



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

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

MINUTES
REGULAR BOARD OF EDUCATION MEETING
January 12, 2012
Central Administration Office – Board Room

- 1.00** President Harold called the Meeting to order at 6:35 p.m.
Roll Call was taken with the following members present: Mrs. Tammy Harold, Mr. Chuck Irons, Mrs. Joan Johnson, Mrs. Marie LaVere-Wright, 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 move action item 7.04 Approval of the contract for completion of the Falcon Community Builders for Classrooms (FCBC) field at Vista Ridge High School to information item 8.03. Director Irons seconded the motion.
Vote: Mrs. Harold, aye; Mr. Irons, aye; Mrs. Johnson, aye; Mrs. LaVere-Wright, aye, Mr. Wright, aye. Motion carried.

Director Irons moved to approve the agenda as amended. Director La-Vere Wright seconded the motion.
Vote: Mrs. Harold, aye; Mr. Irons, aye; Mrs. Johnson, 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
RETIREMENTS:
Nall, Marian Written notice of her intent to retire from her position as Director of Facilities effective December 31, 2011 .
RESIGNATIONS:
Gonia, Ray Written resignation from his position as System Engineer effective January 6, 2012.
4.03 Approval of Matters Relating to Licensed Personnel
APPOINTMENTS:
Dugan, Kathleen Hired as an hourly Reading Interventionist at Odyssey Elementary School effective January 3, 2012. 5.5 hours per day student contact days only. This position replaces Kathy Beach who was a salaried .8 FTE teacher.

Egbert, Rachel Hired as a INR .5 English/Language Arts Teacher at Falcon Middle School effective December 14, 2011. She was placed at a BA/1 based on a pro-rated work schedule of 93 days (half-time). This is a new position that was approved by both the Zone Leader and the Chief Business Officer.

Fraker, Amanda Hired as an INR PE/Health Teacher at Sand Creek High School effective January 3, 2012. She was placed at a BA/1 based on a pro-rated work schedule of 93 days. She replaces Jackie Grabbert who retired effective December 31, 2011.

Gardner, Keisa Hired as an INR Kindergarten Teacher at Woodmen Hills Elementary School effective December 12, 2011. She was placed at a MA/4 based on a pro-rated work schedule of 98 days. She replaces Elaine Cunningham who is transferring to a newly re-opened preschool position.

Johnson, Lori Hired as an INR SPED SIED Teacher at Sand Creek High School effective January 3, 2012. She was placed at a MA/1 based on a pro-rated work schedule of 93 days. She replaces Nancy Harp who retired.

Lynn, Sheree Hired as an INR Math Teacher at Sand Creek High School effective January 3, 2012. She was placed at a MA/4 based on a pro-rated work schedule of 93 days. This is a new position that was approved by both the Zone Leader and the Chief Business Officer.

Mullins, Heather Hired as an INR SPED SLD Teacher at Woodmen Hills Elementary School effective January 3, 2012. She was placed at a BA/3 based on a pro-rated work schedule of 93 days. This is a new position that was approved by both the Zone Leader and the Chief Business Officer.

Podgorski, Patrick Hired as an INR English Teacher at Falcon High School effective January 3, 2012. He was placed at a MA/2 based on a pro-rated work schedule of 93 days. He replaces Katherine Gibson who resigned.

Schild, Tonya Hired as an INR 7th Grade Science Teacher at Falcon Middle School effective December 14, 2011. She was placed at a BA+24/1 based on a pro-rated work schedule of 96 days. She replaces Sarah Stannard who resigned.

Smith, Lora Hired as an INR 4th Grade Teacher at Ridgeview Elementary School effective January 3, 2012. She was placed at a BA+24/9 based on a pro-rated work schedule of 93 days. She replaces Linda Schleifer who resigned.

Stump, Nathan Hired as an INR English Teacher at Falcon High School effective January 3, 2012. He was placed at a BA+24/2 based on a pro-rated work schedule of 93 days. He replaces Jon Flink who resigned.

RETIREMENTS:

Sturgill, Donnie Written request to retire at the end of the 2011-12 school year if a transitional 110/110 year is granted for the 2012-13 school year. If 110/110 transition years will not be granted for 2012-13, Mr. Sturgill wishes to rescind his request to retire at this time.

RESIGNATIONS:

Gibson, Katherine Written resignation from her position as English Teacher at Falcon High School effective January 1, 2012.

