

**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., January 14, 2019**

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; and **Shad Johnson**, Treasurer; and **Robin Reeser**, Assistant Secretary/Treasurer.

Also present: Superintendent, **George Welsh**; Assistant Superintendent, **Adam Hartman**; Director of Human Resources, **Misty Manchester**; Director of Special Services, **Tim Renn**; Director of Technology, **Shaun Kohl**; Director of Support Services, **Paula Buser**, and Director of Operations, **Jeff Peterson**.

II. General Business

A. Approval of the Agenda

Mr. Welsh announced the following changes to the agenda:

II.B. – Awards and Kudos – reschedule and addition

II.D.3.b. – Terminations and Leaves – addition

II.D.3.c. – Supplemental Contracts - addition

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

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. Newmont Mining Corporation:

Penny Riley will be in attendance representing Newmont Mining who donated \$15,000 to CCEOE (Cañon City Educational Opportunities for Excellence). This donation will provide additional educational opportunities for the students.

Due to Ms. Riley not being able to attend, this item was rescheduled to a later Board Meeting.

2. School Board Recognition:

The community, staff, and students of the Cañon City School District recognized and thanked the members of the Board of Education who invest their time freely to govern the school district. We appreciate the countless hours devoted to sorting through correspondence, attending meetings, developing governance skills, participating in community activities, and visiting schools and attending their events. As a result of their diligent effort we are able to provide our children with outstanding opportunities that prepare them for life.

Mr. Welsh read the following:

Board of Education Appreciation Cañon City Fremont RE-1

In celebration of School Board Appreciation Month 2019, Cañon City School District staff and administrators wish to recognize the Cañon City Board of Education for the following:

The Cañon City Fremont RE-1 board of education has advanced student success by constantly engaging students, staff, and community in choosing district leadership, school program design, and facilities master planning.

In 2012, the Cañon City Board of Education initiated a long-term strategic planning process to transition Cañon City High School to a career pathways high school. Though it took five years and hundreds of hours of community and staff engagement, in fall 2017 Cañon City High School 9th graders entered a building guided by a vision created by and for students. The Classes of 2021 and 2022 each entered a Freshman Base Camp designed to offer broader choice in education, instruction more relevant to career exploration, the ability to meet Colorado's new high school graduation requirements, with an opportunity to graduate with an endorsement in one of four career clusters. Additionally, this class and all future students will benefit from the more than 80 school/business partnerships created allowing them to participate in a paid internship/apprenticeship before they graduate, an accomplishment nearly unheard of in any rural Colorado school district.

In 2015, faced with a need to replace a respected, long-term superintendent of schools, the Cañon City Board of Education met with numerous staff and community, and developed a comprehensive process to secure an experienced leader with the skills desired to carry the Board's vision to become a student-centered organization and address pressing financial and facility needs, with the end result being greater opportunity and achievement outcomes for students. More than 200 people were involved in this search process.

This student-centered/student-driven culture began to pay off immediately when during the 2017-18 school year a Cañon City High School Technical Writing class, with support and permission from the Cañon City Board of Education, wrote and submitted a P-Tech grant application aimed at providing high school students opportunities to engage in STEM education and earn an Associate's Degree in a STEM related field at no personal cost. With the award of this grant, Cañon

City became the first rural high school in Colorado to establish a P-Tech program.

Faced with years of financial cuts resulting from the Great Recession and the imposition of the Negative Factor, along with severely deteriorating facilities, the Cañon City Board of Education engaged students, parents, citizens, and business leaders to craft a plan to increase effective use of facilities and personnel while also expanding choice in educational programming. This resulted in the closure of two facilities, yet the creation of an exploratory K-8 choice school, an elementary science and technology magnet, and an open pathway high school program with a focus on project-based learning. Thus, despite having to eliminate several facilities, the district was able to offer more robust education choices. In fact, Cañon City High School's TOP program was recently recognized as one of the Colorado Association of School Board's first ever Academic Achievement Awards in fall 2018.

On the facilities front, the Cañon City School Board has effectively leveraged the Building Excellent Schools Today grant program in developing a plan the Cañon City Schools community voted to support in November 2017. This is allowing the district to significantly upgrade five schools, replace two, pay off a charter facility loan, and place all district facilities on a strong functional foundation for the next decade.

