

Karen Ragland, President, Board of Education
Dr. Don Haddad, Superintendent of Schools

Educational Services Center
395 South Pratt Parkway
Longmont, Colorado 80501

DISTRICT VISION STATEMENT

To be an exemplary school district which inspires and promotes high standards of learning and student well-being in partnership with parents, guardians and the community.

DISTRICT MISSION STATEMENT

To educate each student in a safe learning environment so that they may develop to their highest potential and become contributing citizens.

ESSENTIAL BOARD ROLES

- Guide the superintendent
- Engage constituents
- Ensure alignment of resources
- Monitor effectiveness
- Model excellence

BOARD MEMBERS

- Jim Berthold, Secretary
- Meosha Brooks, Member
- Chico Garcia, Member
- Sarah Hurianek, Member
- Dr. Richard Martyr, Treasurer
- Karen Ragland, President
- Joie Siegrist, Vice President

PUBLIC COMMENT PROCESS

The Board of Education values community perspectives and the feedback from our parents, teachers, staff and community. During Board Meetings, the Board will hear up to 30 minutes of public comment on non-agenda items and 30 minutes of public comment on agenda-specific items.

- Each person is limited to three minutes of public comment
- The manner of your comments must be appropriate for the business meeting of the board.
- If you are speaking to a non-agenda item, you must limit your remarks to matters of public concern about the district.
- Concerns about the day-to-day operations of the district should first be referred through the proper administrative channels before it is presented to the board.

Learn more at <http://stvra.in/publiccomment>

1. CALL TO ORDER:

6:00 pm Regular Business Meeting

2. ADDENDUMS/CHANGES TO THE AGENDA:

3. VISITORS:

Skyline High School Feeder Presentation

Education Foundation Presentation

Eleanor Venture Grant Recipient Presentation

4. AUDIENCE PARTICIPATION:

5. SUPERINTENDENT'S REPORT:

6. REPORTS:

6.1. Fine Arts Music Report

6.2. Safety and Security Report

7. CONSENT ITEMS:

7.1. Approval: Staff Terminations/Leaves

7.2. Approval: Staff Appointments

7.3. Approval: Minutes for the January 11, 2023 Regular Meeting, January 25, 2023 Study Session and January 25, 2023 Regular Meeting

7.4. Approval: Recommendation to Hire Executive Director of Assessment

7.5. Approval: Recommendation to Hire Principal at Timberline PK-8

7.6. Approval: Recommendation to Hire Assistant Principal at Frederick High School

7.7. Approval: Purchase and Trade-in of Network Products

8. ACTION ITEMS:

8.1. Recommendation: Approval of Request to Grant an Exception to Board Policy GBEA - Staff

February 8, 2023

Karen Ragland, President, Board of Education
Dr. Don Haddad, Superintendent of Schools

Educational Services Center
395 South Pratt Parkway
Longmont, Colorado 80501

Ethics/Conflict of Interest - Haley Sema, Personal
Tees

9. DISCUSSION ITEMS:

10. ADJOURNMENT:

**Board of Education Meetings: Held at 395 South Pratt Parkway,
Board Room, unless otherwise noted:**

Wednesday, February 15	6:00 - 8:00 pm Study Session Coal Ridge Middle School
Wednesday, February 22	6:00 - 8:00 pm Study Session
Wednesday, February 22	6:00 - 8:00 pm Regular Meeting

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Fine Arts Music Report
Strategic Priority –Strong/Visionary Leadership

PURPOSE

To provide the Board of Education with a summary of the strong leadership, awards and accomplishments at the 2023 Colorado Music Educators Association Conference.

BACKGROUND

Music directors and administrators from Altona Middle, Indian Peaks Elementary, Lyons Middle Senior High, Mead Elementary, Silver Creek High and Skyline High Schools will be in attendance along with Chase McBride, Executive Director of Athletics, Activities, Fine Arts, and PE to provide a verbal report and answer questions.

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Report on School Safety and Security
Strategic Priority – District-Wide Safety and Security

PURPOSE

To inform the Board of Education on the strategies used in the District to provide an overall safe school environment.

BACKGROUND

The Board of Education adopted policy ADD, Safe Schools in 1999 to systematically “develop and maintain a safe schools plan.”

