

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., July 10, 2017

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 Instruction, **Adam Hartman**; Director of Support Services, **Paula Buser** and Chief Information Officer, **Shaun Kohl**.

II. **General Business**

A. Approval of the Agenda

Mr. Welsh announced the following changes to the agenda:

II.D.3.a. – Appointments- Addition

**Lloyd Harwood made a motion to accept the agenda as amended. Shad Johnson 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 June 26, 2017

2. Approval of the Following Financial Reports:

a. Disbursement Report for the Period Ending July 5, 2017

3. Approval of the Following Personnel Reports:

a. Appointments

b. Terminations and Leaves

**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.

2. PRESENTATION/DISCUSSION ITEMS:

a.

F. BOARD MEMBERS' REPORTS:

Larry Oddo commended Shad Johnson for the nice keynote speech her made at the Space Lab. Mr. Shad Johnson said it was an honor.

**III. Review of Board Policies**

A. POLICIES:

1. File GBA – Open Hiring/Equal Employment Opportunities – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote

**Lloyd Harwood made a motion to approve File GBA – Open Hiring/Equal Employment Opportunities – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

2. File GBAA – Sexual Harassment – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote

**Lloyd Harwood made a motion to approve File GBAA – Sexual Harassment – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

3. File GBEA – Staff Ethics/Conflict of Interest – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote

**Lloyd Harwood made a motion to approve File GBEA – Staff Ethics/Conflict of Interest – Presented 2<sup>nd</sup> Reading and 2<sup>nd</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

4. File GBEB – Staff Conduct & Responsibilities – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEB – Staff Conduct & Responsibilities – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

5. File GBEB-R – Staff Conduct & Responsibilities – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEB-R – Staff Conduct & Responsibilities – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

6. File GBEBA – Staff Dress Code – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEBA – Staff Dress Code – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

7. File GBEC – Alcohol and Drug-Free Workplace – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEC – Alcohol and Drug-Free Workplace – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

8. File GBEC-E – Employee Acknowledgment Form Drug-Free Workplace Policy Statement – Exhibit – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEC-E – Employee Acknowledgment Form Drug-Free Workplace Policy Statement – Exhibit – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

9. File GBEE – Staff Use of the Internet and Electronic Communications – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEE – Staff Use of the Internet and Electronic Communications – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

10. File GBEE-E – Staff Use of the Internet and Electronic Communications (Annual Acceptable Use Agreement) – Exhibit – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBEE-E – Staff Use of the Internet and Electronic Communications (Annual Acceptable Use Agreement) – Exhibit – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

11. File GBGA – Staff Health (and Physical and Mental Health Examination Requirements) – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBGA – Staff Health (and Physical and Mental Health Examination Requirements) – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

12. File GBGAB – First Aid Training – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**This policy was removed to consider after changes are made.**

13. File GBGB – Staff Personal Security and Safety – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBGB – Staff Personal Security and Safety – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

14. File GBGI – Staff Military Leave – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBGB – Staff Personal Security and Safety – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

15. File GBGJ – Staff Bereavement Leave – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBGJ – Staff Bereavement Leave – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

16. File GBGK – Staff Legal Leave – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GBGK – Staff Legal Leave – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

17. File GBJ – Personnel Records and Files – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**This policy was removed to consider after changes are made.**

18. File GCA – Professional Staff Positions – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCA – Professional Staff Positions – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

19. File GCBA – Instructional Staff Contracts/Compensation/Salary Schedules – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCBA – Instructional Staff Contracts/Compensation/Salary Schedules – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

20. File GCBC – Professional Staff Supplementary Pay Plans/Overtime – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCBC – Professional Staff Supplementary Pay Plans/Overtime – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

21. File GCBD – Professional Staff Fringe Benefits – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCBD – Professional Staff Fringe Benefits – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

22. File GCE/GCF – Licensed Staff Recruiting/Hiring – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCE/GCF – Licensed Staff Recruiting/Hiring – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

23. File GCHC – Professional Staff Induction Program – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCHC – Professional Staff Induction Program – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

24. File GCID – Professional Staff Training, Workshops and Conferences – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCID – Professional Staff Training, Workshops and Conferences – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

25. File GCKA – Licensed Personnel Assignments & Transfers – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCKA – Licensed Personnel Assignments & Transfers – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

26. File GCOE – Evaluation of Evaluators – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCOE – Evaluation of Evaluators – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

27. File GCQA – Instructional Staff Reduction in Force – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQA – Instructional Staff Reduction in Force – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

28. File GCQA-R – Instructional Staff Reduction in Force – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQA-R – Instructional Staff Reduction in Force – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

29. File GCQC/GCQD – Resignation of Instructional Staff/Administrative Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQC/GCQD – Resignation of Instructional Staff/Administrative Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

30. File GCQC/GCQD-R – Resignation of Instructional Staff/Administrative Staff – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQC/GCQD-R – Resignation of Instructional Staff/Administrative Staff – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

31. File GCQE – Retirement of Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQE – Retirement of Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

32. File GCQF – Discipline, Suspension and Dismissal of Professional Staff Members (and Contract Nonrenewal) – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQF – Discipline, Suspension and Dismissal of Professional Staff Members (and Contract Nonrenewal) – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

33. File GCQF-R – Discipline, Suspension and Dismissal of Professional Staff Members (and Contract Nonrenewal) – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GCQF-R – Discipline, Suspension and Dismissal of Professional Staff Members (and Contract Nonrenewal) – Regulation – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

34. File GDA – Support Staff Positions – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDA – Support Staff Positions – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

35. File GDBA – Support Staff Salary Schedules – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDBA – Support Staff Salary Schedules – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

36. File GDBD – Support Staff Fringe Benefits – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDBD – Support Staff Fringe Benefits – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

37. File GDO – Evaluation of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDO – Evaluation of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

38. File GDQB – Resignation of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDQB – Resignation of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

39. File GDQD – Discipline, Suspension and Dismissal of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote

**Lloyd Harwood made a motion to approve File GDQD – Discipline, Suspension and Dismissal of Support Staff – Presented for 1<sup>st</sup> Reading and 1<sup>st</sup> Vote. Kristyn Econome seconded the motion. The vote was 5-0, and the motion was passed.**

**IV. Old Business**

A. ACTION ITEMS:

1.

**V. New Business**

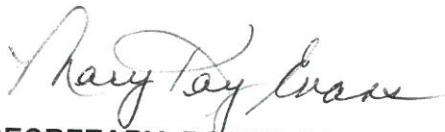
A. ACTION ITEMS:

**VI. Miscellaneous Business**

**VII. Adjournment**

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

**Shad Johnson moved to adjourn the meeting. Kristyn Econome seconded the motion. The vote was 5-0, and the meeting adjourned at 5:40 p.m.**



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



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