

**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. 14<sup>TH</sup> STREET, CAÑON CITY, COLORADO  
5:30 p.m., February 22, 2016**

**I. Pledge of Allegiance and Roll Call**

President, **Larry Oddo**, called the regular meeting to order at 5:35 p.m.

**A. Pledge of Allegiance**

The Pledge of Allegiance was recited.

**B. Roll Call:**

Secretary, **Mary Kay Evans**, called roll.

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

Also present: Superintendent, **George Welsh**; 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**; Chief Information Officer, **Shaun Kohl**, and Attorney, **Rocco Meconi**.

**II. General Business**

**A. Approval of the Agenda**

Mr. Welsh announced the following changes to the agenda:

**II. D. 3. c. – Substitute Lists for Licensed and Classified Positions**

**Lloyd Harwood made a motion to accept the agenda as amended. Kristyn Econome seconded the motion. On a 5-0 vote, the Board approved the motion.**

**B. Awards and Kudos**

1.

**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 February 22, 2016

2. Approval of the Following Financial Reports:

- a. Financial Disbursement Report For the Period Ending February 17, 2016
  - b. Quarterly Budget Report for the Period Ending December 31, 2015
  - c. Quarterly Investment Report for the Period Ending December, 31, 2015
3. Approval of the Following Personnel Reports:
    - a. Appointments
    - b. Terminations and Leaves
    - c. Substitute Lists For Licensed and Classified Positions

**Shad Johnson moved and Mary Kay Evans seconded the motion to approve the Consent Agenda. On a 5-0 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. Safety Information:

Paula Buser and Kirsten Javernick presented Cañon City Schools' safety information and highlighted the recommendations from the Arapahoe High School Shooting report.

Paula Buser reported that she is very pleased with the progress that Cañon City Schools has made with our safety plans. "We have improvements to make, but we are in a good place." She added that the AHS report indicated there wasn't neglect, just things that they could have done better.

Cañon City Schools has a Threat Assessment Process and Form and it has been validated. It was also discussed that students, staff and parents know about Safe2tell and know how to use it and that there has been an increase of the use of this system by students.

Kirsten Javernick added that a threat assessment had been done on the student involved in the Arapahoe shooting, but the risk was low at the time and it was never revisited.

The 14 recommendations from Arapahoe were presented along with how Cañon City Schools is implementing those recommendations. Kirsten Javernick said there have been some "aha" moments going through the process and tracking student behaviors with different plans.

It was discussed how our safety flags in IC are used to keep staff informed on possible student safety concerns. It was also mentioned that we have to be continually diligent so we don't miss student safety concerns that may not be overt.

b. Induction Process Update:

Nancy Saionz and Jamie Davis presented an overview of the district's commitment and actions related to our new staff through the induction process. The offices of Human Resources and Student Services have partnered to create a comprehensive approach of support for staff new to our district and/or new to the profession.

Nancy Saionz began with explaining that, on day one, we expect teachers to not only teach effectively the students, but also know all the software, lingo, etc. She added that having a good mentor affects a good teacher. Building relationships with other teachers helps teachers want to stay.

The purpose of Induction was presented as follows:

- Improve teacher performance
- Increase retention
- Protect the district investment
- Easing transition into teaching
- Promotes a district's culture, mission, policies and goals
- Learn professional responsibilities
- Positively affect student learning and achievement
- Increase employee morale both new and veteran staff

Jamie Davis explained that last year Induction included building relations by having some socials where teachers had someone to talk to and ask questions. This year Induction started two to three weeks after school started with a "needs assessment".

The focus this year has been on continuing to build relationships, educational software, classroom management, poverty and teaching, teacher evaluation, and mentoring day.

It was also shared that according to the U.S. Department of Education, approximately 419,000 new teachers will be hired in 2015. Estimates suggest that between 40% and 50% of these new teachers will leave the education workforce within 5 years. Research suggests that induction programs can increase teacher retention rates – but this impact depends on the quality of supports provided.

It was reported that it has been mostly brand new teachers who are coming diligently to the training.

2. PRESENTATION/DISCUSSION ITEMS:

a.

F. BOARD MEMBERS' REPORTS:

Shad Johnson reported that he attended Washington's 2<sup>nd</sup> grade "It's a Jungle" and Harrison's 1<sup>st</sup> and 2<sup>nd</sup> grade "The Moosical". He also commented that Alicia Smith is doing a phenomenal job with the CCHS Dance Team as well as Courtney Richardson with Winter Guard. He also reminded everyone of the Winter Band Concert that was taking place on Monday night.

Kristyn Econome shared that she had visited Mapleton with the Cañon 20/20 group and liked what she saw.

Mary Kay Evans mentioned the Tiger Dinner Theater and how wonderful it was. She also commented on the State Wrestling Tournament and the great way our kids represented CCHS.

Shad Johnson attended "Super Science Friday" at Lincoln School of Science and Technology. He commented that it was "unbelievable" and that "they rocked it!"

**III. Review of Board Policies**

A. POLICIES:

1.

**IV. Old Business**

A. ACTION ITEMS:

1.

**V. New Business**

A. ACTION ITEMS:

1. Approval of the Superintendent's Contract:

It was recommended that the Board approve a renewal of the superintendent's contract to be effective through June 30, 2018.

**Lloyd Harwood made a motion to approve the renewal of the superintendent's contract to be effective through June 30, 2018. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.**

**VI. Miscellaneous Business**

**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. Kristyn Econome seconded the motion. The vote was 5-0, and the meeting adjourned at 6:46 p.m.**

  
SECRETARY, BOARD OF EDUCATION  
FREMONT RE-1 SCHOOL DISTRICT

  
PRESIDENT, BOARD OF EDUCATION  
FREMONT RE-1 SCHOOL DISTRICT