



## RECORD OF PROCEEDINGS

---

**BOARD OF EDUCATION  
BOARD ROOM, DISTRICT OFFICE  
MINUTES OF MEETING  
February 12, 2018 (Business Session Meeting)**

A Business Session Board Meeting of the Elizabeth School District was held on Monday, February 12, 2018, in the Board Room, District Office.

### **1.0 CALL TO ORDER**

President Carol Hinds called the Business Session BOE Meeting to order at 6:05 p.m.

#### **ROLL CALL:**

The following BOE Directors were present:

Director Paul Benkendorf

Director Carol Hinds

Director Cary Karcher

Director Richard Smith

Also present: Superintendent Douglas Bissonette  
Chief Financial Director Ron Patera  
HR Director Kin Shuman  
Technology Director Marty Silva  
Frontier High School Principal Rob McMullen  
Communications Director Melissa Hoelting

Director Dee Lindsey was not present at roll call.

### **3.0 PLEDGE OF ALLEGIANCE**

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

### **4.0 EDUCATION SHOWCASE**

Rob McMullen, presented information about Frontier High School (FHS). There are sixty students attending FHS this year. Eight of the students are from out of district; i.e. Kiowa, Elbert and Douglas Counties. Twenty-three students are graduating this year, which makes this the largest graduating class in years. Eight students have already completed graduation; some of them have begun classes at Community College. Five students will graduate in March. Ten students will complete graduation in May. The School Performance Framework (SPF) is at 84% of the possible points earned, which puts FHS at the top five AEC in the State. This is the first time since Rob has been at FHS that the school has exceeded academic achievement. Additionally, FHS exceeded in post-secondary workforce readiness.

FHS has a close partnership with the American Legion, which used to be housed in the same building as FHS. This is a good relationship with regular communication, donations and space sharing. Megan North set up the Friday Food Program with the Rocky Mountain Food Bank. This is an opportunity for every student to take home a bag of groceries each week.

Other programs housed at FHS are the Opportunity Program, ASPIRE and Kids Club. The increased number of students and activity liven up the campus. It is great to see the FHS and ASPIRE and Opportunity Program kids interacting throughout the day.

## RECORD OF PROCEEDINGS

---

One of the big components of FHS is experiential education. New this year is the 14ers Club. Mr. Payton, a FHS social studies teacher, is an avid hiker and climber. He took eleven students on three fourteener hikes last fall. Bent's Fort trip was held in October, during which students participated in a paleontology dig. Two out of the three annual ski trips have been completed. Four students took their first ski lessons, which were paid for by the school through fund raising efforts. Currently in the planning stages are trips to the Sand Dunes in March and Ft. Robinson, which is near Scott's Bluff in Nebraska, in June.

New curriculum: The Home Remodel 101 class was canceled due to low interest. Several co-curricular courses being offered this spring are: Weapons and Armor class, taught jointly by the history and science teachers; World Building class – taught by the English and social studies teachers. In this course students explore, expand and apply their knowledge of the world to create world settings and predict changing circumstances. There is also the Architecture class, which includes historical architecture. Two new courses have been added, Statistics class and Materials Science class.

For the benefit of the new board members, Rob McMullen provided an explanation of what an Alternative Education Campus is. 90% of the students attending an Alternative Education Campus must meet at least one highly at-risk criterion, as put forth by the state. Rob presented a slide listing fifteen criteria, ranging from drug abuse, parental abuse and gang affiliation. For FHS specifically, the majority of students do not fit in a traditional high school setting. Many of the students are struggling with social and emotional issues. The largest at-risk category is students with psychiatric issues, e.g. anxiety and self-destructive behaviors. The next largest category is IEP.

Connections for Families and a RISC (rural intervention services case manager) have been brought into the FHS building this year. They have contributed tremendous support to FHS students. This is a collaborative management or interagency oversight agency bringing multiple agencies together, including law enforcement, the school district, probation, county human services, mental health, etc. Connections for Families is a prevention oriented agency serving all of Elbert County.

Two social and emotional support curriculums are new. These resiliency based curriculums help students make wise choices, uncover what is holding them back and in the process discover who they are. All students are going through WhyTry Curriculum this year and in 2018-2019 these students will go through the 7 Mindsets Curriculum.

