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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
January 10, 2013
Central Administration Office – Board Room

- 1.00** President Harold called the Meeting to order at 6:37 p.m.
Roll Call was taken with the following members present: Mr. Henry Allen Jr., Mrs. Tammy Harold, Mr. Chuck Irons, Mrs. Marie LaVere-Wright and Mr. Chris 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**
President Harold requested a motion to approve the agenda.

Director LaVere-Wright moved to approve the agenda. Director Irons seconded the motion.
Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye, Mr. Wright aye. Motion carried.
- 4.00 Consent Agenda**
- 4.01 Approval of December Monthly Financial Update
- 4.02 Approval of Matters Relating to Administrative Personnel
REQUEST FOR 110/110 TRANSITION:
Pottorff, Gregory Written request to retire at the end of the 2012-2013 school year and request a transition year (110/110) for the 2013-2014 school year.
- 4.03 Approval of Matters Relating to Licensed Personnel
APPOINTMENTS:
Ehrensaft, Alison Hired as an INR .5 English Teacher at Sand Creek High School effective January 7, 2013. She has been set at a BA/1 based on a pro-rated work schedule of 45.5 days. This is a new position that was approved by both the Zone Leader and Chief Business Officer.
Lane, Audra Hired as an INR Dean of Students at Sand Creek High School effective January 7, 2013. She has been set at MA/5 based on a pro-rated work schedule of 91 days along with a 15% stipend which is payable to all Dean of Students. This is a new position approved for the remainder of the 2012-13 year only. It was approved by the Zone Leader and the Chief Business Officer. Any continuation for the 2013-14 school year would require re-approval.
McKenna, Jennifer Hired as an INR Early Childhood Special Education Teacher at Woodmen Hills Preschool effective December 12, 2012. She has been set at a MA/1 based on a pro-rated work schedule of 99 days. This is a replacement position.

Miller, Lauren Hired as an INR Family and Consumer Science Teacher at Vista Ridge High School effective January 7, 2013. She has been set at a BA/1 based on a pro-rated work schedule of 91 days. This is a new position that was approved by the Zone Administration and the Chief Business Officer at the beginning of the 2012-13 school year. Vista Ridge was unsuccessful in securing a highly qualified candidate until now and the position was filled with a long-term substitute for the 1st semester.

Patterson, Julie Hired as an INR SPED Affective Needs (SIED) Teacher at Horizon Middle School effective January 7, 2013. She has been set at MA+60/10 based on a pro-rated work schedule of 91 days. This is a replacement position.

Schortmann, Julie Hired as an INR .6 School Nurse with the Special Services Department effective December 10, 2012. She has been set at a BA/1 based on a pro-rated work schedule of 101 days. This is a new position which was approved by both the Director of Special Education and the Chief Business Officer. This position was required due to a court settlement.

REQUESTS FOR LEAVE:

Farist, Mindy Leave granted from October 30, 2012 through January 15, 2013 due to a medical condition. This leave is being approved through both the Family Medical Leave Act as well as the Americans with Disabilities Act/Amendment Act.

TRANSFERS:

Minniss, Nicole Transferring from her position as SPED SIED teacher at Horizon Middle School to Licensed SPED Personnel – SWAAC Experience Required position. The position that she is transferring in to is a replacement position for Raquel Rethwisch who resigned. Transfer will be effective January 7, 2013.

4.04 Approval of Matters Relating to Educational Support Personnel

APPOINTMENTS:

Casorla, Alysa New Position, funded by Power Zone, that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Temporary Regular Education Teacher Assistant at Ridgeview Elementary School, part time, school year, step 1, 4 hours per day, start date January 8, 2013

Dailey, Paula Existing Position, Nutrition Services Assistant at Falcon Middle School replacing Brenda Lewis, part time, school year, step 1, 5 hours per day, start date December 3, 2012.

Evelo, Jill New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Student Based Special Education Teacher Assistant at Skyview Middle School, full time, school year, step 1, 7 hours per day, start date December 3, 2012.

Fry, Nicole Existing Position, Registrar at Vista Ridge High School replacing Rita Helwege, full time, extended school year, step 5, 8 hours per day, start date December 10, 2012.

Gillespie, Jimmie Existing Position, Bus Monitor at Transportation, full time, school year, step 1, 5 hours per day, start date December 3, 2012.

Gudridge, Timothy Existing Position, Bus Monitor at Transportation, full time, school year, step 1, 6 hours per day, start date December 17, 2012.

Kouri, Brandon Reclassification, Accompanist at Sand Creek High School, from part time to full time, school year, step 2, 6 hours per day, start date November 26, 2012.

Livermore, Brandon Existing Position, Nutrition Services Assistant at Vista Ridge High School replacing Leonie Colombo, part time, school year, step 2, 2.5 hours per day, start date December 10, 2012.

Owens, Angelia Existing Position, Bus Driver at Transportation, full time, school year, step 1, 5 hours per day, start date December 17, 2012.

Palten, Laura Existing Position, Nutrition Services Assistant at Banning Lewis Ranch Academy replacing Shelley Paur, part time, school year, step 1, 2.5 hours per day, start date December 6, 2012.

Regalado, Audra New Position, funded by Power Zone, that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Temporary Regular Education

Teacher Assistant at Ridgeview Elementary School, part time, school year, step 1, 4 hours per day, start date January 8, 2013.

Sieders, Patrick New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Student Based Special Education Teacher Assistant at Woodmen Hills Elementary School, full time, school year, step 3, 7 hours per day, start date December 10, 2012.

Snider, Heidi Existing Position, Bus Driver at Transportation, full time, school year, step 1, 5 hours per day, start date December 10, 2012.

SUBSTITUTE:

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

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

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

RESIGNATIONS:

Allen, Alisa Resignation from her position as a Support Substitute, effective December 11, 2012.

Gabriel, Jennifer Resignation from her position as Lunch Monitor at Stetson Elementary School, effective December 20, 2012.

McClelland, Andrina Resignation from her position as Crossing Guard at Springs Ranch Elementary School, effective December 21, 2012. Will remain a Lunch Monitor.

