

# ELIZABETH SCHOOL DISTRICT - RECORD OF PROCEEDINGS

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## **BOARD OF EDUCATION BOARD ROOM, DISTRICT OFFICE MINUTES OF MEETING October 10, 2016 (Work Session Meeting)**

A Work Session Board Meeting of the Elizabeth School District was held on Monday, October 10, 2016 in the Board Room, District Office.

### **1.0 CALL TO ORDER**

President Deb Spenceley called the Work Session BOE Meeting to order at 6:01 p.m.

#### **ROLL CALL:**

The following BOE Directors were present:

Director Carol Hinds

Director Dee Lindsey

Director Chris Richardson

Director Richard Smith

Director Deb Spenceley

Also present: Superintendent Douglas Bissonette  
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**

No Education Showcase

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

A motion was made to approve the agenda.

Motion moved by Director Lindsey

Motion seconded by Director Smith

#### **ROLL CALL:**

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Chris Richardson – aye

Director Richard Smith – aye

Director Deb Spenceley – aye

The motion carried 5-0

# ELIZABETH SCHOOL DISTRICT - RECORD OF PROCEEDINGS

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## 6.0 APPROVAL OF MINUTES

6.1 A motion was made to approve the minutes from meeting September 26, 2016.

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Chris Richardson – aye

Director Richard Smith – aye

Director Deb Spenceley – aye

The motion carried 5-0

## 7.0 COMMUNICATIONS

### 7.1 Chief Finance Director Update

Chief Financial Director Ron Patera reviewed checks over \$5K and financial statements. Patera requested, and the Board agreed, to add financial reports to the Consent Agenda. Financial reports will continue to be included on the Communications Agenda; however, going forward they also will be included on the Consent Agenda for more formal record of acceptance and additional transparency.

Patera also provided an update on maintenance and repairs.

- Roof replacement at SHE is substantially complete
- EHS track is about 90% complete
- A meeting took place with the contractor who will construct the SHE wastewater treatment facility that will replace the outdated septic system. A sign will be placed on the property for disclosure of the coming WWTF. Patera and the board suggested communicating information regarding the WWTF to the Elizabeth Schools community.
- The district is currently in the request for qualifications (RFQ) proposals process for the EHS reroof design and consultation.

### 7.2 HR Update

HR Director Kin Shuman attended the Colorado Association of School Personnel Administrators (CASPA) conference in September. Shuman reported that districts are experiencing teacher recruiting and retention issues across the state. Everyday pressures, testing and management vs. union dynamics are struggles other districts face and are more prevalent than compensation issues.

Human Resources will provide contract commitments earlier (March vs. April/May) in an effort to boost teacher retention. HR will provide a Total Compensation Statement to all district employees in November.

Shuman is working on the EEO5 Report that is mandated every two years. The district is required to report statistical employee data that looks at workforce gender, race and age.

The district's certified positions are fully staffed, except for a part-time deaf and hard-of-hearing teacher position. Each day HR looks to see if substitute positions are being filled, who is filling and what positions are difficult to get subs for. There have been challenges finding special education paraprofessional subs.

### 7.3 Technology Update

Technology Director Marty Silva reported that vendor support contracts have been synched to a July to June schedule. Silva also provided updates on software:

- The district has changed software that is used to remotely support staff across the district. The new software is 50% less expensive than previous remote support software.

## ELIZABETH SCHOOL DISTRICT - RECORD OF PROCEEDINGS

---

- Printer support has been centralized. Users can set up and track printer output costs, which allows better building-level management.
- New software has been acquired that allows technology support team to remotely manage and support district iPads.
- A new bus routing software that syncs with Infinite Campus has been installed.
- New software that links with Infinite Campus has been installed in libraries.

### 7.4 Superintendent Report

#### Preliminary District & School Performance Frameworks

Superintendent Douglas Bissonette reported that the Colorado Department of Education (CDE) shared school and district performance frameworks. Schools and districts were given a very limited timeframe to review the information, especially considering the frameworks are new this year. The CDE has made cautionary remarks that these ratings are very preliminary and the reconsideration process is extremely important in determining the final ratings for schools and districts, especially in this first year following the adoption of new assessments. Final rating approval by the CDE is expected in December or January 2017.

The CDE expects a lot of schools and districts to request reconsideration of ratings and has said to treat performance frameworks scoring as very preliminary as they expect a lot of ratings to change, especially for schools/districts that were rated lower due to assessment participation. There are known challenges because of different coding procedures and calculations for participation and parent opt out of assessments. It's also important to note that because the frameworks and scoring changed in 2016 it isn't possible to compare year over year ratings.

Elizabeth Schools will request ratings reconsideration for the district, Elizabeth High School and Running Creek Elementary.

- **Elizabeth Schools** is Accredited with Improvement Plan with 51.1%. The next category begins at 52%. The district will provide additional data to show deserving of the next higher rating.
- **Running Creek Elementary** is rated Priority Improvement Plan and is just 0.8% below the next higher category. There has not been a substantive change in what is happening at the school to result in a performance rating change.
- **Elizabeth High School** has Performance Plan, but decreased due to assessment participation. Only 14% to 19% (depending on assessment) of students took tests. EHS has thorough written documentation all students who were opted out of testing, but due to the state coding issues the school didn't reach the CDE threshold.