FHS is now a one-to-one technology school, whereby all students have a computer that they carry with them the entire day at school. Students check out the computer at the beginning of each day and then return it at the end of the day. As the students have the same computer all year it has given them a sense of ownership and they have taken good care of them.

**\*Director Dee Lindsey joined the meeting at 6:36 p.m. via video conference.\***

### **5.0 APPROVAL OF AGENDA/ADDITIONS/DELETIONS/BLANKET MOTION**

A motion was made to approve the **amended** agenda.

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 Lindsey – yes





## RECORD OF PROCEEDINGS

---

Director Richard Smith – aye

The motion carried 5-0

### 6.0 APPROVAL OF MINUTES

6.1 A motion was made to approve the minutes from the January 22, 2018, Elizabeth Schools Board of Education meeting.

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 Lindsey – yes

Director Richard Smith – aye

The motion carried 5-0

### 7.0 COMMUNICATION

#### 7.1 HR Update

HR Director Kin Shuman reported that the district is in the process of recruiting custodians, as it is transitioning away from the custodial contracting service to hiring custodians directly. A successful meeting was held with the custodial contracting company and they are cooperating with the district's plan. As the district hires custodians, the contracted custodian's will transition off. These positions are being posted on the Chamber of Commerce's Sign Board. Traditionally it is difficult to recruit custodians due to the small pool of local people so something new is being tried. The job postings will display on the Sign Board again on Sunday (2/18/18) and then Tuesday through Thursday of that week. Indeed.com, which has never been used to recruit classified staff, is also a route that has been taken to try to recruit additional applicants. There are currently eight applicants from Indeed.com. Sign Board is \$85/day, so the cost of \$425 is for the initial five days. Indeed.com is set up as a monthly budget and that budget is \$250 currently.

The district is fully staffed for bus drivers. This is historically a big challenge for school districts. Not only is ESD fully staffed but there is one additional driver to take on routes if someone falls ill. Additionally, there are two potential hires that are being considered right now. This will provide more flexibility during the times when bus drivers are out sick or on vacation.

There are two Teacher Job Fairs coming up. The first will be held at UNC on April 5, 2018. Several representatives from the district will be there, including Kin Shuman. The next job fair will be held at CSU in Fort Collins on April 18, 2018. Teacher fairs have been very successful for Elizabeth Schools over the years.

#### 7.2 Technology Update

Technology Director Marty Silva stated that Matthew Dillon, who had been with the district for several years, has resigned and taken a position in the private industry sector for more money. As HR and IT just went through the hiring process to find Graham, there was a recent pool of suitable applicants and a new person has been hired; beginning work in two weeks.

Slides were presented to illustrate information about growth in the Computer Science industry and the curriculum in ESD. According to the US Department of labor – employment in this sector is projected to grow above-average, up 13% between 2016 and 2026. Colorado is currently working on modifying k12 computer science standards.



## RECORD OF PROCEEDINGS

---

Marty Silva's goal is to establish a kindergarten through 12<sup>th</sup> grade (K-12) computer science curriculum pathway. He proposed that the board consider adopting the Code.org computer science curriculum. The curriculum is of good quality and written using both k-12 framework for computer science and the newly revised 2017 CSTA standards as guidance. Code.org is device agnostic and web based. It is also a free resource.

Professional development opportunities spurred Marty's desire to push forward his curriculum agenda now. The CDE has just released computer science teacher education grants whereby rural districts are given priority; up to \$10,000 per district. The grant will cover professional development tuition/costs, supported equipment (e.g. Arduinos kits, Spheros, LegoMindstorm, 3D printers, etc.). mindSpark is another non-profit organization providing grant opportunities and fund matching.

Discussion between Marty Silva and the board addressing several questions commences: Computer science skills are needed for most career paths. An ESD teacher expressed the ease with which she could plan classes with a set curriculum rather than having to build her own. The Code.org curriculum is a scope and sequence that is relatively efficient for the district to implement and there is support for teachers to learn. It would allow the schools to get instruction to students relatively quickly. Students would receive aligned curriculum and it would be coherent throughout the school system. Provided the available grants are awarded, the only costs to the district or to individuals might be travel and perhaps some equipment if that did not fall under the grant.