LEAVE OF ABSENCE:

Abrahamsson, John Leave of absence from his position as Bus Driver at Transportation effective January 22, 2013 through April 22, 2013.

4.05 Approval of Minutes for December 13, 2012 Board of Education Meeting

President Harold requested a motion to approve the consent agenda.

Director LaVere-Wright moved to approve the consent agenda. Director Irons seconded the motion.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye, Mr. Wright aye. Motion carried.

5.00 Board Update

President Harold introduced Jack Bay the new Chief Operations Officer.

Jack Bay – he comes from education family, has a diverse background in both the public and private sector and a passion for school districts, recently in Douglas County School District. He has a lot of interest in the district. He has been meeting with his staff leadership this last week. Obtaining a working knowledge of the facilities department and has had met with the other chiefs in the district. He wants to concentrate on best practices in the district. Will work on having a very cost efficient department.

Don Begier –There are a lot of exciting things happening in the district. Odyssey Elementary School's choirs have been selected to sing at the annual Colorado Music Educators Associations Conference. They'll be performing January 24 at 1:10pm at the Broadmoor. Odyssey was one of only four elementary schools selected and this is the first time the school has received the honor!

Remington Elementary School assistant principal Suzy Ancell will be the keynote speaker at this year's Falcon/Peyton Relay for Life. She is a cancer survivor - wife, mother and one of our outstanding educators, and will be speaking at the community-wide event about making a difference through the American Cancer Society's Relay events.

Thanks to the efforts of the Falcon Elementary School PTA, students have a new place to climb! The PTA raised funds to help purchase a brand new rock climbing wall for FES students. The School hosted a ribbon cutting this morning.

Mike Pickering, Curriculum, Instruction, Assessment and Professional Development Administrator for the Power Zone has received his PHD. He also introduced the Boy Scouts in attendance this evening they are in the process of earning their communications merit badge.

Chris Wright – talked about strategic plans across the district. It was presented by the administration to the board. Grateful the board has transitioned the day to day operations from the board to the administration. The board can now remove itself from the day to day operations and concentrate on policy and governance. For the first time he feels like the administration can take its proper role in the district.

He has only two more things to accomplish to empower teacher, principals and parents over administration. The University of Innovation (UofI) allows teachers to adapt their teaching style to the student.

Micro innovation classes at Sand Creek High School through Sean Dorsey working with UCCS is a great step forward. Grateful for UofI, it can immediately have an impact on what the teachers are teaching in the district, it can adapt to each class and each generation of students. Thankful we now have the operational piece in place in the district. We have been stifled by the good old boy system in the district; it has been who they knew not who they didn't. With Jack Bay here now it is all gone. He is the foundation of how people do their jobs. It is exciting; it will allow us to get out of the news now. Role of the IL's portfolio, with them the roles of the IL's are going to change. We are blessed with some of the best administrators in the state. His hope is that the next CEO will be able to define these things. The title is very important, his hope is with the strategic plan there will be a collaborative effort to expand the roles of the ILs. He hopes that the new CEO will consider the skill set that these people have and will use them. Personal opinion is that the new CEO will expand and continue to move the district forward. Would like to see empowering teachers, students and parents over administration, we have to develop our students and need to look at the students not planning on going to college and give them skill sets that are useable right after graduation. He has been working behind the scenes to get a vocational program in the district. Everything that this plan has generated, he is the architect behind this entire plan, and now it is a collection of the best and brightest minds in the district. It is owned by the entire board, administration and community. We as a district have to control the curriculum; we have to make sure what we as parents want taught in our schools. Our history books and social studies books need to represent what we want taught. Now that we have the structure and authority pushed down to the principals lets decide as a community what we want taught to our children.

Marie LaVere-Wright - As a member of this publicly elected board of education my responsibility and moral obligation, in my view, is to the children whose education this district provides and to our community who funds this system with their hard earned tax dollars. This always has been, is now, and always will be where my allegiance lies, and continues to be the vantage point from which my decisions are made. I truly do my best to make my individual decisions by asking myself the question Is this what is in the best interests of your kids, and by extension what is best for our district. Throughout this summer and fall, based on statements during public meetings, focus groups, and other conversations and communications, I have become increasingly concerned as a public official responsible to my constituents to be open and transparent I believe it is my duty to share these concerns with you at this time.

Over the past several months, it has become clear that despite statements to the contrary, there is an ongoing attempt by some on the board to dismantle the structure and system put in place by

the innovation initiative, to re-centralize power, and to remove the autonomy embraced by our school communities as evidenced by the overwhelming support as they voted for their innovation plans. I have personally witnessed a completely new organizational chart drawn on more than one occasion which changed multiple top positions, and eliminated or redefined Innovation leader positions as centralized roles which would drastically change the structure, reporting mechanisms, and functions of our leadership again. In some instances those changes were also at the building level. These changes have often been linked to the "University of Innovation" concept which has never been approved or endorsed by the full board. The sole directive by the board, given at the November 8th work session prior to the regular meeting was to establish exploratory committees to determine whether there is a need in the areas of Professional development, teacher induction, teacher evaluation, and micro-innovation. Although the innovation initiative began almost 2 years ago, the first Innovation plans went into effect this August, and the organizational chart unanimously approved this spring did not have every position filled until two weeks ago. We are therefore only a few months at best into this model, and it will take a minimum of 18-24 months of stability for us to determine the full effects, positive and negative, of this effort. Every time a change is introduced, an adjustment period occurs which results in losses in productivity and efficiency which has measureable negative effects financially and can negatively impact our students achievement. We do not need more change; we need time for the changes that we have made to move into their productive phase. In these same discussions, director Wright has openly stated that if schools who hold board and state approved waivers oppose his plans, he will personally go to the state to have those waivers rescinded. These include waivers around curriculum, professional development and teacher evaluation. This disrespects and disempowers all those who worked for the past two years to develop and implement their innovation plans. It is contrary to his own stated goal of local control and empowerment of our parents, teachers, principals, and community which is what the innovation initiative was all about and which he has declared not only to support, but also claimed to have been its primary architect. True empowerment and local control does not mean the power to make a decision only if he believes it is the correct decision or if it reflects his viewpoint. It means allowing those schools with their community to make their own decisions reflecting the values and needs of the students and community in that school, and respecting their ability to do so. It is an insult to our educators and our community to attempt to undo what you empowered them to do in the first place, and you as a community have a right to know what others are attempting to take back.

