability to return to work. Employees who fail to return at the expiration of their authorized leave will normally be terminated. In the case of probationary, dismissal will be in accordance with Colorado Revised Statute CRS 22-63-203 as required by Colorado law if terminated during the contract year.

The District will continue medical and life insurance benefits for an employee on leave for a maximum of twelve weeks as long as the employee

pay's the entire premium which consists of both the employee and employer portion of the premium.

Vacation and sick leave will not accrue during a medical leave of absence. Holiday and snow day pay will not be granted during the leave.

Medical Leave (non-FMLA) may not be used for the purpose of extending medical leave beyond the District's FMLA Leave.

Adopted:

LEGAL REFS.: 29 U.S.C. 2601 et seq. (*Family and Medical Leave Act*)
29 C.F.R. Part 825 (*regulations*)

CROSS REFS.: GCCAA, Instructional Staff Sick Leave
GCCAB, Instructional Staff
Personal/Emergency/Legal/Religious Leave
GCCAC, Instructional Staff Maternity/Paternity/Parental
Leave
GCCBA, Administrative Staff Sick Leave
GCCBB, Administrative Staff
Personal/Emergency/Legal/Religious Leave
GCCBC, Administrative Staff Maternity/Paternity/Parental
Leave

Note: This law provides that the district shall not be in violation of other federal laws such as those governing the district's responsibility to educate handicapped children solely as the result of an eligible employee taking family medical leave.



BOARD OF EDUCATION AGENDA ITEM 4.11

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark A. McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: Adoption of new Board of Education Policies and Revision to Board of Education Policy Regulation:

Policy GBC Family and Medical Leave Act (FMLA) Eligible Staff Leaves and Absences (New)
Policy GBC-R Staff Leaves and Absences (New)
Policy GBCAG Staff Unpaid Leave of Absence (New)
Policy GDJ-R Classified Staff Transfer and Vacancy Procedure (revised)

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

In January of this year, the Federal Government implemented changes into the Family Medical Leave Act. These changes identify specific times and procedures for the application of FMLA leave to include serious illness, military, and maternity leaves. The district currently has leave policies for each category of employee. These changes combine all policies into a district wide policy for all employees that follows and implements the Family Medical Leave Act.

These policy changes have been reviewed and approved by the Employee Involvement Committee.

ALTERNATIVE COURSES OF ACTION: None

COST OR COST ESTIMATION: None

MOTION REQUESTED:

I move to approve Falcon School District 49 Board of Education policies GBC, GBC-R, GBCAG and regulation GDJ-R as presented.

APPROVED BY: Mark A. McPherson, Executive Director of Human Resources **DATE:** 29 May, 2009

FMLA Eligible Professional Staff Leaves and Absences

The Board shall provide a plan for leaves and absences designed to help members of the certificated staff maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations.

Such leaves and absences shall be granted in accordance with the law and the Board policies pertaining to specific types of leaves.

Federally-mandated family leave

The provisions of this section shall apply to all **Family and Medical Leaves of Absence and provide eligible employees with up to a total of twelve (12) work weeks of unpaid leave in a twelve (12) month period. Federally-Mandated Family Leave is administered concurrently with any paid leave or vacation covered under other Board Policies for any part of the twelve (12) weeks of leave to which the employee is entitled. An employee who qualifies for paid leave or vacation under another policy shall take the paid leave or vacation concurrently. except to the extent that paid leaves are covered under other Board policies, the employee shall take the paid leave first.**

To be eligible for leave under this policy, an employee shall have been employed for at least **twelve (12)** months and shall have worked at least **one thousand two hundred and fifty (1,250)** hours during the **twelve (12)** month period preceding the commencement of the leave. A full-time classroom teacher shall be deemed to be eligible for family leave. An eligible employee shall be entitled to a combined total of **twelve (12)** weeks' leave per year under particular circumstances that are critical to the life of a family.

Leave may be taken upon the birth and for the first-year care of the employee's child; upon the placement of a child with the employee for adoption or foster care; when the employee is needed to care for a child, spouse, or parent who has a serious health condition; or when the employee is unable to perform the functions of his/her condition because of a serious health condition.

Spouses who are both employed by the district shall be entitled to a total of 12 weeks of leave (rather than 12 weeks each) for the birth or adoption of a child or for family illness.

Entitlement for childcare leave shall end after the child reaches age one **(1)** or **twelve (12)** months after adoption or foster placement. Leave to care for a child shall include leave for a step-parent or person *in loco parentis*.

