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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**  
**September 13, 2012**  
**Falcon Virtual Academy**  
**6113 Constitution Avenue**

- 1.00** President Harold called the Meeting to order at 6:38 p.m.  
Roll Call was taken with the following members present: Mr. Henry Allen Jr., Mrs. Tammy Harold, Mr. Chuck Irons, and Mrs. Marie LaVere-Wright. Mr. Chris Wright late with prior notice.
- 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.  
Motion carried.
- 4.00 Consent Agenda**  
4.01 Approval of August Monthly Financial Update  
4.02 Approval of Matters Relating to Administrative Personnel
- APPOINTMENTS:**  
McKee, Kjersti Hired as the Procurement and Purchasing Manager effective September 12, 2012. She has been set with a salary based on a pro-rated work schedule of 208 days. This is a new Board approved position.
- TRANSFERS:**  
Kingsland, Dianne Transferring from her position as Assistant Principal at Vista Ridge High School to POWER Zone 21<sup>st</sup> Century/STEM Coordinator effective August 13, 2012. This is a new position approved by the Zone Leader, and Brett Ridgway, CBO. The job description and position were also approved by the Board of Education.  
Serenio, Autumn Transferring from her position as Dean at Sand Creek High School to Assistant Principal at Sand Creek High School effective July 1, 2012. This is a position reclassification that was approved by the Zone Leader and Brett Ridgway, CBO.
- 4.03 Approval of Matters Relating to Licensed Personnel

**APPOINTMENTS:**

Allen, Michael Hired as a .1 INR Physical Education Teacher at Vista Ridge High School effective August 7, 2012. He has been set at a BA/1 based on a pro-rated work schedule of 18 days. This is a new position approved by the Zone Leadership and Brett Ridgway, CBO.

Aubain, Jennifer Hired as an INR Online SPED Instructor with Falcon Virtual Academy effective September 20, 2012. She has been set at a MA/10 based on a pro-rated work schedule of 145 days. This is a new position approved by the Director of Special Education, the Innovation Zone Leader and Brett Ridgway, Chief Business Officer.

Broderick, Laura Hired as an INR English Teacher at Falcon High School effective August 29, 2012. She has been set at a BA/1. Half of this position is a replacement and half is new growth position approved by the Innovation Zone Leader and Brett Ridgway, Chief Business Officer.

Cullins, George Hired as an INR English Teacher at Vista Ridge High School effective August 29, 2012. He has been set at a MA/10 based on a pro-rated work schedule of 159.5 days. This is a replacement position.

Curtis, Jay Hired as an post-retirement INR School Psychologist with the Special Services Department effective August 13, 2012. He has been set at a MA/10 based on a pro-rated work schedule of 172 days. This is a replacement position. His position will auto-terminate on May 30, 2013 due to the post-retirement status of his employment and requirement to work less than 110 days while PERA retired.

Kautz, Meagan Hired as an INR Kindergarten Teacher at Meridian Ranch International Elementary School effective August 14, 2012. She has been set at a MA/1 based on a pro-rated work schedule of 170.5 days. This is a new position that was approved by the Zone Leader and Brett Ridgway, CBO.

Mullin, Karen Hired as an INR Science Teacher at Falcon High School effective September 10, 2012. She has been set at a BA+12/1 based on a pro-rated work schedule of 153 days. This is a replacement position.

Olson, Katherine Hired as a .5 English/.5 Drama Teacher at Sand Creek High School effective August 3, 2012. She has been set at a BA/1 based on a pro-rated work schedule of 178 days. This is a replacement position.

Rethwisch, Raquel Hired as a Speech-Language Pathologist with the Special Services Department effective August 28, 2012. She has been set at a MA/10 based on a pro-rated work schedule of 162 days and including the 10% Board approved differential for hard-to-fill positions.

Ritzert, Cathy Hired as a SPED MH Teacher at Springs Ranch Elementary School effective August 3, 2012. She has been set at a MA+24/10 based on a pro-rated work schedule of 177.5 days. This is a replacement position.

Scheer, Carol Hired as a Title funded Interventionist for Kindergarten/1<sup>st</sup> Grade at Falcon Elementary School effective September 4, 2012. She will be paid \$20/hour for 5.5 hours per day. This is a new position, fully funded with Title money and approved by Lynn Mather, the Innovation Zone Leader and Brett Ridgway, Chief Business Officer.

Sutton, Amy Hired as an INR 2<sup>nd</sup> Grade Teacher at Falcon Elementary School effective August 2, 2012. She has been set at a MA/4 based on a pro-rated work schedule of 178.5 days. This is a replacement position.

**REQUESTS FOR LEAVE:**

Joyce, KellyAnn Request for temporary leave of absence that is being approved under the Americans with Disabilities Act/Amendment Act as she is not eligible for the Family Medical Leave Act. Leave effective August 1, 2012 until further notice.

**TRANSFERS:**

Gray, Jennifer Transferring from her position as Science Teacher at Falcon High School to Science Teacher at Vista Ridge High School effective August 27, 2012. This is a replacement position.

