

**MINUTES
ST. VRAIN VALLEY SCHOOL DISTRICT RE-1J
BOARD OF EDUCATION
REGULAR MEETING**

OPENING OF MEETING

The Board of Education of the St. Vrain Valley School District met March 25, 2015 at the Educational Services Center Board Room, 395 South Pratt Parkway, Longmont, Colorado. The meeting was called to order by Board of Education President Robert J. Smith at 6:30 p.m.

ROLL CALL

Board Members Present:

John Ahrens, Member, Director District D
John Creighton, Member, Director District E
Debbie Lammers, Secretary, Director District B
Paula Peairs, Treasurer, Director District F
Mike Schiers, Assistant Secretary, Director District G
Joie Siegrist, Vice President, Director District A
Robert J. Smith, President, Director District C

Board Members Absent (Excused):

None

St. Vrain Valley School District Staff Present:

David Burnison, Area 1 Assistant Superintendent
Traci Burtnett, Purchasing Director
Tammy Coleman, Assistant Principal of Olde Columbine High School
Renee Collier, Principal of Hygiene Elementary
Deniece Cook, Principal of Career Development Center/Olde Columbine High School
Linda Emmerman, Hygiene Elementary Music Instructor
Greg Fieth, Chief Financial Officer
Dr. Don Haddad, Superintendent of Schools
Matt Hofmeister, Mental Health Support Coordinator
Brian Lamer, Assistant Superintendent of Operations
Mark Mills, Area 2 Assistant Superintendent
Ella Padilla, Assistant Superintendent of Human Resources
Regina Renaldi, Area 3 Assistant Superintendent of Priority Schools
Terry Schueler, Financial Services Advisor
Connie Syferd, Assistant Superintendent for Student Achievement

Tori Teague, Assistant Superintendent of Assessment, Curriculum, and Instruction
Nick Thompson, Olde Columbine High School Interventionist
Tony Whiteley, Budget Director

AMENDMENTS TO THE AGENDA (2.0)

Board member Debbie Lammers clarified that the audio recordings of St. Vrain Valley Board meetings are archived on the District website. At a previous Board Study Session, she had reported that the audio recordings were only kept for 90 days. By law, audio recordings need only be kept for 90 days.

AUDIENCE PARTICIPATION (3.0)

Trip Merklein, President of St. Vrain Valley Education Association, was present to answer questions regarding the new salary schedule.

Adele Reester, Attorney for the District, was present to answer questions regarding the new salary schedule and to confirm that the new salary structure is compliant with the law and the District Master Agreement.

VISITORS (4.0)

Mark Mills introduced Hygiene Principal Renee Collier who then introduced Hygiene PTO President Jill Chen and students presenting Hygiene Elementary's "Hawk Air". This is an annual event that transforms the school gym into a different country, complete with large exhibits and hands-on activities. This year, the students "traveled" to Tanzania. Hygiene Music Instructor Linda Emmerman directed students in a few traditional Tanzanian musical numbers in a drum circle.

REPORTS (5.0)

Olde Columbine High School Student Advisory Council Report (5.1)

Mark Mills introduced Olde Columbine High School Principal Deniece Cook who then introduced Olde Columbine High Student Advisory Council students Tyler Mathies, Kodie Newby, William and Patrick Darenburg, Ethan Wampler, and Dannie Mendoza. The students presented a video that described the journey of an Olde Columbine High School student, and told the Board of their plans beyond graduation. Olde Columbine Assistant Principal Tammy Coleman was in attendance.

February 2014-2015 Financials (5.2)

Greg Fieth reported on information related to the February 2015 Monthly Financial Statements in compliance with all aspects of Policy DBI both at the worksession before and during the Regular Meeting.

Staffing Plans, Open Positions, Hiring Decisions (5.3)

Ella Padilla reported to the Board of Education the current staffing plans, and explained to the Board in depth the Full-Time Equivalent (FTE) hiring process. Dr. Haddad explained that this system is used as a financially responsible tool for allocating staff.

Mental Health Support Update (5.4)

Connie Syferd, Assistant Superintendent for Student Achievement, Matt Hofmeister, Mental Health Support Coordinator, and Nick Thompson, Olde Columbine High School Interventionist, provided an update on Mental Health Support in the District to the Board of Education.

Nick Thompson related situations that he is encountering at OCHS as to how the District is giving long-term support and moving from an external mental health support system to an internal support system for students. He assured the Board that the partnerships that were once utilized with outside organizations have been continuing since the District began to have in-District intervention support.

Connie Syferd reported that there are four Trauma Response Teams with 11-13 voluntary members that serve on the Team for one year. Connie explained the Multi-Tiered Systems of Support (MTSS) to the Board.

Board members were very appreciative of their collaborative approach, the time the District is devoting to mental health support, and encouraged them to continue their work with Alternatives for Youth and other community non-profit organizations and agencies. They were also glad to hear that the counselors/interventionists are working with students on healthy lifestyles and wellness strategies.

Nick Thompson thanked the Board and the administrators for hiring interventionists for the schools because he feels it has been a tremendous success to have someone immediately accessible to the students.