My second concern derives from statements made before, during, or after multiple meetings regarding vocational programming. As this has not been an item ever even submitted for an agenda, in the entire time I have been on the board, these have been passing remarks that at first peaked my interest, then raised my concern. I want to make clear that I am supportive of vocational education, and believe it has an important place in our system. In fact through direct programming and partnerships, we currently offer a multitude of programs including auto repair, cosmetology, EMT/CNA certification, culinary arts, and other similar programs. However, I am concerned that high level discussions between staff and individual board members appear to be occurring without the full knowledge or approval of this board as an entity. As I have attempted to look into this, I have heard disturbing rumors that an individual may be attempting to profit from district resources. I would like to give Director Wright the opportunity to dispel these rumors by answering the following question on the record: Director Wright are you now, or have you in the three years you have been on this board discussed with any employee or person contracted with this district the possibility of placing a vocational program in your business?

Chris Wright replied that yes he has he has been working through the Department of Education to get certified in this area.

Chuck Irons– Thanked everyone for coming, January 1 Henry Allen Jr. became president of the NAACP. He visited a fifth grade class at Stetson Elementary; they are one of the pilot classes for the iPad project. It was a great experience and a lot of fun to watch the students.

Henry Allen wished everyone Happy New Year. To the Boy Scouts, he said we live in the greatest nation in the world. We protect free speech and have soldiers protecting our freedom across the world. Yesterday he set in the legislature in our state capital, he did not agree with everything he heard, but he stated the citizens have spoken and he will support it. We have got to work together, we are either going to survive in this nation together or we are going to perish. Children learn what we teach them. We will survive as a nation, state and a district.

Tammy Harold attended the Sand Creek High School ribbon cutting for their new gym floor. They had a win their first night on the court and will have another game this Friday it will be against Vista Ridge High School, it should be a great game. We have had a football trophy for several years that travels between the high schools. We now have a boys and girls traveling trophy in both boys and girls basketball. She was at the dedication at Falcon Elementary School for their new climbing wall funded by their PTA.

One thing that has been in the media a lot is the School Resource Officer contract, due to Brett Ridgway working with the sheriff and Henry Allen bringing up that it would be helpful if the sheriff would use some of the money if the new tax passed to fund the SRO. Through those discussions the sheriff department has decided that they will fund the SRO for the next 18 months. She congratulated Henry on his swearing in as the president of the NAACP. It was a privilege to get to attend..

Tammy Harold talked about the administrative plan, as the administrators present the plan to the Board. It provides a road map for the district use to move forward. We have five main goals that we all know we will be working on the next 3 – 5 years. February 14th the administration will bring the strategic plan forward as an action item. She thanked the administrators for putting a lot of energy into this project. “I don’t want this undermined by individuals or the Board, The Board needs to allow our leaders to do their jobs. This last year has been one of ourmoil that I have tried very hard to keep private. However, when our staff is being bullied and disrespected at every turn this has got to stop. This district, staff, students and community, must be put first in all decisions. The time for personal agendas and individual directives needs to stop. I admit I’m not perfect and can do a better job of leading this district. By valuing connecting and caring about people and listening to the community, I want to provide a culture without fear and anxiety. Moving forward, I want and need the entire community to take an interest, get involved, have a voice and make it heard. I can’t know the direction you want my vote to go if you are silent. Please help me make a positive difference in the lives of kids and staff. Get involved, let us hear you. I want fear and animosity to be out of this district. We have the best district in the state. I want to thank everyone for coming.

6.00 Open Forum

Peg Mahoney, a teacher at Odyssey Elementary School thanked the four BOE members in favor of changing educational requirement of the Chief Education Officer to a Masters Degree. She would like to see certification in education, this is an education position. She would like to know if the district is headed to pay for performance for teachers. She asked what the Board members are looking at on their computer screens.

Chris Wright said pay for performance is a sticky thing, he would like to see us get the best and brightest minds in the districts and model something that our teachers and administrators want.

We should go with what our staff wants in regard to pay for performance. He does not think this would be a good idea. He believes that we should be very cautious with this.

Bryn Abrahamsson, teacher at OES. At a previous Board meeting it was stated we will have a Chief Operations Officer coming on board, does it make sense to do a RFP before they have had time to review their department. She wants to know why would we do that before he had a chance to review his department. She loves the idea of the U of I but wants to know what the cost is and where the money is coming from. The staff has not had a raise for five years and the Board really needs to talk about that. People are frustrated and angry about this. At staff development in November, RTI in that training the district wants every teacher to attend that institute. She learned that if a child does not end first grade on reading level a student will never be on grade level. She hears there is a strategic plan coming. We need to address the number of students not on grade level at the end of first grade, this needs to be a priority.

Don Begier will work with her and the IL of Vista Ridge.

Chris Wright said he did not know where the salary thing came from. He believes that Jack Bay should have the time to look at his department. He wants to see all departments as efficient as possible. The U of I will not be funded for free. Now that we have the strategic plan in place things will move forward. He wants Jack Bay to have the opportunity to say what is needed in his department; it would take him 3 years to review all these things.

Jack Bay said he believes that he has the skill set to move forward. Given time he believes they will accomplish a lot of things in their department. We would like to not spend valuable resources on this.

Scott Stanley, patron of the district told Tammy and Marie not to sell themselves short they are doing a great job. CEO job description, what are we looking for a business man or an educator? It should be a professional educator. Can't see a business man doing this job we need one CEO and one COO. At a minimum the CEO should have a Masters degree. They need to know the business of education, not a business owner. He doesn't want the owner of a garage business responsible for overseeing the education of his children, any more than he would want our Chief Education Officer doing a tune up on his mini-van. This job description needs to be revised before any position advertisement or hiring actions occur. Second item, is the issue of the audit, Mr. Bay deserves the courtesy to do his job and review his own department. District policy currently states: "Expenditures and costs of District or school operations shall be reported to the public no later than December 31 of each year in the accountability report. How does the Board report to the public the money spent on trips taken by Board members at District expense, particularly those taken out of state? Has this reporting been accomplished for money spent in 2012, as District policy requires? If not, when will we be able to see what trips were taken last year, who approved them, for what purpose were they taken, who went, and how much of our money was spent? Are there trip reports or after action reports which describe what was accomplished? He would like to know what has gone on, if asked a question he would ask that an answer be given to anyone that asks a question. They deserve an answer.