Kearns, Taralyn Hired originally as a .5 FTE K-8 Online Teacher effective July 30, 2012. Enrollment at Falcon Virtual Academy has increased necessitating her position be moved to a 1.0 FTE. This move in FTE percentage has been approved by both the Innovation Zone Leader and Brett Ridgway, Chief Business Officer.

Schoen, Elaine Hired originally as an English Teacher at Vista Ridge High School and is now being transferred to the vacant Dean of Students position effective July 30, 2012. This is a replacement position.

**RESIGNATIONS:**

Claus, Amanda Written notice of her intent to resign her position as Early Childhood Special Education Teacher effective August 31, 2012.

Haas, Heather Written notice of her intent to resign from her position as Science Teacher at Vista Ridge High School effective August 1, 2012.

Hedges, Nicola Written notice of her intent to resign from her position as Spanish/French Teacher at Skyview Middle School effective October 1, 2012.

Spencer, Lorraine Written notice of her intent to resign from her position as SPED SLD teacher at Rocky Mountain Classical Academy effective September 20, 2012.

4.04 Approval of Matters Relating to Educational Support Personnel

**APPOINTMENTS:**

Allen, Sabine Existing Position, Nutrition Services Assistant at Horizon Middle School replacing Stanley Archuleta, part time, school year, step 1, 5.25 hours per day, start date August 21, 2012.

Anderson, Justus Existing Position, Bus Driver in Transportation, full time, school year, step 1, 6 hours per day, start date August 20, 2012.

Bartley, Patricia Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Bizzell, Brenda Existing Position, Crossing Guard at Ridgeview Elementary School replacing Chelsea Schmidt, part time, school year, step 3, 1.5 hours per day, start date August 8, 2012.

Boisvert, Kimberly Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Bredesen, Theresa Existing Position, Bus Driver in Transportation, full time, school year, step 3, 5 hours per day, start date August 13, 2012.

Bryne, Trevor Existing Position, Nutrition Services Assistant at Woodmen Hills Elementary School replacing Lenette Smith, part time, school year, step 1, 5.5 hours per day, start date August 3, 2012.

Caminiti, Christiana Existing Position, Special Education Teacher Assistant at Springs Ranch Elementary School replacing Kim Kocur, full time, school year, step 1, 7 hours per day, start date September 4, 2012.

Campbell, Christoffer Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Carter, Cortney Existing Position, Special Education Teacher Assistant at Woodmen Hills Elementary School replacing Forest Koch, full time, school year, step 1, 7 hours per day, start date September 4, 2012.

Christian, Kimberly New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Nutrition Services Assistant at Skyview Middle School, part time, school year, step 1, 5.25 hours per day, start date August 14, 2012.

Contreras, Carmen Existing Position, Nutrition Services Assistant at Vista Ridge High School replacing Lori Angel, part time, school year, step 4, 5.25 hours per day, start date August 3, 2012.

Crosby II, Bobby Existing Position, Bus Driver in Transportation, full time, school year, step 1, 6 hours per day, start date August 3, 2012.

Davidson, Chester Existing Position, Bus Driver in Transportation, full time, school year, step 1 at \$12.13 per hour and \$10,310.50 annually, 5 hours per day, start date August 3, 2012.

Devonport, Malorie Existing Position, Special Education Teacher Assistant at Stetson Elementary School replacing Emily Shade, full time, school year, step 1, 7 hours per day, start date August 18, 2012.

Dix, Traci Existing Position, Nutrition Services Assistant at Vista Ridge High School replacing Pam Ackerman, part time, school year, step 1, 2.5 hours per day, start date August 3, 2012.

Edwards, Dant' Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Fischer, Julie Existing Position, Special Education Teacher Assistant at Patriot Learning Center replacing Tammy Everett, full time, school year, step 3, 7 hours per day, start date August 6, 2012.

Fox, Sunita New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Odyssey Elementary School, full time, school year, step, 7 hours per day, start date August 3, 2012.

Gabriel, Jennifer Existing Position, Lunch Monitor at Stetson Elementary School replacing Cherish Nice, part time, school year, step 2, 2.5 hours per day, start date August 21, 2012.

Haddock, Daisy New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Regular Education Teacher Assistant at Patriot Learning Center, full time, school year, step 10, 7 hours per day, start date August 14, 2012.

Haller, Jamie Existing Position, Special Education Teacher Assistant at Odyssey Elementary School replacing Esther Harris, full time, school year, step 1, 7 hours per day, start date August 26, 2012.

Hamilton, Yvette Existing Position, Nutrition Services Assistant at Meridian Ranch Elementary School replacing Elaine Mitzel, part time, school year, step 1, 4 hours per day, start date August 3, 2012.

Hammers, Diane Existing Position, Crossing Guard at Woodmen Hills Elementary School replacing Manuela Spencer and Tara Sutherland, part time, school year, step 3, 1.5 hours per day, start date August 1, 2012.

Hermann, Sherry Existing Position, Nutrition Services Assistant at Pikes Peak School replacing Melissa Bosh, part time, school year, step, 4 hours per day, start date August 7, 2012.