Evidence of academic success related to the above initiatives is evident in Cañon City's District Performance Framework (DPF). The board has guided the district from a Priority Improvement rating (15 points below accreditation in 2011, and on the state clock) to full Accredited status for three years in a row. Improvement is also evident in composite growth percentiles, once mired below the 45th in each tested area, but now above the 52nd in both ELA and Math, and in Washington Elementary School earning the Cañon City School District's first ever state accreditation award by being recognized as a 2018 Governor's Distinguished Improvement School.

The Cañon City School Board has guided the district to all these accomplishments despite being a floor funded district, receiving only 95% of average per-pupil funding. However, thanks to the Cañon City Board's vision and advocacy, Cañon City Schools secured voter approval of a mill levy override in November 2017, allowing it to increase employee compensation, initiate a one-to-one student device program, update crucial curricular materials, commit more funding to facilities maintenance, and vastly expand pre-school services.

The Cañon City Fremont RE-1 Board of Education has demonstrated leadership at the community, state, and national level.

Upon hiring a new superintendent of schools in spring 2015, the board immediately established superintendent/ board operating norms, outlined a comprehensive list of roles the superintendent is expected to fill, and developed and implemented a user-friendly superintendent evaluation process. Several other Colorado boards of education have been so impressed with this work they have since adopted it for use in their systems.

Fremont RE-1 board has also steadfastly advocated legislation to financially benefit rural school systems and the Building Excellent Schools Today program, while also encouraging adoption of common-sense laws related to teen sexting. During the 2018 legislative session, CCSD board directors invested many days at the state capitol and working legislative back channels advocating for an increase in the allocation of marijuana excise tax collections to the BEST program, for continued rural school sustainability funding, and to put in place a new school finance formula designed by Colorado superintendents.

The Cañon City Fremont RE-1 board of education has used sound reasoning and strong ethics in its decision-making process.

The Cañon City School Board's handling of Great Recession financial cuts by placing a high priority on people is a prime example of this. This is also evident through the cultivation of model board-certified and classified association relationships. Finally, this has been accomplished through the codification of a set of core beliefs to which staff and the board itself is held accountable. These include:

- 1. We meet the social-emotional needs of all students, putting Maslow's Hierarchy of Needs before Bloom's Taxonomy.**
- 2. We believe learning growth matters most, requires risk-taking, and the work we do in our schools has the greatest impact on this.**
- 3. We're future-focused, believing the development of certain traits and skills will best prepare our students for ever-changing careers.**
- 4. We emphasize what is good for kids over the needs and comfort of adults.**

The Cañon City Fremont RE-1 board of education has continuously developed its members individually and as a team.

It has done this through participation in state and regional future of education thought processes such as the Colorado Education Initiative's SpaceLab and Assessment for Learning Project, combined CEI and CDE Leadership Summits), attending and participating in CASB regional, legislative, and annual convention events, by enrolling students in the CASB Student Leadership Strand and engaging them long afterward about school improvement, and by presenting breakout sessions, keynoting prestigious events such as the CEI Summit, attending CASB annual conventions and the CASB Delegate Assembly, and recently, by its willingness to participate in CEI's newly formed Breakthrough School District Governance Network

As important, through the collaborative establishment of operations norms the Cañon City School Board takes pride in holding each board member accountable for exhibiting outstanding board behavior.

The Cañon City School Board shows it is committed to the long-term health of the school district by exhibiting trust and respect toward education professionals within Cañon City Schools to continually curate an innovative educational experience, thereby giving staff permission to develop a future-focused academic improvement plan aimed at

developing key traits and skills in students to prepare them for an uncertain future.

In doing so, this Board has also committed to convening an annual strategic planning meeting to review norms, update and communicate the district's vision, mission, and core beliefs, and review its own performance toward such ends.

Of particular strategic emphasis, the entire Cañon City School Board has committed to recruiting student-focused Board candidates. This means members encourage community involvement in Board operations well in advance of regular election cycles and hosting open community forums for potential candidates more than one full school year prior to the next election.