District departments, schools, and staff have the responsibility to create a safe school environment. In Regulation ADD-R it states, “To plan, implement and orchestrate deliberate, focused activity to increase the probability that the school or facility remains as safe as possible, within a reasonable context, given the nature of the school business and limited resources.” The areas of activity are focused around:

- Mitigation/Prevention
- Preparedness
- Response
- Recovery

Annual Report to the Board of Education

February 2023

Office of Safety and Security

Executive Summary

The St. Vrain Valley School District recognizes that a safe learning environment is a fundamental component in the provision of an exemplary education. The Office of Safety and Security, along with other departments, is responsible for delivering relevant safety and security programs, training, services, and support to schools and community stakeholders.

The Executive Director leads the department in collaboration with 39 Campus Supervisors, 31 School Resource Officers (including supervisors), and the Emergency Preparedness Specialist. The Executive Director is responsible for establishing program vision, setting objectives and directing the work of the safety and security teams throughout the District.

This Annual Report is a requirement of the Colorado Safe Schools Act and summarizes the safety and security related activities of the St. Vrain Valley School District from July 1, 2021 through June 30, 2022.

Questions regarding this report can be directed to Richard Peebles at peebles_richard@svvsd.org or 303-682-7207.

Richard Peebles
Executive Director, Security and Safe Schools
St. Vrain Valley Schools

Our Mission

To enhance the educational environment, ensuring each and every student has the opportunity to thrive and reach their full potential for academic achievement and success. We accomplish this through a partnership with the whole community, which includes students, staff, parents, local businesses and government organizations, and a high functioning school board.

Office of Security and Safe Schools

The Colorado Safe School Act

Colorado Revised Statute 22-32-109.1 §

The Safe School Act embodies a framework for school safety, readiness, and incident management plans. (Summation)

The critical components of the Safe School Act consist of:

- ☐ Adopt and implement a safe school plan
- ☐ General policies and procedures for dealing with disruptive students
- ☐ Provisions for the initiation of suspension or expulsion proceedings
- ☐ Policies and procedures for the use of acts of reasonable and appropriate physical intervention or force in dealing with disruptive students
- ☐ General policies and procedures for determining the circumstances under and the manner in which disciplinary actions, including suspension and expulsion, shall be imposed
- ☐ A specific policy concerning gang-related activity on school grounds, vehicles and/or at school events
- ☐ Written prohibition of students bringing or possessing dangerous weapons, drugs, or other controlled substance on school grounds, in vehicles and/or at school sanctioned events
- ☐ Written prohibition of students from using or possessing tobacco products on school grounds, in vehicles and/or at sanctioned school events
- ☐ A written policy concerning searches on school grounds, including searches of student lockers
- ☐ A dress code policy
- ☐ A policy concerning bullying prevention and education
- ☐ Impose proportionate interventions and consequences
- ☐ Safe school reporting requirements
- ☐ Internet safety plan
- ☐ Prevention plan for child sexual abuse and assault
- ☐ School Response framework -- school safety, readiness, and incident management plan
 - Adopt the National Response Framework
 - Institutionalize the incident command system
 - Develop a school safety, readiness and incident management plan, including emergency communications
 - Safety teams and backups
 - Enter into a memorandum of understanding with community partners
 - Create an all-hazard exercise program
 - Conduct all-hazard drills and tabletop exercises
 - Inventory and test emergency equipment on an annual basis

- Adopt procedures for taking action and communicating with law enforcement agencies, community emergency services, parents, students, and the media in the event of certain incidents
- Safety and Incident management training for all key emergency personnel, including safety teams and backups
- Adopt a safety and security policy
- Information sharing
- Open school policy
- Employee screening
- Immunity
- Compliance with safe school reporting
- Review of Reporting Requirements

Significant Milestones

Student Behavior

The District is committed to providing a safe environment where students can flourish in their educational experience. When student behavior conflicts with this mission, systems are in place to address and redirect the behavior of the students with a goal to keep the student engaged in their education. During this school year, five students went through the expulsion process. Support services provide wraparound opportunities to address the students' needs and assist with getting them back on track educationally while maintaining a safe school environment.

Automated External Defibrillator (AED)

The service provider for our AED program is AED Authority, a Colorado based company. This year we were able to replace 21 devices that had neared their end of life. Additionally, we added AED's to the second floor at six high schools, one PK8, Main Street School and the weight room at Niwot High School. In total, we have 101 AED's across the district and a 100% monthly inspection rate. The district's AED program is managed by our Emergency Preparedness Specialist, Robert Johnson.