Chris Wright told Mr. Stanley that he can contact the finance department directly.

7.00 Action Items

- 7.01 Approval of District Unified Improvement Plan and Falcon Virtual Academy Unified Improvement Plan
Amber Whetstine, Coordinator of School Improvement presenting.

As part of the District Accreditation Process, a District Unified Improvement Plan has been developed with input from each of the four District Innovation Zones, Learning Services, and the District Accountability Advisory Committee. The plan specifically describes action steps that the District will take, to work toward continuous improvement in student achievement and the reduction of growth gaps.

In addition, each school is required to submit a Unified Improvement Plan, which includes improvement strategies specific to their students' needs. Falcon Virtual Academy is designated as a school requiring a "Priority Improvement Plan" which requires the school to submit their plan to the Colorado Department of Education for review by no later than January 15, 2013.

A Unified Improvement Plan allows Innovation Zones and Departments to focus improvement efforts (time, resources, etc.) to impact student achievement in the areas where the most improvement is needed. The development of the Unified Improvement Plan for Districts and Schools is a requirement by the Colorado Department of Education as part of the Accreditation Process.

President Harold requested a motion to approve action item 7.01.

Director LaVere-Wright moved to approve the District Unified Improvement Plan and Falcon Virtual Academy Unified Improvement Plan as recommended by the administration. Director Irons seconded the motion.

President Harold stated that most action items have been discussion items at previous BOE meetings.

Amber Whetstine stated that each year the schools are required to submit a report annually to the state. It will include all of our improvement plans. The rest of the district school plans will come forward at the February & March BOE meetings.

President Harold asked if there was any more discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

- 7.02 Approval of Revision to Board of Education Policies and Regulations: ACA - Nondiscrimination on the Basis of Sex, ACA-R - Nondiscrimination/Equal Opportunity, ACE - Nondiscrimination on the Basis of Disability, AC-R - , Nondiscrimination/Equal Opportunity AE - Accountability/Commitment to Accomplishment, AE-R - Accountability/Commitment to Accomplishment, AEC - Annual Report, AED - Accreditation, AED-R - Accreditation, CC - Administrative Organization, CH - Policy Implementation, CHD - Administration in the Absence of Policy, DAB - Financial Administration, DB - Annual Budget, DBC - Budget Planning, Preparation and Schedules, DBD Determination of Budget Priorities, DBE/DBF - Communication of Budget Recommendations/Budget Hearings and Reviews, DBG - Budget Adoption, DBI - Budget Implementation, DBJ - Budget Transfers, DD - Funding Proposals, Grants, and Special Projects, DEA - Funds from Local Tax Sources, DEB - Loan Programs, DFA-R/DFAA-R - Revenues from Investments/Use of Surplus Funds, DGA/DGB - Authorized Signatures/Check-Writing Services, DI - Fiscal Accounting and Reporting, DIC - Financial Reports and Statements, DID - Record of Fixed Assets, DJ/DJA - Purchasing/Purchasing Authority, DJB - Purchasing Procedures, DJB-R - Purchasing Procedures, DK - Payment Procedures, DKA - Payroll Procedures/Schedules, DKB - Salary Deductions, DKC - Expense Authorization/Reimbursement, DN - School Properties Disposition, DN-R - School Properties Disposition, DN-E - School Properties Disposition, EB - Environmental and Safety Program, EBBB - Accident Reports, EBBB-R - Accident Reports, EBAB-R - Hazardous Materials, EBCA

- Disaster Plans, EBCB - Safety Drills, EBCB-R - Safety Drills EBCC - Bomb Threats, EC - Buildings/Grounds/ Property Management, EC-R Buildings/Grounds/Property Management, ECAC - Vandalism , EDB - Maintenance and Control of Materials and Equipment , EEAEA-R - District Employee/Driver Requirements, Training and Responsibilities, EEAFB - Extracurricular Activity Buses/Field Trips/Special Events Transportation , EEAFB - Use of School Buses by Community Groups, EEAG - Student Transportation in Private Vehicles, EEBB - Use of Vehicles on District Business , EEBB-R - Use of Vehicles on District Business, EF - Food Services, EG - Information Technology Management , EG-R - Information Technology Management, EGAEA - Electronic Communication , EI - Insurance Program/Risk Management, FBC - Prioritization of Facility Improvements, GBGA-R - Staff Health, GBJ - Personnel Records and Files, GCA - Professional Staff Positions, GCI-R - Staff Professional Development , GCKA-R - Instructional Staff Transfer and Vacancy, GDA - Educational Support Staff Positions, GDBA-R - Educational Support Staff Salary Schedules, GDD - Educational Support Staff Vacations and Holidays, GDE/GDF - Educational Support Staff Recruiting/Hiring, GDEA - Posting and Advertising of Educational Support Staff Vacancies, GDG - Part-Time and Substitute Educational Support Staff Employment , GDJ-R - Educational Support Staff Transfer and Vacancy Procedure, GDK - Educational Support Staff Schedules and Calendars, GDM - Educational Support Staff Career Development, GDQA-R - Education Support Personnel Reduction in Force, GDQB - Resignation of Educational Support Staff, GDQCA-R -Educational Support Staff Transitional Retirement Plan, GDQD - Discipline, Suspension, and Dismissal of Educational Support Staff.

There have been several changes in the direction of the district and the titles of the leading administrative staff in the district. The district has moved from a superintendent to three chief administrative positions, Chief Education Officer, Chief Business Officer and Chief Operations Officer and the addition of Innovation Leaders in the Falcon, Sand Creek and Vista Ridge (POWER) Zones along with the iConnect (online) Zone.

