

**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 June 10, 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 6:58 p.m.

**ROLL CALL**

**Board Members Present:**

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

**Board Members Absent (Excused):**

John Ahrens, Member, Director District D  
Mike Schiers, Assistant Secretary, Director District G (left at 6:53 p.m.)

**St. Vrain Valley School District Staff Present:**

Rob Berry, Executive Director of Athletics, Fine Arts, PE and Health  
Stacy Davis, Director of Security and Emergency Management  
Greg Fieth, Chief Financial Officer  
Dr. Don Haddad, Superintendent of Schools  
Jackie Kapushion, Area 1 Assistant Superintendent  
Brian Lamer, Assistant Superintendent of Operations  
Chase McBride, Niwot High School Assistant Principal/Athletic Director  
Mark Mills, Area 2 Assistant Superintendent  
Ella Padilla, Assistant Superintendent of Human Resources  
Eric Rauschkolb, Principal of Niwot High School  
Linda Rawlings, Principal of Mead High School  
Terry Schueler, Financial Services Advisor  
Connie Syferd, Assistant Superintendent for Student Achievement  
Tori Teague, Assistant Superintendent of Assessment, Curriculum, and Instruction  
Tony Whiteley, Budget Director  
Cyrus Weinberger, Principal of Red Hawk Elementary

### **AMENDMENTS TO THE AGENDA (2.0)**

None

### **AUDIENCE PARTICIPATION (3.0)**

Evan Young, Twin Peaks Charter Academy Graduate-recognized his fellow students for graduating, and was recognized with an Excellence in Education award from Dr. Haddad for his 4.5 GPA and scholarship to Rutgers University.

Sadie Roberts, 804 Summer Hawk Drive #10-204, Longmont, CO 80504-present to speak of her personal experiences as a gay student at Twin Peaks Charter Academy, and to ask for support for students who may be experiencing difficult personal issues affecting academic outcomes.

Mardi Moore, Executive Director of Out Boulder-present to support the District administration's letter to Twin Peaks Charter Academy encouraging them to do an independent external investigation. She thanked Dr. Haddad for his time and for listening to all parties, and hopes he can assure that all schools are safe for LGBTQ students.

Luke Grobe, Pastor at United Church of Christ, 1500 – 9<sup>th</sup> Avenue, Longmont, Longmont 80501, and Chairman of the St. Vrain Valley Safe Schools Coalition-present to support the District administration's letter to Twin Peaks Charter Academy encouraging them to do an independent external investigation.

Erik Kluzek, 2213 Jewel Street, Longmont, CO 80503-present to relate his experiences with their transgender son, a Boulder Valley School District student, and his unfortunate treatment while attending school. He supports the District administration's letter to Twin Peaks Charter Academy encouraging them to do an independent external investigation.

Tessla Roy-Al Zumhofe, 9100 Rogers Road, Longmont, 80503-present to speak of his Silver Creek High School experience as a student that was too frightened to show that he was transgender, and to ask for administrative support for LGBTQ students so they will not fear retribution for their lifestyle choices.

Liliana Chavez, 311 Pearl Street, Boulder, CO 80301-was present to drop off a letter that she wrote to the Board regarding her son's experiences at Twin Peaks Charter Academy.

### **VISITORS (4.0)**

Dr. Haddad introduced Manuela Chavez who was selected to receive an award for Outstanding Educator for Centennial BOCES. Dr. Haddad presented her with an Excellence in Education award for the BOCES recognition.

Mark Mills introduced Red Hawk Principal Cyrus Weinberger who was honored for Red Hawk Elementary's 2015 Green Ribbon School award from the U.S. Department of Education. They were recognized for extremely low energy and water use, outstanding natural day-lighting techniques, recycled materials, and exceptional integration of sustainable principles into existing academic curriculum. The Colorado State Board of Education also honored Red Hawk Elementary for their 2015 Green Ribbon Schools award at their June 10, 2015 Meeting.