Enhanced Physical Security

- Upgraded security camera systems
 - Implemented a camera server refresh program
 - Replaced servers at 10 schools as part of the initial refresh
 - New servers have integrated analytics
 - allow users to more efficiently and effectively search
- Continued with Informacast Fusion upgrade
 - Added Fusion to three more schools
 - Fusion allows for remote bell scheduling

- Integrates with digital signage for mass notifications
- Beginning the install process of digital signs
 - Integration with Carousel mass notification
 - Integration with Informacast Fusion
- Completed a district-wide burglar alarm upgrade
 - \$60k to complete upgrade
 - Upgrades allow for remote access
 - Can be activated/deactivated remotely, reducing overtime expenses
- Upgraded hardware for the Access Control Manager (ACM)
 - Entrances have been upgraded at five locations
 - Ongoing project that will continue for several more years
- ADA door operator upgrades
 - 10 door operators have been upgraded to interact with ACM
 - Ongoing project that will continue for several more years
- Completed secure entry renovations at three elementary schools
 - Central Elementary \$1.5 million
 - Rocky Mountain Elementary \$325k
 - Indian Peaks Elementary \$325k
- Completed fire alarm upgrades at three locations
 - Columbine Elementary \$500k
 - ESC \$300k
 - LSC \$300k
- Added bidirectional antennas to enhance public safety radio communications
 - Erie High School \$50k
 - Mead High School \$50k
 - Soaring Heights \$36k

Community Partnerships

The vitality of our District is dependent on building and maintaining strong community relationships. This comprehensive approach to school safety allows our schools to reap the benefits, on multiple levels, of strong community support. The relationships with first responders are critical in the overall scope of providing safe and secure schools. The Office of Security and Safe Schools maintains strong relationships with local law enforcement agencies, Fire Districts, Offices of Emergency Management in both Weld and Boulder Counties, local and county Victim Services, Public Health and several nonprofits that support the well-being of students.

This year, as we do each year, under the leadership of Dr. Haddad, we worked closely with our community partners to set expectations and better understand the needs of students, staff, and community stakeholders. On several occasions we met with School Resource Officers, their supervisors, and various community groups. The purpose of these meetings was to help others better understand our comprehensive approach to school safety. The philosophy around school safety at SVVSD is very much in line with the *Whole Community Concept* of preparedness. Meaning, there is no single element of school safety that is more important than the other. It takes students, staff, families, public safety, and other community organizations to help ensure a safe learning environment for everyone.

Sustainable Initiatives

Standard Response Protocol (SRP)



The SRP focuses on five actions taken in case of an emergency in the school, LOCKDOWN, SECURE, EVACUATE, SHELTER, HOLD. These actions were practiced throughout the year at all schools through required drills and actual incidents. The Office of Safety and Security provides staff training and monitors drills to ensure compliance and to assist the school in adopting the concepts. Schools conduct two lockdown drills, a secure drill, and two shelter-in-place drills (such as tornado drills) every year, per Board Policy EBCB – Safety Drills and Exercises. In addition to the SRP drills, schools must complete monthly fire drills. Every three years, schools are required to conduct a full evacuation exercise and test their reunification plans.

To enhance the efficiency and to provide a consistent approach across the District, all administrators were provided written procedures on how to conduct SRP mandated drills. The Emergency Preparedness Specialist in the District attends and supports schools during the execution of the SRP drills.

Safe2Tell

The Safe2Tell program provides a means for students to remain anonymous when reporting incidents that may impact the safety of a student(s) and/or a school. During the 2021-2022



school year, the total number of Safe2Tell reports increased, but is still slightly lower than pre-pandemic levels. This data is consistent with statewide data reported to Safe2Tell.

Efforts to support the Safe2Tell Program in the District included:

- The Safe2Tell logo and reporting information is added to the back of all student ID cards in collaboration with the ID card vendors.
- Individual school presentations to promote the program.
- Posters displayed in all school buildings.
- Brochures, magnets and other marketing tools distributed to schools.

Stop the Bleed Program

Uncontrolled bleeding is a major cause of preventable deaths. Approximately 40% of trauma-related deaths worldwide are due to bleeding or its consequences, establishing hemorrhage as the most common cause of preventable death in trauma. The Stop the Bleed Campaign encourages bystanders to become trained, equipped, and empowered to help in a bleeding emergency before professional help arrives. In addition to the training and equipment received by Campus Supervisors, the district continues to expand the availability of the program to others who desire to participate in this advanced training.

Access Control

Driven by strong District policies and procedures, staff are trained to secure all facilities during school business hours. All exterior doors are locked, monitored, and visitors are carefully screened prior to entering the school. Additionally, an access control matrix is used to identify key positions within the District and the level of access required to operate within their scope of responsibility, thus reducing the number of false alarms in the District.