If medically necessary for a serious health condition of the employee or the employee's spouse, child, or parent, leave may be taken on an intermittent or

reduced leave schedule subject to certain conditions which pertain to instructional employees. The district may require the employee to transfer temporarily to an alternative position, which better accommodates recurring periods of absence or a part-time schedule provided that the position has equivalent pay and benefits.

The district shall maintain coverage under any group health insurance plan for any employee who is granted an approved leave of absence under this policy for the duration of the leave (up to **twelve** 12 weeks). Such coverage shall be maintained at the same level and under the same conditions as coverage that would have been provided if the employee was not on leave. The district reserves the right to seek reimbursement for this benefit in the event that an employee elects not to return to work, at the time it is given, as allowed by law.

Reinstatement shall be determined in accordance with any applicable Board policies. If the employee on leave is a salaried employee and is among the highest paid 10 percent of district employees and keeping the job open for the employee would result in substantial economic injury to the district, the employee may be denied reinstatement **provided the District notifies the employee of its intent to deny reinstatement** at the time economic hardship occurs and the employee elects not to return to work after receiving the notice.

The superintendent is directed to develop procedures to require appropriate medical certifications, notification, and reporting which are consistent with law. The procedures shall describe how the district will post notice concerning the federal law and other steps the district shall take to inform employees of its requirements.

Adopted:

LEGAL REFS.: 29 U.S.C. 2601 et seq. (*Family and Medical Leave Act*)
29 C.F.R. Part 825 (*regulations*)

CROSS REFS.: GCCAA, Instructional Staff Sick Leave
GCCAB, Instructional Staff
Personal/Emergency/Legal/Religious Leave
GCCAC, Instructional Staff Maternity/Paternity/Parental Leave
GCCBA, Administrative Staff Sick Leave
GCCBB, Administrative Staff
Personal/Emergency/Legal/Religious Leave
GCCBC, Administrative Staff Maternity/Paternity/Parental Leave

Note: This law provides that the district shall not be in violation of other federal laws such as those governing the district's responsibility to educate handicapped children solely as the result of an eligible employee taking family medical leave.

Professional Staff Leaves and Absences

Basic conditions

The district will require medical certification to support a claim for leave for an employee's own serious health condition or to care for a seriously ill child, spouse, or parent. The basic certification will be sufficient if it contains the date on which the condition commenced, the duration of the condition and any appropriate medical information.

For an employee's own medical leave, the certification also must include a statement that the employee is unable to perform the functions of his/her position. For leave to care for a seriously ill child, spouse, or parent, the certification must include an estimate of the amount of time the employee is needed to provide care.

In its discretion, the district may require a second medical opinion and periodic recertification at its own expense. If the first and second opinions differ, the district at its own expense may require the binding opinion of a third health care provider approved jointly by the district and the employee.

Certification for intermittent leave must indicate the dates on which treatment is expected to be given and the duration of the treatment. For leave to care for a seriously ill child, spouse, or parent, the certification must include a statement that the employee's intermittent leave is necessary to care for the family member and the expected duration and schedule of treatment.

For the employee's own intermittent leave, the certification must contain a statement indicating the medical necessity of the intermittent treatment and its expected duration.

A leave application and supporting medical documents "Request for Family and Medical Leave of Absence Form" must be originated in duplicate by the employee. This form should be completed in detail, signed by the employee, **and** submitted to the immediate supervisor for proper approval, and forwarded to the personnel department. If possible, the form should be submitted 30 days in advance of the effective date of the leave. All medical information provided to the district through this process shall be treated as confidential.

Notification and reporting

When the need for leave for the birth or adoption of a child or for planned medical treatment is foreseeable, the employee must provide at least 30 days prior notice unless circumstances dictate otherwise. With respect to foreseeable treatments

of an employee's family members, the employee must make a reasonable effort to schedule treatment so as not to disrupt district operations.

In case of illness, the employee is required to report periodically on his/her leave status and intention to return to work.

Intermittent or reduced leave

When instructional employees seek intermittent leave in connection with a family or personal illness and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the district may require the employee to take leave in a block (not intermittently) for the entire period or to transfer to an available alternative position with the school system, that is equivalent in pay, for which the employee is qualified and which better accommodates the intermittent situation.