Red Hawk parents and students who worked on the application process for the award were thankful to be included in the trip to Washington, D.C., to be honored there by the U.S. Department of Education.

### **BOARD RECOGNITIONS/PRESENTATIONS TO THE BOARD & BOARD COMMUNICATIONS/COMMENTS (5.0)**

None-Postponed to the June 24, 2015 Board Meeting.

### **SUPERINTENDENT'S REPORT**

- Visited Innovation Academy-Solutions for a Smarter Planet at IBM.
- Visited Longmont High and Trail Ridge Middle School for the iPad Mini Training-thanked Joe McBreen and Michelle Bourgeois for their leadership on this project.

### **REPORTS (6.0)**

#### **Athletics/Fine Arts Report (6.1)**

Rob Berry introduced Niwot High School AP/AD Chase McBride, NHS Track Coach Maurice Henriques (selected as the state track and field coach of the year for girls by the National Coaches Association) and their Girls' track team; the Lyons Track Coach Mark Roberts and their Boys' Track Team members; the Silver Creek Track Coach Barb Keith and their Girls' high jumper Riley Anderson and coach Amy Anderson that won first place at State competition; the Athletic Director from Longmont High Jeremy Burmeister, LHS Track Coach Kevin Akers and their state champion Girls' 400 relay team.

Rob highlighted all the accomplishments of the District's athletic and fine arts events.

#### **Public Hearing of the Superintendent's Proposed FY16 Budget (6.2)**

Tony Whiteley presented the Proposed FY2016 Budget and announced that the Public Hearing was open for anyone who wished to provide comments regarding the Budget. There were no members of the public that had any comments on the Budget.

#### **Niwot High School Athletic Director Update (6.3)**

During Rob Berry's Report Item 6.1, Niwot High Assistant Principal/Athletic Director Chase McBride updated the Board on the highlights of the athletic events at Niwot High throughout the 2014/2015 year.

### **CONSENT ITEMS (7.0)**

Debbie Lammers moved to approve Consent Agenda Items 7.1 through 7.14. John Creighton seconded.

1. Approval: Staff Terminations/Leaves
2. Approval: Staff Appointments
3. Approval: Approval of Minutes for the May 13, 2015 Regular Meeting, and the May 27, 2015 Regular Meeting
4. Approval: Approval of Appointment of the Designated Election Official for the 2015 Election
5. Approval: First Reading, Adoption, of Board Policy/Regulation/ Exhibits EHC – Technology, Access and Digital Communication; EHC-R – St. Vrain Valley School District Terms, Conditions and Responsible Use Guidelines; EHC-E-1 – Responsible Use Guidelines for Technology, Access and Digital Communications (Staff), and EHC-E-2 – Student Responsible Use Guidelines for Technology, Access and Digital Communication
6. Approval: Approval of Fee Adjustment-Facility Audits Project
7. Approval: Approval of Purchase-Middle School Security Camera Installation Project
8. Approval: Approval of Change Order #4 & Increase of the Guaranteed Maximum Price Within the CMGC Contract-2015 Portable Classrooms Site & Utilities Project
9. Approval: Approval of Waiver of Liability Insurance Requirement for the Frederick High School Education Association
10. Approval: Approval of Waiver of Liability Insurance Requirement for the Longmont High School Education Association
11. Approval: Approval of Waiver Liability Insurance Requirement for the Silver Creek High School Education Foundation
12. Approval: Approval of Waiver Liability Insurance Requirement for the Skyline High School Education Foundation
13. Approval: Approval of Purchase of Janitorial Chemicals & Supplies
14. Approval: Approval of Purchase of Microsoft Software Licenses

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

### **ACTION ITEMS (8.0)**

**Approval of Recommendation to Hire Mead High School Dean of Students (8.1)**

Paula Peairs moved that the Board of Education approve the recommendation to hire Mr. Alain Valette as Dean of Students of Mead High School, effective July 1, 2015. Joie Siegrist seconded.