School Safety Committees

All schools submitted a record of their 2021-2022 safety committee activities, including their meeting dates and safety drill dates. Activities also include updating the school Emergency Operations Plan (EOP), reviewing building safety procedures, setting safety goals and monitoring progress, executing and debriefing drills and incidents, discussing climate and culture issues, inspecting buildings for safety hazards, and establishing and maintaining the First Aid Teams. School-based safety team meetings are provided annual discussion items, including quick 15-minute emergency scenarios to discuss. Schools record and submit meeting minutes to the security office.

School-Based First Aid Teams

Every school has a First Aid Team to render First Aid (including CPR) when there is a serious injury or medical emergency. The District standard, established in 2001, is that 5-7 staff on the team are certified in First Aid and at least two staff on the team be certified in CPR. Additionally, we have added AED and Stop the Bleed training.

District Safety Committee

The District Safety Committee is supported by local law enforcement agencies, Fire Districts, the Office of Emergency Management for Boulder County, Weld County, Longmont and Carbon Valley, Longmont United Hospital and the District's department directors and cabinet members. The purpose of this committee is to help establish strong practices within the District relating to student, staff and visitor safety and security. Due to the on-going response to the COVID-19 pandemic and the involvement of many of our partners, the District Safety Committee did not meet in 2021-2022.

District Incident Response Team

The District Incident Response Team, formerly referred to as the Incident Management Team, is composed of representatives from all departments, nurses, custodial, operations and maintenance, transportation, nutritional services, etc. The purpose of the rebranding of this team was to more accurately reflect the nature of the work the team does. School based emergencies come in all shapes and sizes. At times, schools simply need a few extra people to help properly manage an event. However, some events are more impactful and need a greater number of resources and a team of people to appropriately manage the response. Our incident response team is scalable in size and function and will assist schools, as needed, with a wide variety of events.

Emergency Call Center

The emergency call center was developed to assist families during an emergency at a school. When a school evacuates the building, the call center is initiated. The call center has the main phone line at the school transferred to the ESC and trained staff can answer the calls from their desks. The call takers answer questions and record critical information that is then transferred to the incident commander at the scene. During the 2021-2022 school year, the call center personnel met several times to discuss challenges, work through a tabletop exercise, and worked through one live exercise where members practiced taking calls from roleplayers. Additionally, the team activated twice to assist schools working through emergencies impacting their building.

Threat Assessment Team

The district Threat Assessment Team is a multidisciplinary group comprising of educators, counselors, interventionists, law enforcement, and others, and is led by the Assistant Superintendent of Student Services, Johnny Terrell. The team is responsible for reviewing student safety concerns across the entire district. Furthermore, the team helps support the

schools as they establish safety plans and other student support efforts to ensure each and every student has access to a safe learning environment. During the 21-22 school year, the team met weekly to review threat screens submitted. Of those submitted, 22 moved forward to a full threat assessment.

Key Positions in the District

- **Executive Director of Safety and Security** provides oversight on safety and security issues for the District. The Executive Director serves as a liaison to first responders and community partners. The Executive Director also monitors all the Safe2Tell tips for the district 24 hours a day, 7 days a week. Lastly, the Executive Director assists administrators in responding to situations at all schools, is the liaison to legal counsel, and assists in establishing processes for emergency preparedness, response and recovery.
- **Emergency Preparedness Specialist** supports the efforts of the Office of Safety and Security. Functions include monitoring drills, assisting schools with the development of emergency plans, participating in fire safety inspections, coordinating safety activities with Campus Supervisors, SROs, and Administrators. Representing the District with Safety and Emergency Management organizations at the national (InfraGard, DHS, School Safety Task Force), state (CASSLEO, Safe2Tell), county (Weld, Boulder, and Carbon Valley Emergency Management teams), and local (City of Longmont Office of Emergency Management) levels. Manages the District AED program. During this school year, training was completed for reunification, Standard Response Protocol (SRP) and Faculty/Administrator Safety Training and Emergency Response (FASTER).
- **Campus Supervisors** adhere to a job description from the District in addition to site-specific job duties determined by the secondary school building administration. They function as building security, ensuring that staff and students are in a safe environment that is conducive to learning. Campus Supervisors make recommendations concerning security and safety issues, facilitate compliance around drills and exercises and communicate with students and staff to support all schools' safety efforts. Campus Supervisors provide assistance at after-school functions such as football and basketball games.
- **School Resource Officers (SROs)** provide a police presence in secondary schools, interact with staff and students, and let them see that police officers are more than enforcers of the law. SROs have the authority to arrest, ticket, or refer a student to a restorative justice process. SROs provide education on sexting, domestic violence, bullying, and teen police academies where students are given an opportunity to see the type of training a police officer receives.
- **School administration and staff** set the climate in their schools. This is done by providing ongoing support to staff, parents, and students. Administrators reach out beyond the student and support families. Administrators and staff maintain resources within their community to assist families in need. Whether it is a coat for a child, food bank resources or gas money, staff embrace the belief that it takes a community to raise a child.