Green, Kelly Written resignation from her position as SPED SLD Teacher at Meridian Ranch International School effective December 16, 2011.

Schaefer, Amy Written resignation from her position as Speech-Language Pathologist effective January 13, 2012.

Schleifer, Linda Written resignation from her position as 4th Grade Teacher at Ridgeview Elementary School effective December 16, 2011.

4.04 Approval of Matters Relating to Educational Support Personnel

APPOINTMENTS:

Abrahamsson, John Existing Position, Bus Driver in Transportation, full time, school year, step 1, 5 hours per day, start date December 5, 2011.

Borst, James Existing Position, Bus Driver in Transportation, full time school year, step 1, 5 hours per day, start date December 1, 2011.

Carson, Laurie New Position, School Security Guard at Falcon High School, part time, school year, step 1, 4 hours per day, start date November 28, 2011.

Goode, Sherry Existing Position, Speech Language Pathologist Assistant at Springs Ranch Elementary School replacing Melva Dupree, full time, school year, step 1, 7 hours per day, start date December 12, 2011.

Johnson, James Existing Position, Crossing Guard at Horizon Middle School, part time, school year, step 4, 1.5 hours per day, start date December 8, 2011.

Klunder, Kameron Existing Position, Building Custodial Technician at Vista Ridge High School, full time, school year, step 1, 8 hours per day, start date December 15, 2011.

Krista, Melodie Existing Position, Crossing Guard at Stetson Elementary School, part time, school year, step 3, 1.5 hours per day, start date December 9, 2011.

Land, Rachael Existing Position, Building Custodial Technician at Vista Ridge High School, full time, school year, step 1, 8 hours per day, start date December 7, 2011.

Robinson, Kylie Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1, 5 hours per day, start date December 12, 2011.

Smith, Azzanerio Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1, 5 hours per day, start date December 12, 2011.

York, Kelly New Position, Special Education Paraprofessional, Multi-Handicapped at Springs Ranch Elementary School, full time, school year, step 11, 7 hours per day, start date December 12, 2011.

SUBSTITUTE:

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

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

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

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

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

TRANSFERS:

Asher, Edward Transfer from his position as Bus Monitor at Transportation to an existing position as Bus Driver at Transportation, step 1 at \$12.24 per hour and \$5,385.60 annually, effective January 3, 2012.

Calloway, Kelly Transfer from her position as full time Special Education Teacher Assistant at Springs Ranch Elementary to part time, step 2 at \$11.26 per hour and \$3,546.90 annually, effective January 3, 2012.

Collas, Stacey Reclassification from her position as part time ELL Teacher Assistant at Springs Ranch Elementary to full time, step 6 at \$11.65 per hour and \$7,176.40 annually, effective January 3, 2012.

Key, Anna Transfer from her position as full time Bus Driver at Transportation to an existing part time position as Bus Driver at Transportation, step 1 at \$12.24 per hour and \$2,692.80 annually, effective January 3, 2012.

Podoll, Jamie Transfer from her position as Lunch Monitor at Woodmen Hills Elementary School to a new position as Preschool Teacher Assistant at Woodmen Hills Elementary School, step 2 at \$10.35 per hour and \$5,278.50 annually, effective January 3, 2012.

RESIGNATIONS:

Allbee, Kathleen Resignation from her position as Nutrition Services Assistant at Evans Elementary school, effective December 9, 2011.

Bryant, Chelsea Resignation from her position as Speech Language Pathologist Assistant at Special Services, effective December 23, 2011.

Cester, Holly Resignation from her position as Lunch Monitor at Stetson Elementary School, effective November 4, 2011.

Davis, Dale Resignation from his position as Building Custodial Technician at Ridgeview Elementary School, effective December 31, 2011.

Graves, John Resignation from his position as Bus Driver at Transportation, effective December 16, 2011.

Hanback, Kathryn Resignation from her position as Bus Driver at Transportation, effective December 14, 2011.

Jasiukonis, Deborah Resignation from her position as support substitute, effective November 28, 2011.

Sanchez, Julie Resignation from her position as Lunch Monitor at Woodmen Hills, effective December 5, 2011.

Taylor, Martha Resignation from her position as AD Secretary at Vista Ridge High School, effective December 15, 2011.

Weeda, Tamara Resignation from her position as Bus Driver at Transportation, effective December 20, 2011.