Hewett, Jessie Existing Position, Special Education Teacher Assistant at Stetson Elementary School replacing Karen Hewett, full time, school year, step 1, 7 hours per day, start date August 14, 2012.

Higginson, Crystal Existing Position, .5 Autism Paraprofessional and .5 Preschool Teacher Assistant replacing Linda Brenner, full time, school year, step 1, 3.5 and 3.75 hours per day, start date August 26, 2012.

Hothan, Jana Existing Position, Speech Language Pathologist Assistant in Special Education replacing Robin Bredl, full time, school year, step 9, 7 hours per day, start date August 6, 2012.

Hunsdon, Mary Existing Position, Crossing Guard at Stetson Elementary School replacing Christina Ciccarello, part time, school year, step 3, 1.5 hours per day, start date August 3, 2012

Johnson, Paula Existing Position, Bus Driver in Transportation, full time, school year, step 4, 5 hours per day, start date August 3, 2012.

Johnson, Tina New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Falcon Middle School, full time, school year, step 5, 7 hours per day, start date August 15, 2012.

Kessinger, Caryn Existing Position, Special Education Teacher Assistant at Vista Ridge High School replacing Marilyn Caban, full time, school year, step 1, 7 hours per day, start date September 4, 2012.

Lewis, Brenda Existing Position, Nutrition Services Assistant at Falcon Middle School replacing Stephanie Lamatsch, part time, school year, step 1, 4.25 hours per day, start date August 3, 2012.

Lowry, Billy Existing Position, Bus Driver in Transportation, full time, school year, step 1, 6 hours per day, start date August 3, 2012.

Malchow, Samantha Existing Position, Lunch Monitor at Falcon Elementary School replacing Kristine Maynik, part time, school year, step 1, 2.5 hours per day, start date August 8, 2012.

McCarty, Amy Existing Position, Library Assistant at Falcon Elementary School replacing Amber Taylor, full time, school year, step 1, 7 hours per day, start date August 7, 2012.

McKeal, Vernon Existing Position, Nutrition Services Assistant at Springs Ranch Elementary School replacing Tammy Glade, part time, school year, step 1, 4 hours per day, start date August 3, 2012.

Merchant, Deborah Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Meredith, David Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Minniss, Charles New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. School Security Officer at Sand Creek High School, full time, school year, step 1, 8 hours per day, start date August 3, 2012.

Nice, Cherish Existing Position, Lunch Monitor at Stetson Elementary School replacing Audrey Rodriguez part time, school year, step 1, 2.5 hours per day, start date August 1, 2012.

O'Neal, Irene New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Online Student Support Mentor at Falcon Virtual Academy, part time, school year, step 1, 3.5 hours per day, start date August 7, 2012.

Pollard, Patrick Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Repking, William New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Falcon Middle School, full time, school year, step 1, 7 hours per day, start date September 4, 2012.

Reynolds, Michelle Existing Position, Crossing Guard at Ridgeview Elementary School replacing Christina Beal, part time, school year, step 5, 1.5 hours per day, start date August 20, 2012.

Reish, April Existing Position, Health Assistant at Springs Ranch Elementary replacing Susan Baker, full time, school year, step 9, 7 hours per day, start date August 6, 2012.

Robinson, Wendy Existing Position, English Language Development Teacher Assistant at Odyssey Elementary School replacing Rebecca Peet, part time, school year, step 1, 3.5 hours per day, start date August 22, 2012.

Rocker, Crystal Existing Position, Regular Education Teacher Assistant at Stetson Elementary School replacing Tonya Ruth, part time, school year, step 1, 3.5 hours per day, start date August 20, 2012.

Rodriguez, Karin New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Study Hall Monitor at Sand Creek High School, full time, school year, step 1, 7 hours per day, start date August 3, 2012.

Rogers, Deanna Existing Position, Library Aide at Woodmen Hills Elementary School replacing Dana Breitmeyer who transferred, full time, school year, step 1, 7 hours per day, start date August 6, 2012.

Roggie, Deborah Existing Position, Nutrition Services Assistant at Meridian Ranch Elementary School replacing Shani Hyson, part time, school year, step 1, 4 hours per day, start date August 3, 2012.

Ross, Carmon New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Odyssey Elementary School, full time, school year, step 8, 7 hours per day, start date August 3, 2012.

Sartor, Deanna Existing Position, Special Education Teacher Assistant at Woodmen Hills Elementary School replacing Wendy Oliva, full time, school year, step 1, 7 hours per day, start date August 7, 2012.

Scandozza, Kathryn Existing Position, Bus Driver in Transportation, full time, school year, step 1, 6 hours per day, start date August 3, 2012.

Scandozza, Mary Existing Position, Nutrition Services Assistant at Vista Ridge High School replacing James Johnson, part time, school year, step 1, 2.5 hours per day, start date August 3, 2012.

Scandozza, Thomas Existing Position, Bus Driver in Transportation, full time, school year, step 6, 6 hours per day, start date August 3, 2012.

