

**THE REGULAR MEETING OF THE DISTRICT FREMONT RE-1 BOARD OF
EDUCATION HELD IN THE BOARD ROOM, LOCATED IN THE CENTRAL
ADMINISTRATION BUILDING, 101 N. 14TH STREET, CAÑON CITY, COLORADO
5:30 p.m., June 8, 2015**

I. Pledge of Allegiance and Roll Call

Vice-President, **Larry Oddo**, called the regular meeting to order at 5:30 p.m.

A. Pledge of Allegiance

The Pledge of Allegiance was recited.

B. Roll Call:

Secretary, **Lloyd Harwood**, called roll.

Present: **Larry Oddo**, Vice-President; **Lloyd Harwood**, Secretary; **Shad Johnson**, Treasurer; and **Mary Kay Evans**, Assistant Secretary/Treasurer.

Also present: Superintendent, **Robin Gooldy**; Director of Human Resources, **Misty Manchester**; Director of Business Services, **L. F. "Buddy" Lambrecht**; Director of Student Services, **Dominic Carochi**; Director of Special Services, **Kirsten Javernick**; Director of Support Services, **Paula Buser**, and Chief Information Officer, **Shaun Kohl**.

II. General Business

A. Approval of the Agenda

Dr. Gooldy announced the following changes to the agenda:

II. D. 3. a. Appointments

Lloyd Harwood made a motion to accept the agenda as amended. Shad Johnson seconded the motion. On a 4-0 vote, the Board approved the motion.

B. Awards and Kudos

Mike Fry, Roger Tuttle, Grounds Crew, and CCHS Staff:

Dr. Robin Gooldy thanked Mike Fry and Roger Tuttle for setting up the TV feed in the auditorium and the auxiliary gymnasium for graduation. He also thanked the grounds crew and the staff at CCHS for the setup for graduation.

C. Any person who has submitted a written request prior to the meeting may express views concerning school district programs and policies. Comments of a critical or negative nature regarding any employee are not allowed.

No one present wished to address the board.

D. Consent Agenda:

Items listed under the Consent Agenda are considered to be routine and approval is with one motion. If a Board member or a citizen requests separate discussion of an item, the item may be removed from the Consent Agenda and considered separately.

1. Approval of the Minutes of May 11, 2015

2. Approval of the Following Financial Reports:

a. Financial Disbursement Report For the Period Ending June 1, 2015

- b. Quarterly Budget Report for the Period Ending March 31, 2015
- c. Quarterly Investment Report for the Period Ending March 31, 2015
- 3. Approval of the Following Personnel Reports:
 - a. Appointments
 - b. Terminations and Leaves
 - c. Supplemental Contracts
 - d. Substitute Lists For Licensed and Classified Positions

Shad Johnson moved and Mary Kay Evans seconded the motion to approve the Consent Agenda. On a 4-0 vote, the Board approved the motion.

E. Staff Report

1. INFORMATION ITEMS:

The following items are presented for information only unless otherwise noted or if a Board member has a question.

a. Recommendations for Identifying "Home Schools" in Former Skyline Attendance Zone:

Dr. Robin Gooldy discussed recommendations from a committee regarding redrawing attendance boundary lines in the former Skyline attendance zone. Currently, students in this zone do not have a designated school and must apply for a transfer to one of our elementary schools. The proposed changes will provide a designated school where a student can attend, while still allowing parents to seek a transfer if desired. The proposed changes, if approved by the board, would be initiated in the coming school year.

This item will be on the June 22nd agenda with a request for approval.

2. PRESENTATION/DISCUSSION ITEMS:

- a.

F. BOARD MEMBERS' REPORTS:

Mr. Lloyd Harwood commented on the summer lunch program at CCHS. He said it appeared to be well attended. Mrs. Paula Buser reported that it is around 300 per day attending the lunch program.

Dr. Robin Gooldy added kudos to Nutritional Services for their work on the summer lunch program.