TERMINATIONS:

Maloney, Michael Termination from his position as Bus Monitor at Transportation, effective December 5, 2011.

LEAVE OF ABSENCE:

Maxa, Monique Leave of absence from her position as Special Education Teacher Assistant at Ridgeview Elementary School, effective December 2011 through June 30, 2012.

Rogers, Mary Leave of absence from her position as Bus Monitor at Transportation, effective December 6, 2011 through March 1, 2012.

Sampson, Rebecca Leave of absence from her position as Library Teacher Assistant at Ridgeview Elementary School, effective January 30, 2012 through April 3, 2012.

Tomeldon, Angelina Leave of absence from her position as Special Education Teacher Assistant at Woodmen Hills Elementary School, effective December 12, 2011 – April 3, 2012.

4.05 Approval of Minutes for December 8, 2011 Regular BOE Meeting

President Harold requested a motion to approve the consent agenda.

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

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

Director Johnson asked for clarification on the process for determining and filling new positions in the district, who approves these new positions, what is the process?

After a brief discussion it was directed by the Board that requests for new positions be given to Becky Carter, Chief Education Officer, from the Zone Leaders to be reviewed; she will then forward the requests to Brett Ridgway to verify the availability of funding in the zone for the new position. Postings for new positions will not take place until this process is completed.

Director Johnson requested a copy of the board approved organizational structure (staffing plan) in the district by positions in the buildings, by zone. She requested the information before innovation, the board approved numbers when innovation began, and the numbers at the present time. She would like to know where the growth has taken place in all departments across the

district. She would also like to know the numbers of students budgeted for and the number of students currently in the district.

5.00 Board Update

Becky Carter introduced Cathy Tinucci, principal of Skyview Middle School. Cathy Tinucci introduced Jennifer Newberg, she teaches 7th and 8th grade science. She has just received her National Board Certification for teachers this is the highest certification they can receive; this is the equivalent to a masters degree.

Mark Carara recognized Gary Butcher; he is a technology teacher at Falcon High School. He has just received his doctorate in Educational Leadership and Policy Studies from Denver University. His dissertation was titled Teaching Facial Emotion to Four to Seven Year Old Low Functioning Students with Autism using assisted technology.

Tammy Harold, attended the Sand Creek, Vista Ridge basket ball games, the boys game was especially exciting with the score going back and forth. The fans from both sides were very respectful of each other as they supported their team; it was a great game.

Chuck Irons has been in and out of various schools and support areas; he comes away from each encounter with the staff feeling that we have a marvelous group and his goal is to do right by them. Our staff is very dedicated and involved in teaching and doing their best for our students.

Joan Johnson also attended the Vista Ridge, Sand Creek boys basket ball game.

Marie LaVere-Wright attended an activity at Meridian Ranch Elementary School; it was great.

Chris Wright has had opportunity to visit with each of the new board members over the last few weeks. He encouraged the administrators to hang in there with this board as the transition takes place. He is grateful to be a part of this board as this transition takes place. He appreciated the dedication of this staff.

6.00 Open Forum

President Harold read the open forum statement.

Ellen Duckers, grandparent of students in the district, she appreciated what the board is doing at this time, but does still have some concerns.

Cindy Collwell, parent of special needs student in the district. She has concerns regarding the special education department, how it is functioning in the district and the cuts that were made this year to special education.

Alicia Stiere, parent of special needs student in the district. Attended a special education meeting where it was asked to have a special education advisory council made up of parents, families, teachers and administrators involved in special education to work together to meet the needs of all concerned. She has not received notification of a meeting; any meeting she has heard about has been through another parent at the last minute. She would like this issue addressed and an advisory council formed. It is important to set up a form of communication that will reach all parents of special needs students in a timely manner so that all those wanting to can be involved.

President Harold, with the changes taking place in the communication department hopefully notification of meetings will be going out to parents in numerous ways including notes home from the schools.

Director LaVere-Wright stated that any information going out in an email to specific parents should be blind copied to them; in fact she believes that should be the standard for any communication going out from staff.

Director Irons would like to be invited to the next meeting. He would also like to see a line of communication to sped parents set up for the district.

Director Wright and Director Johnson also believe that a committee set up.

Becky Carter, CEO, will be following up with this and reporting back to the Board.