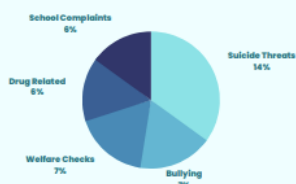
- **School Counselors and Interventionists** play a significant role in our schools. Both positions provide students a safe haven in which they can share their thoughts and concerns. Interventionists and counselors participate and provide valuable feedback in the threat assessment process.

Safe2Tell

Colorado

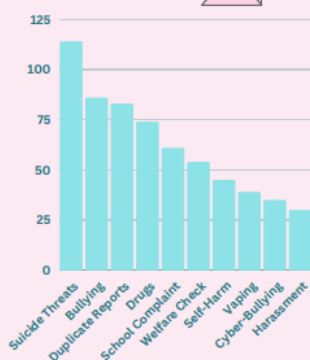
2021-2022 SCHOOL YEAR
TOTAL TIPS REPORTED

19,364



TOP TIPS

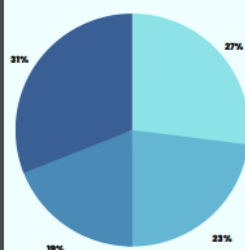
St. Vrain Valley



Type of Report	SVVSD	Colorado
Suicide Threats	13%	14%
Bullying	10%	7%
Drugs	8%	6%

At the state level, 11% of reports are duplicates and in St. Vrain, over 8% of reports are duplicates!

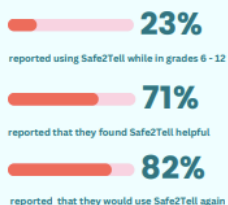
Niwot High School



REASONS FOR NOT REPORTING

31% - Other
27% - Don't know what will happen with report
23% - Don't want friends finding out they reported them
19% - Don't know how to use it

182 NHS Students...



next steps

1. Expanding and increasing Safe2Tell training options for school teams and local law enforcement.
2. Encouraging local school district to nominate a liaison to Safe2Tell
3. Expanding reach of student ambassador program by integrating ambassador opinions into all aspects of the Safe2Tell process.
4. Sharing data in a manner accessible to students that promotes effective use of Safe2Tell.

