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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 20, 2013
Central Administration Office – Board Room**

1.00 A regular meeting of the Falcon Board of Education was called to order at 6:34 p.m. by the President, Tammy Harold. The following Board members were present: Mr. Allen, Ms. Harold, Mr. Irons, Mrs. LaVere-Wright, and Mr. Wright.

2.00 Welcome and Pledge of Allegiance
President Harold welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

3.00 Approval of Agenda
It was moved by Irons and seconded by Allen to remove action item 7.04 Approval of Board Ballot Question to a discussion item 9.01. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

It was moved by Irons and seconded by Allen to approve the agenda as amended. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

4.00 Consent Agenda
It was moved by LaVere-Wright and seconded by Irons to approve the consent agenda. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

4.01 Approval of May Monthly Financial Update

4.02 Approval of Matters Relating to Administrative Personnel
Be it resolved, that the following matters relating to administrative and/or professional/technical personnel be approved as recommended by the Chief Education Officer:

TRANSFERS:

Mariotti, Kimberly: Transferring from her position as Assistant Principal at Springs Ranch Elementary to the Principal at Springs Ranch Elementary School effective July 1, 2013.

Moulton, Jeffrey: Transferring from his position as Dean of Students at Vista Ridge High School to Interim Assistant Principal at Stetson Elementary School effective July 1, 2013.

RESIGNATIONS:

Begier, Donald: Written notification of his intent to resign from his position as Executive

Director for Educational Services effective May 31, 2013.

LynnMcGrew, Sheri: Written notification of her intent to resign from her position as Data and Assessment Coordinator effective June 30, 2013.

Mather, Judith Lynn: Written notification of her intent to resign from her position as CIA Coordinator effective June 1, 2013.

4.03 Approval of Matters Relating to Licensed Personnel

Be it resolved, that the following matters relating to certified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Antons, Travis Hired as a Math Teacher at Vista Ridge Elementary School effective July 29, 2013. He has been set at a BA+12/11. This is a replacement position.

Aragon, Andrea Hired as a Music Teacher at Ridgeview Elementary School effective July 29, 2013. She has been set at a BA/11. This is a replacement position.

Barringer, Gina Hired as a Spanish Teacher at Skyview Middle School effective July 29, 2013. She has been set at a MA/4. This is a replacement position.

Beagley, Teresa Hired as a 5th Grade Teacher at Springs Ranch Elementary School effective July 29, 2013. She has been set at a BA/11. This is a new position that has been approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Bonath, Andrew Hired as an 8th Grade Social Studies Teacher at Skyview Middle School effective July 29, 2013. She has been set at a BA/3. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Bravo, Marques Hired as a Social Studies Teacher at Falcon High School effective July 29, 2013. He has been set at a BA+12/1. This is a replacement position.

Brockriede, Megan Hired as an Art Teacher at Falcon High School effective July 29, 2013. She has been set at a MA/7. This is a replacement position.

Bryan, Lani Hired as a 5th Grade Teacher at Springs Ranch Elementary School effective July 29, 2013. She has been set at a BA+24/7. This is a replacement position.

Canuel, Eric Hired as an Art Teacher at Falcon High School effective July 29, 2013. He has been set at a BA/4. This is a replacement position.

Clementz, Jamie Hired as a Kindergarten Teacher at Evans International Elementary School effective July 29, 2013. She has been set at a BA+24/3. This is a replacement position.

Davis, Bernice Hired as a SPED Severe Needs (MH) Teacher at Falcon High School effective July 29, 2013. She has been set at a MA/11. This is a replacement position.

DeHoyos, Lisa Hired as a 4th Grade Teacher at Meridian Ranch International Elementary School effective July 29, 2013. She has been set at a BA+24/11. This is a replacement position.

Douglas, Hillary Hired as a Special Education SLD Teacher at Sand Creek High School effective July 29, 2013. She has been set at a MA/11. This is a replacement position.

Farist, Mindy Hired as a Math Teacher at Skyview Middle School effective July 29, 2013. She has been set at a BA/6. This is a replacement position.

Fauver, Mollie Hired as a 4th Grade Teacher at Odyssey Elementary School effective July 29, 2013. She has been set at a MA/1. This is a replacement position.

Foss, Gina Hired as a Science Teacher at Vista Ridge High School effective July 29, 2013. She has been set at a MA/9. This is a replacement position.

