



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
December 8, 2011
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 Irons moved to approve the agenda. Director Johnson 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 November Monthly Financial Update

4.02 Approval of Matters Relating to Administrative Personnel

APPOINTMENTS:

Fandrei, Lynette Hired as a Senior Accountant with the Finance Department effective November 11, 2011. Her salary is based on a pro-rated work schedule of 166 days. This position replaces Carole DeAnn Queen who resigned.

TITLE RECLASSIFICATION:

Lester, Nikki Title change from GT/CTE Specialist to CTE Director. This title change comes with no change in salary and is only necessary due to the fact that the state of Colorado will not reimburse our CTE program leader's salary unless there is a CTE Director.

4.03 Approval of Matters Relating to Licensed Personnel

APPOINTMENTS:

Vaughn, Lori Hired as an INR 3rd Grade Teacher at Ridgeview Elementary School effective December 1, 2011. She was set at a BA/1 and has a salary based on a pro-rated work schedule of 105 days. This is a replacement position for April C. Jones who resigned.

White, Suzanne Hired as an INR SPED SLD Teacher at Stetson Elementary School effective November 16, 2011. She was set at a MA/11 and has a salary based on a pro-rated work schedule of 113 days. This is a replacement position for Meghan Lounsbury who resigned.

REQUESTS FOR LEAVE: None at this time.

RETIREMENTS: None at this time.

TRANSFERS:

Cunningham, Elaine Transferred from her position as Kindergarten Teacher at Woodmen Hills Elementary to the new Preschool Teacher vacancy effective January 3, 2012. This will leave a Kindergarten vacancy which has been posted.

Kissick, Andrew Transferred from his position as SPED SLD Teacher at TICA to SPED SLD Teacher at BLRA effective November 21, 2011 based on staffing and personnel needs of the school.

McGhee, Melissa Transferred from her position as a para-educator at Vista Ridge High School to INR SPED MH teacher at Odyssey Elementary School effective November 14, 2011. She was placed at a BA+24/2 and has a salary based on a pro-rated work schedule of 115 days.

Rockwood, Elizabeth Transferred from her position as SPED SLD Teacher at BLRA to SPED SLD Teacher at TICA effective November 21, 2011 based on staffing and personnel needs of the school.

RESIGNATIONS:

Stannard, Sarah Written resignation from her position as 7th Grade Science Teacher at Falcon Middle School effective November 22, 2011.

SUBSTITUTES:

Jines, Alicia Hired as Substitute for the 2011-2012 school year for Falcon District 49.

Mendoza, Gloria Hired as Substitute for the 2011-2012 school year for Falcon district 49.

4.04 Approval of Matters Relating to Educational Support Personnel

APPOINTMENTS:

Archuleta, Emily Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1 at \$10.05 per hour, 5 hours per day, start date October 31, 2011.

Barrington, Cynthia Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 5 at \$11.31 per hour, 5 hours per day, start date October 31, 2011.

Brouse, Andrea Existing Position, Preschool Paraprofessional replacing Sandra Dellow, full time, school year, step 1 at \$10.05 per hour, 7.5 hours per day, start date October 31, 2011.

Corsten, Kelley New Position, Preschool MH 1:1 Paraprofessional at Springs Ranch Elementary School, part time, school year, step 2 at \$10.35 per hour, 3.75 hours per day, start date November 1, 2011.

Eickman, Jeffrey Existing Position, Bus Driver in Transportation, full time, school year, step 1 at \$12.24 per hour, 5 hours per day, start date November 21, 2011.

Frost, Kenneth Existing Position, Mechanic at Transportation replacing Randall Briggs, full time, full year, step 11 at \$21.15 per hour, 8 hours per day, start date November 7, 2011.

Flanagan-Olson, Kathleen Existing Position, Bus Paraprofessional in Transportation, full time, school year, step 1 at \$10.05 per hour, 5 hours per day, start date November 7, 2011.

