



RECORD OF PROCEEDINGS

**BOARD OF EDUCATION
BOARD ROOM, DISTRICT OFFICE
MINUTES OF MEETING
August 13, 2018 (Business Session Meeting)**

A Business Session Board Meeting of the Elizabeth School District was held on Monday, August 13, 2018, in the Board Room, District Office.

1.0 CALL TO ORDER

President Carol Hinds called the Business Session BOE Meeting to order at 6:01 p.m.

2.0 ROLL CALL:

The following BOE Directors were present:

Director Paul Benkendorf
Director Carol Hinds
Director Richard Smith
Director Cary Karcher

Also present: Superintendent Douglas Bissonette, Chief Finance Director Ron Patera, HR Director Kin Shuman, Technology Director Marty Silva, Communications Director Melissa Hoelting

3.0 PLEDGE OF ALLEGIANCE

President Carol Hinds led the audience in the Pledge of Allegiance.

4.0 EDUCATION SHOWCASE

No Education Showcase

5.0 APPROVAL OF AGENDA/ADDITIONS/DELETIONS/BLANKET MOTION

A motion was made to approve the agenda.

Motion moved by Director Benkendorf

Motion seconded by Director Karcher

ROLL CALL:

Director Paul Benkendorf – aye
Director Carol Hinds – aye
Director Cary Karcher – aye
Director Richard Smith – aye

The motion carried 4-0

6.0 APPROVAL OF MINUTES

6.1 A motion was made to approve the minutes from the June 25, 2018, Elizabeth Schools Board of Education meeting.

Motion moved by Director Smith

Motion seconded by Director Benkendorf

ROLL CALL:

Director Paul Benkendorf – aye
Director Carol Hinds – aye
Director Cary Karcher – aye
Director Richard Smith – aye



RECORD OF PROCEEDINGS

The motion carried 4-0

7.0 COMMUNICATIONS

7.1 HR Update

HR Director Kin Shuman shared an update on the four-day new certified staff orientation that took place Aug. 7-10 for about 30 new staff members.

The district lost about 26 teachers going into the 2018-19 school year, which is about a 21% turnover rate. There were more retirees this year than in the past. Elizabeth High School lost two math teachers very late so the high school is still recruiting for math teachers and a family and consumer science teacher. All teaching positions are posted nationally. The district traditionally conducts exit surveys to determine more about employees' reasons for leaving.

7.2 Technology Update

Technology Director Marty Silva said the new mass notifications system was implemented over the summer and training on the new system was provided to staff.

Over the summer the technology team does a lot of maintenance, such as taking down network connections to do maintenance so the work doesn't affect students. Every summer there are changes in terms of implementing new hardware. This summer, 162 Chromebooks were set up. About 90 were replacements for older devices and the rest are new devices. The team refreshes laptops for teachers each summer. Teachers are on a five-year refresh cycle so every teacher gets a new computer every 5 years.

Cameras continue to be added each summer. This summer, six were added at Elizabeth Middle School, two at Running Creek and two at Singing Hills Elementary. Cameras are also being added at the district office – the only location districtwide that didn't have cameras.

New teachers received eight hours of technology-related training this summer, which is 2.5 more hours of training over the past years.

7.3 Financial Update

Chief Financial Director Ron Patera provided an update on new \$700,000 wastewater treatment system at Singing Hills Elementary. The new wastewater treatment system replaces a regular septic system. The new system was required because of the new standards for nitrates.

New menus in Food Service now have all nutritional values for all lunch and breakfast menu items.

The Financial statements presented reflect activity through the end of June 2018. General fund revenues collected are 100.60% through the end of June while general fund expenses are at 94.99% spent. There is probably at least another \$150,000 more in expenses, including salaries and benefits, which will be reflected in the audited statements. There will also be some significant carryover of expenditures that were originally planned to occur last year but will not happen until this year, including about \$200K for the SHE wastewater treatment system

The district received more than \$150K in SOT than was anticipated by the CDE. Because the district receive more SOT than the CDE anticipated, they will make an adjustment at year end in district equalization payments to account for the additional receipt of funding

In addition to the usual payments, there were purchases for some technology hardware, for detention services, districtwide parking lot striping, intervention books for SPED, contractual services SPED needs, districtwide carpeting, rent for our transmission hardware on the tower paid to 3DB networks, the wastewater



RECORD OF PROCEEDINGS

treatment system, dugout rebuild, custodial supplies, resealing exterior wall at EHS, RTU replacement and association dues.

7.4 Superintendent Update

Superintendent Douglas Bissonette shared that the school and district-level standardized assessment results will be released on August 16. The growth of students is the most important in terms of weight and shows how much students are learning from one year to the next and how Elizabeth Schools' students compare to students in other districts. There is excellent news that on the top line for all schools in math and language arts there was modest to significant growth. There were no drops in median growth percentile. The strongest increases are at the high school and in math. There were also increases in language arts.