III. Review of Board Policies

A. POLICIES:

- 1.

IV. Old Business

A. ACTION ITEMS:

1.

V. New Business

A. ACTION ITEMS:

1. Approval of Bargaining Agreements with CCEA:

Based on an agreement with CCEA, it was recommended that the Board approve a \$1,000.00 per cell increase to the teacher's salary schedule, effective July 1, 2015, for work performed after that date.

Additionally, it was recommended that the following actions take place:

1. **Add language to Article 3-4** to establish a monthly interaction between two CCEA representatives and the Director of Business for the purpose of following the developmental steps in the building of the school district budget, and to have input in the setting of budget priorities. Additionally, these representatives will be in attendance at school board work sessions.

- **Establish a task force to explore other salary schedule options.** The fact-finding stage will be a 2x2 Association-Administration team. The committee work will then be conducted by an 8 member Association-Administration-School Board team.

The charge to the committee will be to review alternative salary structures for the purpose of recommending a new salary structure for implementation. Issues to address will include:

1. Catching up on compensation from lost steps.
2. Options for employees who have "maxed out" on steps.
3. Reviewing the step format for improvement.

The committee will address the identified interests, as well as other interests which may arise. The initial target for completion is January 31, 2016, to be agreed upon in a MOU. Fact finding will begin in August, 2015. Recommendations from the committee will be considered for implementation in the 2016-17 school year.

Lloyd Harwood made a motion to approve the Bargaining Agreement with CCEA. Mary Kay Evans seconded the motion. The vote was 4-0, and the motion was passed.

2. Approval of Bargaining Agreement with CCESPA:

Based on an agreement with Cañon City Education Support Professionals Association (CCESPA), it was recommended that the Board approve an increase of 3.1% to the base of salary schedules for all classified staff, effective July 1, 2015, for work performed on/after that date.

Additionally, the following actions were recommended for Board approval:

1. Employee Assistance Program with Sol Vista will be increased from two (2) visits per calendar year to three (3) visits per calendar year.

2. **Master Agreement Language Additions/Revisions Regarding Sick Leave Bank and Annual Leave**

Article 7-3-4 will have the following addition:

7-3-4 **If the Sick Leave Bank balance is below 100 days as of January 1st**, in February of each calendar year, each classified staff member employed on or before October 1, who is eligible for sick leave benefits shall contribute to the Classified Sick Leave Bank one of the sick leave days granted to the classified employee by the district. The Classified Sick Leave Bank committee reserves the right to limit the total number of days in the bank so that mandatory yearly contributions may not be required except that any employee who did not previously contribute to the Sick Leave Bank shall be required to contribute one day as provided above. **(Revised May 2015)**

Article 7-3-5 will have the following revision:

7-3-5 Classified employees may voluntarily contribute up to **five twenty (20)** additional sick leave days per year to the Sick Leave Bank, provided they maintain at least **50 40** days in their individual total days. Additionally, when a classified employee retires or dies while still in service, up to 10 of the sick leave days held by that individual beyond the 140 days the employee will be reimbursed for (25% of daily rate) will be donated to the Sick Leave Bank. *(new June 2009, Revised May 2015)*

Articles 7-5-5 and 7-5-6 will have the following additions/revisions:

7-5-5 Except in emergency situations or extenuating circumstances, annual leave may not be used to extend a vacation break **of two or more days** or during the first or last **ten five** student contact days. (This restriction does not apply to 12-month, year-round employees.) An extenuating circumstance is defined as a situation that cannot be taken care of at any other time. **This may include but is not limited to family weddings, graduations, births, children's school events, and**

medical procedures. Extenuating circumstance approval (other than illness) must flow through the Principal to the Director of Human Resources for approval. Any request denied by the Director of Human Resources may be appealed to the Superintendent. (new June 2009; Revised May 2015)