At this time the need is to have the titles of the administrative staff responsible for carrying out Board policies matches the titles in the policies.

As these policies and regulations come up in the regular review cycle there could be additional revisions requested, but the important thing at this time is to have the appropriate titles of administrative staff.

These changes align with the innovation plan approved by the Board of Education

President Harold requested a motion to approve action item 7.02.

Director LaVere-Wright moved to approve the policies, regulations and forms listed as recommended by the administration. Director Irons seconded the motion.

Director LaVere-Wright stated that these policies were all adjustments in titles of staff in the district.

President Harold asked if there was any other discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.03 Approval Arming the Safety and Emergency Coordinator

David Watson Safety and Emergency Coordinator presenting.

This request was first stated during a Board of Education meeting in September, determined to be set as an Action item at the Board of Education meeting in December, to be placed on the Agenda for the January 2013 meeting.

Specific equipment needed will be determined and to purchased by Falcon School District 49.

The cost of the start up for needed equipment is approximately \$3,000.00.

David Watson, Safety and Emergency Coordinator will begin the process and apply for his concealed handgun permit.

The arming of the Safety and Emergency Coordinator for Falcon School District 49 will add an additional layer of protection for Falcon School District 49 students, staff and visitors to FSD 49 sites.

This approval allows the Coordinator of Safety to carry a firearm in the delegation of his duties on and about all Falcon School District 49 buildings and schools

President Harold requested a motion to approve action item 7.03.

Director LaVere-Wright moved to approve the Safety and Emergency Coordinator being armed as a part of his/her duties, and the budget to fund the start up costs not to exceed \$3,000.00.

Director Irons seconded the motion.

Director Irons stated that at a school today, security person said he did not believe staff should be armed. He is a gun advocate; his worship place has armed staff. He would rather have armed teachers rather than have them have to through themselves on top of a student. He supports the sheriff's department training the staff in our buildings. What every the cost we have got to protect our students. He plans to bring this to the community again. He supports having armed teachers in this district.

President Harold is concerned this is only one part of it. She would have concern of a gun being in a desk in a room where they could just reach for it. We need to be cautious as we move forward. What is the liability, as administrators and legal please review the legal limits and liabilities?

Don Begier stated that they have already begun a discussion regarding this issue. He has contacted District 20 personnel to see what their model is and what the start up costs are. Dave Watson had the first safety meeting last night; they would like to come to the board in the future with an enhanced school safety plan

Director Wright said that if someone comes to our school meaning to bring harm to our students they should be met at the door to prevent that.

President Harold stated that what the Board is voting on tonight is the arming of our Safety and Emergency Coordinator.

Director LaVere-Wright wants to make sure that we are not having a knee jerk reaction; she thanked Don Begier for already being looking into this item. It is important that we be mechanical and look at the complexity of this issue.

Director Allen stated that when the sheriff offers, this it has been researched. When he offers to train it is something he has looked into extensively.

Director Wright said we should be proactive about this issue.

President Harold asked if there was any more discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.04 Approval of Purchase of 10 Pod Modular for Evans Elementary International School

In the Board meeting on December 13, 2012, the department brought forth the recommendation to select US Modular Group as the vendor for the purchase of a new Pod at Evans International Elementary School.

In preparing the total project cost, the department found that the Cimarron Hills Fire Department added an addendum to the International Fire Code requiring buildings over 2500 square feet to be sprinkled in their protection district. This resulted in additional unanswered questions and an increase in overall budget.

The Board tasked the department to obtain additional information relating to the new requirements and report back with those answers as well as a new overall budget.

The Planning & Construction and Facilities Departments obtained the fire hydrant flow report. The departments also met with the service provider who tests the hydrants, Cimarron Hills Fire Chief, and a fire protection contractor to look at Evans to determine what we have to work with and what is needed to obtain the fire suppression system.

After reviewing the total budget, to include the addition of the fire suppression system, it is our recommendation to approve US Modulares as the vendor for the Pod purchase. The Pod will alleviate four modulars and one single wide that are in very bad condition at Evans Elementary, and the fire suppression system will ensure compliance with the International Fire Code and the Cimarron Hills Fire Department.

President Harold requested a motion to approve action item 7.04.

Director LaVere-Wright move to approve US Modular Group in the amount of \$610,165.24 for the purchase of a new 10-Classroom Pod for Evans International School, to be installed with the fire suppression system. Director Irons seconded the motion.

President Harold wants to make sure everyone understands that the Board approves the actual cost of the building and the rest of the cost is covered in the amended budget to be approved at the January 23, BOE meeting. We are approving the pod and all the rest of this will be handled in amended budget approved at the January 23 BOE meeting.

Director LaVere-Wright - the total cost is just under \$900,000 dollars to do this total project.

President Harold - we desperately need a bond to pass in this district to build schools. Hopes that the community gets involved.

Director LaVere-Wright – we do not get money from the state to build buildings. The money we get is operation costs. The only way we can have money to build buildings is to have a bond passed by our community.

Director Wright – about 24% of the funding is all that we have not compared to 1970. We are the 2nd most financially stable district in the state.

Director LaVere-Wright - We do not have a mill levy override, like the other districts in this area have.

Melissa Andrews addressed a question regarding fire code compliance that Director Allen had asked at a previous meeting. All of the modular and Pods existing in our district are compliant with the International Fire Code (IFC). The only one that would need to be sprinkled was the POD proposed for Evans, because the Cimarron Hills Fire Protection District added amendment

to the IFC stating that anything that falls into their fire district over 3500 square feet would be required to be sprinkled due to their ability to service their district.

President Harold asked if there was any more discussion, hearing none she called for a vote

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

The board took a break at 8:12 p.m. coming back into session at 8:30 p.m.

8.00 Informational Items

8.01 Power Zone iPad Pilot Update

Mike Pickering, Curriculum, Instruction, Assessment, and Professional Development Administrator presenting.

POWER Zone has engaged in a BOE approved 280 student iPad pilot program that officially began in August of 2012. We have been gathering qualitative observational data as well as quantitative performance data. Performance data will come to the BOE when it is compiled. Middle of the year testing will be complete by the end of January and performance data will be available for review at that time.