Gaudette, Mariajose Existing Position, Crossing Guard and Lunch Monitor at Odyssey Elementary School, replacing Nicole Woods, part time, school year, step 3 at \$9.27 and step 1 at \$8.74 per hour, 1.5 and 2.5 hours per day, start date November 14, 2011.

Harris, Esther Existing Position, SPED Paraprofessional MH 1:1 at Odyssey Elementary School, replacing Angie DeRossette, full time, school year, step 3 at \$11.59 per hour, 7 hours per day, start date November 15, 2011.

Herod, Cassandra Existing Position, Crossing Guard at Remington Elementary School, replacing Frank Villagrana, part time, school year, step 3 at \$9.27 per hour, 1.5 hours per day, start date November 7, 2011.

Kegley, Emily Existing Position, Health Assistant at Vista Ridge High School, replacing Angela Cross, full time, full year, step 9 at \$12.18 per hour, 7 hours per day, start date November 18, 2011.

Mathews, Melanie Existing Position, Attendance Secretary at Woodman Hills Elementary School, replacing Debra Hall, full time, school year, step 11 at \$16.45 per hour, 8 hours per day, start date November 14, 2011.

McWann, Desmond Existing Position, Bus Driver in Transportation, full time, school year, step 1 at \$12.24 per hour, 5 hours per day, start date November 14, 2011.

Minner, Misty Existing Position, Lunch Monitor at Stetson Elementary School, replacing Holly Cester, part time, school year, step 1 at \$8.74 per hour, 2.5 hours per day, start date November 10, 2011.

Muirheid, Michael Existing Position, Bus Driver in Transportation, full time, school year, step 1 at \$12.24 per hour, 5 hours per day, start date November 21, 2011.

Peet, Rebecca New Position, Preschool Paraprofessional and Special Education Paraprofessional ELD at Odyssey Elementary School , full time, school year, step 6 at \$11.65 per hour, 7.25 hours per day, start date November 29, 2011.

Ryan, Zhanar New Position, Nutrition Services Assistant at The Imagine Classical Academy, part time, school year, step 1 at \$9.62 per hour, 4.5 hours per day, start date November 30, 2011.

Warder, Tiffanie Existing Position, Crossing Guard at Odyssey Elementary School, replacing Jodi Norton, part time, school year, step 3 at \$9.27 per hour, .75 hours per day, start date November 28, 2011.

SUBSTITUTE:

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

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

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

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

TRANSFERS:

Arista, Natalie Transfer from her position as Nutrition Services Assistant at Banning Lewis Ranch Academy to an existing position as Nutrition Services Assistant at Remington Elementary School replacing Leonie Colombo, step 1 at \$9.62 per hour, effective November 28, 2011.

Briggs, Randall Transfer from his position as Mechanic at Transportation to an existing position as Lead Mechanic at Transportation, step 9 at \$20.50 per hour, effective October 3, 2011.

Colombo, Leonie Transfer from her position as Nutrition Services Assistant at Remington Elementary School to an existing position as Nutrition Services Assistant at Vista Ridge High School replacing Tabitha Porter, step 3 at \$10.20 per hour, effective October 31, 2011.

Hise, Robert Transfer from his position as Bus Driver at Transportation to an existing position as Relief/Trip Driver replacing Anna Key at Transportation, step 1 at \$12.24 per hour, effective October 31, 2011.

Ketchens, Michael Transfer from his position as Bus Driver at Transpiration to an existing position as Sped Router replacing Robert Sparks at Transportation, step 6 at \$14.19 per hour, effective November 1, 2011.

Key, Anna Transfer from her position as Relief/Trip Driver at Transportation to an existing position as Bus Driver replacing Robert Hise at Transportation, step 1 at \$12.24 per hour, effective October 31, 2011.

Sparks, Robert Transfer from his position as Sped Router at Transportation to an existing position as Bus Driver replacing Michael Ketchens at Transportation, step 6 at \$14.19 per hour, effective October 31, 2011.