Ella Padilla reported that Mr. Valette graduated from the University of Illinois with a Bachelor of Science in General Engineering. He then went on to Northern Illinois University, where he completed his Masters of Science in Education. He also received his License in Administration from the University of Colorado, Denver.

New Mead High School Principal Linda Rawlings was present and thanked the Board and Dr. Haddad for approving Alain's appointment as the Dean of Students.

For the past two years, Mr. Valette has worked as a Math Teacher and Department Chair at Mead High School. Prior to that, he was an Induction Coach for St. Vrain Valley Schools. Mr. Valette was also a Math Teacher at Niwot High School where he served as a department chair and was responsible for facilitating department meetings. Annual salary will be according to schedule.

Mr. Valette was very appreciative of his new opportunity and is excited to join Linda and make Mead High all that it can be.

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

**Approval of Joint Understanding of Agreement with Town of Mead (8.2)**

John Creighton moved that the Board of Education approve the updated Joint Use Agreement with the Town of Mead, and further authorize the President of the Board of Education to sign Agreement documents. Paula Peairs seconded.

Brian Lamer reported that on March 2015, the current Joint Use Agreement with the Town of Mead expired. Due to significant changes to the original arrangement, the Joint Use Agreement has been revised to permit their continued use of certain facilities at both schools for existing youth programs and release them from the obligation to maintain the outdoor properties.

The Town of Mead seeks to continue to use the gyms and certain fields to provide recreation opportunities for the youth in the community. Costs associated with hiring custodians to attend and clean-up after weekend indoor events will be paid for by the Town of Mead. This Agreement will expire one year from the date of the final signature of approval.

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

### **Approval to Accept No Child Left Behind Grand Funds for 2015-16 (8.3)**

Joie Siegrist moved that the Board of Education authorize the Administration to apply for, and accept if approved, a total not to exceed \$4,500,000 in No Child Left Behind (NCLB) Consolidated Federal Grant Funds for the 2015-16 school year. Paula Peairs seconded.

Greg Fieth reported that the Colorado Department of Education (CDE) has notified the District that it is eligible for funding for the 2015-2016 school year. The Acceptance or Relinquishment of NCLB Program funds and Assurances form has been completed and submitted to CDE. The programs involved and their respective funding amounts for 2014-2015 and the preliminary allocations for 2015-2016 are as follows:

	<u>2014-2015 Final Allocation</u>	<u>2015-2016 Preliminary Allocation</u>
Title I-A (Basic)	\$3,026,280	\$3,263,635
Title IIA (Teacher Quality)	\$ 462,964	\$ 468,825
Title III (Part A ELL)	\$ 257,220	\$ 280,316
Total	\$3,746,464	\$4,012,776

Acceptance of these funds does not obligate the District to funds or personnel beyond the terms of the agreement.

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

### **Approval of Adoption of Resolution to Accept Colorado State Model Evaluation System (8.4)**

Debbie Lammers moved that the Board of Education adopt a resolution for the St. Vrain Valley to accept the Colorado State Model Evaluation System for the 2015-2016 school year. Paula Peairs seconded.

Ella Padilla reported that school districts must provide annual assurance to the Colorado Department of Education that the local Board of Education is either adopting the Colorado State Model Evaluation System or implementing its own evaluation system by July 1 of each year.

The Resolution being recommended for adoption indicates the District's intent to implement the Colorado State Model Evaluation System for the 2015-16 school year. This evaluation system is in alignment with the new language of the Agreement

between the St. Vrain Valley Education Association and St. Vrain Valley School District RE-1J that was approved at the May 27, 2015 Regular Board Meeting.

Even though SB 10-191 does not legally require a resolution, it is being recommended that the Board take public action annually to confirm the intent of the District and to serve as direction for the required annual assurance.

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

### **Approval of Notice of Intent to Participate in 2015 Coordinated Election (8.5)**

Joie Siegrist moved that the Board of Education approve the Official Notice of Intent for the St. Vrain Valley School District to participate in the Coordinated Election on November 3, 2015. Paula Peairs seconded.