Schloesser, Bonnie Existing Position, Lunch Monitor at Horizon Middle School replacing Jacque Lemieux, part time, school year, step 2, 3 hours per day, start date August 3, 2012.

Sharp, Jason Existing Position, Campus Security Guard at Falcon High School replacing Aurther Semintal, full time, school year, step 7, 8 hours per day, start date August 14, 2012.

Shumway, Margaret Existing Position, Crossing Guard at Stetson Elementary School replacing Melodie Krista, part time, school year, step 1, 1.5 hours per day, start date August 24, 2012.

Skaggs, Thomas New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Study Hall Monitor at Sand Creek High School, full time, school year, step 1, 7 hours per day, start date August 3, 2012.

Smith, Sharon New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Odyssey Elementary School, full time, school year, step 1, 7 hours per day, start date August 3, 2012.

Stangle, Marcia Existing Position, Lunch Monitor at Falcon Elementary School replacing Dana Martin, part time, school year, step 1, 2.5 hours per day, start date August 13, 2012.

Taylor, Kathleen Existing Position, Preschool Teacher Assistant at Odyssey Elementary replacing Rebecca Peet, part time, school year, step 2, 3.75 hours per day, start date August 20, 2012.

Thompson, Lois Existing Position, Special Education Teacher Assistant at Stetson Elementary replacing Dragana Keco, full time, school year, step 1, 7 hours per day, start date August 10, 2012.

Tyler, Tina Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1, 5 hours per day, start date August 3, 2012.

Vasques, Dora Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1, 5 hours per day, start date August 13, 2012.

Vigen, Laurie Existing Position, Speech Language Pathologist Assistant in Special Education replacing Nate Thorp, full time, school year, step 1, 7 hours per day, start date August 6, 2012.

Weldy, Sheila New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Regular Education Teacher Assistant at Falcon Middle School, part time, school year, step 8, 3.5 hours per day, start date August 3, 2012.

Yonker, Kristen Existing Position, Regular Education Teacher Assistant at Stetson Elementary School replacing Samantha Toney, part time, school year, step 5, 3.5 hours per day, start date August 22, 2012.

Yeuredjian-Moore, Louseen New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Falcon Middle School, full time, school year, step, 7 hours per day, start date September 4, 2012.

Zimmerman, Bethanne New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Online Student Support Mentor at Falcon Virtual Academy, part time, school year, step 4, 3.5 hours per day, start date August 6, 2012.

**SUBSTITUTE:**

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

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

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

Honea, Lori Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Hunter, Cassandra Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Killett, Joshua Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Kmetz, Whitney Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Peasley, Karen Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Petray, Noelle Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Pratt, Patricia Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Santistevan, Suzie Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Rivera, Catherine Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Tillman, Amelia Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Torres, Willow Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Veneziano, Vanessa Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Walters, Kristine Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.  
Welsh, Shannon Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

**TRANSFERS:**

Duncan, Brenda Transfer from her position as Special Education Teacher Assistant at Remington Elementary School to a new position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer as Special Education Teacher Assistant at Horizon Middle School full time, full year, step 2, 7 hours per day, start date August 1, 2012.  
Fox, Holly Transfer from her position as Nutrition Services Assistant at Falcon Elementary School to an existing position as Nutrition Services Assistant at Patriot Learning Center replacing Heather Rogers part time, school year, step 6, 5.75 hours per day, start date August 1, 2012.  
Harris, Esther Transfer from her position as Special Education Teacher Assistant at Odyssey Elementary School to an existing position as Preschool Teacher Assistant at Ridgeview Early Childhood Center replacing Shannon Lobato full time, school year, step 4, 6 hours per day, start date August 27, 2012.  
Manyik, Kristine Transfer from her position as Lunch Monitor at Falcon Elementary School to an existing position as Nutrition Services Assistant at Falcon Elementary School replacing Holly Fox part time, school year, step 2, 5.75 hours per day, start date August 1, 2012.  
Mize, Patricia Transfer from her position as Part Time Driver/Trainer at Transportation to an existing position as Lead Trainer replacing Doug Gray at Transportation full time, school year, step 10, 8 hours per day, start date August 27, 2012.  
Rogers, Heather Transfer from her position as Nutrition Services Assistant at Patriot Learning Center to an existing position as Nutrition Services Manager at Meridian Ranch Elementary School full time, school year, step 2, 6.5 hours per day, start date August 1, 2012.  
Taylor, Amber Transfer from her position as Library Assistant at Falcon Elementary School to a new position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer as Special Education Teacher Assistant at Falcon Elementary School full time, full year, 7 hours per day, start date August 1, 2012.

**RESIGNATIONS:**

Ackerman, Pamela Resignation from her position as Nutrition Services Assistant at Vista Ridge High School, effective July 31, 2012.

Archuleta, Stanley Resignation from his position as Nutrition Services Assistant at Skyview Middle School, effective July 30, 2012.

Clark, Angela Resignation from her position as Nutrition Services Assistant at Rocky Mountain Classical Academy, effective July 24, 2012.

Dietz, Donna Resignation from her position as Building Custodial Technician at Skyview Middle School, effective August 31, 2012.