RESIGNATIONS:

Curra, Melinda Resignation from her position as Crossing Guard at Horizon Middle School, effective November 25, 2011. Will remain a Lunch Monitor.

Meyer, Jacqueline Resignation from her position as Bus Driver at Transportation, effective November 7, 2011.

Norton, Jodi Resignation from her position as Crossing Guard at Odyssey Elementary School, effective November 25, 2011.

Olmstead Egdahl, Donna Resignation from her position as Crossing Guard at Stetson Elementary School, effective November 18, 2011. Will remain a substitute.

Yowell, Audrey Resignation from her position as Administrative Secretary at Patriot Learning Center, effective October 27, 2011.

TERMINATIONS:

Staite, Julie Termination from her position as 1:1 Special Education Teacher Assistant at Falcon Middle School (student left), effective November 22, 2011. Will remain a support substitute.

RETIREMENTS: None

LEAVE OF ABSENCE: None

- 4.05 Approval of Minutes for November 8, 2011 Special BOE meeting
- 4.06 Approval of Minutes for November 10, 2011 Regular BOE meeting
- 4.07 Approval of Minutes for November 22, 2011 Special BOE meeting

President Harold requested a motion to approve the consent agenda.

Director Irons moved to approve the consent agenda. Director Johnson seconded the motion.

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

5.00 Board Update

Chris Wright thanked Marian Nall, for her service to the District. She has spent a lot of time in the District and we appreciate everything that she has accomplished in this district. She will be retiring the end of this month. Hoping that next years focus can be to move forward. He knows that we are going to need a bond and mill in the district. It is important to let the community know the needs. It is a challenge to move forward to inform out community of the needs of the district. Move forward in getting buildings in the district, there is a great need. Challenge the zone leaders to move forward with the strategic plan for achievement in the district and work on teacher mentoring. Would like to see the operations side of the district to see what opportunities are out there. Find a way to generate revenue in those departments. Challenge is to find those mechanisms for our district. Challenge zone leaders to find a really good staffing model for each of the zones. Work with the administration, start now quantifying the type of leadership we want for the district in the future. Challenge to dive in and understand charter schools more in depth and with a focus. Looking forward to working with the new board.

Marie Lavere-Wright has been in the process of learning, attended the musical at Falcon High School. Went to Falcon Virtual Academy's Wild West Day, it was an outstanding opportunity. She will be attending the Colorado Association of School Boards conference this weekend.

Joan Johnson, this new board has a lot to learn about the education process. She is asking questions to learn. She is also attending the CASB conference. She asks for patience while she is learning. The new board is in the process of building an effective team and are working to get to the performing stage. Her goal is to be transparent and gain the trust of the community as this board moves forward.

Chuck Irons, in the last month he has visited most of the schools in the district and met with a lot of the staff. He is thankful for the wonderful group in this district to work with. He recognized the effort of RJ Berry and the transportation department for their dedication to our students. This last Saturday the transportation department put on the Santa's Toy Express; this is the 10th year for this program, this year there were 51 students and their families helped in this program. RJ started this program 10 years ago.

Tammy Harold, RJ Berry stressed that the Santa's Toy Express is a team effort among so many in the district, Shreiver Air Force Base, Falcon ROTC, Patriot Learning Center students and the whole transportation department. Tammy went with fifty 7th graders from Skyview Middle School that went scuba diving at UCCS; these students went scuba diving and then had to build submarines from scrap. SMS will be presenting Guys and Dolls Friday and Saturday. Varsity cheerleaders from Sand Creek High School will be going to state this weekend.

Brad Miller, reviewed with the Board and the audience the process of the hearing on the Pioneer Charter Academy and the second hearing on Pioneer Charter Academy appeal. The district won this appeal on a three three vote. This has no reflection on the job that the Pioneer Academy at Indigo Ranch is doing, they are doing a great job. This has been a year process.

Becky Carter, she and Don Beiger have been visiting the schools in the district. They are doing a listening tour of all of the buildings and departments in the district. They will be bringing their findings to the board at a later time.

