

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS



ELIZABETH SCHOOL DISTRICT C-1

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BOARD OF EDUCATION BOARD ROOM, DISTRICT OFFICE MINUTES OF MEETING FINAL August 8, 2016 (Business Session Meeting)

A Business Session Board Meeting of the Elizabeth School District was held on Monday, August 8, 2016, in the Board Room, District Office.

1.0 CALL TO ORDER

President Deb Spenceley called the Business Session BOE Meeting to order at 6:01pm.

ROLL CALL:

The following BOE Directors were present:

Director Chris Richardson

Director Richard Smith

Director Deb Spenceley

Director Dee Lindsey and Director Carol Hinds were not in attendance.

Also present: Superintendent, Douglas Bissonette
Executive Administrative Assistant/Communication Director, Michele McCarron
Chief Finance Director, Ron Patera
HR Director, Kin Shuman
Technology Director, Marty Silva

3.0 PLEDGE OF ALLEGIANCE

President Deb Spenceley led the audience in the Pledge of Allegiance.

4.0 EDUCATION SHOWCASE/RECOGNITIONS

No Education Showcase

5.0 APPROVAL OF AGENDA/ADDITIONS/DELETIONS/BLANKET MOTION

A motion was made to approve the agenda.

Motion moved by Director Richardson

Motion seconded by Director Smith

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

The motion carried 3-0

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS

6.0 APPROVAL OF MINUTES

6.1 A motion was made to approve the minutes from BOE meeting 6/27/16 as written.

Motion Moved by Director Richardson

Motion Seconded by Director Smith

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

The motion carried 3-0

7.0 COMMUNICATIONS

7.1 HR Update

Kin Shuman, HR Director, communicated that we had approximately 25 teacher resignations. All positions are filled except for one math teacher at Elizabeth High School. Mr. Shuman commented that we are not losing teachers to the degree we were in the past due to the commitment and support of the Board of Education and the district. Gentry Nixon, is the new EHS Athletic Director and Assistant Principal at EHS replacing Chris Cline. HR is currently recruiting for the Executive Administrative Assistant/Communications Director position replacing Michele McCarron.

New Teacher Orientation was held last week. Over the four days the new teachers had sessions including safety training, special services, and technology training. The new teachers had the opportunity to meet with their mentors and to learn about the resources that are available to them at Elizabeth Schools. They also had the opportunity to get acclimated in their school buildings preparing their classrooms and getting ready for their students.

The Elizabeth School District held their annual employee luncheon and pinning ceremony where several employees were recognized for their years of service at Elizabeth Schools. Terry Wilson, Director of Transportation was acknowledged for his dedication and leadership and for serving the Elizabeth Schools for 30 years.

7.2 Technology Update

Over the summer the Technology Department and several teachers attended the ISTE Conference that was held in June over a three day period in Denver. The attendees participated in sessions learning the latest trends in educational technologies.

Marty also highlighted recent technology purchases and projects for Elizabeth Schools.

- EHS – 60 new chromebooks in 2 new carts.
- EMS – replace 6th grade lab with desktop chrome devices.
- FHS –25 chromebooks in a new cart.
- RCE – replace old lab with 25 chrome book, replace projectors with touchscreen interactive display;
- SHE – replacing projectors and document cameras.
- 38 new laptops for new teachers and replace older computers for returning teachers.

7.3 Chief Financial Officer Report

Ron Patera, Chief Financial Officer reported to the board the list of facilities and capital improvement projects that took place over the summer.

- Roof at SHE is almost complete.
- Bidirectional Amplification System that improves communication for first responders was installed at RCE, SHE, and EMS and was tested by Elizabeth Fire, Elizabeth Police, and Elbert County Sheriff's office.
- Graphic annunciators were installed at EMS and EHS. This equipment will alert office staff at the schools when certain doors have been open longer than an acceptable period of time.
- New fuel tank at the Transportation Department.

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS

- Landscaping at EMS which included removing trees that were obstructing the view of the front of the building, the pine needles were causing the drainage system to be blocked, and causing shade where ice would build up during the winter.
- New carpeting in the hallways at RCE.
- Gym floors were refinished at all schools.
- Changes at both preschools include new signage and play area for new equipment.

7.4 Superintendent Report

Approximately 11 Elizabeth School District Administrators attended the CASE Conference (Colorado Association of School Executives). Superintendent, Douglas Bissonette presented at the preconference on the topic of the inequities of teacher salaries in rural districts. Here are the highlights from his presentation.

- Funding for public education in Colorado will remain constrained for the next 5-7 years.
- Colorado is likely to remain below the national average in per pupil spending.
- Single biggest contributor to student's success is talented teachers.
- Teacher salaries are not equitable in the state of Colorado.
- 74% of rural schools have average teacher salaries in the bottom 10% of districts.
- Teachers in the bottom 10% make 56 cents on the dollar of those employed in the districts paying the top 10%.
- In the bottom 10% are 110 districts, 5,200 teachers, and 80,000 students.
- The average salary of teachers in districts paying in the bottom 10% is \$39,000 per year, \$58,000 is the average salary of teachers in districts paying in the top 45%, and \$69,000 is the average salary of teachers in districts paying in the top 10%.
- The difference between the bottom 10% and the top 10% is \$30,000 a year.
- Teacher salaries correlate with teacher turnover rates; 22% is the teacher turnover rate in districts paying in the bottom 10%, state average is 17%, for districts paying in the top 45% teacher turnover is 14%, and for districts paying in the top 10% teacher turnover is 10%.
- 81% of the districts without a Mill Levy Override (MLO) pay in the bottom 10%, 100% of districts paying above the state average have a MLO.