EFFECTIVE	NAME	POSITION	LOCATION	LEAVE OF ABSENCE	SEPARATION RESIGNATION RETIREMENT
	ADMINISTRATIVE/PROFESSIONAL/TECHNICAL				
1/4/23	Chutkow, Caroline	Director - Communications	Information Community Resource	X	
1/12/23	Frank, Christopher	Principal	Lyons M/S	X	
6/30/23	Garcia, James	Principal - Elementary	Rocky Mountain ES		X
12/12/22	Gray, Amelia	Nutrition Services Coordinator	Nutritional Services	X	
1/6/23	Jackson, Douglas	Assistant Principal	Frederick HS	X	
1/13/23	Jackson, Douglas	Assistant Principal	Frederick HS		X
3/15/23	Oldfield, Stacy	Executive Admin Assistant	Learning Services		X
	LICENSED				
1/6/23	Abbott, Amy	Elementary Music Teacher	Red Hawk ES	X	
11/29/22	Archuleta, Nathaniel	SPED Teacher	Main St School	X	
12/23/22	Archuleta, Nathaniel	SPED Teacher	Main St School		X
2/3/23	Clark, Jennifer	Special Education Teacher	Skyline HS		X
5/26/23	Clear, Melissa	Social Worker	Altona MS		X
2/9/23	Crim, Brian	Orchestra Teacher	Skyline HS	X	
11/29/22	Crisman, Danielle	Instrumental Music Teacher	Erie MS	X	
1/25/23	Felix, Ana	Kindergarten Bilingual Teacher	Timberline PK-8	X	
2/1/23	Fenster, Samantha	Math Teacher	Erie MS	X	
1/11/23	Frank, Genadine	Science Teacher	Erie HS	X	
1/6/23	Froidevaux, Rachel	Foreign Language Teacher	Longmont HS	X	
1/6/23	Goldsmith, Jessica	Kindergarten Teacher	Thunder Valley K-8	X	
2/17/23	Hudak, Jenna	Special Education Teacher	Rocky Mountain ES		X
1/6/23	Jaworski, Breanna	2nd Grade Teacher	Rocky Mountain ES	X	
2/14/23	Joubran, Jacqueline	3rd Grade Teacher	Eagle Crest ES		X
1/19/23	Kemp, Kathryn	Language Arts Teacher	Erie MS	X	
5/27/23	Miller, Susan	5th Grade Teacher	Timberline PK-8		X
1/23/23	Pollock, Jennifer	3rd Grade Teacher	Alpine ES	X	
12/23/22	Smedley, Christina	Foreign Language Teacher	Soaring Heights PK-8		X
5/26/23	Spencer, Dawn	Kindergarten Teacher	LaunchED		*X
5/26/23	Spong, Joyce	1st Grade Teacher	LaunchED		X
1/6/23	Steele, Jamie	Counselor	Blue Mountain ES	X	
1/6/23	Vargo, Kaelyn	Language Arts & Literacy Teacher	Silver Creek HS	X	
2/3/23	Waara, Alison	3rd Grade Teacher	Alpine ES		X
	CLASSIFIED				
1/31/23	Alesi, James	Behavior Coach	Main Street School		X
1/26/23	Arndt, Brian	Lab Technician	Longmont HS	X	
1/17/23	Berne, Alexa	Preschool Para	Mead ES	X	
5/25/23	Bettencourt, Jennifer	Secretary - Principals	Career Elevation and Tech Center		X
12/20/22	Blick, Brandon	Groundskeeper	Operations	X	
12/12/22	Carter, Emily	School Clerk	APEX	X	
12/19/22	Ceja Contreras, Susana	Nutrition Services Worker	Rocky Mountain ES	X	
6/30/23	Ellison-Shaver, Deanna	Principal Secretary	Timberline PK-8		X
1/18/23	French, Elizabeth	Accompanist	Sunset MS		X
1/25/23	Hackett, Mary	Campus Supervisor	Silver Creek HS		X
1/12/23	Harrison, Elizabeth	Health Clerk	Longmont HS	X	
1/12/23	Huber, Crystal	Special Education Para	Fall River ES		X
1/11/23	Kearns, Timothy	Bus Driver	Transportation		X
8/10/22	King, Sean	Bus Driver	Transportation		X
11/4/22	Klein, Eric	Bus Assistant - SpEd	Transportation		X
1/20/23	Lott, Walton	Accompanist	Skyline HS		X
1/20/23	Martinez, Kacie	Preschool Para	Spark Discover PS		X
2/2/23	Mikutis, Jessica	Lab Technician	Red Hawk ES	X	
1/19/23	Moncallo, Angel	Bus Assistant - SpEd	Transportation		X
12/19/23	Nicasio, Eloisa	Nutrition Services Worker	Thunder Valley K-8	X	
1/17/23	Peters, Diana	Specialized Program Para	Alpine ES	X	
2/21/23	Popham, Tara	Child Care Director	Spark Discover PS	X	
12/22/22	Porchetta, Denise	Special Education Para	Soaring Heights PK-8		X
1/10/23	Robertus, Danine	Nutrition Services Worker	Trail Ridge MS		X
12/5/23	Root, Russell	Bus Driver	Transportation	X	
2/21/23	Turley, Lauren	Preschool Para	Mountain View ES	X	
1/4/23	Ulmer, Christopher	Head Custodian	Alpine ES	X	
11/29/22	Vargas, Carolina	Nutrition Services Worker	Altona MS		X
1/18/23	Wonnacott, Emilee	Instructional Para	Longmont Estates ES		X