7.00 Action Items

7.01 Revision and review of Board policies BC School Board Member Conduct, BCA-E Board Member Code of Ethics, BCB Board Member Conflict of Interest

The Board received an update on the operation of its current policies governing Board conduct at its December, 2011 meeting. This update included an analysis of current policies, a comparison with state law, and discussion of possible revisions to some or all of the policies. At the conclusion of this presentation, 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. A review of the policies that govern these matters is a necessary first step to consideration of any revisions to such policies.

If adopted, the revisions to these policies will meet the requirements of State law as well as staff and community expectations of exemplary Board conduct.

President Harold requested a motion to approve action item 7.01

Director LaVere-Wright moved to approve the proposed revisions to Board Policies BCA-E and BCB and the review of policy BCB. Director Wright seconded the motion.

Brad Miller, legal counsel to the Board, reviewed the policies and the revisions for clarity and consistency in the policies with the Board.

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

7.02 Pikes Peak School of Expeditionary Learning Charter Renewal

The charter school contract for Pikes Peak School of Expeditionary Learning is due for renewal this year. On January 8th 2004 the Falcon District 49 Board of Education first approved PPSEL's application to operate as a charter school in our district. Falcon District 49 entered into a renewal agreement with them on March 8th 2007, which became effective July 1st 2007. The term of PPSEL's contract was for 5 fiscal years (2007-08 through 2011-2012). The District has established a process to renew PPSEL's contract every 5 years. Colorado Law (C.R.S. 22-3-.5-110) outlines specific requirements for the contents of a renewal application, the latest date for submission, and the date by which a district must act on the renewal application.

- No later than December 1st of the year prior to the year in which the charter expires, the charter school must submit a renewal application.
- The chartering local board of education shall rule with a resolution for renewal no later than February 1st of the year in which the charter expires.
- The renewal application must consist of:
 - A report on progress of the charter
 - A financial statement that discloses the costs of administration, instruction, and other spending categories for the charter school.

The recommendation for renewal would be based on the outcomes of the renewal process, and an external site visit by the Colorado League of Charters schools.

The renewal process considers four key questions below:

- Is the educational program a success?
- Are school operations effective and efficient?
- Is the school meeting its legal and other obligations?
- Does the school have excellent governance and leadership?

The charter school sub-committee formed through DAAC met on November 17th to review the charter renewal process. The sub-committee met again on December 2nd to confirm the answers to the four key questions and to finalize their recommendation for DAAC and the Falcon Board of Education.

District personnel anticipate that we will make a recommendation to the Falcon Board of Education regarding contract renewal at the January meeting for PPSEL.

Prior to submitting the renewal documents to the district, the Colorado League of Charter Schools conducted a comprehensive external site visit review of PPSEL. This was required by PPSEL's contract (Section 2.4.1) because the school received a rating of low or below for two consecutive years on their state accountability report. The outcome of the report from the external site visit was positive and provided the school with commendations and recommendations.

The expected outcome would be for the Falcon School District's Board of Education to renew the PPSEL charter for a total of 5 years. PPSEL will be expected to provide the District with a detailed plan of how PPSEL's Board will improve its work as the school's governing body based on the recommendations from the external site visit review.

President Harold requested a motion to approve action item 7.02

Director LaVere-Wright moved to approve the approve the Pikes Peak School of Expeditionary Learning charter renewal for a total of 5 years and to direct legal counsel to prepare and negotiate a renewal contract to become effective on July 1, 2012. Director Irons seconded the motion.

Brad Miller, BOE legal counsel, reviewed items in the contract with the Board, specifically asking direction in regards to the location of the charter school not being able to change during the terms of this contract.

The direction of the Board is that a procedure needs to be in place that would protect the district and their needs to have schools in the appropriate places for our students and at the same time not hinder charter schools ability to function effectively. There needs to be a mutual agreement in the contract regarding the location of the building.

Director Wright asked that the cost of bussing in the district be examined again to see what it would take to bring the cost down. Cindy Hardin, Director of Transportation will be bringing information to the Board.

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

7.03 Contract for New Falcon Virtual Academy Building Remodel

At a Special Board of Education meeting on November 8, 2011, the Board approved item 5.01 which authorized Brett Ridgway, Chief Business Officer to enter in to a lease purchase agreement for a building to be the future home of Falcon Virtual Academy, at 6113 Constitution Avenue, contingent upon the “receipt of all necessary governmental approvals”. Those approvals were obtained and the lease has been formally entered into.