6.00 Open Forum

There were no speakers

7.00 Action Items

7.01 Approval of School Improvement Plans

As part of the School Accreditation Process, School Unified Improvement Plans have been developed by school leadership teams with input from the School Accountability Advisory Committees at each school. The plans specifically describe action steps that the schools will take to work toward continuous improvement in Academic Achievement, Academic Growth, Growth Gaps, Post-Secondary Work Force Readiness and Adequate Yearly Progress (AYP).

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

Elementary Schools

Evans International Elementary School –Performance Plan
Falcon Elementary School - Performance Plan
Meridian Ranch International School - Performance Plan
Odyssey Elementary School - Performance Plan
Remington Elementary School - Performance Plan
Springs Ranch Elementary School - Performance Plan
Woodmen Hills Elementary School - Performance Plan

Middle Schools

Falcon Middle School –Performance Plan
Horizon Middle School –Performance Plan

High Schools

Falcon High School - Performance Plan
Sand Creek High School - Performance Plan
Patriot Learning Center –Performance Plan
Falcon Virtual Academy–Priority Improvement Plan

Charter Schools

Banning Lewis Ranch - Performance Plan
Pikes Peak School of Expeditionary Learning –Improvement Plan
Rocky Mountain Classical Academy –Performance Plan
Imagine Classical Academy - Performance Plan

President Harold requested a motion to approve action item 7.01

Director Irons moved to approve the School Unified Improvement Plans as recommended by the administration. Director Johnson seconded the motion.

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

7.02 Approval of District Improvement Plan

As part of the District Accreditation Process, a District Unified Improvement Plan has been developed with input from each of the four District Innovation Zones, Learning Services, Human Resources, and the District Accountability Advisory Committee. The plan specifically describes action steps that the District will take to work toward continuous improvement in eliminating growth gaps and attaining Adequate Yearly Progress (AYP).

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

The Board thanked Becky and the staff for their work on this.

President Harold requested a motion to approve action item 7.02

Director Irons moved to approve the District Unified Improvement Plan as recommended by the administration. Director Johnson seconded the motion.

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

7.03 Approval of 2012 Mill Levy Rate

Each year, the District must certify to the El Paso County Commissioners, the property tax mill levy. The Mill Levy to be assigned is for the tax year 2011, that will be collected in 2012 as part of the District's 2011-12 fiscal year. The Mill Levy can have many components, but for Falcon School District, there are only four components: Total Program (General Fund) Voter-Approved Override (Mill Levy Override related to the District's issuance of Certificates of Participation to construct new facilities according to the November 2005 election), Abatement, and the Bond Redemption Fund.

The Total Program (General) portion of the Mill Levy is set by the Colorado Department of Education according to the School Finance Act of 1994 and so there is no 'decision' to be made. The Abatement portion of the Mill Levy is directed by another section of statute that requires abatements issued in one tax year to be covered by property owners in the subsequent tax year. The abatements are quantified and communicated by El Paso County so, again, there is no 'decision' to be made. The Mill Levy Override and Bond Redemption Fund portions of the Mill Levy are necessary to fulfill the terms of Voter-approved ballot measures related to building construction in the District. The General, Abatement, and Override portions of the Mill Levy combine to determine the total General Funds' Mill Levy.

The Total Program Levy should be 24.459 mills, the Abatement Levy should be 0.371 mills, the Override Levy should be 9.800 mills, and the Bond Redemption Levy should be 11.212 mills; all applied to a Gross Assessed Value of property in the district of \$658,494,180.

President Harold requested a motion to approve action item 7.03

Director Irons moved to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling 45.842 mills, comprised of a General Funds Levy of 34.630 mills, and a Bond Redemption Fund Mill Levy of 11.212 mills. Director Johnson seconded the motion.

