



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.

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**June 17, 2009**  
**Central Administration – Board Room**

- 1.00** President Bartha called the meeting to order at 6:40 p.m.  
Roll call was taken with the following members present: President Anna Bartha, Director Kent Clawson and Director Mark Shook. Director Dave Martin was absent with prior notice and Director Dave Stark was absent; unable to make audio contact from Germany.
- 2.00** **Welcome and Pledge of Allegiance**  
President Bartha welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.
- 3.00** **Approval of Agenda**  
President Bartha requested a motion to approve the agenda.  
  
Director Shook moved to add item 4.16 Approval of American Recovery and Investment Act. Grant for Special Education including charter schools, extended school year and preschool, add item 9.02 to the discussion items. Hard to fill Positions Differentiated Salary Incentive. Delete executive session 11.02 Director Clawson seconded the motion.  
  
President Bartha asked if there was any discussion; hearing none she called for a vote.  
Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.  
  
President Bartha requested a motion to approve the agenda as amended  
Director Clawson moved to approve the agenda. Director Shook seconded the motion.  
Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.
- 4.00** **Consent Agenda**
- 4.01 Approval of May Monthly Financial Update  
The Monthly Financial Update is posted on the web each month after approval by the Finance Department
- 4.02 Approval of Matters Relating to Administrative Personnel  
**APPOINTMENTS:**  
Whetstine, Amber Hired as Elementary Specialist for the 2009-2010 school year at a salary of \$85,460. Amber is a transfer from her current position of Principal at Evans Elementary School.  
McPherson, Mark Appointed as Executive Director for Human Resources. This is a title correction to the administration consent agenda for 17 March, 2009.

4.03 Approval of Matters Relating to Licensed Personnel

**APPOINTMENTS:**

Badilla, Cristina Hired as a Spanish/French Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$47,565.00.

Bails, Rachel Hired as a 8<sup>th</sup> Grade History Teacher at Skyview Middle School effective for the 2009-2010 school year. Salary is set at: \$35,599.00.

Brotherton, Traci Hired as an English/Drama Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$32,986.00.

Buchanan, Raymond Hired as a Math Teacher at Sand Creek High School effective for the 2009-2010 school year. Salary is set at: \$39,651.00.

Cameron, Richard Hired as an 8<sup>th</sup> Grade Language Arts Teacher at Horizon Middle School effective for the 2009-2010 school year. Salary is set at: \$41,857.00.

Champlin, Bethany Hired as a Spanish Teacher at Springs Ranch Elementary School effective for the 2009-2010 school year. Salary is set at: \$38,639.00.

Clapper, Lesley Hired as a 2<sup>nd</sup> Grade Teacher at Meridian Ranch Elementary School effective for the 2009-2010 school year. Salary is set at: \$32,986.00.

Connell, Rachel Hired as a Spanish Teacher at Horizon Middle School effective for the 2009-2010 school year. Salary is set at: \$47,686.00.

Coombs, Summer Hired as a History Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$35,599.00.

Cox, Gregory Hired as a PE/Health Teacher at Patriot Learning Center effective for the 2009-2010 school year. Salary is set at: \$47,565.00.

Duke, David Hired as a Math Interventionist at Horizon Middle School effective for the 2009-2010 school year. Salary is set at: \$46,596.00.

Ferrarini, Jason Hired as a 8<sup>th</sup> Grade Math/Science Teacher at Falcon Middle School effective for the 2009-2010 school year. Salary is set at: \$44,336.00.

Fletcher, Jodi Hired as a Curriculum TOSA effective for the 2009-2010 school year. Salary is set at: \$51,426.17.

Hammonds, Denise Hired as an Occupational Therapist with the Special Services Department effective for the 2009-2010 school year. Salary is set at: \$47,565.00.

Harper, Carrie Hired as a 3<sup>rd</sup> Grade Teacher at Woodmen Hills Elementary School effective for the 2009-2010 school year. Salary is set at: \$32,986.00.

Hartje, Kaleb Hired as a 7<sup>th</sup> Grade Science Teacher at Falcon Middle School effective for the 2009-2010 school year. Salary is set at: \$32,986.00.

Jackson, Kathlynn Transfer from her position as an Interventionist TOSA to a Student Services TOSA effective for the 2009-2010 school year. Salary is set at: \$53,119.50.

Jorgensen, Cynthia Hired as a Science Teacher at Falcon High School effective for the 2009-2010 school year. Salary is set at: \$39,598.00.