Garrett, Caitlin Resignation from her position as part time Special Education Teacher Assistant at Ridgeview Elementary School, effective August 1, 2012. She will remain a part time Regular Education Teacher Assistant.

Haugen, Kelly Resignation from her position as Crossing Guard at Skyview Middle School, effective August 11, 2012.

Johnson, James Resignation from his position as Nutrition Services Assistant at Vista Ridge High School, effective August 1, 2012.

Johnson, James Resignation from her position as Crossing Guard at Horizon Middle School, effective August 1, 2012.

Juskuv, Catherine Resignation from her position as Administrative Dietitian in Nutrition Services, effective August 30, 2012.

Kocur, Kimberly Resignation from her position as Special Education Teacher Assistant at Springs Ranch Elementary School, effective August 1, 2012.

Lundahl, BethAnn Resignation from her position as Preschool Teacher Assistant at Woodmen Hills Elementary School, effective August 1, 2012.

Maxa, Monique Resignation from her position as Special Education Teacher Assistant at Skyview Middle School, effective August 1, 2012.

Maxson, Paula Resignation from her position as Special Education Teacher Assistant at Remington Elementary School, effective August 21, 2012.

Miller, JoAnne Resignation from her position as Preschool Teacher Assistant at Ridgeview Early Childhood Center, effective August 14, 2012.

Nice, Cherish Resignation from her position as Lunch Monitor at Stetson Elementary School, effective August 3, 2012.

Roggie, Deborah Resignation from her position as Nutrition Services Assistant at Meridian Ranch Elementary School, effective August 29, 2012.

Ruth, Tonya Resignation from her position as Regular Education Teacher Assistant at Stetson Elementary School, effective August 1, 2012.

Sartor, Deanna Resignation from her position as Special Education Teacher Assistant, effective August 30, 2012.

Schmidt, Amy Resignation from her position as Nutrition Services Assistant at Woodmen Hills Elementary School, effective July 31, 2012.

Spencer, Manuela Resignation from her position as Crossing Guard at Woodmen Hills Elementary School, effective August 5, 2012.

Yonker, Kristen Resignation from her position as Regular Education Teacher Assistant at Stetson Elementary School, effective August 22, 2012.

**TERMINATIONS:**

Bristow, James Termination from his position as Bus Driver, effective August 2, 2012. He will remain on the Substitute Driver list.

Herod, Cassandra Termination from her position as Bus Paraprofessional, effective August 2, 2012. She will remain on the Substitute Para list.

Hudspeth, Christiana Termination from her position as Building Custodial Technician at Falcon High School, effective August 30, 2012.



Mason, Michael Termination from his position as Bus Driver, effective August 2, 2012. He will remain on the Substitute Driver list.

McFadden, Amy Termination from her position as Security Guard at Vista Ridge High School, effective August 20, 2012.

Remacle, Virginia Termination from her position as Bus Driver, effective August 2, 2012. She will remain on the Substitute Driver list.

Rogers, Jimmy Termination from his position as Bus Driver, effective August 2, 2012. He will remain on the Substitute Driver list.

Thayer, Susan Termination from her position as Bus Driver, effective August 2, 2012. She will remain on the Substitute Driver list.

Ward, Sandra Termination from her position as Bus Driver, effective August 2, 2012. She will remain on the Substitute Driver list.

**RETIREMENTS:**

Brenner, Linda Retirement from her position as Preschool Teacher Assistant at Remington Elementary School, effective August 3, 2012.

Gallegos, Robert Retirement from his position as Building Custodial Technician at Evans Elementary School, effective August 31, 2012.

**LEAVE OF ABSENCE:**

Kramer, Jill Leave of absence from her position as Bus Driver at Transportation effective May, 2012 through May 2013.

Perry, Debra ADA Accommodation from her position as Bus Driver at Transportation effective August 1, 2012 through November 1, 2012.

Wotring, Robert Leave of absence from his position as Building Custodial Technician at Skyview Middle School effective July 24, 2012 through October 9, 2012.

4.05 Approval of Matters Relating to Schedule B Personnel

**APPOINTMENTS:**

**Falcon High School (2012-2013)**

<u>Individual</u>	<u>Sport/Activity</u>	<u>Step</u>
Dennis Brickner	Athletic Trainer	17

**Sand Creek High School (2012-2013)**

<u>Individual</u>	<u>Sport/Activity</u>	<u>Step</u>
Craig Ramberger	Choir	12
Craig Ramberger	Musical director	12
Troy Bonewell	Head Wrestling	15
Rod Baker	Strength Fall/Winter/Spring	

4.06 Approval of Minutes for August 9, 2012 Regular Board of Education Meeting

4.07 Approval of Minutes of August 13, 2012 Special 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.

President Harold called for a vote.

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

**5.00 Board Update**

Brett Ridgway the annual audit starts on Monday, this is a big item in the finance department.