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

7.04 Approval of Evaluation Cycle/Forms for Online Teachers

Due to the duties and responsibilities of the Falcon Virtual Academy teachers it is crucial that we change the evaluation cycle, formal evaluation tool and the informal evaluation tool to properly address quality teaching standards

Many of the evaluation components address both brick and mortar teachers as well as online teachers therefore those components will remain unchanged in the forms.

Providing the Board of Education with accurate and important information from Falcon Virtual Academy will allow for effective decision making. All changes will be based on the National Standards for Quality Online Teaching published by iNACOL. (The International Association for K-12 Online Learning) and Senate Bill 191 provisions). iNACOL standards have been recognized by the Colorado Department of Education as best practices.

Updated information will provide clearer understanding of the Falcon Virtual Academy and the challenges facing the administrative team when evaluating staff with the current certified evaluation tool. Expected outcome is approval of a new tool to for evaluating online teachers after appropriate discussion occurs.

President Harold requested a motion to approve action item 7.04

Director Irons moved to approve the update to Evaluation Cycle/Forms for Online Teachers
Director Johnson seconded the motion.

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

7.05 Approval of District 49 Adoption of revised Colorado Academic Standards (CAS) and adoption of Colorado English Language Proficiency Standards (CELP)

The state of Colorado has revised and adopted new Colorado Academic Standards (CAS) and has adopted the World-Class Instructional Design and Assessment (WIDA) standards as the Colorado English Language Proficiency Standards (CELP). Per SB 08-212, all districts are required to adopt state standards including English language competency standards that meet or exceed the revised CAS by December 15, 2011.

At the May 13, 2010 Falcon Board of Education meeting, the district adopted the revised CAS. During the summer of 2010, the state of Colorado adopted the Common Core State Standards to strengthen their application for President Obama's Race to the Top grant. During the fall of 2010, the Colorado Department of Education revised the CAS in the areas of Reading, Writing & Communicating and Mathematics to incorporate the newly adopted Common Core State Standards. In December 2010, the State Board of Education adopted new standards in the areas of Reading, Writing & Communicating and Mathematics to reflect the changes from that work.

Due to this adoption change in the standards by the State Board of Education in December 2010, the standards that have been previously adopted by the district did not reflect the newly revised December 2010 CAS. In addition, the district had not adopted any English language competency standards, as required by the state statute.

The Need: To adopt the December 2010 version of the Colorado Academic Standards (CAS) which include the Common Core State Standards and adopt the Colorado English Language Proficiency Standards (CELP) to fulfill the requirements of SB 08-212.

State Law (SB 08-212) requires school boards to review and adopt English language proficiency and academic standards to align with the Colorado Academic Standards and Colorado English Language Proficiency Standards by December 15, 2011.

The curriculum in Falcon District 49 will be reviewed and revised to align with the revised CAS and the CELP Standards.

President Harold requested a motion to approve action item 7.05.

Director Irons moved to approve the adoption of the current Colorado Academic Standards and the Colorado English Proficiency Standards. Director Johnson seconded the motion.

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

- 7.06 Approval of Board of Education Policy Revisions and Adoptions
DD Funding Proposals, Grants, and Special Projects, EB Environmental Safety Program, ECAF Video Surveillance, GBDD Staff Fringe Benefits, GCOA Evaluation of Instructional Staff, GCOA-R Evaluation of Instructional Staff
Administrative teams and Cabinet members reviewed all of these policies comparing them to district needs and also Colorado Association of School Board recommendations and Cabinet members have reviewed and approved these revisions.
These changes align with the innovation plan approved by the Board of Education

President Harold requested a motion to approve action item 7.06.

Director Irons moved to approve the policies listed for revision and adoption as recommended by the administration. Director Johnson seconded the motion.