Keller, Jennifer Hired as a School Psychologist at the Special Services Department effective for the 2009-2010 school year. Salary is set at: 49,617.00.

Kness, Cory Hired as a Special Education Teacher at Patriot Learning Center effective for the 2009-2010 school year. Salary is set at: \$41,535.00.

Lounsbury, Meghan Hired as an Early Childhood Special Education Teacher at Ridgeview Preschool effective for the 2009-2010 school year. Salary is set at: \$39,598.00.

Luttman, Jennifer Hired as a Counselor at Falcon Middle School effective for the 2009-2010 school year. Salary is set at: \$38,628.90.

Mason, Charity Hired as a Spanish Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$40,728.00.

Meadow, Marguerite Hired as a Counselor at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$53,501.73.

Nelson, Laurie Hired as a 2<sup>nd</sup> Grade Teacher at Ridgeview Elementary School effective for the 2009-2010 school year. Salary is set at: \$41,857.00.

Pere, Lori Hired as a 2<sup>nd</sup> Grade Teacher at Ridgeview Elementary School effective for the 2009-2010 school year. Salary is set at: \$36,617.00.

Pickering, Katarzyna Hired as a Curriculum TOSA effective for the 2009-2010 school year. Salary is set at: \$47,572.04.

Poulsen, Kathryn Hired as a 3<sup>rd</sup> Grade Teacher at Evans Elementary School effective for the 2009-2010 school year. Salary is set at: \$32,986.00.

Ringer, Adrienne Hired as a 4<sup>th</sup> Grade Teacher at Stetson Elementary School effective for the 2009-2010 school year. Salary is set at: \$33,277.00.

Saporito, Zarlisht Hired as a 6<sup>th</sup> Grade Ancient Civilization Teacher at Skyview Middle School effective for the 2009-2010 school year. Salary is set at: \$38,639.00.

Spencer, Mark Hired as a 6<sup>th</sup> Grade Ancient Civilization Teacher at Skyview Middle School effective for the 2009-2010 school year. Salary is set at: \$34,196.00.

Stehlik, Virginia Hired as a French/German Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$41,535.00.

Strickland, Christina Hired as a 4<sup>th</sup> Grade Teacher at Meridian Ranch Elementary School effective for the 2009-2010 school year. Salary is set at: \$41,535.00.

Sundheim, Roxanne Hired as a 7<sup>th</sup> Grade Social Studies Teacher at Horizon Middle School effective for the 2009-2010 school year. Salary is set at: \$39,977.00.

Thompson, Ruth Hired as a Math Teacher at Falcon High School effective for the 2009-2010 school year. Salary is set at: \$40,733.00.

Truex, Nathan Hired as the Engineering Teacher at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$33,760.00.

Wallace, Michelle Hired as a 7<sup>th</sup> Grade Math Teacher at Falcon Middle School effective for the 2009-2010 school year. Salary is set at: \$37,612.00.

Winter, Armeda Hired as a Counselor at Vista Ridge High School effective for the 2009-2010 school year. Salary is set at: \$42,861.00.

Wright, Stephen Hired as a Technology Teacher at Falcon Elementary School effective for the 2009-2010 school year. Salary is set at: \$47,565.00.

**TRANSFERS:**

Badger, Jessica Transferred from her position as a Special Education SLD Teacher at Sand Creek High School to a Special Education SLD Teacher at Vista Ridge High School effective for the 2009-2010 school year. Transfer does not result in any salary change.

Buckman, Cecilia Transferred from her position as a Special Education PC Teacher at Meridian Ranch Elementary School to a Special Education SLD Teacher at Evans Elementary School effective for the 2009-2010 school year. Transfer does not result in any salary change.

Goad, Meg Transfer from her position as Language Arts Teacher at Falcon Middle School to Literacy at Vista Ridge High School effective for the 2009-2010 school year. Transfer does not result in any salary change.

Junk, Thomas Transfer from his position as ½ Social Studies Teacher and ½ Administrator to Full-Time Social Studies Teacher at Falcon High School effective for the 2009-2010 school year. Salary is set at: \$58,456.00.

Meadows, Martina Transfer from her position as a TOSA to ESL Teacher at Springs Ranch Elementary School effective for the 2009-2010 school year. Salary is set at: \$48,752.00.

Nall, Kathy Transfer from her position as a TOSA to a Math/Science Coach at Skyview Middle School effective for the 2009-2010 school year. Salary is set at: \$47,171.00.

Pharris, Briana Transfer from her position as a full-time 1<sup>st</sup> grade teacher at Springs Ranch Elementary to a half-time Kindergarten teacher at Springs Ranch Elementary effective for the 2009-2010 school year. Salary is set at: \$19,199.00.