	NAME	POSITION	LOCATION
	ADMINISTRATIVE/PROFESSIONAL/TECHNICAL		
	LICENSED		
12/20/22	Bruning, Michelle	Special Education Teacher	Coal Ridge MS
1/6/23	Duarte, Brenda	Foreign Language Teacher	Coal Ridge MS
1/6/23	Dudley, Colten	6th Grade Teacher	Thunder Valley K8
1/6/23	Fugate, Nicole	Instructional Program Consultant	Main Street School
1/25/23	Kerr, Devin	Special Education Teacher	Soaring Heights PK-8
1/9/23	White, Drew	Science Teacher	Mead HS
	CLASSIFIED		
2/1/23	Abitz, Connie	Nutrition Services Worker	Grandview ES
1/10/23	Adams-Thompson, Susan	Preschool Para	Mountain View ES
1/25/23	Bantz, Anna	Nutrition Services Worker	Blackrock ES
1/9/23	Derousse, Gail	Health Clerk	Sanborn ES
2/2/23	Figuroa, Salma	Nutrition Services Worker	Altona MS
1/16/23	Godoy, Rosalinda	Nutrition Services Worker	Hygiene ES
1/30/23	Gray, Jackie	Director - Child Care	Spark Discovery PS
1/13/23	Griffith, Jessica	Bus Assistant - Sped	Transportation
1/9/23	Griffith, Matthew	Bus Driver	Transportation
1/12/23	Hastings, Ashley	Preschool Para	Red Hawk ES
1/9/23	Hoehn, Lynn	Health Clerk	Niwot ES
1/9/23	Hora, Scott	Campus Supervisor	Alpine ES
1/11/23	Jedrzejewski, Meghan	Campus Supervisor	Central ES
1/23/23	Lopez, Sara	Instructional Para	Columbine ES
1/30/23	Marcacci, Deirdra	Campus Supervisor	Rocky Mountain ES
1/30/23	Marmol, Dominic	Technician-HVAC	Operations
1/23/23	McDonald, Dana	Campus Supervisor	Mountain View ES
2/1/23	Murguia, Eloy	Nutrition Services Worker	Coal Ridge MS
1/31/23	Otero-Symphony, Xea	Attendance Clerk	Niwot ES
1/9/23	Phelps, Lee	Special Education Para	Mead HS
1/31/23	Pulido de Soto, Monica	Nutrition Services Worker	Trail Ridge MS
2/1/23	Ramirez, Isis	Specialized Program Para	Timberline PK-8
1/9/23	Reaume, Mary Ellen	Special Education Para	Lyons M/S
1/12/23	Reitano, Amanda	Bus Driver	Transportation
1/9/23	Robertus, Danine	Nutrition Services Worker	Trail Ridge MS
2/1/23	Rodriguez, Adela	Nutrition Services Worker	Silver Creek HS
1/25/23	Sacayon, Ellen	Preschool Para	Eagle Crest ES
1/18/23	Severns, Stacy	Nutrition Services Worker	Nutrition Services
1/12/23	Skelley, Coady	Health Clerk	Coal Ridge MS
1/19/23	van de Sandt, Michael	Specialized Program Para	Main Street School
1/30/23	Wilde, Rachel	Preschool Para	Spark Discovery PS

MEMORANDUM

DATE: February 8, 2023
TO: Board of Education
FROM: Dr. Don Haddad, Superintendent of Schools
SUBJECT: Approval of Board of Education Meeting Minutes
Strategic Priority – High-Functioning School Board

RECOMMENDATION

That the Board of Education approve the minutes from the January Board Meetings.

BACKGROUND

The Board will be asked to approve the minutes from the January 11, 2023 Regular Meeting, the January 25, 2023 Study Session and the January 25, 2023 Regular Meeting.

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Approval of Recommendation to Hire Executive Director of Assessment
Strategic Priority – Strong/Visionary Leadership

RECOMMENDATION

That the Board of Education approve the recommendation to hire Ms. Jamie Ball as Executive Director of Assessment effective July 1, 2023.

BACKGROUND

Ms. Ball graduated with a Bachelor's Degree in Elementary Education and Secondary History Education from Beloit College in Wisconsin. She received a Master's Degree in Elementary Education with a Specialization in English as a Second Language. She obtained a Principal Licensure and second Master's Degree focusing on Education Leadership from the University of Colorado, Colorado Springs.

From 2005 to 2010, Ms. Ball served as a Middle School Teacher and Athletic Director for Nye County School District in Pahrump, Nevada. From 2011 to 2012, she served as an Education Program Specialist with the Arizona Department of Education. From 2012 to 2013, Ms. Ball served as an Elementary Teacher and from 2013 to 2015, was assigned Teacher on Special Assignment supporting Curriculum Development and Assessment for Harrison School District Two. From 2015 to 2021, she served as the Director of Assessment for Adams County School District 14. During that time, the Accountability and Federal Programs departments were also added onto her responsibilities. Ms. Ball currently serves as an Assistant Principal with Poudre RE1 School District.