Gates, Sandra Hired as a School Counselor at Springs Ranch Elementary School effective July 29, 2013. He has been set at a MA/9. This is a replacement position.

Gibe, Kathryn Hired as a 5th Grade Teacher at Meridian Ranch International Elementary School effective July 29, 2013. She has been set at a MA/11. This is a replacement position.

Hamel, Ceanne Hired as an Occupational Therapist with the Special Services Department effective July 29, 2013. She has been set at a BA+48/11. This is a replacement position.

Henderson, Stacey Hired as an English Teacher at Vista Ridge High School effective July 29, 2013. She has been set at a BA+12/5. This is a replacement position.

Hubbard, Ashley Hired as a .5 SPED SLD Teacher at Springs Ranch Elementary School effective July 29, 2013. She has been set at a MA/1. This is a replacement position.

Larson, Elizabeth Hired as a 2nd Grade Teacher at Stetson Elementary School effective July 29, 2013. She has been set at a MA/11. This is a replacement position.

Lewis, Francesca Hired as a .4 FTE School Nurse with the Special Services Department effective July 29, 2013. She has been set at a BA/10.

Mandel, Michele Hired as a Counselor at Vista Ridge High School effective July 25, 2013. She has been set at a MA+48/11. This is a new position that has been approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Mazzagetti, Jillian Hired as a Vocational Nurse Instructor at Falcon High School effective July 29, 2013. She has been set at BA+48/4 plus the Board approved 10% hard to fill differential for this position. This is a new position that was approved by the Chief Education Office, Chief Business Officer and the Innovation Zone Leader.

Menard, Rachel Hired as a 1st Grade Teacher at Evans International Elementary School effective July 29, 2013. She has been set at a BA/1. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Modinger, Annette Hired as an 8th Grade Math Teacher at Skyview Middle School effective July 29, 2013. She has been set at a BA/2. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Norton, Elizabeth Hired as an Early Childhood Special Education Teacher at Woodmen Hills Elementary School effective July 29, 2013. She has been set at a MA+24/4. This is a replacement position.

Owen, Geoffrey Hired as a School Counselor at Falcon Middle School effective July 29, 2013. He has been set at a MA/4. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Owen, Nathaniel Hired as an Intent to Non-Renew Math Teacher at Vista Ridge High School effective July 25, 2013. He has been set at a MA/3. This is a replacement position.

Pacione, Holly Hired as an English/Social Studies Teacher at Falcon Virtual Academy effective July 29, 2013. She has been set at a BA/1. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Parkinson, Richard Hired as a High School Math Teacher at Patriot Learning Center effective July 29, 2013. He has been set at a BA+24/5. This is a replacement position.

Pearce, Alyssa Hired as an English Teacher at Falcon High School effective July 29, 2013. She has been set at a BA/1. This is a replacement position.

Pecic, Crystal Hired as a 2nd Grade Teacher at Evans International Elementary School effective July 29, 2013. She has been set at a BA+36/1. This is a replacement position.

Phillips, Franklin Hired as an 8th Grade Math Teacher at Horizon Middle School effective July 29, 2013. He has been set at a BA+36/2. This is a replacement position.

Ray-Killen, Rebecca Hired as a Kindergarten Teacher at Odyssey Elementary School effective July 25, 2013. She has been set at a BA+36/11. This is a replacement position.

Reece, Lisa Hired as a 1st Grade Teacher at Woodmen Hills Elementary School effective July 29, 2013. She has been set at a BA/1. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Reid, Angela Hired as an Art Teacher at Remington Elementary School effective July 29, 2013. She has been set at a MA/11. This is a partial replacement/partial new position that has been approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Rimbach, Bianca Hired as a 1st Grade Teacher at Evans International Elementary School effective July 29, 2013. She has been set at a BA/2. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Russell, Pam Hired as a Math Teacher at Vista Ridge High School effective July 29, 2013. She has been set at a BA/5. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Sack, Daniel Hired as a Language Arts Teacher at Skyview Middle School effective July 29, 2013. She has been set at a BA/1. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Sangiorgi, Janine Hired as a Science Teacher at Skyview Middle School effective July 29, 2013. She has been set at a BA+48/10. This is a new position approved by the Innovation Zone Leader, Chief Business Officer and Acting Chief Education Officer.

Schell, Stephanie Hired as an English Teacher at Vista Ridge High School effective July 25, 2013. She has been set at a BA+24/1. This is a replacement position.

