

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:31 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, Hayes, and Jensen were present.
3. **Pledge of Allegiance**
4. **Approval of Agenda**
Director Haffner moved to approve the agenda as presented. Director Gustafson seconded the motion.

Baumgartner - Yes	Gustafson - absent	Haffner - Yes	Hayes - Yes	Jensen - Yes
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5. **Public Open Form**
 - 5.1 Recognition of Visitors (EL-9 Treatment of Students, Parents and Community)
None
 - 5.2 Public Comment Period (EL-9 Treatment of Students, Parents and Community)
None submitted
 - 5.3 Correspondence (EL-4 Communication and Counsel to the Board)
A holiday card from Governor Polis was received by each Director. Each elected Director received a congratulatory letter from Weld County.

President Baumgartner noted Ms. Gustafson's arrival at 6:34 p.m.

6. Special Recognitions / Reports

- 6.1 Recognition of WCHS Girls Softball and Volleyball Teams
(EL-4 Communication and Counsel to the Board)
Dr. Rabenhorst reviewed the information below with the Board of Education members and congratulated the teams. Team representatives were not present at the meeting.
Volleyball Team
The Lady Rebels Volleyball team was undefeated in league play, 7-0, and they won the colorado league tournament which qualified the team for CHSAA regionals. They participated in the CHSAA regional tournament at Palmer Ridge High School. Their final record was 14-11. There were 2 school records broken this year, most blocks in a game and most blocks for the season. Both records were broken by Peyton Witzel.
Softball Team
Weld Central Fastpitch team is young with growing talent. Throughout the season all of the non-conference games were highly competitive as every team was ranked in the top 10 of 3A

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and 4A. There were 2 school records broken during the season, most strikeouts in a game which was a total of 14 and most strikeouts in a season which was 101. Both records were broken by Kaybri Cook. In the regional tournament WC beat Valley, 17-1, and went on to play Sterling where they fell short at the very end, 2-1.

7. Board Consent Agenda

- 7.1 Approval: Meeting Minutes (GP-8 Agenda Planning)
 - (a) November 10, 2021 Regular Meeting Minutes
 - (b) November 29, 2021 Special Meeting Minutes
- 7.2 Approval: Financial Reports (EL-16 Financial Administration)
 - (a) November Financials
 - (b) Quarterly Financial Report (October, January, April, July only)
 - (c) Lochbuie Elementary Activity Fund Change in Account Signers
 - o Change from Sarah Turner to Danette Morgan
- 7.3 Approval: Resignations / Retirements / Separation of Employment (EL-12 Staff Treatment)
 - Ashley Gusa - Resignation, EL Teacher @ Meadow Ridge Elementary
 - Jennell Barrows - Resignation, Instructional Paraprofessional @ Lochbuie Elementary
 - Justin Johnson - Resignation, Custodian @ Weld Central High School
 - Lois Sloan - Resignation, Instructional Paraprofessional @ Hudson Elementary
 - Ashley Bell - Resignation Director of Technology @ District Office
 - Madelyn Allen - Resignation Bus Driver @ Transportation
 - Jamie Byers - Resignation, Social Studies Teacher @ Weld Central High School
- 7.4 Approval: Contracts for Licensed Employees (EL-12 Staff Treatment)
 - Cameron Bolton - Music Teacher @ Weld Central High School
 - Rebekah Dornbos - 8th Grade Math Teacher @ Weld Central Middle School
- 7.5 Approval: Letters of Employment for Classified Personnel (EL-12 Staff Treatment)
 - Norma Chavez - Instructional Paraprofessional @ Hudson Elementary
 - Amy Veith - Instructional Paraprofessional @ Lochbuie Elementary
- 7.6 Approval: Additions to the 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment (EL-12 Staff Treatment)
 - Bethany Stevenin - Homebound Teacher @ Lochbuie Elementary
 - Richard Pevler - Assistant Boys Basketball Coach @ Weld Central High School
 - Austin Knox - Assistant Boys Basketball Coach @ Weld Central High School
- 7.7 Approval: Resignations for 2021-2022 Coaching/Extra Duty Employment Agreement/Notice of Assignment (EL-12 Staff Treatment)
 - Cheryl Hollingsworth - Resignation, GT Liaison @ Hoff Elementary
 - Kelly Scogin - Resignation, Homebound Teacher @ Lochbuie Elementary
- 7.8 Approval: Intra-School / Intra-District Staff Transfers