Mr. Bissonette stated he plans to continue to share this data to generate awareness of the issue of inequities in teacher salaries for rural school districts.

Superintendent Douglas Bissonette discussed the Every Student Succeeds Act. In December 2015, the U.S. Congress passed the Every Student Succeeds Act (ESSA), which reauthorizes the Elementary and Secondary Education Act/No Child Left Behind (ESEA/NCLB). Colorado Department of Education's (CDE) letter to U.S. Department of Education (USDE) highlighted the state's concerns with some of the proposed ESSA rules specifically the consequences for school districts with low participation rates for state assessments. The proposed federal regulations limit the state's flexibility in the application of the participation requirement within the state's accountability system. CDE requests that requirements be removed from proposed rules and be offered as guidance to support state, schools, and districts.

7.5 Board Update

Director Smith stated that Sun Country HOA decided not to pursue the shared use of the school district's 40 acre parcel due to the district's liability concerns.

Over 40 residents of Elbert County attended the Public Education Session hosted by the Elbert County Conservative Breakfast Association. Dr. Deb Scheffel member of the State Board of Education spoke on funding for education, testing, standards, and the impacts of the new federal education legislation. Director Chris Richardson from Elizabeth Schools and Board Members from Kiowa and Elbert Schools also spoke to the audience about school funding and other issues affecting our local school districts.

8.0 Public Participation

No public participation

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS

9.0 CONSENT AGENDA

A motion was made to approve the consent agenda 9.1-9.4

Motion Moved by Director Smith

Motion Seconded by Director Richardson

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

The motion carried 3-0

9.1 New Hires

Michelle Smalley, Teacher, EMS

Bobbie Ivanich, Teacher, SHE

Sandra Tombre, Teacher, SHE

Victoria Cirbo, Teacher, RCE

Kelly Waggoner, Teacher, SHE

Sarah Mosher, Teacher, EHS

Teri Whittington, Teacher, EHS

Michael Howell, Teacher, EHS

Rebecca Soland, Teacher, EMS

Angela Goodwin, Teacher, EHS

Emily Butcher, Teacher, EMS

Najla Grenz, Playground Para, EMS

Brandy Allison, Health Tech, EHS

9.2 Terminations/Resignations/Non-renewals

Cassandra Hornung, Teacher, SHE

Mark Thompson, Teacher, EHS

Michele McCarron Exec. Asst/Dir of Comm, District Office

Cheryl Burgess, Teacher, EMS

Trevor Griffin, Teacher, EHS

Julie Page, Kids Club Prog. Leader, SHE

Julie McClain, Custodian, EMS

Carol Mosebroten, Bus Driver, Trans.

9.3 Transfers/Changes

Janetta Blair, Sped Para, District Wide

9.4 Disposition of District Property

10.0 Action Items

10.1 A motion was made to approve 1st Reading of GBGG Staff Paid Leave policy. The policy will go for a 2nd reading at the 2nd Board Meeting in September.

Motion Moved by Director Richardson

Motion Seconded by Director Smith

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS

The motion carried 3-0

10.2 A motion was made to approve 1st Reading of GBGG-R-3 Discretionary Leave Buy Back Amounts. The policy will go for a 2nd reading at the 2nd Board Meeting in September.

Moved by Director Smith

Motion Seconded by Director Richardson

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

The motion carried 3-0

10.3 A motion was made to approve the Consolidated Programs Application.

Moved by Director Richardson

Motion Seconded by Director Smith

ROLL CALL:

Director Chris Richardson – aye

Director Richard Smith - aye

Director Deb Spenceley - aye

The motion carried 3-0

11.0 DISCUSSION ITEMS

11.1 CASB Legislative Platform

The Board Members discussed the opportunity to present topics for CASB's legislative platform. The board agreed to develop a draft resolution on the inequities in teacher salaries for rural school districts in Colorado.

12.0 BOARD PLANNING

The next board meeting is scheduled for August 22, 2016

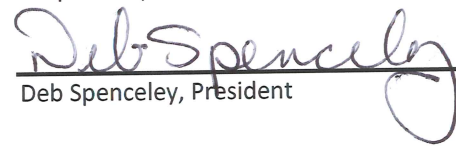
13.0 EXECUTIVE SESSION

No Executive Session.

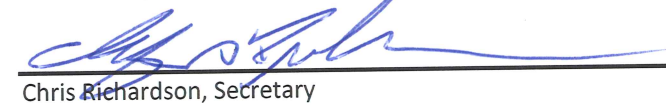
14.0 ADJOURNMENT

The board meeting adjourned at 7:48pm.

Respectfully Submitted,



Deb Spenceley, President

Carol Hinds, Vice President


Chris Richardson, Secretary

Dee Lindsey, Treasurer

ELIZABETH SCHOOL DISTRICT C-1 - RECORD OF PROCEEDINGS



Richard Smith, Assistant Secretary/Treasurer

Recorded by: Michele McCarron