Rahn, Jamie Transfer from her position as Literacy Teacher at Falcon Elementary School to TOSA – Assessment at Central Office effective for the 2009-2010 school year. Salary is set at: \$50,390.00.

Stull, Glen Transfer from his position as Assistant Principal at Skyview Middle School to High School Online Teacher at Patriot Learning Center effective for the 2009-2010 school year. Salary is set at: \$61,143.00.

Taylor, Holly Transfer from her position as French Teacher at Horizon Middle School to French Teacher at Sand Creek High School effective for the 2009-2010 school year. Transfer does not result in any salary change.

Wood, Paula Transfer from her position as TOSA to 4<sup>th</sup> Grade Teacher at Evans Elementary School effective for the 2009-2010 school year. Salary is set at: \$42,973.00.

**REQUESTS FOR LEAVE:**

Thomas, Dee Ann Written request for one-year's leave of absence for the 2009-2010 school year. This request is for personal reasons.

Scott, Katie Written request for one-year's leave of absence for the 2009-2010 school year. This request is for personal and family related issues.

**RETIREMENTS:**

Armstrong, Mary Written notice of intent to retire from her position as a Special Education SLD Teacher at Skyview Middle School effective the end of the 2008-2009 school year. She will no longer be requesting a transition year.

Barth, Lisa Annette Written notice of intent to retire from her position as Math Teacher at Vista Ridge High School effective the end of the 2008-2009 school year.

**RESIGNATIONS:**

Bergin, David Written resignation from his position as Math Teacher at Vista Ridge High School effective the end of the 2008-2009 school year.

Bronson, Robert Written resignation from his position as Math Teacher at Horizon Middle School effective the end of the 2008-2009 school year.

Clonts, Shelah Written resignation from her position as 2<sup>nd</sup> Grade Teacher at Woodmen Hills Elementary School effective the end of the 2008-2009 school year.

Duncanson, Shannon Written resignation from her position as English Teacher at Sand Creek High School effective the end of the 2008-2009 school year.

Ebbens, Karie Written resignation from her position as Literacy Coach at Ridgeview Elementary School effective the end of the 2008-2009 school year.

Gates, Sandra Written resignation from her position as Academy of Health Sciences Instructor at Falcon High School effective the end of the 2008-2009 school year.

Graves, Leah Written resignation from her position as Speech-Language Pathologist with the Special Services Department effective the end of the 2008-2009 school year.

Greenwald, Renee Written resignation from her position as Spanish Teacher at Springs Ranch Elementary School effective the end of the 2008-2009 school year.

Jones, Brandi Written resignation from her position as 3<sup>RD</sup> Grade Teacher at Evans Elementary School effective the end of the 2008-2009 school year.

Macklin, Sandra Written resignation from her position as Science Teacher at Sand Creek High School effective the end of the 2008-2009 school year.

Woodward, Texana Written resignation from her position as Kindergarten Teacher at Evans Elementary School effective the end of the 2008-2009 school year.

Young, Elizabeth Written resignation from her position as Counselor at Falcon Middle School effective the end of the 2008-2009 school year.

4.04 Approval of Matters Relating to Educational Support Personnel

**APPOINTMENTS:**

Bornhoft, Sherri Special Education Teacher Assistant at Sand Creek High School, full time, school year, 7 hours per day, \$11.26 per hour, start date May 4, 2009.

Crick, Julie Temporary Special Education Teacher Assistant at Falcon Middle School, full time, school year, 7 hours per day, \$10.93 per hour, start date May 1, 2009.

Gibson, Steven Special Education Teacher Assistant at Falcon Middle School, full time, school year, 7 hours per day, \$10.93 per hour, start date May 1, 2009.

Jaeger, David Master Electrician at Facilities, full time, full year, 8 hours per day, \$28.00 per hour, start date May 11, 2009.

King, Marlon Maintenance Technician at Facilities, full time, full year, 8 hours per day, \$16.23 per hour, start date May 11, 2009.

**SUBSTITUTE:**

Bigger, Petra Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Dellow, Keith Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Lenhard, Brad Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Priester, Cynthia Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

**TRANSFERS:**

Barnes, Yvonne Transfer from her position as School Secretary at Odyssey Elementary School to Administrative Secretary at Odyssey Elementary School, effective May 4, 2009.

Folk, Alice Transfer from her position as Special Education Teacher Assistant at Woodmen Hills Elementary School to Special Education Teacher Assistant at Falcon Middle School, effective May 1, 2009.