Schortmann, Julie Hired as a School Nurse with the Special Services Department effective July 29, 2013. She has been placed at a BA/2. This is a replacement position.

Shafer, Josh Hired as a SPED Sever Needs (SIED) Teacher at Sand Creek High School effective July 29, 2013. He has been set at a BA/8. This is a replacement position.

Sickels, Desiree Hired as a 1st Grade Teacher at Stetson Elementary School effective July 29, 2013. She has been set at a MA/1. This is a replacement position.

Soltisz, Tiffanie Hired as an Intent to Non-Renew Science Teacher at Vista Ridge High School effective July 25, 2013. She has been set at a BA/2. This is a replacement position.

Steinberg, Ethan Hired as a Transition Coordinator in Special Education effective July 29, 2013. He has been set at a MA/9. This is a replacement position.

Taylor, Whitney Hired as an English Teacher at Vista Ridge High School effective July 29, 2013. She has been set at a MA/2. This is a replacement position.

Travnicek, Abbey Hired as a 4th Grade Teacher at Evans International Elementary School effective July 29, 2013. He has been set at a BA/1. This is a replacement position.

Ward, Amelita Hired as a 5 Kindergarten Teacher at Remington Elementary School effective July 29, 2013. She has been set at a MA/2. This is a replacement position.

Webb, Lisa Hired as a School Psychologist in Special Education effective July 29, 2013. He has been set at a MA+36/11. This is a replacement position

Wernsman, Joyce Hired as an hourly Reading Interventionist at Patriot Learning Center for the 2013-2014 school year. She will be paid per hour for a maximum of 20 hours per week. This position was made possible due to a reclassification of a support level position and was approved by the Chief Business Officer and Innovation Zone Leader.

Wixom, Joshua Hired as a Math/Science Teacher at Falcon Virtual Academy effective July 29, 2013. He has been set at a BA/1. This is a replacement position

REQUESTS FOR LEAVE:

Baretich, Kara Written request for a leave of absence beginning October 14, 2013 and continuing through the end of the 2013-2014 school year. This leave will be covered under the Family Medical Leave Act (FMLA).

TRANSFERS:

Cole, Julie Transferring to a SPED SLD/SOCO Teacher position at Meridian Ranch Elementary School effective July 29, 2013. This is a replacement position.

Eggert, Robert Transferring to a Science Teacher position at Patriot Learning Center effective July 25, 2013. This is a partial replacement and partial FTE increase that was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.

Gumucio, Brooke Transferring to an Art Teacher position at Springs Ranch Elementary School effective July 29, 2013. This is a replacement position.

Holloman, Pamela Transferring to a 6th Grade Language Arts Teacher position at Skyview Middle School effective July 25, 2013. This is a replacement position.

Jones, Lisa Transferring to a 1st Grade Teacher position at Stetson Elementary School effective July 25, 2013. This is a replacement position.

Lamb, Rachel Transferring to the Vocational Nurse Instructor position at Falcon High School effective July 29, 2013. This is a replacement position.

Rahn, Jaime Transferring to a 4th Grade Teacher position at Ridgeview Elementary School effective July 25, 2013. This is a replacement position.

Sinnott, Nicole Transferring to a 4th Grade Teacher position at Evans International Elementary School effective July 29, 2013. This is a new position that has been approved by the Innovation Zone Leader, the Chief Business Officer and the Acting Chief Education Officer.

Thomas, Susan Transferring to the Dean of Students at Falcon Middle School effective July 1, 2013. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and Innovation Zone Leader.

Yerger, William Transferring to a Science Teacher position at Vista Ridge High School effective July 25, 2013. This is a new position that has been approved by the Chief Education Officer, Chief Business Officer and Innovation Zone Leader.

RESIGNATIONS:

Adamson, Rhonda Written notice of her intent to resign from her position as Early Childhood Special Education Teacher at Springs Ranch Elementary School effective May 30, 2013.

Behan, Carrieanne Written notice of her intent to resign from her position as 3rd Grade Teacher at Meridian Ranch International Elementary School effective May 30, 2013.

Buxa, Brian Written notice of his intent to resign from his position as Science Teacher at Falcon High School effective May 30, 2013.

Daniel, Jerry Written notice of his intent to resign from his position as Speech-Language Pathologist with the Special Services Department effective May 30, 2013.

Delgado, Kari Written notice of her intent to resign from her position as 5th Grade Teacher at Ridgeview Elementary School effective May 30, 2013.