Director LaVere-Wright congratulated everyone that worked on the Falcon Virtual Academy building. We have had two groups from out of state come to look at how we are doing this. This is a great opportunity for our district and validation for this project. SEAC advisory council met, level of district staff dedication is wonderful; they are giving of their own time to attend these meetings. She thanked Monty Lammers and the developer of the Meridian Ranch area for working together on the process of picking up students at the elementary school; this is a great example of working together.

Director Irons, seeing this building now from what it looked like in December it is amazing the difference a complete building makes. Amy Lathem was a great help with the county in this project. At the SEAC meeting last Monday, a consultant from UCCS gave presentation on inclusion. Next Wednesday she will give a presentation to the entire special education staff and later will give a presentation to the ILs and building principals. "Disability is another form of human diversity". It is important to support our students with disabilities; we are on our way to inclusion.

Director Allen, this building is great and it could not be here without the tax payers, Thank you, this is your dollars and the students are excited about being here. Keep those service members that have lost their lives this last few days in your prayers, we cherish American lives. The district is doing great things, the students are happy and the educators are there doing an amazing job. We are here to serve; we have open ears and are here for each other.

President Harold At the Board work session on August 22 Brett Ridgway presented information regarding district modular building logistics, it was the consensus of the board at that time to get more information and put a RFP out on a used pod for Evans International Elementary School and also to proceed with putting the bathrooms back in the Woodmen Hills modulars.

The Board will be holding community meetings September 20<sup>th</sup> at Falcon High School at 6:30 p.m. and at Sand Creek High School September 24<sup>th</sup> at 6:30 p.m. and welcome input regarding the CEO job description. Community members can also give their input on line by going to the district web site.

All fall sports are starting and it is exciting to see what our schools are doing. If you have a chance get out and seem them.

A new Big Lots is opening and they are donating \$2,500 to Horizon Middle School

Kim McClelland welcomed very one to the school of the future. This building is to nurture them; that they can make a difference in the future along with the other innovation zones in the district. Many people worked to make this come true. She thanked Melissa Andrews, Celina Thrutchley, Brett Ridgway for the many hours and meetings that took place to help this building come to fruition. She also thanked the Board of Education members for their support and for believing in this project.

Dave Knoche thanked the staff for their support, he invited everyone to come into the building and see what a blended school looks like.

Don Begier, we have great news to share about some of the outstanding educators in our district, Ridgeview Elementary School teacher Angela Mullen has been invited to present at the National Council for History Education Conference in Virginia this year. Only two teachers from our region are selected for this prestigious opportunity.

Sand Creek High School teacher Todd Matia was selected to offer a workshop at the National Society of Engineers Conference in November. He will join a software engineer from HP to discuss the importance of educating young people going into the fields of science, technology, engineering and math. Todd has been a huge advocate for developing business partnerships in support of STEM education and promoting engineering careers and opportunities for our students.

Falcon Elementary School teacher Melanie Dolifka is one of only two state-level finalists for the Presidential Awards for Excellence in Mathematics and Science Teaching. This is considered one of the highest honors for teachers of math and science and nominees are considered leaders in the field. Her application will now be reviewed at the national level.

#### **6.00 Open Forum**

Jonnie Chapman, music teacher at OES, students from Odyssey have been invited to Colorado Music Teacher Conference in October. They are one of four elementary that were accepted to sing at this event. She will be taking over 100 students and they will be singing 6 or 7 songs during this conference. First group from Falcon to be invited to sing at this event.

Halie Bratton, student at FHS, senior wants a dialogue regarding the new standards base grading system at Falcon High School. There is no consistency in grading in this system. This system does not seem to be understood by anyone. She believes that this system is not good for the students. Would like to see changes made to this system.

Ellen Duckers, grandparent in the district, this building is a wonderful milestone for our district. She will miss Becky Carter, and has confidence that Don Begier will do the job.

Karie Lukins, parent of student in the district. Would like to know how parents can learn what to do and how they can learn about this new grading process. She does not believe that a lot of thought was put into this before it was implemented. There needs to be grade training for everyone involved in this.

Christina Lapage, parent of students in the district, also concerned about the grading system. Has child that has always had As and his grades are now Bs and Cs and he is unclear about that he needs to do. When you have a child go from As to Bs and Cs in a grading system that no one understands, maybe it needs to be set aside until things are put in order and the system is the same in each grade and class. Put this system on hold until things can be worked out and everyone understands it.

Herb Clumpe, has a son at Meridian Ranch, hiring for positions and bus service. District was forced to reduce the funding, it seems like you can bring back the no cost bus service and not hire a CEO or a COO. They are more important than either a CEO or a COO. We need to keep our teachers and our bus service.

Don Begier, it is important in matters like this to communicate. If we did not communicate well enough in the past, we hear you and ask that he be able to gather with the leadership from the Falcon Zone and come back at the work session on the 26<sup>th</sup> with answers to these concerns. Contact Mr. Lammers, Mrs. Thomas and or Mr. Begier with further concerns. The work session on the 26<sup>th</sup> will be at 6:00 at the Central Office.