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- Crystal Sanchez transferring from Media Center Manager @ Meadow Ridge Elementary to Long Term Substitute for ELL Teacher Vacancy @ Meadow Ridge Elementary
- 7.9 Approval: 2020-2021 Amended Contracts (EL-12 Staff Treatment; EL-15 Budgeting)
- 7.10 Approval: Additions to the Substitute Teaching List (EL-12 Staff Treatment)
- Katie Hopkins - Classified Substitute, District wide
 - Jennafer Hoyland - Licensed Substitute, District wide
- 7.11 Approval: Out of District Student Requests for 2021-2022 (EL-6 Educational Program)
- 7.12 Approval: Request for Open Enrollment / Within District Transfers for 2020-2021 (EL-6 Educational Program)
- 7.13 Approval: Home School Requests for 2021-2022 (EL-6 Educational Program)
- 7.14 Approval: Administrative Policy
- None
- 7.15 Approval: Monitoring Review Cycle (EL-4 Communication and Counsel to the Board)
- None

Director Hayes moved to approve the agenda as presented. Director Gustafson seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - Yes
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8. Action/Discussion Items

8.1 Resolution 2022-1 Mill Levy Certification for Property Tax Year 2021

Annually, the Board must formally approve the mill levy certification before it is submitted to the counties. Both Adams and Weld Counties provided information, including assessed valuation which is needed in setting the mill levy for 2021. Ms. Clark reviewed the final Mill Levy certification document and indicated the rationale for the Levy. Overall Assessed Valuation has decreased by 32.9% which will impact the tax rate. The reduction is due to a decline in Oil/Gas AV. This year, Ms. Clark and Dr. Rabenhorst recommended that no fund balance be used to reduce the bond mill levy rate at this time. For comparison, the 2020 mill levy was set at 16.309. So, due to the decrease in AV, the mill levy will increase by over 2.5 mills. Dr. Rabenhorst shared a tax implication example based on a home valued at \$400,000. Director Haffner asked about the mill credit and whether we will ever be able to raise our mill to the 27 mill levy limit. Ms. Clark explained how the district will not need to raise the levy to 27 mills as many other districts will be required to do based on recent legislative changes. The mill levy certification must be submitted to the CDE, Adams County and Weld County by December 15 prior to midnight, so Ms. Clark was directed to make those submissions.

Director Haffner moved to approve Resolution 2022-1 the Certification of Mill Levies at 19.063 mills, based upon an assessed valuation of \$1,290,254,870 for property tax year 2021 to be collected in 2022 as presented. Director Gustafson seconded the motion.

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8.2 WCMS Math Curriculum Adoption (2nd Reading)

The listed materials were recommended in order to update and refresh our Instructional Materials Adoption Cycle. The Weld Central Middle School Math Department had previewed the following math program and determined that Illustrative Math will be best aligned to the Colorado State Standards and the learning requirements of our students. Funds for the expenditure will come from the district’s curriculum department budget. The documents have been on public display since the previous Board meeting with no inquiries. Ms. Orbanosky had no additional information for the Board members.

- LZ Illustrative Mathematics Grade 6
- LZ Illustrative Mathematics Grade 7
- LZ Illustrative Mathematics Grade 8
- LZ Illustrative Mathematics Alg 1

Director Jensen moved to approve the LZ Illustrative Mathematics curriculum adoption for Grades 6-8 and Algebra 1 as presented. Director Hayes seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - Yes
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8.3 WCHS Class Schedule Format

Board members were provided a memo from high school administration outlining a recommendation for continuation of the 4 block schedule. Rob Orbanosky and Kelli Dwyer joined the meeting to share additional data, their recommendation, and the rationale for the recommendation. Included in the presentation was a summary of a family survey conducted in the prior week. Survey results showed over 75% favored the block schedule over a traditional 7 period day. These results were similar to survey results collected approximately one year ago. Board members asked many questions regarding the block schedule including its effects on achievement and graduation rates. Mr. Jense specifically asked about achievement. Previously reviewed national studies indicate no detrimental effects of a block schedule on achievement. Ms. Dwyer noted that graduation rates should improve with the additional credits available in the block schedule and the work-based learning opportunities that can be available in a block schedule. Concurrent enrollment courses are also more available to students in the schedule. Ms Baumgartner expressed her concerns regarding the gap in content, such as mathematics, if students were not continuously enrolled in the subject matter. Dr. Rabenhorst stressed the importance of students having a year-long schedule determined at the beginning of the school