Edelson, Carolyn Written notice of her intent to resign from her position as 3rd Grade Teacher effective May 30, 2013.

Freymuth, Timothy Written notice of his intent to resign from his position as English Teacher at Vista Ridge High School effective May 30, 2013.

Greene, Daniel Written notice of his intent to resign from his position as Art Teacher at Falcon High School effective May 30, 2013.

Junk, Suzanne Written notice of her intent to resign from her position as 1ST Grade Teacher at Stetson Elementary School effective May 30, 2013.

Martinez, Yvonne Written notice of her intent to resign from her position as Counselor at Skyview Middle School effective May 30, 2013.

Minniss, Nicole Written notice of her intent to resign from her position as SPED SWAAC with the Special Services Department effective May 30, 2013.

Mullen, Angela Written notice of her intent to resign from her position as 1st Grade Teacher at Ridgeview Elementary School effective May 30, 2013.

Nowak, Donna Written notice of her intent to resign from her position as 6th Grade Language Arts Teacher at Skyview Middle School effective May 30, 2013.

Phillips, Michelle Written notice of her intent to resign from her position as .5 SPED SLD Teacher at Woodmen Hills Elementary School effective May 30, 2013.

Robinson, Claude Written notice of his intent to resign from his position as .5 Special Education and .5 Speech Teacher at Falcon High School effective May 30, 2013.

Wilcox, Stephanie Written notice of her intent to resign from her position as SPED Social Communications Teacher at Meridian Ranch International Elementary School effective May 30, 2013.

4.04 Approval of Matters Relating to Educational Support Personnel

Be it Resolved, that the following matters relating to classified personnel be approved as recommended by the Chief Education Officer:

APPOINTMENTS:

Beals, David Temporary Summer Grounds at Facilities, full time, summer, 8 hours per day, start date June 3, 2013. Position will end August 19, 2013.

Rucker, Chris Temporary Summer Grounds at Facilities, full time, summer, 8 hours per day, start date June 3, 2013. Position will end August 19, 2013.

Meyer, James Temporary Summer Grounds at Facilities, full time, summer, 8 hours per day, start date June 3, 2013. Position will end August 19, 2013. Will remain a substitute in District.

Shiverdecker, Gates Temporary Summer Grounds at Facilities, full time, summer, 8 hours per day, start date June 3, 2013. Position will end August 19, 2013.

Walkinshaw, Justin Existing Position, Grounds Technician at Facilities replacing Curtis Henderson, full time, school year, step 2, 8 hours per day, start date April 29, 2013.

SUBSTITUTE:

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

RESIGNATIONS:

Bell, Kim Resignation from her position as Support Substitute, effective May 24, 2013.

Coffman, Vanessa Resignation from her position as Special Education Teacher Assistant at Odyssey Elementary School, effective May 24, 2013.

Dix, Traci Resignation from her position as Nutrition Services Assistant at Vista Ridge High School, effective May 22, 2013.

Gudridge, Timothy Resignation from his position as Bus Driver at Transportation, effective May 9, 2013.

Hubbard, Ashley Resignation from her position as Special Education Teacher Assistant at Springs Ranch Elementary School, effective May 24, 2013.

Jones, Carol Resignation from her position as Building Custodial Technician at Vista Ridge High School, effective July 7, 2013.

Livermore, Brandon Resignation from his position as Crossing Guard at Springs Ranch Elementary School, effective May 24, 2013.

Lynch, Jacob Resignation from his position as Crossing Guard at Springs Ranch Elementary School, effective May 24, 2013.

Lynch, Teresa Resignation from her position as Nutrition Services Manager at Woodmen Hills Elementary School, effective May 24, 2013.

Shaw, Lynne Resignation from her position as Preschool Teacher Assistant at Springs Ranch Elementary School, effective May 24, 2013.

Sieders, Patrick Resignation from his position as Special Education Teacher Assistant at Woodmen Hills Elementary School, effective May 24, 2013.

Twohig, Lynn Resignation from her position as Special Education Teacher Assistant at Falcon High School, effective May 24, 2013.

TERMINATIONS:

Bowker, Beverly Termination from her position as Special Education Teacher Assistant at Falcon Elementary School, Effective May 6, 2013.

Casorla, Alysa Termination from her Temporary Position as Regular Education Teacher Assistant at Ridgeview Elementary School, Effective May 24, 2013.

Conklin, Michael Termination from her position as Maintenance Technician at Central Office, Effective May 8, 2013.