Reinstatement

Because the end of the semester is a critical time for both **staff teachers** and students, the following conditions will apply to requests from **staff teachers** seeking to return from leave within the last three weeks of the semester:

1. If the employee begins any category of family and medical leave five or more weeks prior to the end of the semester and the leave is for more than three weeks, the district may require the employee seeking to return within the last three weeks to wait until the next semester.
2. If the employee begins any category of family and medical leave except personal sick leave less than five weeks before the end of the semester and the period of leave is greater than two weeks, the district may require the employee to wait until the next semester.
3. If the employee begins any category of family and medical leave except personal sick leave three or fewer weeks before the end of the semester and the period of leave is greater than five working days, the district may require the employee to wait until the next semester.

Employees who have taken leave due to a personal health condition will be required to provide certification by their physician that the employee is able to resume work [*optional language* – unless otherwise provided in a negotiated agreement]. In addition, the district reserves the right to consult with a public health official if there is any question about possible transmission of a disease in the school setting.

Repayment of benefits

In event that an employee elects not to return to work upon completion of an approved unpaid leave of absence, the district may recover from the employee the cost of any payments made to maintain the employee's group health insurance coverage unless the failure to return to work was due to a continuation, recurrence, or onset of a serious health condition as certified by a physician that entitles the employee to leave or for other reasons beyond the employee's control.

Benefit entitlements based upon length of service will be calculated as of the last paid work day prior to the start of the unpaid leave of absence.

Posting/notice to employees

Building principals/administrators will post notices explaining the Family and Medical Leave Act's provision in locations where they can be readily seen by employees and applicants for employment.

The FMLA Fact Sheet published by the U.S. Department of Labor, wage and hours division, will be incorporated into all employee handbooks or provided directly to employees.

Adopted:

Instructional Staff Unpaid Leave of Absence

A **employee teacher** having completed three (3) years of satisfactory performance may request an unpaid leave of absence. Such leave shall be submitted in writing to the superintendent/**designee**, stating the purpose and length of the leave. Normally, such a request should be submitted **as soon as possible by December 1st** preceding the school year in which the leave is to be taken but no later than March 1st. Upon recommendation of the superintendent and with the approval of the Board of Education, leave without compensation, increment or seniority credit may be granted for a period not to exceed one (1) school year. However, the school district may consider an extension based on the merits of the request and/or the needs of the district. Failure to so notify the district may be deemed to be refusal to obey reasonable rules of the district.

Notification of intent to return or request of an extension must be made in writing to the superintendent/**designee** by March 1st prior to the school year in question.

The employee's sick leave and vacation time accumulation and placement on the salary schedule shall be frozen. Vacation and/or sick leave will not accrue during a medical leave of absence. Holiday and snow day pay will not be granted during the leave.

The **employee teacher** returning from an unpaid leave shall not be guaranteed his/her previous position in the district but shall be guaranteed a position in the district commensurate with his/her training and/or experience.

Employees Teachers may continue health and/or other benefits in force as annually contracted by the district by making payments themselves subject to any provisions and/or restrictions imposed by the insurance carriers. Payment in advance for said benefits shall be forwarded to the district in increments to be arranged between the district and employee.

Adopted:

Classified Staff Transfer and Vacancy Procedure

Vacancies

Vacancies occur when a position established by the Board of Education is not currently filled by a certificated employee.

Vacancies can occur when:

- a. A classified employee vacates an existing position in the district (other than exchanges).
- b. A new position is created.

Vacancies will be handled according to these procedures:

- a. The personnel director will post and date all vacancies in a designated area in each building/department. Those classified employees meeting the qualifications stated in the job description may request a transfer by submitting written notification to the personnel department.
- b. Postings will indicate 1) position, 2) location, 3) qualifications, and 4) the closing date for submitting applications to the personnel department. All postings will be for a period of at least ten (10) working days.
- c. All applications for transfer will be screened by the personnel director for compatibility with the opening.
- d. Classified employees, meeting the essential job functions, will be guaranteed an interview with the director and/or supervisor in the department where the opening exists. **Five (5) qualified employee applicants will be guaranteed an interview. If there are more than five (5) in-district transfer applicants; a paper screening will determine which in-district candidates will be interviewed.**
- e. Each applicant will be notified as soon as possible, in writing, of the disposition of his/her application.
- f. **Classified employees must be employed in a position for a minimum of ninety (90) calendar days prior to requesting a transfer. Waiver of the probationary period for exclusive or hard-to-fill positions will be determined by the personnel director.**

Transfers

A transfer is any change in job assignment, either within a department or between departments and/or buildings. Requests for transfer will be made at the time a vacancy is declared.

1. Within department - Prior to a vacancy being declared posted, a director and/or supervisor may move people to positions within the department if such a move does not change the individual's job classification.