**RESIGNATIONS:**

Bailey, Tremayne Resignation from his position as Special Education Teacher Assistant at Sand Creek High School, effective May 21, 2009.

Berner, Stacy Resignation from her position as Crossing Guard at Evans Elementary School, effective May 28, 2009.

Bigger, Petra Resignation from her position as support substitute, effective May 13, 2009.

Dellow, Keith Resignation from her position as support substitute, effective May 13, 2009.

Godelfer, Karen Resignation from her position as Nutrition Services Assistant at Evans Elementary School, effective May 29, 2009.

Grant, Anthony Resignation from his position as Building Custodial Technician at Meridian Ranch Elementary School, effective May 21, 2009.

Hartman, Jeffrey Resignation from his position as School Security Officer at Falcon High School, effective May 28, 2009.

Ledlow, Cheryl Resignation from her position as support substitute, effective May 7, 2009.

Lenhard, Brad Resignation from her position as support substitute, effective May 13, 2009.

Skousen, Sukey Resignation from her position as Preschool Teacher Assistant at Ridgeview Early Childhood Center, effective May 22, 2009. Will remain a support substitute.

Thornburg, Patricia Resignation from her position as Crossing Guard at Stetson Elementary School, effective May 28, 2009.

Thornburg, Patricia Resignation from her position as Lunch Monitor at Springs Ranch Elementary School, effective May 28, 2009.

Webber, Vivian Resignation from her position as Bus Driver at Transportation, effective May 15, 2009.

**TERMINATIONS:**

Archuleta, Steven Termination from his position as Building Custodial Technician at Vista Ridge High School, effective May 21, 2009.

Gustas, Dianna Termination from her position as Bus Monitor at Transportation, effective May 4, 2009.

Moe, Sue Termination from her position as Temporary Preschool Teacher Assistant at Remington Elementary School, effective April 9, 2009. Will remain a support substitute.

**RETIREMENTS:**

Rogers, Jimmy Retirement from his position as Bus Driver at Transportation, effective May 28, 2009.

**LEAVE OF ABSENCE:**

Gulbrantson, Michael Military Leave of Absence from his position as Computer Support Analyst, for the Information Technology Department effective from May 7, 2009 thru approximately July 3, 2010.

- 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  
All minutes are posted on the district web site after approval.
  
- 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
- 4.16 Approval of American Recovery and Investment Act (ARRA) Grant for Special Education (SPED) including Charter Schools, Extended School Year (ESY), and Preschool.

President Bartha requests a motion to approve the consent agenda.

Director Clawson moved to approve the consent agenda. Director Shook seconded the motion.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

**5.00 Board/Superintendent Update**

Dave Bond, acting superintendent, informed the Board that the district has started central registration. Central registration will take place at the Central Office; where parents will be able to register all of their children at one place regardless of the schools they will attend. The statistics have been received on the web site viewers of the graduation ceremonies; over 300 people were able to view these ceremonies. The district will continue this practice next year.

Anna Bartha, the meeting on the 11<sup>th</sup> was canceled due to personal issues there was no quorum available for that meeting. This has been a very busy week.

Kent Clawson, apologized that he was the third person that could not make the meeting due to a last minute job interview in Kentucky. He attended the graduations and they were wonderful.

Mark Shook, also attended the graduation and echoed the fact that they were wonderful, he has been doing site visits and background checks.

## 6.00 Open Forum

There were no speakers.

## 7.00 Action Items

### 7.01 Approval of 2009-2010 Budget

Joleen Schaake, Chief Financial Officer presenting:

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.”

President Bartha requested a motion to approve action item 7.01

Director Clawson moved to approve the Fiscal Year 2009-2010 Budget as presented, the attached Appropriation Resolution and approve the Capital Reserve projects as listed. Director Shook seconded the motion.

Joleen Schaake, reviewed with the Board the changes that have taken place since the discussion of the budget at the May 27, 2009 Board meeting.

The Board thanked Joleen and her staff for the work that they did this budget.

President Bartha asked if there was any further discussion; hearing none she called for a vote.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

### 7.02 Approval of Charter School 2009-2010 Budgets

Joleen Schaake, Chief Financial Officer presenting.

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

President Bartha requested a motion to approve action item 7.02

Director Clawson moved to approve the 2009-2010 budgets of three District Charter Schools as submitted. Director Shook seconded the motion.

There are now four Charter School budgets ready for approval. Director Clawson withdrew his motion.