Cook, Kimmatha Termination from her position as Building Custodial Technician at Central Office, Effective May 23, 2013.

Flemke, Anne Termination from her Temporary Position as Regular Education Teacher Assistant at Springs Ranch Elementary School, Effective May 24, 2013.

Regalado, Audra Termination from her Temporary Position as Regular Education Teacher Assistant at Ridgeview Elementary School, Effective May 24, 2013.

RETIREMENTS:

Leckenby, David Retirement from his position as Building Custodial Manager at Falcon Elementary School, effective May 24, 2013.

4.05 Approval of Minutes of May 09, 2013 Regular BOE Meeting

4.06 Approval of Minutes of May 09, 2013 Special BOE Meeting

5.00 Board Update

LaVere-Wright: As a district we recognize the impact the Black Forest Fire on our community. For the next 45 days we will waive rental fees for our facilities to nonprofit organizations within the fire area where they may not be able to currently meet because of the devastation in that area. There will be some limitations on that, with terms of frequency of use. To take advantage of that opportunity, contact the CBO's Executive Assistant. Thank you for the unanimous support from everybody.

Harold: There is a resource on our website listing the different activities in our neighborhood.

Irons: How many employees have been directly effected?

Brett Ridgway: Currently I know of two employees that have lost their houses.

Paul Andersen: We know of six so far who have lost their homes.

Irons: Are employees taking actions together as district employees?

Paul Andersen: An account has been established for employees to give money for these employees. Once we have a deadline date we can divide the money.

Harold: Student councils are working to organize a benefit.

Jack Bay: We have one charter school student who was impacted by the fire.

LaVere-Wright: There were quite a few that were affected, but not a total loss.

Peter Hilts: We are discussing ways of helpfulness. We will do our best to be helpful for people counting on us.

6.00 Open Forum

Peg Mahoney: As the FTEA president, I wanted to thank all of you for your hard work. Welcome to District 49 Mr. Hilts. There is a paraprofessional at our school, Odyssey, who totally lost their home.

7.00 Action Items

7.01 Approval of Charter School Budgets

It was moved by LaVere-Wright and seconded by Irons to approve the 2013-2014 Budget of the four district Charter Schools as presented.

Brett Ridgway: I'm sorry, that is actually five charter schools now.
The motion was withdrawn by LaVere-Wright.

It was moved by LaVere-Wright and seconded by Irons to approve the 2013-2014 Budget of the five district Charter Schools as presented. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.02 Approval of the 2013-14 Budget

It was moved by LaVere-Wright and seconded by Irons to approve the district budget for the fiscal year 2013-2014 as presented by the administration.

Irons: District 11's per pupil cost is approximately \$12K and ours is about \$6K. Thank you Brett, our staff, the district and everyone needs to be commended. Your delivery is better than D11 at half the cost.

Brett Ridgway: Thank you, I appreciate that.

The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.03 Approval of District Salary Schedules

It was moved by LaVere-Wright and seconded by Irons to approve the new Classified Salary Schedule and the transition plan for moving current employees off of the 3% schedule methodology onto the 2% schedule methodology, as recommended by the administration.

LaVere-Wright: The new schedule is necessary to enable the district to comply with the new methodology.

The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.05 Approval of Hard to Fill Differential-Special Services Itinerant Positions

It was moved by LaVere-Wright and seconded by Irons to approve of Use of Hard to Fill Differential For All Special Services Itinerant Positions. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, aye.

7.06 Approval of Facilities Realignment Proposal

It was moved by LaVere-Wright and seconded by Irons to approve the proposed staffing proposal provided for the Facilities, Maintenance and Operations realignment plan that was approved on May 9, 2013 by the Board of Education. The motion was put and carried with Allen, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Wright, nay.

8.00 Informational Items

8.01 Student Travel Study Trips

9.00 Discussion Items

9.01 Community Request for Ballot Initiative

Mr. Wright had to leave the meeting at 6:48 p.m.

Harold: Mr. Hilts is Skyping from Alaska for the meeting.

Kevin Butcher: I am a parent of four children in this district. In discussions with other community members on how to improve our district, an idea formed about having school board members represented in smaller sections, by zone. The issue is public trust, building a base where their children attend school and interact with the community. Bonds have failed due to lack of trust. It is human nature to trust someone you know. Potential benefits: more diverse candidates, more qualified, non-political candidates who reflect the community could be elected and possibly lower the cost of elections. Building trust requires giving trust, thinking about the futures, thinking about better governments. It would not go in effect until 2015, so I'm asking you to place a question on the 2013 ballot. We propose the new board would be composed of one member from each zone and two at large zones. It is a simple idea.