The iPad pilot is intended to introduce our students to 21st century learning skills and increase learning through heightened levels of engagement, collaboration, immediate feedback, and access to the most current and interactive resources in a variety of content areas.

Increased engagement, achievement, and collaboration/21st Century Skill use in all iPad pilot classrooms and digital, evidence based, student portfolio development in targeted iPad pilot classroom.

Mike Pickering introduced Gabe Hammel from Odyssey Elementary and John Sevell from Stetson Elementary; they are piloting the iPad project at their elementary schools.

Why the iPad Pilot, using the iPad we are able to find apps (content, resources, scientific calculator, scales, etc.) that are subject specific to enhance student learning. There is the capability for innovative learning, new style of learning – listening/viewing, research, organization, communication/collaboration and 21st Century skills.

It has been powerful in helping student's organizational skills.

Develop 21st Century skills are information and communication skills, thinking and problem-solving skills, interpersonal and self-directional skills, use digital technology and communication tools, learn academic content through real-world examples.

Project Based Learning: real life application. It is an instructional approach built upon authentic learning activities that engage student interest and motivation. These activities are designed to answer many questions.

John Litchenberg, Apps and the classroom. There are numerous apps available for everyday activities. It is easy to find apps for all subjects, easy to use search bar by subject or keyword. Cover Colorado Common Core Students. It helps in saving crucial hours searching for correct curriculum and common core standards.

Students can upload work directly for review. Not every student learn at the same speed. They do everything in their class on their iPad. Safe and secure chant is important and has been build into this program. It gives the ability to create quizzes and after it is given it is immediate grade so that the teacher can know what needs to be re-taught or if everyone got the information. It has a built in grade book for the teacher.

ScopotPad is set by the Colorado common core standards. It is self paced.

It is teaching the students where they are.

Gabe Hammel – The whiteboard tables are a real bonus in the classroom. Student engagement: students are taught at grade level. Apps are available for differentiation and students can learn at their pace for better understanding. Students are sharing information and doing research. This is an amazing program and increases engagement by the students.

Teacher observations – it has decreased student behavior problems, leads to motivation in learning, teamwork, better communication teacher to student, teacher to parent and student to student and responsibility. All the apps and possibilities on the iPads are outstanding.

Parent involvement is wonderful.

We are building the airplane as we are flying it.

Director Wright asked how soon before we have a platform developed where parents can go into the program and see what is going on and was told that is available at this time.

Director Wright - the concept for U of I how soon before an administrator can see what is going on in the classroom? It is happening now.

Don Begier, acting CEO stated that what is possible is limitless it depends on what is developed and the time to develop it.

Mike Pickering stated they are working and looking at a lot of areas:

iPad vs. Laptop

Apps for differentiation

Management

Software- apps for differentiation, cost and amount, timely updates

Probability/size

Assessability (SPED)

Failure Rates

Note taking options

Battery Life

Log on speeds

We believe iPads are better than laptops

The training and collaboration time is lacking and we need to be able to do more.

Needs for future implementation

Increase in bandwidth in all schools

Increase in administration/local control

Allowing each school to decide what is best for their specific learning needs.

Time/resources for pilot teachers to collaborate, plan lessons, and get trained – dedicated internal iPad instructional trainer/coach, dedicated internal technical support

Don Begier said that he sees the iPad as having a significant part in any program coming forward.

President Harold asked how do we get the funds for this?

Don Begier– there is continual communication between the chief officers and the administrators and staff.

President Harold – this has been amazing for the students and would like to see it expanded.

Don Begier thanked John Litchenberg for the work he has done with the iPad project.

Director Wright – put a think tank together and see what can be done to get this done.

8.02 Student Field Trips

SCHS

Wrestling Trip to Garden City, Kansas

Departing 1/24/13 and Returning 1/26/13

12 students will attend this trip.

Trip costs include lodging and entry fee.

The objective of this trip is to compete in a wrestling tournament.

Fundraising will be part of this program.

Travel Study Trip request:

SCHS

Marching Band and Choir Performance at Disneyland-Anaheim, CA

Departing 4/25/13 Returning 4/28/13

50 students will attend this trip.

Cost of trip per student-\$1200 (includes transportation, meals, lodging, insurance, tours and workshop).

The objective of this trip is to perform as well as do a sound track clinic performing and recording the sound track to a Disney animated feature.

Fundraising will be part of this program.

Travel Study Trip request:

SCHS

Basketball tournament to Greeley, CO

Departing 12/14/12 Returning 12/15/12

16 students will attend this trip

Trip Costs include transportation, meals and lodging.

The objectives of this trip are to compete in a basketball tournament.

Fundraising will be part of this program

8.03 Expulsion/ Suspension Information

9.00 Discussion Items

9.01 2012-13 Amended Budget Process

Brett Ridgway, Chief Business Officer presenting.

CRS 22-44-110 authorizes the Board of Education to “...review and change the budget, with respect to both revenues and expenditures, at any time prior to January 31 of the fiscal year for which the budget was adopted.” This is commonly referred to as the ‘Amended’ Budget (vs. the ‘Approved’ Budget which is adopted prior to the start of the fiscal year – usually in June).

The amended budget is a time to correct many assumptions that were made in the Adopted Budget to either known variables (e.g. Student Count), or better estimates (e.g. staff costs), and as such is an important exercise – not only for managing the remaining portion of the current school year, but also in laying the groundwork for a budget for the subsequent fiscal year as well.

New staffing models should drive a revised assumption for personnel costs. Certain ‘known’ issues should be considered as well to determine what directions should be pursued.

Brett Ridgway is ill and amended budget will be an action item at the January 23rd BOE meeting.

9.02 Chief Education Officer Job Description

Paul Andersen, Personnel Director presenting.

Discuss proposed changes to the draft job description for the Chief Education Officer (CEO). A draft CEO job description was developed and dated August 10, 2012. In September 2012, the public was invited to give input to the description.

This discussion is needed to refine the CEO job description to ensure it accurately reflects the Board's intent.

The anticipated outcomes of the discussion are final revisions to the CEO job description and consensus to move it to an action item at a subsequent Board meeting.