#### **7.00 Action Items**

- 7.01 Approval of Modification to Sand Creek Innovation Zone 2012-13 Calendar  
Presented by Sean Dorsey, Sand Creek Innovation Zone - Innovation Leader  
October 12/February 8 No Students → November 30 Students in session (elementary and middle only)  
May 3 Assessment Day (Elementary Only) → April 26 Students in session (elementary only)

We are attempting to provide more time for parent/teacher conferences at the elementary and middle school levels, as well as an assessment day for the elementary schools.

President Harold requested a motion to approve action item 7.01  
Director LaVere-Wright moved to approve the modification to Sand Creek Innovation Zone 2012-13 Calendar as requested by the Sand Creek Innovation Zone Leadership Team. 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.

Motion carried.

- 7.02 Approval of Revision of policy KHC and regulation KHC-R: Distribution/Posting of Non-curricular Materials.

Stephanie Meredith, Public Information Officer presenting.

Revisions are intended to make the approval of non-curricular materials more beneficial for our staff and families.

The drafted regulations provide consistent, specific guidelines for organizations outside our district to provide materials to our families.

Currently, parents receive dozens of paper flyers each week from area businesses and organizations and relevant district information is often lost or disregarded in the clutter.

These changes provide a less labor-intensive, more parent-friendly way for our community partners to connect directly with our student families.

The Communications Department researched other districts' policies and procedures, talked with staff and building administrators and with parent groups about needs and modifications in regard to current district practice on this issue.

Current procedures are not effective in providing our families with valuable information from our community partner and must be streamlined; the revisions suggest implementation of a more effective, efficient process.

President Harold requested a motion to approve action item 7.02.

Director LaVere-Wright moved to approve the revision of policy KHC and regulation KHC-R: Distribution/Posting of Non-curricular Materials. 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.

Motion carried.

- 7.03 Approval of Resolution for Constitution Day

Don Begier, Acting Chief Education Officer presenting.

Constitution week is an opportunity for our schools to focus on the very important part of our country's heritage. We are fortunate to live in a community that believes that the preparation for the next generation of leaders is the responsibility of the entire community and to do their part

teachers in the district welcome the opportunity to review with our students the importance of this document to our country.

Recognition of the importance of setting aside a specific period of time to focus as a district on the Constitution of the United States.

President Harold requested a motion to approve action item 7.03

Director LaVere-Wright moved to approve the Resolution for Constitution Week as follows:

WHEREAS, Falcon School District 49 recognizes the importance of the Constitution in the development of our country; and

WHEREAS, Falcon School District 49 is dedicated to providing a quality education for the students; and

WHEREAS, it is appropriate for Falcon School District 49 to endorse the observance of National Constitution Week as an opportunity to support better understanding of our nation's history and culture;

Now therefore, we the Falcon School District 49 Board of Education proclaim September 17<sup>th</sup> – 21<sup>st</sup>, 2012 National Constitution Week. 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.

Motion carried.

## **8.00 Informational Items**

### **8.01 Preliminary Enrollment Update**

Brett Ridgway, Chief Business Officer presenting.

The numbers continue to hold steady right at the budget numbers.

### **8.02 Innovation Leader Evaluation Document Update**

Don Begier, Acting Chief Education Officer and Paul Andersen, Personnel Director presenting.

This is a process update. Working together using the existing administrator piece, and seeing that there is nothing addressing innovation in that document. This will be added and tied into the administration plans and things that are measurable, targets, outcomes, results that will be looked at along with leadership, service and communication. These are important items to include. Elements will the process include, self evaluation of how they did, input from staff and person they report to. Also looking at ways to simplify the process. Look at things that valuable and have impact. Looking at ways technology can make this process easier and collect ongoing data. The last part is the timeline; evaluations will be completed by January 25<sup>th</sup>. Schedule at the 26<sup>th</sup> to bring a draft tool to the board. Recommend having input from the ILs regarding this tool. This document will start to reform our entire evaluation process.

### **8.03 Instructional Technology Update**

Don Begier, Acting Chief Education Officer presenting.

All of the Macbooks have been deployed. They are in the process of training across the district. The Power Zone staff will be trained in the next three weeks. They will be piloting the Ibooks this year.

Staff in the district is excited about having this new technology.

CCS and district staff are working together identifying over 20 systems that we need to look at this year. Biggest unseen item is defining long term being able to qualify for E-Rate.

They are reconvening educational technology committee. Technology for our children is no longer nice to have it is a necessity.

Thanked the Board and the Power Zone along with CCS for their support as we move forward.

Director LaVere-Wright stated that we are doing a pilot because we are in a learning process. We want to see them in a small scale and be able to see where the gaps are and what roadblocks are there so that in the future we can make sure it is the right thing for all the students when we go one-to-one. We are problem solving and taking risks.

Mr. Chris Wright entered the meeting at 7:45 p.m.