- a. Voluntary assignment – Any re-assignment of a classified employee which meets with the approval of both the director and/or supervisor and employee.
 - b. Involuntary assignment – Any other re-assignment which occurs due to program needs. Prior to re-assignment, a meeting will be held with the director and/or supervisor and the affected classified employee. At this meeting, the classified employee may request a representative be present.
 - 1) Involuntary assignments shall not be used by any director and/or supervisor for punitive or disciplinary action.
 - 2) Involuntary assignments shall be active for a period not to exceed one year, by which time a second meeting will be held to determine whether the re-assignment will be continued.
2. Between departments – Once a vacancy has been declared posted, classified employees may request a transfer or be assigned to a position based on program needs.
- a. Voluntary transfer – A classified employee may request a transfer to another department.
 - 1) All requests for transfer will be submitted **online. in writing, on the appropriate form, to the personnel office.**
 - 2) Requests for transfer will be kept confidential **until which time it becomes necessary to obtain essential information. if requested.** It is not **required necessary** that a classified employee inform his/her current supervisor or director of his/her request for transfer.
 - 3) **The classified employee who meets the essential job functions will be guaranteed an interview. Five (5) employee applicants will be guaranteed an interview. If there are more than five (5) qualified in-district transfer applicants, a paper screening will determine which in-district candidates will be interviewed.**
 - 4) Notification about the transfer request will be made by the receiving director and/or supervisor. This notification will occur whether selected for the position or not.
 - b. Involuntary transfer – A classified employee may be re-assigned to a different department based on program needs.
 - 1) When a classified employee is being considered for an involuntary transfer, the superintendent/designee will inform the employee, in writing, as soon as possible.
 - 2) Prior to re-assignment, a meeting will be held with the superintendent/ **designee**, current supervisor, receiving supervisor, and the affected employee. At this meeting, the classified employee may request a representative be present.
 - 3) Involuntary transfers must meet job requirements of the position being transferred to.

- 4) Involuntarily transfers shall not be used by any director and/or supervisor for punitive or disciplinary action.
3. Employee exchange – If two (2) classified employees wish to change in-building or in-department, they may propose the exchange to their director and/or supervisor affected by the exchange. If all parties agree and job qualifications are met, the director and/or supervisor may submit the exchange to the personnel director for presentation to the Board of Education for action. This exchange will be temporary for a period of one (1) year. At the end of that year, all parties will review the exchange. If any party wishes to discontinue the exchange, both classified employees will return to their original assignment. If all parties are satisfied at the end of the year, the exchange will become permanent.

Adopted: February 4, 1993.

Reviewed: May 11, 2000.

Revised:



BOARD OF EDUCATION AGENDA ITEM 4.12

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Mark A. McPherson, Executive Director of Human Resources

TITLE OF AGENDA ITEM: Approval of Rescind Board of Education Policies:

Policy GCC FMLA Eligible Professional Staff Leaves and Absences (Replaced by policy GBC)

Policy GCC-R Professional Staff Leaves and Absences (Replaced by policy GBC-R)

Policy GCCAC Instructional Staff Maternity/Paternity/Parental Leave (Replaced by policy GBC)

Policy GCCAG Instructional Staff Unpaid Leave of Absence (Replaced by policy GBCAG)

Policy GDCG - Support staff extended leaves and absence (Replaced by policy GBC)

Policy GDCC - support staff maternity/paternity/parental leave. (Replaced by policy GBC)

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

These policies are revised and replaced as indicated above.

ALTERNATIVE COURSES OF ACTION: None

COST OR COST ESTIMATION: None

MOTION REQUESTED:

I move to rescind Falcon School District 49 Board of Education policies GCC, GCC_R, GCCAC, GCCAG, GDCG and GDCC.

APPROVED BY: Mark A. McPherson, Executive Director of Human Resources **DATE:** 29 May, 2009



BOARD OF EDUCATION AGENDA ITEM 4.13

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Dr. Chad Wight, Director of Special Services
Report Prepared By: Barb Johnson, District Preschool Coordinator

TITLE OF AGENDA ITEM:

Reauthorization (2009-2010 fiscal year) of Head Start contract (EES and FES preschool sites):
“Agreement between Falcon School District 49 and Community Partnership for Child Development, Inc.”

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

Preschool services at Evans Elementary School and Falcon Elementary School are currently provided through Head Start (Community Partnership for Child Development, Inc.). This is a successful partnership, and Special Services recommends continuing the contract. The 2009-10 Agreement reflects a 7% cost increase from \$110,050 to \$117,774. It would cost the District more to provide these services than to contract for services with Head Start.