The discussion and presentation of item 5.01 on November 8 also included an identification of the build-out scenario that was to follow, where the funds would come from, etc.. Accordingly, the Planning & Construction Department has pursued the necessary steps to obtain architectural plans for the build-out and to qualify a general contractor to perform the work.

Therefore, a Request for Qualifications (RFQ) was published December 8, 2011 with a response deadline of January 4, 2012. RFQ’s were received on Wednesday January 4th, 2012 for the renovation/remodel of the new Falcon Virtual Academy building. This was advertised and posted on the website, as per board policy. There were a total of ten (10) responses received, and a committee consisting of several individuals from planning and construction and facilities departments met to review the responses. A matrix was used in determining the appropriate contractor to bring forward to the board. Due to the nature of a design build type project there is not an exact cost provided by the contractor, as that would require a complete design prior to this bid. We are unable to have the design in place prior to going out for bid due to time constraints and the need to have a contractor on board during the design phase of the project, which will aid in keeping costs down. Costs on the project will be managed by the funding allocated by Brett Ridgway, Chief Business Officer, and a not to exceed contract.

Falcon Virtual Academy has grown by over 150% in the last year and has filled to a capacity where students are unable to be accepted to the popular program. By offering the program in a larger space, more suited to the program requirements, the number of students will grow and be more successful in the appropriate surroundings. In order to retain interest we must have the project complete prior to the 2012/13 school year so we do not loose these students to other similar programs.

It is expected that the contractor will be able to work simultaneously with the architect not only in design, but to begin the permitting process, any necessary structural reinforcements and other activities, allowing the time line to condense, therefore allowing for an opening date for summer school, or worst case the beginning of the next school year.

President Harold requested a motion to approve action item 7.03

Director LaVere-Wright moved to approve qualifying Elder Construction Company to work alongside the architect for the project to remodel the new Falcon Virtual Building at 6113 Constitution Avenue in order to prepare a complete contract, within project cost parameters established in the Request for Qualification, for subsequent presentation to the Falcon School District Board of Education for consideration and approval. Director Irons seconded the motion.

The Board had a discussion regarding the pros and cons of having this type of contract. The district will have a contract with Elder Construction Company and a second contract with the architect. The prior board set the cost estimate for this project.

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

- 7.04 Approval of the contract for completion of the Falcon Community Builders for Classrooms (FCBC) field at Vista Ridge High School.

This item was moved discussion item 8.03

- 7.05 Future Direction of IT Operations Support

In January 2011, the Board of Education initiated a major restructuring of the District with several moves that included the elimination of the District's Chief Information Officer position. In the weeks and months following that action, the IT department experienced several resignations that began to erode the experience and institutional knowledge that had existed prior to that time. Compounding that with some hesitation from the Board of Education on their preferred direction for the department created more uncertainty that led to more resignations.

A Request for Proposal (RFP) process was executed late in the spring of 2011, seeking potential outside alternatives for IT services. However, the RFP itself was somewhat vague and led to proposals that were significantly more expensive than what the district had traditionally spent for IT services. In addition, the proposals were inconsistent in terms of the service structure that was being presented. The situation was stabilized by narrowing the focus of the need down to support services and identifying the vendor that had provided the best proposal for that area of need. District representatives entered into negotiations with the vendor, Colorado Computer Support (CCS) with the goal of bringing a proposal to the Board of Education that was cost-neutral and provided a consistent, if not improved, level of support services to the district user group. The proposal was completed and delivered to the Board of Education, which approved the proposal on June 23, 2011 for services beginning July 1, 2011.

The District's satisfaction with CCS has been very high through the first six months of their contract and they have consistently met performance requirements set out in the contract agreement. As the year has progressed, the stability of the portion of IT services that was retained 'in-house' (Operations) has slowly eroded with additional resignations. During the week of January 3, 2012, the district received resignations from the two senior members of the Operations group. Losing these persons now completely depletes the experience and institutional knowledge of the district's IT environment and brings the District to a key decision point on how to proceed.

The District has three potential options: (1) Re-build the IT Operations Department in-house; (2) seek to expand the relationship with CCS beyond the current IT Support Service provider to include Operations Service; or (3) seek out a new external vendor to provide Operations Services separate from CCS's provision of support services.