8.04 Expulsion/ Suspension Information

**9.00 Discussion Items**

9.01 Vista Ridge POWER ZONE Update  
Bob Felice, Innovation Zone Leader

One of POWER ZONE's goals this year is to help ensure a proactive and positive communication line between the zone and our local Board of Education. With a number of zone focuses this year that include creating a collectively defined common purpose(s) that contains measurable outcomes that are aligned with a teacher and administrator evaluation tool, an iPad pilot process that includes the use of instructional technology in every classroom in the zone, and offering an increased level of support for our teachers and students in our school focus areas of STEM and 21<sup>st</sup> century learning we feel it is imperative to keep the BOE updated throughout this process.

Evaluation of these initiatives will also be discussed. Measurable outcomes are currently being defined in each of these areas and our being attached to our POWER ZONE focus rubric.

Mr. Felice has spent five days going into each building in his zone talking to the teachers in the POWER ZONE; this is going to be a great year. Their thing to look at this year is principal and teacher evaluations. They have met with the staff twice this year and have put out a survey and have had over 300 responses. They are going through the entire innovation process defining purpose. Innovation assemblies, accountability committees and community all take part in this process. They are getting input from everyone in their zone.

Director Allen, it is important that the community is involved, keep them informed.

Vice President Wright encouraged Mr. Felice that teachers have a meaningful and valuable voice in this process. They have to have a strong voice for this to work. Expand your scope as to how you can give teachers meaningful tests for student growth. We need a new evaluation tool for student growth.

Don Begier, we are working on a tool that will demonstrate a teachers ability to teach and a students ability to grow.

Mike Pickering, classroom engagement, you can walk into any classroom at anytime and see how engaged our students are in these pilot program classrooms.

Soft copies of textbooks, a data warehouse and student portfolios were discussed.

9.02 Vista Ridge POWER ZONE Program/Practice Evaluation

Between April of 2010 and September of 2012 research has been conducted, with the approval of the appropriate Falcon School District 49 Chief and Executive officers, on professional development implementation practices as well as the use of formative assessment practices specifically at the classroom level.

This research was conducted not only to shed light on two district focuses, professional development and formative assessment practices, but also to begin to explore a research and design process that could be replicated throughout the district in a myriad of different focus areas.

There are over 65 research based formative assessment practices that have been tied to increases in student achievement. With this number of practices it is difficult to know where to even begin the professional development process in this area. This research intended to identify individual practices that could be grouped together when not only taught to teachers initially, but when presented to students as well. Further, this research intended to identify which specific formative assessment practices lead to the greatest levels of student academic growth in order to prioritize which practices are taught to teachers. Expected outcomes include more focused and streamlined professional development in not only the area of formative assessment practice, but professional development in general. The intention is that this will lead to more targeted and impactful professional development for our teachers and greater student academic gains within the classroom.

#### 9.03 Matrix Management – Student Safety

Falcon School District's move to a decentralized model for District Administration creates questions regarding functional topics and issues that have repercussions across the District rather than at a smaller school-specific or zone-specific level. We will propose to have open presentations and discussions on many of those topics over the coming months. The second topic offered for discussion in this manner is the District's Safety Processes and Programs.

District Safety is a multi-faceted topic including physical real property (buildings) as well as personal property, Staff and Student Safety and Student Wellness. Several different persons are involved in these issues, coming from several different directions and priorities. Through the presentation and related discussion, we endeavor to make known the general program and processes, where there are strengths and where there are areas that can be improved

A general guideline should be developed to help future decisions with regard to District Safety Processes and Programs.

Dave Watson gave a power-point presentation to the Board.

#### 9.04 Board of Education Meeting Dates for 2013

Regular Meetings of the Board of Education have been held on the second Thursday of the month and the work sessions have been held on the fourth Wednesday of the month for the past five years. This has enabled the Board of Education to receive financial information on a monthly basis that is more current which has been an asset.

The last four years the Board has not held Work Sessions during either December or July. This is a natural break for everyone in the district as school is not in session at this time. The November Work Session is scheduled for the third Wednesday instead of meeting Thanksgiving week.

The 2013 Regular Board of Education Meetings would be held on:

**January 10, February 14, March 14, April 11, May 9, June 13, July 11, August 8, September 12, October 10, November 14, December 12.**

The 2013 Board Work Sessions would be held on:

**January 23, February 27, March 27, April 24, May 22, June 26, July – no meeting scheduled, August 28, September 25, October 23, November 20, December – no meeting scheduled.**

More up to date financial information is available to the Board Members and the public, also the public is accustomed to having the regular Board meetings on the second Thursday and work sessions on the fourth Wednesday of the month.

Direction of the Board is to move this to an action item.

**9.05 Pre-Disaster Mitigation Plan (PDMP)**

The El Paso County Office of Emergency Management has asked districts to participate in updating the county's (PDMP). They are desirous of our input and the possibility of our adoption of the PDMP when it is completed.

The goal is to provide the Board with the relevant information and provide the board the opportunity to determine what level, if any District 49 will have in this process and to allow D-49 to have a stake in the creation of the County's PDMP and to shape the development of the plan.

The direction of the Board is to move forward with option 1 to participate in the working group and then adopt the plan.

**10:00 Other Business**

President Harold asked if there was any 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 10:12 p.m.

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Tammy Harold, Board President

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Chuck Irons, Board Secretary