Annual salary will be according to schedule.

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Approval of Recommendation to Hire Principal at Timberline PK-8
Strategic Priority – Strong/Visionary Leadership

RECOMMENDATION

That the Board of Education approve the recommendation to hire Ms. Audrey Seybold as Principal at Timberline PK-8 effective July 1, 2023.

BACKGROUND

Ms. Seybold graduated with a Bachelor's Degree in Biology Education from Saint Louis University, Missouri. She also received a Master's Degree in Math and Science Leadership from the University of Colorado, Denver and Principal's Licensure from University of Denver. Ms. Seybold is currently pursuing a Doctorate in Education focusing on Leadership for Educational Equity from the University of Colorado Denver.

Ms. Seybold served as a Science Teacher from 1999 to 2011 and held the role as Assistant Principal from 2011 to 2015 with Adams 12 Five Star Schools. In 2015, Ms. Seybold joined St. Vrain Valley Schools as Principal at Columbine Elementary.

Annual salary will be according to schedule.

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Approval of Recommendation to Hire Assistant Principal at Frederick High School
Strategic Priority – Strong/Visionary Leadership

RECOMMENDATION

That the Board of Education approve the recommendation to hire Ms. Ashlie Swanson as Assistant Principal at Frederick High School effective January 26, 2023.

BACKGROUND

Ms. Swanson graduated with a Bachelor's Degree in Communication from the University of Colorado. She received a Master's Degree in Counseling from Colorado Christian University and continued her education focusing on School Counseling at Adams State University. In 2020, Ms. Swanson obtained a Principal Licensure focusing on Administrative Leadership and Policy Studies from University of Colorado, Denver. She is currently pursuing a Doctorate Degree in Leadership for Education Equity at the University of Colorado, Denver.

Ms. Swanson served as an Advocate and Counselor from 2010 to 2013 with the Safe Shelter of St. Vrain. From 2013 to 2014, she served as a Global Service Associates Counselor with Cornerstone Boulder. From 2015 to 2018, Ms. Swanson served as a St. Vrain Valley Schools District Mental Health and Wellness Counselor. From 2018 to 2021, she served as an eLearning Coordinator and from 2020-2021 she served as a Summer School Principal for St. Vrain. In 2021, Ms. Swanson joined Frederick High School as the Dean of Students.

Annual salary will be according to schedule.

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Approval of Purchase and Trade-in of Network Products
Strategic Priorities – Strong District Finances/Cutting Edge Technology
and Innovation

RECOMMENDATION

That the Board of Education approve the purchase and trade-in network products for a net bid amount of \$827,235.51 to Advanced Network Management, Inc.

BACKGROUND

This purchase will replace end-of-life network switches, security switches and network management equipment at sites across the district as part of a planned refresh cycle. The funding for this is from general fund and mill levy dollars dedicated to technology.

The Purchasing Department issued Bid No. 2023-029 on December 23, 2022. Two (2) responses were received on January 24, 2023. All responses were reviewed for minimum qualifications, equivalency of products and compatibility with the existing network. Award is recommended to the lowest qualified, responsive and responsible bidder Advanced Network Management, Inc.

Advanced Network Management, Inc.	ConvergeOne, Inc
\$827,235.51	\$933,220.79

MEMORANDUM

DATE: February 8, 2023

TO: Board of Education

FROM: Dr. Don Haddad, Superintendent of Schools

SUBJECT: Approval of Request to Grant an Exception to Board Policy GBEA - Staff Ethics/Conflict of Interest - Haley Sema, Personal-Tees
Strategic Priority - Outstanding Communication and Collaboration with Community and Corporate Partners

RECOMMENDATION

That the Board of Education allow an exception to the current Board Policy GBEA— Staff Ethics/Conflict of Interest. This exception would enable Haley Sema | Personal-Tees, to both sell her products and services to staff within the District.

BACKGROUND

Board Policy GBEA—Staff Ethics/Conflict of Interest, states, "No school district employee or firm owned by a school district employee shall be allowed to sell to the school district or its schools or staff goods or services of any kind without the express prior written consent of the Board of Education."

Haley Sema is a substitute teacher. Due to her standing as a District employee, she is requesting a waiver from Board Policy GBEA, so that schools within the District can partner with Personal-Tees for their custom apparel needs.

The administration recommends approval of this exception, with services for the 2022-2023 school year not to exceed \$5,000. If the services should exceed \$5,000, the exception will be brought back to the Board of Education for additional approval.