Director Clawson moved to approve the 2009-2010 budgets of four District Charter Schools as submitted. Director Shook seconded the motion.

President Bartha asked if there was any further discussion; hearing none she called for a vote.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

### 7.03 Approval of 2009-2010 Student Conduct and Discipline Code Book

President Bartha requested a motion to approve action item 7.03

Director Clawson moved to approve the 2009-2010 Student Code of Conduct and Discipline Code Book. Director Shook seconded the motion.

President Bartha asked if there was any discussion; hearing none she called for a vote.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

## **8.00 Informational 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

Paul McCarty, Chief Operations Officer presenting:

Paul gave a PowerPoint presentation to the Board about the condition of the fields at Vista Ridge and other fields in the district. There are three options available, continuing current program of reseeding, watering and adding topsoil to existing fields, remove existing sod and replace with new sod to both football and soccer fields at VRHS and the third is replace existing fields with artificial surface. He also reviewed the pros and cons of all three options.

The direction from the Board is to find out if this would be a MLO project, do the RFP, look into availability of grants and bring information back to the Board July 1 at which time the Board will have a special BOE meeting.

### 9.02 Hard-To-Fill Positions Differentiated Salary Incentive

Dr. Chad Wight, Director of Special Education presenting:

A "Hard-To-Fill Position" would be defined for the purpose of this proposal as:

- A position for which there are insufficient qualified applicants
- A position which has required contracting to provide legally required services
- A position listed on CDE's Personnel Shortages Survey with unfilled vacancies



Salary increases for Hard-To-Fill Positions from 10% to 30% have been considered and the Human Resources Department has recommended 10% at this time. This proposal would help achieve a SPED Department and District goal of “recruiting and retaining” effective staff—recognized in research as the most important element in student achievement. It would also reduce the cost of turn-over which is estimated at 25% of the position salary.

This proposal could save the District more than \$100,000 next year from the cost difference between employees hired at a 10% higher salary and contracted service providers costing twice as much as a district employee. D49 contracted for 8 specialists in these areas this year at a cost of \$745,000. If D49 initiates a 10% Differentiated Salary, the new salary plus benefits would be \$51,153 (MA Step 1 plus 10% plus 27% benefits = \$51,153). Any positions filled with employees instead of contractors would save the District approximately \$47,720 per position or potentially \$381,760 if all 8 contractors were replaced with employees.

To be fair, current employees in “Hard-To-Fill” specialties would also be placed on the new 10% Differentiated Salary.

The direction of the Board is to move forward with the hard-to-fill positions differentiated salary incentive.

## **10:00 Open Forum**

Bill Fanning and Richard O’Cain did not speak.

Carol Lampie, parent of students at Vista Ridge spoke in regards to the football field at the school and the need to have the artificial turf. The current field is not acceptable. As a parent she is willing to help in any way that they can.

Ellen Duckers, patron of the district, supported the artificial turf at VRHS. She addressed the gun policy that she has requested. She also was asking about the computers that were bought for Board members.

Teddy Roberts, parent of student that will be at Vista Ridge, she stated that the investment is an investment in safety for our students. She also applauded the Board in regards to the step that they are taking with the hard to fill positions.

Paul Fuschich, parent of students in the district stated that the cost of this artificial turf project is prohibitive. He asked that the Board do their research before making any decisions.

Ravyn Roberts, patron in the district. Spoke about the difference she has seen for injuries on artificial turf vs grass.

By consensus the Board took a break at 8:30 p.m. coming back into session at 8:55 p.m.

## **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

President Bartha requested a motion to go into executive session 11.01.

Director Clawson moved that we go into executive session for the purpose of 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. Director Shook seconded the motion.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

The Board went into executive session at 8:56 p.m. with the following people present: President Bartha, Director Clawson, Director Shook, Mark McPherson, Executive Director of Human Resources Paul McCarty, Chief Operations Officer and Loretta Branham, recording secretary.

President Bartha requested a motion to return to regular session.

Director Clawson moved to return to regular session. Director Shook seconded the motion.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

The Board returned to regular session at 9:25 p.m.

**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

This executive session item was removed from the agenda at the beginning of the meeting.

**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)

By consensus the Board laid this item on the table.

**12.00 Adjournment**

President Bartha requested a motion to adjourn.

Director Shook moved to adjourn. Director Clawson seconded the motion.

Vote: Bartha, aye; Clawson, aye; Shook, aye. Motion carried.

The meeting was adjourned at 9:26 p.m.

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Anna Bartha, Board President

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Kent Clawson, Board Secretary