The Board unanimously provided their approval to proceed with the new curriculum.

### **7.3 Financial Update**

Chief Financial Director Ron Patera reviewed checks over \$5,000 for January and financial statements through the end of December. Most expenses are typical monthly expenditures. Payment for the audit, master plan, custodial services and door repairs were made.

Financial statements are for December and do not include revised budget numbers because that took place in January. These statements are 50% through the fiscal year. General fund reserves after allocations are 37.51% and expenditures and transfers stand at 49.43% expended. The district's match for PERA has increased from 19.65% to 20.15% beginning with the January payroll, so there will be slight incremental increases in the employee benefits line items over the next six months. The rest of the funds are as expected, except very large medical claims in the self-insurance fund. Generally the district will see spikes this time of year with people getting services by the end of the year.

There are some cost centers slightly over 50%. Since the beginning of the year the district has hired five new SPED staff members, two of whom came on board after the budget was finalized. Additionally, a library aide's hours have been increased from half time to full time. There are likely to be additional staff members added this fiscal year. The District receives just half of funding needed for all of SPED costs from state and federal funds.

According to the state demographer's office, the projected change in student age population from 2017-2027 will grow 50% in Elbert county. This will be the fastest percentage growth in Colorado.

Ron Patera expressed his concern over anticipated increases in healthcare premiums. Additionally, of concern, is the fact that the district belongs to the CSDSIP (Insurance Pool). There have been several successive years of property and liability claims, which likely means insurance premium increases.





## RECORD OF PROCEEDINGS

---

### 7.4 Communications Update

Communications Director Melissa Hoelting gave an update on events and happenings taking place across the district:

Five EHS students participated in the Colorado All-State Choir festival. More than two thousand students auditioned for the choir this fall and only a few hundred were selected. To have five EHS students selected is a new record.

EHS shined at the Future Business Leaders of America district competition last week. Nineteen students are moving on and will represent EHS at the state FBLA competition in April.

Two athletes committed to play collegiate-level soccer on Signing Day last week. Summer Hatch signed with CSU-Pueblo and Ericka Riedmuller signed with Culver-Stockton College in Missouri.

EHS Student Council is again looking for volunteer locations for the 3<sup>rd</sup> Annual Big Help Community Service Day, which is scheduled on April 25, 2018.

There are several upcoming events:

The EHS musical *The Drowsy Chaperone* opens next Thursday, February 22, 2018 at 7:00 pm.

The EHS Family, Career and Community Leaders of America are holding a Brave the Shave, Be the Hope event and Hunter's Legacy Basketball Tournament on March 1<sup>st</sup>. Funds raised will go back to families in the community who have children who are, or have battled cancer and for the FCCLA scholarship fund.

The College Fair will take place in the EHS gym on March 3, 2018 from 11:00 am to 1 pm.

The EEF Community Night with the Colorado Avs is March 4, 2018 at 1:00 pm at Pepsi Center, A portion of each ticket sold will go back to EEF.

EMS has a band concert at 6:00 pm on March 6<sup>th</sup> and a choir concert on March 7<sup>th</sup> at 6:00 pm.

EHS has a choir concert on March 8<sup>th</sup> at 7:00 pm.

The second Facilities Master Plan Community meeting will take place on February 21, 2019 at 6:00 pm at Singing Hills Elementary.

### 7.5 Superintendent Update

Superintendent Douglas Bissonette stated that the Superintendents Funding Formula legislation is waiting to be heard. There are 171 Colorado superintendents in support of the proposed funding formula which adds a \$1.7 billion tax as proposed. ESD is not one of them. There are several issues that preclude Superintendent Bissonette from supporting this formula; a common vision for education; a formula that clearly demonstrates the inequities that rural districts face; huge mill levy inequities and district's abilities to pass mill levies; the formula hasn't been modeled to see how the proposed funding formula functions over time; transparency of the formula is inadequate; and it is tied to a tax increase.