ALTERNATIVE COURSES OF ACTION:

- Attempt to renegotiate contract with Community Partnership for Child Development, Inc.
- Discontinue Head Start services and convert the EES and FES preschool sites to conventional preschools, where D-49 would be the sole agency and would assume all expenditures; all providers would be under D-49 employment contract (salaried employees); would require purchasing new playground equipment and curriculum materials (to replace those provided by Head Start).
- Discontinue preschool services at Evans Elementary and Falcon Elementary; bus children to alternative preschool sites; increase wait list for enrollment due to reduced capacity.

COSTS:

- See attached contract
- \$63,849 for 20 children enrolled through the Colorado Preschool Program (CPP) = \$3,192.45 each.
- \$53,924.50 for 10 children enrolled in special education = \$5,392.45 each.
- For additional children, \$5,392 per child prior to October 1; prorated after October 1

MOTION REQUESTED:

I move to approve the Agreement between Falcon School District 49 and Community Partnership for Child Development, Inc. for 2009-10

APPROVED BY: David W. Bond, Acting Superintendent **DATE:** June 7, 2009



BOARD OF EDUCATION AGENDA ITEM 4.14

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Michael Riggs, Systems Engineer/David Bond, Chief Information Officer

TITLE OF AGENDA ITEM: Approval of IT Equipment Vendor for the next one-year period.

ACTION/INFORMATION/DISCUSSION: Consent-Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

An RFP was publicly solicited for IT Equipment for scheduled items. After consideration of the attached items, Dell Marketing, L.P. emerged as the best bid.

We recommend approval of one vendor to serve the district's IT equipment needs for scheduled items throughout the next one-year period.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros – D-49 is able leverage substantially lower pricing by soliciting vendors via RFP

Cons – None

Alternatives – The Board of Education could choose not to approve this selection, in which case acquisition costs for IT equipment could be considerably higher

COST OR COST ESTIMATION: N/A

MOTION REQUESTED:

I move to approve Dell Marketing L.P. as the IT Equipment vendor for scheduled items to the school district for the next one-year period.

APPROVED BY: David Bond, Acting Superintendent

DATE: June 4, 2008



BOARD OF EDUCATION AGENDA ITEM 4.15

BOARD MEETING OF: June 11th, 2009

PRESENTED BY: Michael Riggs, Chief Engineer/David Bond, Chief Information Officer

TITLE OF AGENDA ITEM: Approval of Microsoft Desktop Software Licensing Vendor for the next one-year period, with possible extension for up to three years

ACTION/INFORMATION/DISCUSSION: Consent-Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

The IT department provides Microsoft Desktop Software licensing through the Microsoft School Agreement to all 3000 computers owned by D-49. Quotes were publicly solicited for our Microsoft Desktop Software Licensing. After receiving far more than the three required bids, Southern Computer Warehouse emerged as the lowest cost quote.

We recommend approval of one vendor to serve the district's Microsoft Desktop Software Licensing needs for the next one-year period, with possible extensions up to three years.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros – D-49 is able leverage substantially lower pricing by on Microsoft Desktop Software by purchasing it in this fashion

Cons – None

Alternatives – The Board of Education could choose not to approve this selection, in which case D-49 would be legally obligated to remove all Microsoft Desktop software under this agreement that it does not own perpetual licenses for

COST OR COST ESTIMATION:

\$137,790.00

MOTION REQUESTED:

I move to approve Southern Computer Warehouse as the Microsoft Desktop Software Licensing vendor for the school district for the next one-year period, with optional extensions for up to total three years.

APPROVED BY: David Bond, Acting Superintendent

DATE: June 4th, 2008

Board –
Superintendent
Update

Open Forum

Action Items



BOARD OF EDUCATION AGENDA ITEM 7.01

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Joleen Schaake, Chief Financial Officer

TITLE OF AGENDA ITEM: 2009-2010 Proposed Budget

ACTION / INFORMATION / DISCUSSION: Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

Colorado Revised Statute 22-44-108 requires the Board to “cause to be prepared a proposed budget for the ensuing fiscal year” and “the proposed budget shall be submitted to the board at least thirty days prior to the beginning of the next fiscal year.” Administration is presenting the proposed budget for the 2009-2010 fiscal year, which will begin on July 1, 2009.