The Board of Education of the St. Vrain Valley School District in the Counties of Boulder, Larimer and Weld, and the City and County of Broomfield, State of Colorado, shall conduct its regular biennial school election on November 3, 2015, as provided by state law and participate in the election coordinated by the County Clerk and Recorder of said counties. The St. Vrain Valley School District shall contract with the County Clerk and Recorder of said counties for the administration of the regular biennial school election and enter into an intergovernmental agreement with said counties for this purpose. Those County Clerk and Recorders shall serve as the coordinated election officials for the November 3, 2015 coordinated election.

The Board of Education designates Greg Fieth, Chief Financial Officer, to serve as the school-designated election official for the 2015 regular biennial school election. The school-designated election official shall perform election duties on behalf of the Board of Education, including but not limited to accepting and verifying candidate packets as well as rendering all interpretations and making all initial decisions as to controversies or other matters arising in the conduct of the regular biennial school election to the extent that each of these responsibilities is consistent with the intergovernmental agreements from each county.

A call for nominations for school directors to be elected at the regular biennial school election shall be published by the St. Vrain Valley School District between August 5, 2015 and August 20, 2015.

The Board of Education directs the school designated election official to forward this notice of intent to participate in the November 3, 2015 election to the coordinated election officials by the deadline established in state law.

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

### **Approval of Call for Nominations (8.6)**

Debbie Lammers moved that the Board of Education approve the call for nominations for four 4-year term Board seats in Director Districts A, C, E, and G for the 2015 Coordinated Election. John Creighton seconded.

The Board of Education of the St. Vrain Valley School District in the Counties of Boulder, Larimer and Weld, and the City and County of Broomfield, State of Colorado, calls for nominations of candidates for school directors to be placed on the ballot for the regular biennial school election to be held on Tuesday, November 3, 2015.

Greg Fieth reported that at this election, four directors will be elected representing Director Districts A, C, E and G to four-year terms. To be qualified, a candidate must have been a registered elector and a resident of the school district for at least twelve consecutive months before the election, and a resident of the director district which will be represented. A person is ineligible to run for school director if he or she has been convicted of committing a sexual offense against a child.

A person who desires to be a candidate for school director shall file a notice of intention to be a candidate and a nomination petition in accordance with law.

Both the Nomination Petition and the Intent to Become Candidate Forms are available from the Secretary to the Board in the Office of the Board of Education at the Educational Services Center, 395 South Pratt Parkway, Longmont, Colorado, 80501, from 8:00 a.m. to 3:30 p.m. Monday through Friday, August 5-28, 2015.

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

### **Approval of Superintendent's Contract (8.7)**

Paula Peairs moved that the Board of Education approve the Second Addendum to the 2013 Restated Employment Agreement for Dr. Don Haddad. Joie Siegrist seconded.

Board President Bob Smith recommended that Dr. Don Haddad's base annual salary be increased from \$215,000 to \$250,000, effective July 1, 2015, based upon not only his excellent performance as Superintendent of this District but also based upon Mr. Fieth's recent market survey of school districts in Colorado. That survey indicates that Dr. Haddad's current base annual salary is approximately 15-20% below comparable salaries of superintendents of comparable districts in Colorado. This 16% increase would simply put his salary within that range.



Dr. Haddad's performance has exceeded both goals and expectations, and his leadership has resulted in numerous state and national awards. The District's current positive financial status is largely a function of Dr. Haddad's performance, dedication, and leadership. The Board collectively thought that this was a very good time to bring his salary into line with those of other similar district superintendents, and recognized his attributes that culminated into this long overdue salary increase.

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

**Approval of Adoption of Resolution to Appropriate Funds for Superintendent's Contract (8.8)**

John Creighton moved that the Board of Education approve the Resolution to appropriate funds for the Superintendent's 2015 Employment Contract. Paula Peairs seconded.