7-5-6 Except in emergency situations or extenuating circumstances, all classified employees assigned to a school that is conducting **CSAP state and federal standardized** testing (including 12-month and year-round employees) may not use annual leave during their school's regular **CSAP state and federal standardized** testing window. **This only applies in individual buildings during their scheduled testing times. Harrison K-8 should be considered as two separate schools – elementary/middle – for testing.** (new July 2011; Revised May 2015)

3. The Association and the Administration will work together to promote the accessing of e-mail by employees on a routine basis. To include writing an SOP, training staff and supervisors, providing some sort of fun incentive, making sure employees have a location to access e-mail at work.
4. Formation of a salary study committee:

A task force will be established to explore other salary schedule options. The fact-finding stage will be a 2x2 Association-Administration team. The committee work will then be conducted by an 8 member Association-Administration-School Board team.

The charge to the committee will be to review alternative salary structures for the purpose of recommending a new salary structure for implementation. Issues to address will include:

- Catching up on compensation from lost steps.
- Options for employees who have "maxed out" on steps.
- Reviewing the step format for improvement.
- Considering the reduction of the number of steps and having the dollar value of the current step four become the new value of step one.
- Retain the current salary structure, but do not use the first three steps. Current employees who are below step four would be moved up to step four.

The committee will address the identified interests, as well as other interests which may arise.

The initial target for completion is January 31, 2016, to be agreed upon in a MOU. The expectation is to implement the new salary structure for the 2016-17 school year.

Mary Kay Evans made a motion to approve the bargaining agreement with CCESPA. Shad Johnson seconded the motion. The vote was 4-0, and the motion was passed.

3. Approval of Salary Increase for Administrators:

It was recommended that the Board approve a 2.2% increase to the base salary schedules for administrative staff, effective July 1, 2015.

Mary Kay Evans made a motion to approve the Salary Increase for Administrators. Lloyd Harwood seconded the motion. The vote was 4-0, and the motion was passed.

VI. Miscellaneous Business

Request for an Executive Session:

It was requested that the Board retire into an Executive Session as per *CRS 24-6-402(4)(b) Discussions with the entity's attorney for the purpose of receiving legal advice on specific legal questions and CRS 24-6-402(4)(f) Personnel matters except where the employee who is the subject of the session has requested an open meeting. This section does not apply to any member of the entity, any elected official, or the appointment of a person to fill the office of a member of the entity or to discussion of personnel policies that do not require discussions of matter personal to particular employees).*

Lloyd Harwood made a motion for the Board to retire into Executive Session as per (CRS 24-6-402(4)(b) Discussions with the entity's attorney for the purpose of receiving legal advice on specific legal questions and CRS 24-6-402(4)(f) Personnel matters except where the employee who is the subject of the session has requested an open meeting. This section does not apply to any member of the entity, any elected official, or the appointment of a person to fill the office of a member of the entity or to discussion of personnel policies that do not require discussions of matter personal to particular employees). Mary Kay Evans seconded the motion. On a vote of 4-0, the motion passed.

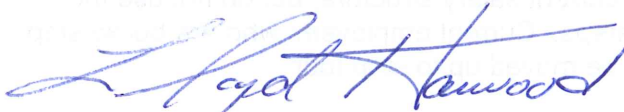
The Board went in to Executive Session at 6:16 p.m.

No action was taken.

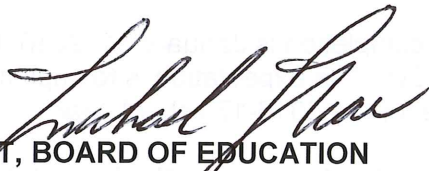
VII. Adjournment

There being no further business before the Board, Mr. Oddo called for a motion to adjourn.

Lloyd Harwood moved to adjourn the meeting. Shad Johnson seconded the motion. The vote was 4-0, and the meeting adjourned at 6:45 p.m.



**SECRETARY, BOARD OF EDUCATION
FREMONT RE-1 SCHOOL DISTRICT**



**PRESIDENT, BOARD OF EDUCATION
FREMONT RE-1 SCHOOL DISTRICT**