National Government Purchasing Month (5.5)

Greg Fieth introduced Traci Burtnett who reported that, as of March 2015, the purchasing staff facilitated 54 formal Invitations to Bid (ITB) and Requests for Proposal (RFP) solicitations to select qualified contractors. The value procurement brings is ensuring the integrity of the process that all interested suppliers are treated fairly and encouraged to compete. The average turn-around time is 27 days from release date of a solicitation to submission deadline date. She also shared that all Purchasing employees have obtained the necessary professional certifications.

Board members appreciated and thanked Traci and her team for the work that they do, and felt the students and taxpayers were served well by the District Purchasing Department.

CONSENT ITEMS (6.0)

John Creighton moved to approve Consent Agenda Item 6.1. John Ahrens seconded.

1. Approval: First Reading, Adoption, Board Exhibit JFABB-E – Admission of Exchange and Foreign Students

The motion carried by unanimous roll call vote: [John Ahrens, yes; John Creighton, yes; Debbie Lammers, yes; Paula Peairs, yes; Mike Schiers, yes; Joie Siegrist, yes; Bob Smith, yes].

ACTION ITEMS (7.0)

Approval of Recommendation to Hire Area 1 Assistant Superintendent (7.1)

John Ahrens moved that the Board of Education approve the recommendation to hire Ms. Jackie Kapushion as Area 1 Assistant Superintendent, effective July 1, 2015. John Creighton seconded.

Ms. Kapushion graduated from the University of Wyoming with a Bachelor of Arts in Elementary Education. She continued her education at the University of Colorado, Denver where she received her Master's in Administration, Supervision and Curriculum Development. Ms. Kapushion is currently in the process of obtaining her Ed.D in Education Leadership from the University of Colorado, Denver.

For the past fourteen years, Ms. Kapushion has worked for Mapleton Public Schools, where she has served in various roles which include Deputy Superintendent, Assistant Superintendent of Learning Services, and Director of Human Resources and Professional Development.

Ms. Kapushion thanked the Board for the opportunity to finish her career with St. Vrain Valley Schools. Dr. Don Haddad told the Board that Jackie is highly respected by the staff at the Colorado Department of Education and Colorado legislators.

The motion carried by unanimous roll call vote: [John Ahrens, yes; John Creighton, yes; Debbie Lammers, yes; Paula Peairs, yes; Mike Schiers, yes; Joie Siegrist, yes; Bob Smith, yes].

Approval of Certified Employee Salary Schedule (7.2)

John Creighton moved that the Board of Education approve the new certified employee salary schedule as presented. The new schedule will become effective with the FY16

school year. This approval is contingent upon the successful conclusion of FY16 negotiations with the St. Vrain Valley Education Association. Joie Siegrist seconded.

Greg Fieth reported that the District administration and the St. Vrain Valley Education Association have been working collaboratively to develop a new salary schedule for almost two years. He first presented the rationale and details of the new salary schedule as well as the incremental step and lane increases at the Board Study Session on March 18, 2015.

Dr. Don Haddad conveyed his appreciation to the St. Vrain Valley Education Association and all District administrators involved in the process that culminated in the new salary structure. He felt that it was a good salary schedule that will incentivize teachers to further their education and reward longevity in the District. Attorney Adele Reester was in attendance to let the Board know that her office confirms that the new salary schedule is in compliance with all laws and with the District Master Agreement.

The majority of the Board members felt that the new salary schedule was fair to the greatest number of employees, was financially sustainable, and addressed a number of board-supported priorities relative to recruiting and retaining certified staff. Board Treasurer Paula Peairs wanted the Board to know that the Finance and Audit Committee highly supported this new framework.

Trip Merklein, President of the St. Vrain Valley Education Association, reported that negotiations will support long-term teachers through this new salary schedule transition.

Dr. Haddad was hopeful that in the future the District could offer some version of financial assistance to teachers who needed such support to further their education.

The motion carried by the following roll call vote: [John Ahrens, yes; John Creighton, yes; Debbie Lammers, yes; Paula Peairs, yes; Mike Schiers, no; Joie Siegrist, yes; Bob Smith, yes].

DISCUSSION ITEMS (8.0)

Board Policy Overhaul Project Update (8.1)

Paula Peairs updated the Board of Education and administration on the progress of the Board Policy Review Committee. The project is near the end, and copies of all Board policies will be given to the Colorado Association of School Boards (CASB) in the next two weeks for them to process. It is the Committee's hope that CASB will be able to return the completed policies to the District by the end of June for Board approval.

Board members on the Committee enjoyed meeting with the administrators, and thanked Dr. Haddad for having attorney Catherine Tallerico attend the meetings to advise the Committee. Dr. Haddad reported to the Board that feedback from the administrators was very positive and that they enjoyed the collaborative effort as well.

ADJOURNMENT

Joie Siegrist moved to adjourn the meeting at 9:24 p.m. John Ahrens seconded.

The motion carried by unanimous roll call vote: [John Ahrens, yes; John Creighton, yes; Debbie Lammers, yes; Paula Peairs, yes; Mike Schiers, yes; Joie Siegrist, yes; Bob Smith, yes].

Respectfully submitted,

Debbie Lammers, Secretary of the Board of Education

Barb Steege, Secretary to the Board of Education

Read and approved or corrected and approved on April 1, 2015.