Included in this budget are directives the Board has given the administration over the last several months and assumptions made by administration. These include:

- Increasing student count by 35.24 (.27% growth, most of which is anticipated in preschool).
- Adding 3 Preschool teachers to accommodate growth.
- Adding a teacher to support the movement of students to Vista Ridge High School.
- Adding staff at each of the middle schools, including a Dean of Students at Skyview MS as part of the middle school relief plan, a library para at Skyview MS, lunchroom monitors at 3 middle schools and crossing guards at 2 middle schools.
- Adding 2 teachers (1 MS, 1 HS) so teachers at that location will have a planning period, 1 ISS monitor, and a SPED paraprofessional at Patriot Learning Center.
- Adding a registrar position for the new Central Registry office.
- Adding an accountant to centralize grant’s accounting per audit recommendation.
- Adding 4 TOSA positions to Learning Services Department.
- Adding a .5 FTE counselor position for the EARRS grant—matching funds requirement.
- Setting aside \$1,514,769 per state requirement into the “fiscal emergency reserve.”
- Includes funding for laptops for certified staff at Odyssey Elementary School.
- Increasing some departmental budgets to cover increased costs due to growth and/or inflation (i.e., utilities and contracts with outside providers of services).
- Non-personnel budget cuts to central office & auxiliary services departments for a total savings of \$294,727.
- Cutting 15.5 temporary & permanent staff positions at central office for a total savings of \$1,247,035.

- Increasing funding to Elementary Schools by \$20 per FTE (going up to \$135 per FTE) to help cover the cost of increasing costs for curriculum consumables due to new adoptions, totaling \$101,000.

Colorado Revised Statute 22-44-107 states “The Board of Education of each school district shall adopt an appropriation resolution at the time it adopts the budget.”

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Before June 30 the Board needs to approve a budget for next fiscal year. The budget can be adjusted by the Board up to January 31, 2010.

COST OR COST ESTIMATION:

No additional costs.

MOTION REQUESTED:

I move to approve the Fiscal Year 2009-2010 Budget as presented, the attached Appropriation Resolution and approve the Capital Reserve projects as listed.

APPROVED BY: David Bond, Acting Superintendent

DATE: May 30, 2009



BOARD OF EDUCATION AGENDA ITEM 7.02

BOARD MEETING OF: June 11, 2008

PRESENTED BY: Joleen Schaake, Chief Financial Officer

TITLE OF AGENDA ITEM: Charter School 2009-2010 Budgets

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

The contracts with the charter schools require the District's Board of Education to take action on the charter schools' budget.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Alternative course of action is not to approve the budget. Without good justification the Board would be in breach of the contract.

COST OR COST ESTIMATION:

None

MOTION REQUESTED:

I move to approve the 2009-2010 budgets of three District Charter Schools as submitted.

APPROVED BY: David Bond, Acting Superintendent **DATE:** June 2, 2009



BOARD OF EDUCATION AGENDA ITEM 7.03

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Philip Compton, Executive Director of Secondary Education

TITLE OF AGENDA ITEM: 2009-2010 Student Conduct and Discipline Code Book

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

To gain Board of Education approval on the 2009-2010 Student Conduct and Discipline Code Book. File: JB, Equal Educational Opportunities/ Non-Discrimination/Non-Harassment of Students was added to the book as well as corrections to minor grammatical errors.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros: Once the book is approved, it can be sent to the printer so it is ready to give out to students and staff in August 2009.

Cons: N/A

COST OR COST ESTIMATION: N/A

MOTION REQUESTED:

I move to approve the 2009-2010 Student Code of Conduct Book

APPROVED BY: Eric Paugh, Chief Academic Officer

DATE: June 4, 2009

Informational Items



DEPARTMENT MONTHLY UPDATE

Department: Finance

Date: 6-4-2009

Prepared by: Joleen Schaake, Chief Financial Officer

Accomplishments:

- 1777 people (including subs) were paid on the May payroll which totaled \$5,421,779 (including benefits). Last year's May payroll had us paying 1646 employees, ten years ago May we paid 696 employees.
- We paid out \$2,684,068 to vendors in May.

Issues we are currently addressing:

- We are gearing up for the close of this fiscal year, pulling records for the auditor's preliminary visit this month, making any necessary adjusting journal entries, making final grant draw downs, etc.
- We are also in the midst of working with the SPED and Learning Services departments in their effort to spend their extra funding for Title I and IDEA coming to us from the stimulus (ARRA) funding.
- Preparation and planning are underway as we look at moving out of our current office/modular to make room for the district's new centralized registry department.
- We are also undertaking the planning and preparation for our anticipated electronic timekeeping and employee portal programs.
- We've been working with RMCA in their effort to get their school back in the black. We've had a couple of meetings with their leadership team that have gone well, and our department will continue to meet monthly with their business manager to monitor their progress.