Harold: Questions?

Irons: If you actually look at the statutes and the definitions of director districts, we must have five director districts, they must be of equal populations, general geographic size, they may not cross voter precinct boundaries.

Kevin Butcher: I have heard that idea, but there are different opinions when you read further in the statutes as far as the precinct boundaries. Some of our precinct boundaries have a line going through the middle of the precinct.

Irons: It says in statutes you may not cross precinct lines. In 22 3 109(d) director district shall not be less than five nor seven in number. The only hang up I see is you will not have a director for each of the three geographic, Falcon, Sand Creek and Vista. Because of the way the population is spread out you will have overlaps and that part won't work. Now if there is a way to have five districts all of equal populations, the population variance can be 3% or less, and it must be reviewed. Because we are growing district, especially out here in Falcon and on the north edge of Power Zone, you must do a population survey every two years to readjust district and zone boundaries.

Kevin Butcher: We have done our research and can come up with language that can work with the ballot initiative. If five districts are a better solution, we can go with that.

Irons: My information is from legal council.

Kevin Butcher: The Board can control the language on this initiative.

LaVere-Wright: I have read the statutes differently. One of the reasons I like this idea is to make sure we have voices from all parts of our district. Another thing is how much it costs to run, about \$3K for name recognition and signs. People may have an easier time running in their areas where people know them. One of the barriers to getting people to be involved and be on the board, is the amount of money it takes up front. I think most of us want someone who takes this position seriously. Two at large positions balance that, because you don't have people tied to just one community. I really like the idea personally.

Harold: You brought up one point in your Power Point presentation about the innovation zones and initiatives that have come forward and those have come from the community, instead of from the top down. Representative government is in every level We need to clarify the language of exactly how a new board will made up before it would be able to be on the ballot. How does the Board want to proceed? The statute says we have to vote on it, unless it's withdrawn. Our next meeting is June 26th, can those questions can be answered by then? If not, then it can be on the July 11th meeting.

Irons: I will review this with the County Clerk and Secretary of State on the specifics spelled out in statute 21 31 109. The described districts do not fit the statute. We could not have 3 director districts and 2 at-large. I want that legally verified before we proceed and have it as an action item on July 11th.

Kevin Butcher: We made the decisions, if the board did not approve this item, we would go ahead and go by the petition law, and have it in by early August. It will be lined up with the right language. If anyone would like to carry a petition, I will give you a business card. I appreciate the concern, but the council we have will make sure it is legal.

Harold: I want to clarify, because state statute says that if a community member brings forward something that they want to put on the ballot that the board has to vote one way or another. So, are you withdrawing your request?

Kevin Butcher: No, I'm not. We have to have signatures in by early August. Petitions need to be put out in July, so we are going to move forward with it. We don't want to exclude you, it is a simple idea that was voted and the community has grabbed it. I have a lot of support for this physically and financially to make this work. As the defacto leader, we're going to make it happen. If you want to participate, we can make it happen. If the district wants legal to look over our shadow on the language, I would be happy to sign a release.

Irons: He cannot.

Harold: That would be up to the citizen group to get the petitions and get that information to the County Clerk.

Irons: I might help you out there, if you want to go ahead with a petition. Once you have completed the language for the petition, then you must take it to the County Clerk. They will review it for legal; they have five days to do that, and at that point you can begin your signatures.

Kevin Butcher: You have verified that I am running out of time. I'm not writing the language, attorneys are writing the language.

10:00 Other Business

The Board is at recess @ 7:12 p.m.

- 10.01 Executive Session- pursuant to CRS 24-6-402(4)(b, e, and f) for discussion of personnel matters concerning individual employees. Re: Falcon Zone—Zone and Building Leaders, Power Zone—Zone and building Leaders.

It was moved by LaVere-Wright and seconded by Irons to enter executive session at 7:30 p.m. pursuant to CRS 24-6-402(4)(b,e and f) for discussion of personnel matters concerning individual employees. Re: Falcon Zone - Zone and Building Leaders, Powers Zone - Zone and Building Leaders.

It is 7:58 p.m. and the Board is back in regular session.