Of all the position types within the District, IT positions have a skillset that is in demand in the larger workplace (i.e. private sector), because the IT skillset for education is not dissimilar to other industries. Combining that with the perceived instability of the District's IT department has led to a weak negotiating position when seeking new staff to replace those who have resigned. In order to re-build the department internally, it would require a much larger investment than the District has been able to support in the past. Given current difficulties in funding and the expectation that it will not abate in the near future, expanding the investment in IT services would require the District to reduce spending in another area to compensate. With those factors in mind, rebuilding presents a significant amount of risk to the District.

CCS has, from all accounts and measures, performed the support service role they were contracted for very well since the contract inception on July 1, 2011. CCS staff includes several former Falcon School District employees and their experience of the last six months has given them a good amount of familiarity with the District's IT environment. CCS has expertise that can handle operational needs as well. CCS has presented a proposal for assuming the responsibility for IT Operations that will fit within the District's budget limitations and will allow for current internal Operations staff to have an opportunity to join CCS as they increase staff to handle the increased workload that onboarding the Falcon School District operational process will bring.

Introducing another vendor to the situation would bring risk in an unknown quantity that is greater than the potential benefit of competition between outside vendors. In addition, the RFP experience from last spring indicates that the District needs to re-document the IT environment in a way that can be used as a clear basis for future RFP processes. One key component of that documentation is a complete physical inventory of all technology hardware in use in the District. The CCS proposal includes a physical inventory process scheduled for spring break in March 2012. Completing the inventory and documenting the environment will take a substantial amount of time. The timing of the physical inventory, and the documentation process of the IT environment; combined with the timing of the start of a new fiscal year and the need to have IT services secured for an entire fiscal/school year; indicate that it will be best to have an eighteen month agreement with CCS with the intent to go out for a full RFP process in January 2013 for services beginning July 1, 2013.

It is expected that IT Operational Services will be adequately provided by CCS and that current operations staff will have appropriate opportunity to join CCS to effectively continue their individual roles in operations support. It is further expected that the services will be cost-neutral to the current IT environment and that any deviation in cost will be the result of requested changes to the current environment by District Administration as they look for strategic changes to the educational platform in the vein of improving Instructional Technology, and that it will be the responsibility of District Administration to accommodate changes to the cost structure.

President Harold requested a motion to approve action item 7.05

Director Irons moved to approve expanding the scope of services provided by Colorado Computer Support to include IT Operations and to extend the agreement to June 30, 2013, subject to appropriation in the 2012-13 fiscal year budget. Director LaVere-Wright seconded the motion.

Brett Ridgway, Chief Business Officer, reviewed with the Board how we got to this point. The board had an in depth discussion regarding the needs to move forward with this item and the pros and cons of the different time lines to move forward with these services.

An extensive audit needs to take place to see what the real needs of the district are and what the best way would be to meet the needs of the district. An inventory needs to take place and district personnel need to be intricately involved in the inventory itself.

Director Johnson offered her services and expertise in reviewing and modifying this contract.

Director Irons withdrew his motion.

Director LaVere-Wright moved to approve expanding the scope of services provided by Colorado Computer Support to include IT Operations contingent upon contract revisions satisfactory to both parties. Director Irons seconded the motion.

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

8.00 Informational Items

8.01 Student Field Trips

8.02 Expulsion/ Suspension Information

8.03 Contract for completion of the Falcon Community Builders for Classrooms (FCBC) field at Vista Ridge High School.

This item was moved from an action item to a discussion item.

Melissa Andrews, District Planner gave the Board the following information regarding the field at Vista Ridge High School.

The FCBC donated \$90,000 to complete the Turf field and lighting at VRHS, which is in process. They plan to donate another sum of money, exact amount has yet to be determined, but around \$500,000 to complete the stadium, including restrooms, concession stand, bleachers, and press box. This money is being donated with the contingency to use one of two contractors, Nunn Construction or Bryan Construction. Nunn Construction did not provide us with much information and came in high with their pricing. Bryan Construction was selected and is currently working on a revision to their original costs. They are to provide this by mid-week next week which will have to be discussed with FCBC. Once FCBC approves them, she will bring a contract to the Board at the January 26, 2012 BOE meeting.

9.00 Discussion Items

9.01 Revision to Policy IKCA Weighted Grading

*FHS, SCHS & VRHS now offer dual credit classes along with the University of Colorado-Colorado Springs. These classes are called CU Succeed classes.