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year to ensure students did not miss a course they wanted or needed and that they did not have more than a semester gap between a content area such as math. The group discussed the importance of having a course of study outlined for students. Ms. Baumgartner expressed the need for strong communication to families regarding all of this so that they are well informed and can help make appropriate decisions for their families. Ms. Hayes suggested that a tutoring program should be explored for students who desire to have math experience during a semester where they are not enrolled in a math course. High school administration explained how other concerns have been addressed, such as moving AP courses to the spring semester so that they are more closely aligned with AP exam timing.

Director Jensen moved to approve the WCHS 4-Block Class Schedule Format as recommended. Director Gustafson seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - Yes
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8.4 Director Request to Attend the Federal Relations Network Conference

Director Gustafson requested to attend the Federal Relations Network Conference in Washington DC during the month of January. This is a CASB related event. While CASB encourages district participation, the cost must be covered by local districts. Director Gustafson attended this conference two years ago. Director Jensen shared that he is not personally comfortable with this participation, noting that it's nothing personal against Director Gustafson, but that he does not see the value in districts participating. Director Baumgartner asked for feedback on impact of attendance Director Gustafson may be able to bring back to inform the board following her attendance.

Director Haffner moved to approve Director Gustafson's attendance at the January 2022 Federal Relations Network Conference with approved expenditures not to exceed \$3000. Director Hayes seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - No
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8.5 Service Agreement with North Range Behavioral Health

The service agreement was provided to Board members for review. Dr. Wakeman has been in contact with North Range Behavioral Health regarding a potential partnership with NRBH. Since the last report to the Board, Dr. Wakeman has met with principals who would like to move forward with the program. The contract had been previously reviewed by administration and was recommended for approval. The opportunity to bring community-based mental health and substance use clinician into the district enhances and complements existing support services for youth and their families. Director Jensen asked about licensure requirements of the service providers. Dr. Wakeman indicated that she would oversee the

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work to ensure qualified candidates were provided by the agency. She also explained that the provider is an employee of NRBH, so they would cover benefits, workers compensation, etc. Directors shared support for bringing these types of services to our community.

Director Gustafson moved to approve the Service Agreement with North Range Behavioral Health as presented. Director Hayes seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - Yes
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8.6 Compensation Proposal for Remainder of 2021-2022 Utilizing ESSER Funds

Dr. Rabenhorst and Ms. Clark initiated discussion with building leaders regarding how to support teachers with the significant shortage of substitutes in the district. Principals are support use of their discretionary ESSER funds to compensate teachers for internal substitution and to increase substitute teacher rates. The formal proposal below was communicated to Board members by Dr. Rabenhorst.

A “hazard pay” bonus was proposed for teachers who have provided internal substitution. Dr. Rabenhorst explained what internal substitution means. This bonus would be \$20 per hour for each hour of internal substitution provided during the first semester. The payment will be made near the end of January. A similar “hazard pay” bonus would also be provided for internal substitution occurring during second semester. This payment would be made in mid-June 2022. Similarly, hazard pay of an additional \$10 per hour for double class coverage would also apply during both January and June. Director Jensen noted his strong support for this as a way to thank teachers for their work, but he did expressed concern about over-utilizing internal subbing by some teachers to increase their earnings and not allow for others to provide internal substitution. This could be a detriment to their own scheduled classes if they consistently miss their planning block. High School administrators ensure that they monitor this, and it is also reviewed at the district level when time cards are submitted. Director Gustafson asked for clarification that the rate is based per hour, not per class period.