Harold: Mr. Hilts asked us to answer a question in Executive Session and we are answering that now. Was the information that he gave us helpful or would we have preferred an email type of conversation?

Peter Hilts: It was very helpful, we were able to have an interchange which was more effective than an email.

Harold: The other topic that came up is doing a resolution. Please discuss what you would like to see from the board in a resolution in reference to Mr. Allen's comments about hiring a diverse population?

Peter Hilts: One of the ways we can provide better leadership is to represent our communities better, not just with ethnicity. The Board should decide if a particular emphasis needs to be identified.

Allen: What I see as a quota is a completely white staff. The Board has directed Mr. Andersen and the CEO and nothing has changed. It is a race thing and until you admit it's a race thing, it won't be a fair assessment.

Irons: Peter, are we looking in the wrong places for people? Do we need to take a different approach on where we are looking for candidates?

Peter Hilts: There is established employment law that puts boundaries on this, but also puts expectations on us. We have to decide what those are. A system is perfectly designed for the results it produces. One suggestion is where to recruit. We have to examine our system.

Allen: Can you tell me that there are no African-Americans in this area that have the expertise to come to this district and work, even on the maintenance side?

Harold: We have directed the staff to actively recruit from a diverse population, is that correct?

Paul Anderson: We have done some work with Rosemary and consultants have done some training for us on strategies to tap different talent pools. There is a strategy and plan that is working.

Allen: I'm not looking for affirmative action. I just want equitable and fair hiring practices within our district.

Harold: The Board has hired Chiefs and has not had any diverse candidates. If we have a broken system and need to fix it, then someone needs to figure out how to get those candidates to start applying and that is a big issue for me. If we don't have those candidates applying, we can't hire them. Across the entire district, we have to find a way to get people of every diversity group out there to apply. That can be every ethnicity, all the different things that goes into diversity. It's not one gender, one race, or one social background. We as a board need to define what diversity is for our district. The Administrators need to come back and tell us what they're going to do to make that happen and in what timeframe.

Allen: I concur that diversity is not just race or gender, but look across your district and the only thing missing is race. You have a broad spectrum of female and male employees, but they are not people of color.

LaVere-Wright: It depends on position as well. Your three chiefs are three white males; your innovation leaders, there's one female out of four. Your second in command in each of those zones, there is one female. The percentage of women in leadership positions in this district is 10%. Minority candidates applied but didn't make it through the paper screening. We don't know the minority status of candidates at that point. We are taking steps to hire a diverse population. We also need to consider our behavior. Choice candidates have their pick of districts. We have to look at how we project ourselves and how we act as a body. It's not just about Paul going to universities.

Allen: I have some contacts who say that substitute teachers aren't treated very well in our district.

Harold: How does the Board want to proceed? Do we direct the administration to redevelop their plan or do we draft a resolution?

Paul Andersen: You have not had a formal update on the current plan.

Harold: Discussion on dates.

Peter Hilts: A couple of Board members can meet to have these discussions. This is not where a CEO should lead the district; the CEO should lead the will of the board.

Harold: Add this item to the August board meeting as a discussion item.

Peter Hilts: August is a good time for me to prioritize and have the board affirm those priorities. We need to think about earning the trust of our community, focus on the strategic plan to create the district we envision.

Harold: Envision us having different thoughts. Should narrow down to top two and be united from the board.

Peter Hilts: Doesn't have to be unanimous, but I have to serve a unified voice.

Harold: Regarding Capital Planning and November election, they will not have a clear plan until October.

Peter Hilts: Whatever they propose will give us clarity. I want to be sure I am leading toward that point.

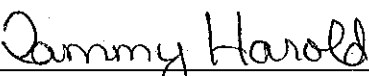
Harold: In the August board packet, please give us your impression of what the main goals are and what items you want to prioritize so that we have time to think about it before the meeting.

Peter Hilts: I agree. I will provide the CEO report a week before the meeting.

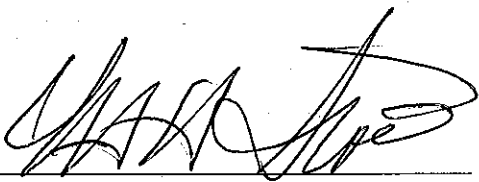
11.00 Adjournment

With no further business to be brought before the Board, the regular meeting of the Board of Education adjourned at 8:31 p.m.

Respectfully submitted by Rebecca Engasser.



Tammy Harold, President



Chuck Irons, Secretary