Paul Andersen -think about an ideal candidate not a perfect candidate. What are the must haves and what are the things we would like to have.

This should not be an acting CEO position it should be CEO – board members agreed
Status – needs to be at least a 261 day contract. Needs to be market compedative. - board members agreed

The auto renew contract is good – board members agreed

Paul Andersen add we need to be explicit as possible about performance of their duties. - board members agreed

Need to have a market range – need to look at the market and what is being paid need to be able to hire the best candidate possible. – need to look at the size of our district and the fact that this person is only responsible for the educational side. - board members agreed

Paul Anderson may ask the board to post this as salary range - board negotiated. - board members agreed

Summary: board members agreed

Essential duties and responsibilities - what we have built performance evaluations on, need to be sure these are measurable and evaluated. board members agreed

Needs to be clear what is required to run the CEO part of the district. Paul will work on the wording of this section. board members agreed.

Director Allen made a motion to amend the agenda and move the CEO job description to an action item. Director Irons seconded the motion

President Harold asked if there was any discussion.

President Harold stated that she believes the Board needs to be more consistent with the practices and have this item as an action item on the 23rd. Director LaVere-Wright agreed.

President Harold called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, no; Mr. Irons, aye; Mrs. LaVere-Wright, no; Mr. Wright aye.
Motion carried.

Director LaVere-Wright moved to approve the job description of the CEO as amended in Paul's notes .

Director LaVere-Wright withdrew her motion.

Director LaVere-Wright moved to approve the CEO Job Description as amended in Paul's notes. Director Irons seconded the motion.

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

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

Director Wright moved to amend the agenda to add an action item to establish the posting of the CEO position. Director Irons seconded the motion

President Harold called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

Director Wright moved to post the position of Chief Education Officer as soon as the job description has had legal review and that it be posted for thirty days. Director Irons seconded the motion.

Director LaVere-Wright - we are not hitting the appropriate window and have given specific directives to our staff to start developing a policy and practice that allows us to accrue a more diverse population of applicants and if we are going to hold our subordinates accountable to that we should be accountable to it too. As those processes are still being developed with a consultant she believes it is inappropriate to post it at this time, we should wait and hit the right window and have those recruitment policies and practices in place so we can lead by example.

President Harold - agrees on the posting timing she wants it to be very clear if it is posted now and we do not get a qualified applicant pool that meets our expectations we will not rush to hire someone in that pool but that we will take the time to do it properly.

President Harold called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, no; Mr. Wright aye. Motion carried.

9.03 Revisions to Board policy BDB

Chuck Irons, BOE Secretary presenting.

Three directors of the Board of Education requested a Special Meeting with one purpose being the review of certain Board policies. This group of the Board directed legal counsel to prepare draft revisions of these policies in accordance with certain specific guidelines.

The Board of Education desires to conduct its affairs in a transparent, ethical and responsible manner. The proposed revisions to File BDB as requested by these directors, are oriented around an effort to spread the powers and duties of Board governance to the entire Board. These revisions would require some changes in communication processes and in agenda-setting duties.

If adopted, the revisions to this policy will require that additional lines of communication are created to ensure that these new duties are observed. There may be an impact on the role and responsibilities of the Chief Education Officer/Chief Operations Officer/Chief Business Officer in order to ensure compliance.

Director Wright - there is inconsistency between the state constitution and basically what operates, basically when I look at this specifically he looks at this document as mechanism to get

the president and vice president accountable to the board. In his opinion what happens now is the president or vice president can create their own agendas outside of the prevue of the consensus of the board basically of the whole board. I think it helps the leadership focus on their roles and responsibilities in leadership responsibilities to unify the team. They can't step outside of that role. I also think that part of this opens up the opportunity for the district to recognize that informational pieces that this board as a whole makes those decisions. I agree with Director Irons with pushing this forward under that guise. That as a team our vice president and president have to more accountable to the board and open and transparent. It would not have gotten here if there hadn't been issues. It is time to address some of those issues. He would also petition that some time we address CDE and the State Board of Education to review the offices, the appointments of president and vice president roles. Tammy and I are going to be long gone when something like this happens, my point being is that, in my opinion it is not unreasonable for a president or vice president who the board of education believes does not represent the majority opinion of the board to be removed. I don't think that's unreasonable, the board has to function as a team or it has to function as a group and if the president or vice president of that group is not in harmony with its members then the board should be able to elect somebody who is. I don't think that's unreasonable. We do that same thing in the presidency, we do it in the state legislature, I don't know why we do it any differently here. It forces the president and vice president to be mindful of their members and I think that's vital, I think that is part of the reason the contention exists in so many school boards, is because you get appointed to a position and you can never be taken out of it by state statute.

President Harold, you can by recall, and I would like to say

Director Wright, by recall but how often does the community truly know what is happening behind the scenes?

President Harold, I would like to say to your point about your statement about the state and president level, if you have a president that is not of the same political affiliation as your house and your senate they can't remove him just because he is a different affiliation. So that to me, I see this as a knee jerk reaction to a personality conflict and I feel that making policy for personality and specifically for an individual is not good policy making and this policy is one that people, this state has adopted across every board that I have looked at, their BDB policy is uniform and exact and it follows the state statute and general parliamentary procedures. Now the one thing that I would, I mean we have already been having a different board member in agenda setting, so if this moves forward I would request that it defiantly be changed not to be specific to the vice president, that it be another board member, because now you have got three chiefs and two individuals that have a job outside of being board members and you are trying to get five people to a meeting and because policy says it those five people are going to have to be there. You could possibly have something where one of those people are out of town and you can't have a board meeting because it is so strict. So I would like to say that I feel in general this policy is very specific and is personality driven not policy driven and doesn't benefit the district, but if you are going to move this forward I would definitely ask that you look at that one portion because it is very hard to get five people like that and if it is in policy you might have to go a very long time before you can have an agenda setting if there is an appointment or if there is somebody out of town.