Sitting members also coordinate conversation around possible high-quality candidates and expect newly elected or appointed directors to attend CASB's New Board Member Training. The board also provides each incoming director a three-year overview of major Board action items. The outgoing President provides an extensive orientation to newly elected or appointed directors while also mentoring the new President. Finally, the board appoints sitting directors to serve in the role of mentor for newly elected members.

The Cañon City Fremont RE-1 board of education has displayed excellence and consistency in response to challenges or issues the community has faced.

This Cañon City Board of Education has done so by expertly navigating an extremely challenging large-scale student sexting incident that captured international interest in the fall of 2015. The board managed this situation by holding to established communications norms, exhibiting transparency, presenting a unified front, and always keeping the safety, privacy, and well-being of each child at the forefront. As a result, the Cañon City School Board set the foundation on which the community has been able to move beyond the crisis. Additionally, the Board encouraged nationwide common-sense discussion about teen sexting, issues surrounding hidden device apps, student access to devices, parental monitoring of children when using devices, and legal consequences for underage sexting. The board has since presented to numerous audiences how it managed the crisis, guided the development of programs now being used around the state to educate parents about teen sexting, and played a key role in the updating of legal consequences for teen sexting behavior in Colorado.

Few boards of education have accomplished so much in such a short period of time. We thank you all for the guidance and support you offer to each of us, and for your continual focus on doing what is best for kids over the needs and comfort of adults.

January 14, 2019

- C. Any person who has submitted a written request prior to the meeting may express views concerning school district programs and policies as concern them, but are encouraged to exercise their speech rights responsibly. The Board encourages the discussion of all personnel matters to be conducted in executive session.

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 December 10, 2018
2. Approval of the Following Financial Reports:
 - a. Disbursement Report for the Period Ending 1/9/2019
 - b. Quarterly Bank/Investment Account Report for the Period of July-September 2018
 - c. Quarterly Budget Report for the Period Ending September 30, 2018
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 Robin Reeser 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:

Mr. Shad Johnson commented on how "utterly inspiring" that Music and Arts Program is at CCHS. Thirty percent of the students are involved. He added that it's not just singing and dancing. Students are developing cooperation skills and friendships.

Mr. Johnson also reported on attending the Governor's Presentation at Washington highlighting the dedication of teachers especially in the arena of math.

Mr. Johnson attended a wonderful 20/20 meeting and offered kudos to Mr. Summers for the great leadership.

Mr. Johnson also reported that the Classified Staff Christmas party was terrific. He also commented on the basketball games remarking that we have had some "dandies" and that the students have their hearts poured into their practice.

Mr. Johnson attended a presentation at CCMS by Nathan Harmon regarding perspective. He gave kudos to Jesse Oliver for organizing this event. The students were very engaged for over an hour.

Mr. Lloyd Harwood visited Lincoln and Harrison Schools and had a great time observing the classrooms. He also attended a Legislative Kick-off meeting last week at the capital.

Mr. Johnson added that he was thrilled to show up to observe the Capstone Projects. He commented that the students really "had their stuff down." He said their enthusiasm was remarkable.

III. Review of Board Policies

A. POLICIES:

1. File JLCG – Medicaid Reimbursement – Presented for 2nd Reading and 2nd Vote

Lloyd Harwood made a motion to approve File JLCG – Medicaid Reimbursement – Presented for 2nd Reading and 2nd Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

2. File JLCG-E – Consent to Release Information – Exhibit – Presented for 2nd Reading and 2nd Vote

Lloyd Harwood made a motion to approve File JLCG-E – Consent to Release Information – Exhibit – Presented for 2nd Reading and 2nd Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

3. File JLFF – Sex Offender Information – Presented for 2nd Reading and 2nd Vote

Lloyd Harwood made a motion to approve File JLFF – Sex Offender Information – Presented for 2nd Reading and 2nd Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

4. File JLCDA – Students with Food Allergies – Presented for 2nd Reading and 2nd Vote

Lloyd Harwood made a motion to approve File JLCDA – Students with Food Allergies – Presented for 2nd Reading and 2nd Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

5. File EEAEF-E – Notice to Students and Parents/Guardians Regarding the Use of Video Recorders on School Buses – Presented for 2nd Reading and 2nd Vote to Rescind