The district is in the process of interviewing candidates for a part-time assistant to the superintendent and the board. There is a strong pool of candidates with a range of qualifications for the Director of Safety and Emergency Planning positions. Haven't made any steps yet on what the interview pool would look like and not in a hurry because it's an important new position.

8.0 PUBLIC PARTICIPATION

No public participation

9.0 CONSENT AGENDA

A motion was made to approve the consent agenda 9.1 – 9.5

Motion moved by Director Smith

Motion seconded by Director Benkendorf

ROLL CALL:

Director Paul Benkendorf – aye

Director Carol Hinds – aye

Director Cary Karcher – aye

Director Richard Smith – aye

The motion carried 4-0

9.1 New Hires

Tanner Glad, Psychologist, Districtwide

Erin Lewis, Bus/Trip Driver, Transportation

Katti Arnold, Bus/Trip Driver, Transportation

Janet Grimes, Counselor, EHS

Travis Antons, Teacher, EHS

Shawn Novak, Teacher, EMS

Ashlynn Hunt, Teacher, RCE

Laura Blome, Teacher, EHS

Kristin Newell, Teacher, EMS

Jennifer Mobley, Teacher, EMS

Christy Banks, Teacher, EMS

David Tavis, Custodian, EHS

Karen Nelson, Custodian, SHE

Danielle Lee, Custodian

Marnie Borgerding, Bus Para, Transportation

Jackie Stone, Teacher, SHE

Katie Boehm, Social Worker, Districtwide

Ellen Lewis, Teacher EMS



RECORD OF PROCEEDINGS

Joseph Ptaszynski, Teacher, RCE
Elijah Krunbach, Teacher, EHS

9.2 Transfers/Changes

Trish Ackerman, Kids Club & Preschool Coordinator/Lead PS Teacher, SHE
Sally Strates, Kids Club & Preschool Coordinator/Lead PS Teacher, RCE
Christiane Klick, Teacher, RCE
Kathy Bystron, Bus Driver, Transportation

9.3 Resignations

Jeff Neer, Maintenance Coordinator, Maintenance
Erin Loeks, Lead Preschool Teacher, RCE
Courtney Homberg, Custodian, EHS
Kaitlyn Vite, Teacher, EHS
Michelle Smalley, Teacher, EMS
Cody Collins, Custodian, EHS
Geri Cline, Teacher, EHS
Christine Ortiz, Teacher, RCE
Elizabeth Overson, Teacher, EHS
Mac Wetherbee, Teacher, EHS

9.4 Substitutes

Susan Marken, Substitute Cook
Christine Ferrel, Substitute Paraprofessional
Lisa Webster, Substitute Paraprofessional
Brent Getchel, Substitute Teacher
Chester Gebhards, Substitute Teacher
Brooke Clements, Substitute Teacher/Paraprofessional
Susan Perkins, Substitute Teacher
Brienne Liebelt, Substitute Teacher

9.5 Monthly Financial Report

10.0 ACTION ITEMS

No Action Items

11.0 DISCUSSION ITEMS

11.1 Mill Levy Override

The board discussed the possibility of putting a mill levy override question on the November ballot. The district has more needs than can be addressed but a mill levy override is about attempting to level the playing field. Areas a possible mill levy would address are more competitive compensation for teachers and support staff, safety and security and technology. In order to put a question on the ballot, the board said they'd like to see a willingness and involvement from the community and from staff – the effort shouldn't be driven by the board.

12.0 BOE PLANNING

The next regular Board of Education meeting is scheduled for Monday, August 27, 2018, at 6 p.m.



RECORD OF PROCEEDINGS

13.0 EXECUTIVE SESSION

A motion was made to move into Executive Session to discuss matters specific to a particular employee under C.R.S. 24-6-402 (4)(f).

Motion moved by Director Karcher
Motion seconded by Director Benkendorf

ROLL CALL:

Director Paul Benkendorf – aye
Director Carol Hinds – aye
Director Cary Karcher – aye
Director Richard Smith – aye

The motion carried 4-0

The following individuals were present during executive session

Executive Session

The board entered Executive Session and the following individuals were present:

Director Paul Benkendorf
Director Carol Hinds
Director Cary Karcher
Director Richard Smith
Superintendent Douglas Bissonette
Communications Director Melissa Hoelting

14.0 ADJOURNMENT

The regular board meeting adjourned at 8:11 p.m.

Respectfully Submitted,

Carol Hinds, President

Dee Lindsey, Vice President

Paul Benkendorf, Secretary

Cary Karcher, Treasurer

Richard Smith, Assistant Secretary/Treasurer

Recorded by: Melissa Hoelting