Director Wright – I think your points are well taken, no doubt about it. My personal opinion is that the ranker that has developed in this district over the last, since I have been here eight years has been because the president or vice president have been out of harmony with the general consensus of the board and they haven't had to be accountable to their members and it's created a

tremendous amount of just downright dissention. I understand that your point maybe the vice presidents not there so they can't meet or something, but in order to have a unified team on the board you need to have a president and vice president who are duly elected and can be removed at any time by that board inside of that meeting so that you have a solid leadership team. I don't see this as a personality issue at all, I see this as a conclusion of ten years of bickering and fighting and contention in the district and this is a way to tell the board leadership you will listen to your members.

President Harold – I see tonight has been a perfect example of how easy it was to get the agenda changed right in the middle of the meeting. Nothing, I mean there is nothing in Roberts Rules, in policy or in statute; any member can bring anything forward at any time that was one hundred percent apparent tonight.

Director Wright – That hasn't been our experience.

Director LaVere-Wright – That is only because you chose not to use it. You have kind of mixed two things together; one thing that is on the agenda and one that is not. Right now the only point is whether three people want this as an action item or not. I made my point pretty clear last time and I'll kind of go through some of it again. The first thing it is functionally the president that proposed an agenda they haven't set it. The agenda isn't set until you make the motion to accept it; which is the first motion that I make every single meeting. Now the way parliamentary procedure works, which is the basic rules of how any board operates, or school district or company or anything else that has a board of directors is if I want something on the agenda instead of making a motion to approve the agenda I make a motion to amend the agenda. I say I move to amend the agenda to add something and all I have to have is one person on this board say I second it. Well guess what, now the board president has to say do we have any discussion on that. Now I can tell you exactly why I think we should do that and guess what it is not even on the agenda yet and I have got my discussion. Then after I have gotten to say my piece and anyone else has also before we even get it on the agenda. Then we have a vote and if the majority wants it on the agenda it is there. It is basic parliamentary procedure and I think codifying personality conflicts in policy is bad governance and bad policy. Last time I went through point by point, you talk about ranker and when talking about having people rotate through the agenda setting meetings, I said I wanted to be included in that rotation because in a year the only two people guaranteed to be on this board are Chuck and I and the only agenda setting I have been to is the one I was invited to by Dave Martin before I was sworn in because I could go then and the response which was sent via email was well then Tammy can stay home and you can come with me, so would just substitute for Tammy and I would not ever look at the board president and say, the board president who is required to run the meeting, my attendance at agenda setting is more important than yours so you stay home so I can come. So rather than enter into the personality conflict between two of you I have

Director Wright, that is your opinion I want the president of this board completely accountable to its members for the rest of eternity and that has very little to do with me, it has to do with how this district has operated for ten years of ranker and it has all been because the president of this board and you can go back, how many people have come up and said the last president of this board was just off doing his own thing and that nobody could stop it.

Director LaVere-Wright, but see you can.

Director Allen – can I just say one thing? I came to this board in June, I was appointed. On the appointment to that board I was contacted by DAAC members and citizens about who I would

align myself with and who I am going to side with on making decisions. I thought that was pretty petty. First of all I am a grown man I don't align myself with anyone. I have my own opinion, I stand on my own accord and if I agree or vote, I agree or I vote because I thought it is the right thing to do, just like the SRO at the last meeting. I don't care whether you agree or don't agree with me, that is not what this is about. This is about we have an opinion, we have a chance to state those opinions and whether we agree or disagree we vote, that is how things are ran, you vote. If you vote against me and you did, I wasn't angry; I didn't not talk to you. Your vote is your right as an American citizen to disagree with me in the vote. But when I disagree when we vote, why is there so much anger? Why can't we say oh well that's the way the cookie crumbles, I didn't get this. Why are we allowing people with an agenda to separate this board and that is what it is. There are those out there that want to continue to create this havoc, it makes them feel good about themselves to see us fight among each other, to see us in the Gazette. The sad part is that this board is allowing people to do that. We have got to be a team, we should be a team and understand and respect each other. Because we disagree it doesn't mean hate. I have had conversation with each of you and said we have got to trust each other, get past the pettiness; we are adults, we are supposed to be in a leadership role. If I would have acted this way as a cop or as a soldier, I would have been discharged. We won't always agree, I don't come from where you come from, you don't look like me, you don't do things that I like doing, but that doesn't make us any less as a human being. If I can get three of you to vote with me then you support me, but if I don't that is the way it is, that is how it works. The vote is a democracy and a right of each member of the board. I am my own man and will vote my own opinion. I respects the opinion of each member on the board I may not agree with it but I respect it.. We must come to a point where we can set down and work out the issues. Marie is right Marie and Chuck will be the only ones guaranteed to be on this board in November.

President Harold - looking at the policy I have one thing asked to be changed and it is under the secretary role number two, it says cause written notice to be sent to each member of the Board member about all special board meetings of the board, I would like to ask that it be changed to electronic. The fact that it would be delivered by email is sufficient and meets the state statue. Have a receipt that the email has been delivered is sufficient.

The direction of the majority of the board is to move this to an action item at the next board meeting.

9.04 Operational Audit RFP

Chris Wright, BOE Vice President presenting.

Discuss the relevance and necessity to conduct an audit of the operations departments of the district to qualify efficiencies, cost saving measures and district and regional opportunities for revenue generation and economies of scale.

As part of the Board of Educations initiative to drive funds into the classroom, encourage operational effectiveness, continue to innovate every aspect of district functions as responsible users of tax payer funds & and continually seek cost effective measures we should seek expertise on how to extend our reach into available avenues of revenue generation, operational streamlining of resources and cost saving measures.

An audit will allow our recently hired Chief Operations Officer to identify quick cost savings opportunities, identify operational weaknesses and assist in developing a strategic plan for operational nimbleness and efficiency.

Chris requested that this be taken from the agenda.

9.05 Innovation Leader Roles and Responsibilities

There was no discussion. This will be handled at a later date by the CEO when they are appointed by the Board.

10:00 Other Business

11.00 Adjournment

President Harold requested a motion to adjourn.

Director LaVere-Wright moved to adjourn. Director Irons seconded the motion.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

The meeting was adjourned at 12:20 a.m.

Tammy Harold, Board President

Chuck Irons, Board Secretary