CDE is talking about a revision of standards. They are required by law to go through a revision process periodically. They are looking at potentially large changes for science standards. A committee, mostly of school district people, is recommending adoption of what is called Next Generation Science Standards. These standards are designed to better prepare students for college and careers; ensuring that quality education is available to all students in an effort to bolster America's edge in an increasing global economy. Currently there are three standards for science – life science, physical science and earth and space sciences. The Next Generation Science Standards would add a fourth category: engineering technology and



## RECORD OF PROCEEDINGS

---

application of science. The committee is recommending three out of the four standards, but not the engineering technology and application of science standard due to potential strain it may put on rural districts to implement. Districts that want to include the fourth standard would be allowed to do so. Superintendent Bissonette said this is an example of how a disparity of resources further exacerbates an already present inequity between larger and wealthier districts compared to smaller and rural districts with limited resources in terms of funding and the ability to attract and retain teachers.

### **8.0 PUBLIC PARTICIPATION**

No Public Participation

### **9.0 CONSENT AGENDA**

A motion was made to approve the consent agenda 9.1, 9.2, 9.3, 9.4, 9.6 and 9.7.

Motion Moved by Director Benkendorf

Motion Seconded by Director Smith

#### **ROLL CALL:**

Director Paul Benkendorf – aye

Director Carol Hinds – aye

Director Cary Karcher – aye

Director Lindsey – aye

Director Richard Smith – aye

The motion carried 5-0

#### 9.1 New Hires/Re-Hires

Susan Huseby, Health Technician, RCE

Mary Washburn, SPED Para Attendant, SHE

Sondra Schenck, Bus Driver, Transportation

#### 9.2 Terminations, Resignations, Non-Renewals

Celeste Wruke, SPED Para, SHE

Laurel Block, Child Care Worker, FHS

Rachelle Small, Kid's Club Program Director, FHS

Mary Walsh, Speech Language Pathologist, DW

Matthew Dillon, Technology Specialist, IT

#### 9.3 Transfers/Changes

Lisa Mullins, Teacher, EMS

#### 9.4 Extra Duty Assignment

Margaret Ann McKee, Half Year Out of District Student, OPP Program

Brittany Story, Student Council Sponsor, EMS

Rylan Neilsen, Wrestling Assistant, EMS

Alan Small, Track Assistant, EMS

Madysen Schmida, Half Year Out of District Student, OPP Program

#### 9.5 Request for 110 Day Transition Year- Tabled

#### 9.6 Monthly Financial Report

#### 9.7 Certified Sick Bank Request



## RECORD OF PROCEEDINGS

---

9.5 A request was made to table Consent Agenda 9.5, Request for 110 Day Transition Year

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 Lindsey – aye

Director Richard Smith – aye

The motion carried 5-0

### 10.0 ACTION ITEMS

10.1 A motion was made to approve new policy exhibit JKA-E-2 Complaint Procedures and Regulations Regarding the Use of Restraint or Seclusion as a first and final reading.

Motion Moved by Director Smith

Motion Seconded by Director Karcher

### ROLL CALL:

Director Paul Benkendorf – aye

Director Carol Hinds – aye

Director Cary Karcher – aye

Director Lindsey – aye

Director Richard Smith – aye

The motion carried 5-0

### 11.0 DISCUSSION ITEMS

2018-2019 BOE Meeting Calendar

Melissa Hoelting pointed out some potential conflicts with the proposed 2018-2019 BOE meeting schedule. The November meeting is on the 12th, which is Veteran's Day. The December 10th meeting is the day after CASB. Douglas recommended changing the December meeting to the 3rd and the November meeting to the 5<sup>th</sup>. The Board was in agreement with these recommendations.

### 12.0 BOE PLANNING

The next regular Board of Education meeting is scheduled for Monday, February 26, at 6 p.m.

### 13.0 EXECUTIVE SESSION

No Executive Session

### 14.0 ADJOURNMENT

The board meeting adjourned at 7:57 p.m.





## RECORD OF PROCEEDINGS

---

Respectfully Submitted,

Carol Hinds, President

Dee Lindsey, Vice President

Paul Benkendorf, Secretary

Cary Karcher, Treasurer

Richard Smith, Assistant Secretary/Treasurer

Recorded by: Ione Blakeley