Important upcoming events:

- The audit.
- The modular move.
- Plan to roll out P-cards to the remainder of the district in July.

Other:



MONTHLY DEPARTMENT UPDATE For May, 2009

Department: Human Resources Division

Date: June 1, 2009

Prepared by: Mark McPherson, Executive Director for Human Resources

Accomplishments:

- A successful end of year breakfast and awards ceremony was well attended and conducted at Falcon High School on 29 May, 2009. Years of Service awards have been or distributed to buildings for presentation.
- The guest teacher system is upgraded to the newest version of on-line software. It is easier to use and provides more information to the staff, administrators and guest teachers.
- The Health Assessment survey time frame came to a close. The 3 schools with the highest completion rates were all elementary schools. Falcon was first, Springs Ranch was second and Woodmen Hills took third beating the Central Office by less than 1%. The top three all received a nice catered lunch from Johnny Carino's on May 28th courtesy of Cigna's wellness dollars.

Issues we are currently addressing:

:

- The benefits team is busy entering all of the change forms that were received during a successful open enrollment. Staff took advantage of the open time to make changes between plans, adding and dropping dependents.
- HR continues to meet with Special Education staff to meet compliance requirements and reallocation of staff to buildings for the 09-10 school year.
- Support staff evaluations are continuing to be submitted to HR as they are completed

Other: None



MONTHLY DEPARTMENT UPDATE

Department: Information Services

Date: June 11th, 2009

Prepared by: Michael Riggs, Systems Engineer

Accomplishments:

- Received equipment from 55 outgoing personnel that will be reissued for 2009-2010.
- Created new software images for approx. 450 laptops
- Closed 195 support requests for May
- Lowest support request count ever – 10 open and 10 pending action
- Ordered and received network equipment for PLC project
- Assisted the Media Broadcast Center at SCHS in streaming SCHS and FHS graduations

Issues we are currently addressing:

- We are near completion of the development of the online BOE agenda management system, which will save considerable time and cost in managing the agenda items for board meetings through their lifecycle
- Rollout of school web sites using the same technology and basic design as the new district web site

Important upcoming events:

- Finance Modular Move and Central Registry standup
- Getting ready to undertake internal configuration audit of IT assets

Other:

Information Item for Falcon School District 49 Board of Education

Travel Study Trip request:

Falcon High School Football Team trip to Hastings College Football Camp, Hastings, Nebraska

Departing 6/6/09 Returning 6/9/09

50-60 FHS Football players will attend the trip

Cost of \$220 per student (includes transportation, lodging, meals and insurance).

The objective of this trip is to improve team chemistry and to compete against schools from Colorado and other states.

Fundraising is a necessary part of this trip.

Discussion Items



BOARD OF EDUCATION AGENDA ITEM

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Dr. Jan Jacobs, Lead Auditor for the Phi Delta Kappa

TITLE OF AGENDA ITEM: Phi Delta Kappa Curriculum Audit

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION:

The Phi Delta Kappa Curriculum Audit was conducted October 27 – 30. The final report was delivered to Falcon District #49 in February, 2009. Dr. Jan Jacobs, lead auditor, will present the final report to the Board of Education on June 11, 2009.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros – The audit findings can lead to the development of a comprehensive master plan for curriculum development aligning the written, taught, and tested curriculum.

Cons – None noted at this time.

COST OR COST ESTIMATION:

Pending a decision from the Board of Education

MOTION REQUESTED:

None at this time

APPROVED BY: Eric Paugh, Chief Academic Officer

DATE: June 4, 2009



BOARD OF EDUCATION AGENDA ITEM

BOARD MEETING OF: June 11, 2009

PRESENTED BY: Paul McCarty, Chief Operating Officer

TITLE OF AGENDA ITEM: Vista Ridge Fields Update and Choice Options

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION, DESCRIPTION OF THE SITUATION, AND RECOMMENDED COURSE(S) OF ACTION

Due to the poor condition of the fields, it was requested by the Board of Education to return with some potential choices for the football and soccer fields at Vista Ridge High School. The choices to consider are:

- 1) Reseed and work with original warranty contractor to bring fields back.
- 2) Resod the fields, removing the existing surface and replacing with new sod.
- 3) Replace fields with artificial surface.

PROS/CONS AND ALTERNATIVE COURSES OF ACTION

Pros and cons vary with each option. Short term and long term goals of district should be considered along with cost differential and time involved.