The district is still waiting for Frontier High School's results.

### Board of Education Update

A regional meeting will be held on Wednesday, Oct. 12, in Limon. Directors Richardson and Spenceley are participating in the CASB Equity Conference on October 13 and 14. Director Spenceley is presenting at the fall CASB legislative conference in Ft. Collins on October 14 and 15.

### 8.0 Public Participation

No public participation

### 9.0 CONSENT AGENDA

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

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye



# ELIZABETH SCHOOL DISTRICT - RECORD OF PROCEEDINGS

---

Director Dee Lindsey – aye  
Director Chris Richardson – aye  
Director Richard Smith – aye  
Director Deb Spenceley – aye  
The motion carried 5-0

## 9.1 Resignations/Terminations/Non-Renewals

Amanda Johnson, Cook, RCE

## 9.2 New Hires

Debra Brown, Cook/Cashier, EHS

## 9.3 Extra Duty Assignments

Candice Tauger, CTE Site Director, Art #1 and ECC, EHS  
Katie Quinn, Sponsor Art #2, EHS  
Megan O'Connor, Sponsor Junior #2, Musical Orchestration, Band, Pep and Marching, EHS  
Laurie Schlekeway, Sponsor Junior #4, NHS and Yearbook, EHS  
Colleen Wells, Sponsor Senior #2, EHS  
Kaitlyn Vite, Sponsor Senior #1, EHS  
Robin Poirier, Sponsor Student Council #2, EHS  
John Loutzenhiser, Sponsor FBLA, EHS  
Jon Taylor, Sponsor TSA #1, EHS  
Jennifer Barclay, Sponsor Drama, Drama Sound Booth, Thespians and Musical Production, EHS  
Melanie Darter, Sponsor FCCLA, EHS  
Lori McCain, Sponsor Freshman #1, FBLA and Link #1, EHS  
Allison Wagstaff, Sponsor Choir and Musical Choir Director, EHS  
Heather Witten, Sponsor Link#2 and Junior #3, EHS  
Angela Goodwin, Sponsor Knowledge Bowl, EHS  
Kaitlyn Murray, Sponsor Freshman #2, EHS  
Anna Haschke, Sponsor Junior #1, EHS  
Dawn Zwisler, Sponsor Sophomore #2, EHS  
Colin Lyons, Sponsor Sophomore #1, EHS  
Sharon Wilson, Girls Basketball Assistant, EHS  
Kathy Sweigert, Sponsor Rodeo Team, EHS  
Dan Carter, Additional Duties, EHS  
Summer Katzoff, Assistant Boys Soccer and Head Girls Soccer, EHS  
Traci Monroe, Boys Basketball Assistant, EHS

## 9.4 Substitutes

Mandi Zimmerman, Substitute Paraprofessional

## **10.0 Action Items**

No Action Items

## **11.0 DISCUSSION ITEMS**

### **11.1 CASB Legislative Platform – Delegate Assembly**

The board discussed positions on the resolutions for the (Colorado Association of School Boards (CASB) Annual Delegate Assembly. The resolutions and issues facing public education in Colorado will be reviewed, debated and voted on at the assembly.

## ELIZABETH SCHOOL DISTRICT - RECORD OF PROCEEDINGS

---

### 11.2 Teacher Salary Equity Resolution

The Board of Education discussed and accepted the Teacher Salary Equity Resolution without any changes. The resolution focuses on the disparity of teacher salaries in rural districts compared to other districts in the state. The resolution will be used to send a message to legislators and used to lobby improvements for teacher salaries in rural districts. The resolution also will be included (or Director Spenceley will make a floor motion to have it included) in the Delegate Assembly booklet for the CASB Delegate Assembly.

### 12.0 BOARD PLANNING

The next regular board meeting will be October 24, 2016.

### 13.0 EXECUTIVE SESSION

A motion was made to move into Executive Session under C.R.S. 24-6-402 (4) (h) for discussion on individual students where public discussion would adversely affect the student involved.

Motion Moved by Director Lindsey

Motion Seconded by Director Richardson

### ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Chris Richardson – aye

Director Richard Smith – aye

Director Deb Spenceley – aye

### 14.0 ADJOURNMENT

The regular board meeting adjourned at 8:07 p.m.

### EXECUTIVE SESSION

The board entered Executive Session and the following were present:

Director Carol Hinds

Director Dee Lindsey

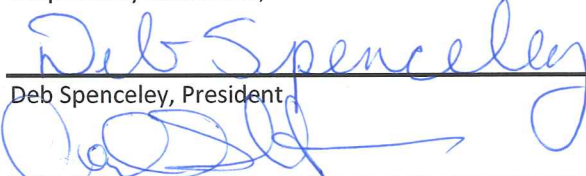
Director Chris Richardson

Director Richard Smith

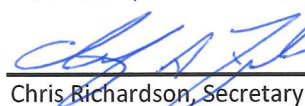
Director Deb Spenceley

Superintendent Douglas Bissonette

Respectfully Submitted,

  
\_\_\_\_\_  
Deb Spenceley, President

  
\_\_\_\_\_  
Carol Hinds, Vice President

  
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Chris Richardson, Secretary

  
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Dee Lindsey, Treasurer

  
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Richard Smith, Assistant Secretary/Treasurer

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Recorded by: Melissa Hoelting, Communications Director