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

8.00 Information

- 8.01 Transportation Department Grant to Reduce Emissions
Cindy Hardin introduced Rebecca Russo from EPO and Lisa Silva from the Colorado Department of Public Health and Environment. Rebecca gave a power point on what this equipment will do to reduce emissions.
The Colorado Health Department, in conjunction with EPA, has given a grant to our Transportation Department. We have received several thousands of dollars in equipment to lower emissions. These items include catalytic converters and preheaters for every bus. At this time, the Colorado Health Department has invited us to participate in a pilot program due to our aggressive stance on pollution. Studies are showing that children's asthma has increased almost 900% over the last 20 years and they are attributing this to possible school bus emissions. The program will involve some schools/science departments to help do a study during the pilot program called Engines Off Colorado in an effort to reduce emissions around our schools. This is quite a complement to our department and school district.

The Colorado Health Department will contribute education materials and signage. Transportation will work with the students during the pilot program. The Department of Health is hopeful that this is just the beginning of building partnerships.

The goal is to reduce emissions around our schools through education

8.02 Student Field Trips

8.03 Expulsion/ Suspension Information

9.00 Discussion Items

9.01 Pikes Peak School of Expeditionary Learning Charter Renewal

Presentation by Kim McClelland, IConnect zone leader. And Don Knapp principal at PPSEL
The charter school contract for Pikes Peak of Expeditionary Learning is due for renewal this year. Falcon District 49 entered into agreement with them on March 8th 2007, which became effective July 1st 2007. On January 8th 2004 the Falcon District 49 Board of Education approved PPSEL application to operate as a charter school in our district. 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 meets 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.

Direction of the Board is to move this to an action item at the January 12 BOE meeting.

9.02 Amended Budget

Brett Ridgway, Chief Business Officer

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

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

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

Brett would like to revise policy DAC with the Board. This will come to the Board as a discussion item at the January 12 BOE meeting.

Provide the staffing model for each of the zones at the next meeting. Would like to see what was approved for 2011-12 and how they have grown.

9.03 Potential of offering transition year (110 day) contracts for 2012-13 Potential of offering an Early Retirement Incentive Program.

Brett Ridgway, Chief Business Officer

It is very common for school districts and many Colorado public entities to allow staff who has reached retirement eligibility to retire and pursue a transition year contract that allows them to effectively work one additional school year after retiring. This is an opportunity for the employee to begin receiving retirement benefits at the same time as receiving a 'normal' paycheck from the District. Similarly, many entities offer Early Retirement Incentive Programs to employees to accomplish a portion of the same result, but without having to work an additional year. .

Both programs are also viewed as a reward for persons who have often put many years into their profession and often have put many years into the organization they are retiring from. In addition, this provides the organization an opportunity to plan staff changes better and know ahead of time what the cost impact of those changes will be. If both programs are put in place, an employee could only pursue one or the other – not both. With that, it will be an effective tool for the District and a good benefit to the employees who would like to pursue them.

Direction of the Board to Brett is to put out a survey to be returned by January 6th. Information to be given to the Board on January 7th.

What would be the deadline for people to have to apply for this? March was the timeframe the last time this was done.

Early retirement incentive and 110 transition program due dates need to be the same.

Send policy regulations GCQEA-R and GDQCA-R to Brett so that he can make recommended changes for discussion at the January meeting.

- 9.04 Discussion regarding Board policies on ethics, conduct and conflicts of interest
The Board wishes to receive an update on the operation of its current policies governing Board conduct. This update will include an analysis of current policies, a comparison with state law, and discussion of possible revisions to some or all of the policies.

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

Chris Wright left the board meeting at 9:52 p.m.

The direction of the Board is for Brad Miller to look at making these policies consistent and make more precise apply vs. hire.

Ask CASB if we can put shall in and put the statute at the bottom. Brad said that yes we can.

Recommended by Brad to leave the statute in and add to the rest of the policy, replace should with shall and put the 6 month statement in.

Brad will submit the policies for consistency at the January 12th BOE meeting.

10:00 Other Business

No other business to come to the Board.

11.00 Adjournment

President Harold requested a motion to adjourn.

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

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

Motion carried.

The meeting was adjourned at 9:56 p.m.

Tammy Harold, Board President

Chuck Irons, Board Secretary