COST OR COST ESTIMATION:

To be determined by estimates of companies interested in bidding the project.

MOTION REQUESTED:

None at this time.

APPROVED BY: David Bond, Acting Superintendent

DATE: June 6, 2009

Open Forum

Other Business

- 11.00** **Other Business**
- 11.01** **Executive Session:** Determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402 (4)(e) of the Colorado Revised Statutes. – Employee Involvement Committee
- 11.02** **Executive Session:** Personnel matters – discussion of matters specific to particular employees, not general personnel policies. Does not include discussion of board members or appointment to the Board as authorized by section 24-6-402 (4)(f) of the Colorado Revised Statutes – Personnel Issue
- 11:03** **Executive Session:** personnel matter, as authorized by section 24-6-402 (4) (f) (1) of the Colorado Revised Statute. – Superintendent search background Information review. and determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402(e)

Adjournment



10850 East Woodmen Road • Falcon, CO 80831
Tele: 719-495-3601 • Fax: 719-495-0832 • E-mail: d49@d49.org

Mission Statement

Together we are committed to graduating and preparing all children for success in college and careers.

AGENDA
REVISED REGULAR BOARD OF EDUCATION MEETING
June 17, 2009
6:30 P.M.
Central Administration – Board Room

- 1.00 Call to Order and Roll Call**
- 2.00 Welcome and Pledge of Allegiance**
- 3.00 Approval of Agenda**
- 4.00 Consent Agenda**
 - 4.01 Approval of May Monthly Financial Update
 - 4.02 Approval of Matters Relating to Administrative Personnel
 - 4.03 Approval of Matters Relating to Licensed Personnel
 - 4.04 Approval of Matters Relating to Educational Support Personnel
 - 4.05 Approval of Minutes for May 14, 2009 Regular BOE meeting
 - 4.06 Approval of Minutes for May 27 2009 Special BOE meeting
 - 4.07 Approval of Minutes for May 27, 2009 BOE Work Session
 - 4.08 Approval of Minutes for May 28, 2009 Special BOE meeting
 - 4.09 Approval of Course Name Change from Applied Math: Real World to Applied Math: Quantitative Reasoning
 - 4.10 Approval of New Board of Education Policy: GBCA - Non FMLA Eligible Staff Leaves and Absences
 - 4.11 Approval of Adoption of new Board of Education Policies GBC, GBCAG, and Regulations GBC-R and Revision to Board of Education Policy Regulation GDJ-R
 - 4.12 Rescind Board of Education Policies GCC, GCCAC, GCCAG, GDCC, GDCG and Regulation GCC-R
 - 4.13 Approval of Agreement between Falcon School District 49 and Community Partnership for Child Development, Inc.
 - 4.14 Approval of IT Network Equipment Vendor for the next one-year period with possible extension
 - 4.15 Approval of Microsoft Desktop Software Licensing Vendor for the next one-year period, with possible extension for up to three years
- 5.00 Board/Superintendent Update**
- 6.00 Open Forum**

- 7:00** **Action Items**
- 7.01 Approval of 2009-2010 Budget
- 7.02 Approval of Charter School 2009-2010 Budgets
- 7.03 Approval of Code of 2009-2010 Student Conduct and Discipline Code Book
- 8:00** **Information Items**
- 8.01 Finance Department Monthly Update
- 8.02 Human Resources Monthly Update
- 8.03 Information Services Monthly Update
- 8.04 Student Field Trips
- 8.05 Expulsion/ Suspension Information
- 9:00** **Discussion Items**
- 9.01 Vista Ridge Fields Update and Choice Options
- 10.00** **Open Forum**
- 11.00** **Other Business**
- 11.01** **Executive Session:** Determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402 (4)(e) of the Colorado Revised Statutes. – Employee Involvement Committee
- 11.02** **Executive Session:** Personnel matters – discussion of matters specific to particular employees, not general personnel policies. Does not include discussion of board members or appointment to the Board as authorized by section 24-6-402 (4)(f) of the Colorado Revised Statutes – Personnel Issue
- 11:03** **Executive Session:** personnel matter, as authorized by section 24-6-402 (4) (f) (1) of the Colorado Revised Statute. – Superintendent search background Information review. and determining positions relative to matters that may be subject to negotiations; develop strategy for negotiations, and instructing negotiators, as authorized by section 24-6-402(e)
- 12.00** **Adjournment**

DATE OF POSTING: June 10, 2009 on the District 49 web site
 June 16, 2009 10:55 a.m. at the Central Office

Loretta Branham, BOE Administrative Assistant