Lloyd Harwood made a motion to approve File EEAEF-E – Notice to Students and Parents/Guardians Regarding the Use of Video Recorders on School Buses – Presented for 2nd Reading and 2nd Vote to Rescind. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

6. File JLIB – Student Dismissal Precautions – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File JLIB – Student Dismissal Precautions – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

7. File JLIB-R – Student Dismissal Precautions – Regulation – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File JLIB-R – Student Dismissal Precautions – Regulation – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

8. File 806 – Dismissal of Students – Presented for 1st Reading and 1st Vote to Rescind

Lloyd Harwood made a motion to approve File 806 – Dismissal of Students – Presented for 1st Reading and 1st Vote to Rescind. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

9. File JICEA – School-Related Student Publications – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File JICEA – School-Related Student Publications – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

10. File JICEA-R – School Related Student Publications – Exhibit – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File JICEA-R – School Related Student Publications – Exhibit – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

11. File 713 – Student Publications – Presented for 1st Reading and 1st Vote to Rescind

Lloyd Harwood made a motion to approve File 713 – Student Publications – Presented for 1st Reading and 1st Vote to Rescind. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

12. File JKBA-R – Disciplinary Removal from Classroom – Regulation – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File JKBA-R – Disciplinary Removal from Classroom – Regulation – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

13. File IK – Academic Achievement – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File IK – Academic Achievement – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

14. File IKA-R – Grading/Assessment Systems (Exemption Procedure and Information to Parents/Guardians) – Regulation - Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File IKA-R – Grading/Assessment Systems (Exemption Procedure and Information to Parents/Guardians) – Regulation - Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

15. File IKA – Grading/Assessment Systems – Presented for 1st Reading and 1st Vote

Lloyd Harwood made a motion to approve File IKA – Grading/Assessment Systems – Presented for 1st Reading and 1st Vote. Shad Johnson seconded the motion. The vote was 5-0, and the motion was passed.

16. File JLCC – Communicable/Infectious Diseases – Presented for Information

17. File JLA – Student Insurance Programs – Presented for Information

18. File JQ – Student Fees, Fines and Charges – Presented for Information

19. File 847 – Student Fees, Fines and Charges – Presented for Information to Rescind
20. File JLCB – Immunization of Students – Presented for Information
21. File 826 – Immunization of Students – Presented for Information to Rescind
22. File JLJ – Physical Activity – Presented for Information
23. File JKG – Expulsion Prevention – Presented for Information
24. File 844 – Expulsion Prevention – Presented for Information to Rescind
25. File JLCEA-R – Students with Special Health Needs – Regulation – Presented for Information
26. File JLCE-R – First Aid and Emergency Medical Care – Regulation – Presented for Information
27. File JLF – Reporting Child Abuse/Child Protection – Presented for Information
28. File JLF-R – Reporting Child Abuse/Child Protection – Regulation – Presented for Information

IV. Old Business

A. ACTION ITEMS:

- 1.

V. New Business

A. ACTION ITEMS:

1. CCHS JROTC Rifle Team Trip:

It was recommended that the Board approve the CCHS JROTC Rifle Team Trip to compete in the JROTC Service Championship in Chandler, AZ. Four Team members, coach and female parent chaperone will be attending. Dates of travel are February 6th through February 10th, 2019.

Shad Johnson made a motion to approve the CCHS JROTC Rifle Team Trip to compete in the JROTC Service Championship in Chandler, AZ. Four Team members, coach and female parent chaperone will be attending. Dates of travel are February 6th through February 10th, 2019. Robin Reeser seconded the motion. The vote was 5-0, and the motion was passed.

2. Posting of Meeting Agendas for District Meetings:

It was recommended that the Board designate the front window of the Administration Office at 101 N. 14th Street as the official place to post agendas of School District RE-1 meetings.

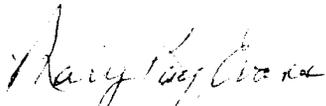
Robin Reeser made a motion to designate the front window of the Administration Office at 101 N. 14th Street as the official place to post agendas of School District RE-1 meetings. Lloyd Harwood seconded the motion. The vote was 5-0, and the motion was passed.

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. Shad Johnson seconded the motion. The vote was 5-0, and the meeting adjourned at 6:11 p.m.



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



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