Greg Fieth reported that this Resolution is needed for the Board to legally comply with Section 20 of Article X of the Colorado Constitution. It commits the source of funds to meet the financial obligations of the District in the event that the District terminates Dr. Haddad's contract pursuant to Section 6.4 of the Employment Agreement. Under TABOR, a multi-year financial obligation requires either voter approval or Board-approved committed funds to meet the future obligation.

Dr. Haddad's 2015-16 Employment Agreement allows the Board to buy out his remaining term of employment up to a maximum of two years' salary/benefits. The amount of the committed funds would remain in the District's reserves, but would be moved from the unassigned column to the committed reserves classification. Once adopted, under TABOR, the commitment remains non-revocable until the obligation is eliminated. If the contract is not bought out, the committed reserves then automatically shift back into the unassigned reserves.

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

**Approval of Letter to Twin Peaks Charter Academy Recommending an External Investigation (8.9)**

Joie Siegrist moved that the Board of Education approve of a letter drafted to the Twin Peaks Charter Academy (TPCA) Board President and authorize Bob Smith to sign it and send it. Debbie Lammers seconded.

This Board agenda item was moved to the beginning of the Agenda to accommodate the many people that had come to the meeting solely to listen to or comment on this issue. Dr. Haddad recapped the letter in the Board packet and made a global statement regarding our District and the strong expectation that every single student and adult is treated fairly and without discrimination, aligning with District Board policies.

Board President Bob Smith appreciated hearing everyone's viewpoints because he feels the Board members need to hear them in order to fulfill their responsibilities. He reported that the events surrounding the graduation ceremony at Twin Peaks Charter Academy (TPCA) have received notoriety in the press and the attention of elected officials and advocacy groups. The District has limited authority regarding TPCA's principal's administrative decisions and those of its Board, but assured the audience that the District has a responsibility to ensure that its charter schools do not operate in a discriminatory manner as defined by applicable federal and state laws.

Five people came forward to speak about this Agenda item (see "Audience Participation" on Page 2 of the minutes).

Bob Smith thanked Dr. Haddad for all the time he has put into this matter, and thanked the TPCA Board members for their leadership. He reminded everyone that the purpose of this Agenda item is to determine whether or not to send the letter included in the Board packet which asks TPCA to conduct an independent external investigation to determine whether there are patterns or practices of discrimination at the school. He encouraged all charter schools to participate in the new behavior survey (Strengths and Needs Assessment) and reminded everyone that the Board is guided first by the District mission statement that every student is encouraged to reach their fullest potential and to provide the best education possible in the safest environment.

Board members asked about the timeframe for the completion of the District's request to TPCA for an external investigation. Dr. Haddad stated that TPCA leadership has estimated it could be completed in July and he would follow up with everyone at the August 12, 2015 Board meeting.

Dr. Haddad thanked Connie Syferd for the excellent work she has done to create the Strengths and Needs Assessment, which will be finalized very soon. He stated that Boulder County's Youth Risk Behavior Survey provided good information but the concern with using that survey was the amount of time between the results and the District's ability to intervene with issues in a timely fashion. Using the Strengths and Needs Assessment, the District will administer a survey every year, and data can be collected expeditiously so that administrators can intervene very quickly on concerns.

Bob Smith recommended that the letter be sent to TPCA's Board President to explain that the District not only concurs in their decision to conduct an external investigation regarding this issue, but also to inform TPCA that the District's Strengths and Needs Assessment will assist them, and us, in measuring whether students feel safe at school and free from bullying or harassment.

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

**DISCUSSION ITEMS (9.0)**

None

**ADJOURNMENT**

Debbie Lammers moved to adjourn the meeting at 9:02 p.m. John Creighton seconded.

The motion carried by unanimous roll call vote: [John Ahrens, absent; John Creighton, yes; Debbie Lammers, yes; Paula Peairs, yes; Mike Schiers, absent; 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 August 12, 2015.