*These are college-level classes. Those who teach these classes are approved through UCCS. These instructors must have a Masters Degree in the subject area they teach for the university. The curriculum is approved by UCCS as well.

*These classes, in terms of rigor, are no different than advanced placement or IB classes.

*The need is for CU Succeed students to receive the same weighted grades students receive in IB and Advanced Placement classes.

*In terms of fairness for taking a college-level course, students will be rewarded appropriately for their work. As it stands, we teach both AP and CU Succeed classes concurrently. In other words, some students receive AP credit and others receive CU Succeed classes but they're all meeting together with the same teacher, at the same time, in the same class. Everything is the same except where they receive their credit.

* By addressing this concern, the Board of Education would exercise fairness due to students currently enrolled in CU Succeed classes.

Direction of the Board is to move policy IKCA forward as an action item at the February BOE meeting and that this policy is retroactive to the beginning of the 2011-12 school year.

9.02 Revision of Board of Education Policies

DAC Continuing Financial Stability, DJE-R Bidding Procedures, GCQEA-R Guidelines for Employment of Retired Persons, GDQCA-R Educational support Staff Transitional Retirement Plan, GCBA Instructional Staff Contracts/Compensation/Salary Schedules, GCBA-R Instructional Staff Contracts/Compensation/Salary Schedules

DAC – previous presentations and discussion indicated a need to revise this policy to focus on total, or gross, revenue rather than net revenue. Also needs clarification to current organizational structure.

DJE-R – our policy is more restrictive than state statute and our purchasing department does not have adequate man hours to hold to a \$25,000 target rather than the \$50,000 that is required by statute.

GCQEA-R & CDQCA-R – regulation that established timeline an employee to apply for 110 day transition year employment needs to have a deadline reasonable for both the employee and administration.

GCBA & GCBA-R – current practice of awarding experience to new hires did not contemplate situations where salaries had been ‘frozen’ for one or more years. This led to a scenario where it was better for someone to leave and then come back in new at a later date rather than staying on. This was and is inequitable for continuing staff.

Policy changes are recommended to either improve the balance between efficiency and effectiveness, to correct issues that may have unintended consequences depending on interpretations, or to declare a change in operational procedures.

The direction of the Board is to bring back DJE-R and GCBA and GCBA-R back as discussion items at the next BOE meeting.

Bring GCQEA-R and CDQCA-R and DAC back as action items.

Changes to DAC change only has to do with the General Fund Revenue minus Charter School Funds.

9.03 2011-12 Amended Budget Process

Brett Ridgway, gave a power point presentation to the Board regarding the process he is using to bring the amended budget forward to the board.

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.

The temporary org chart for the facilities department is to use in the interim until decisions are made regarding how each of these work.

Director Wright stated there are so many challenges for both Brett and Becky that this should be just an interim solution, the Board needs to get together and make decisions as to the direction that they want to go. He would not put the CEO over the operational side.

President Harold stated that this changes the org chart, she appreciates bringing this forward, but it can only be a temporary situation.

Direction from the board is to put in a contingency of \$250,000 when bringing the amended budget to the board.

10:00 Other Business

1/12/12

Page 12 of 13

President Harold asked that the board move the Board meeting from the 25th to the 26th at 4:00 p.m.

President Harold asked Melissa Andrews, District Planner, to give the Board information regarding a convenience store coming in across from Sand Creek High School.

City Planning Commission sent notification to the district on a planned commercial site that neighbors Sand Creek High School. The current YMCA site will contain a Kum & Go convenience store, two restaurants, and two additional commercial buildings. The district is responding with concerns about the sale of alcohol and tobacco products so close to our school. We have had numerous complaints from our parents . Because this is a public process, the residents of the district are welcome to comment back to Steve Tuck at 719-385-5366 or stuck@springsgov.com. There will also be a public hearing that the parents may attend. The date and time will be posted on the city of Colorado springs web site <http://eoc.springsgov.com/ldrs/> and type in AR CP 11-00645 in the Enter file number field.

Brad Miller will look at bringing back a position statement that the board can vote on.

11.00 Adjournment

President Harold asked if there was any other business hearing none she requested a motion to adjourn.

Director Johnson moved to adjourn. Director Irons seconded the motion.

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

The meeting was adjourned at 10:14 p.m.

Tammy Harold, Board President

Chuck Irons, Board Secretary