The hourly rate for learning loss instruction (i.e., tutoring) was proposed to be \$50 per hour starting on January 1 and ending on June 30, 2022. The current rate is \$30 per hour for any outside of contract instructional time. The proposed hourly rate would only apply to services provided outside of contract time and for the explicit purposes of addressing learning recovery plans established by schools using federal ESSER funds. The hourly rate for any such tutoring provided by paraprofessionals will be paid at \$25 per hour starting January 1 (and ending June 30, 2022).

Dr. Rabenhorst noted that substitution rates in the district have recently started lagging behind other districts in the region. Director Jensen asked if the rates had been

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compared to the other ten districts we compare salaries to. Dr. Rabenhorst confirmed that Human Resources had just completed that comparison which has led to the recommended changes. Substitute rates were recommended to change to the following rates for the remainder of the 2021-22 school year:

	Current	Proposed
Classified Sub	\$95	\$110
Elementary Sub	\$120	\$130
Secondary Sub	\$120	\$140
Long-term	\$130	\$150
Retired Sub	\$125	\$140
Elementary Full-Time	\$140	\$150
Secondary Full-Time	\$140	\$160

Director Hayes moved to approve the compensation proposal for the remainder of the 2021-2022 school year as presented. Director Jensen seconded the motion.

Baumgartner - Yes	Gustafson - Yes	Haffner - Yes	Hayes - Yes	Jensen - Yes
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9. Information / Discussion

9.1 2022-2023 Calendar (1st Reading)

Board members were provided a draft of the proposed 2022-2023 School Calendar draft that has been developed by the Superintendent’s Advisory Council. Each SAC member sought feedback from each of the schools. Calendar topics were also discussed by the District Accountability Committee. The draft follows the same general pattern as the current year; however, a change in the location of winter break was noted by Dr. Rabenhorst. Mr. Jensen asked when the SE Weld Fair was, and Dr. Rabenhorst noted that it aligns with a non-contract day as it has for the past several years. The Board will review again at the January meeting.

9.2 Hoff Elementary Right of Way Dedication to the Town of Keenesburg

As part of the Town’s agreement and planning with the Evan’s Place Subdivision, the developer is financially responsible for a sidewalk from the subdivision along Highway 59 to Woodward Street. The Town is requesting 10 feet of Right of Way (ROW) along the Hoff Elementary property in order for the sidewalk to be constructed. A sketch of the proposed ROW has been provided by the Town and Board members reviewed the sketch during the meeting. The Town

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advised Dr. Rabenhorst that a legal agreement is not needed; rather, they are proposing that the ROW be conveyed via Deed. Dr. Rabenhorst noted that the district's legal counsel verified that it could be conveyed by deed. The district has the legal description of the Title Commitment, so Dr. Rabenhorst will provide that to the Town. The next step is for the Town to draft the deed. Board members were in agreement with moving forward, so a resolution and a Deed will likely be presented for approval in January.

9.3 Review of Continuity of Learning Plan

Board members were provided a link to the plan for their review. There have been no changes to the Continuity of Learning Plan. Federal and State regulations require that this be placed on a Board agenda for review. Dr. Wakeman reported that the district has not had the need to change protocols, including wearing masks. Data continues to be monitored and placed on the district's dashboard on-line. Federal funding requires that our plan is reviewed every six months.

10. Superintendent Reports and Presentations

10.1 Annual District Salary Schedule Comparison

Annually, the district collects comparison data on teacher salary. Dr. Rabenhorst reviewed the annual comparison document with Board members. The district set a goal to be 5th in starting teacher pay with the 2016 MLO and subsequent 2020 MLO extension. With the increase in the salary schedule mid-year last year, Re-3J is 4th in comparison to the other districts with regards to starting salary. Dr. Rabenhorst also reviewed this information at DAC where those members indicated the district should set a target for the MA step10 location on the schedule in order to help with teacher retention. Board members agreed this should be a focus area.

10.2 Discipline Report

(EL-4 Communication and Counsel to the Board; EL-9 Treatment of Students, Parents and Community; EL-10 Student Conduct, Discipline and Attendance)

None

11. Board Member Reports / Discussions

Director Hayes - She reported on attendance at the District Accountability Committee the previous week. She praised the freshman/fifth grade career activity that occurred recently.

Director Gustafson - She will know by the end of the week if she will be appointed to the CASB Region 4 position.

Director Jensen - no report

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Director Haffner - He brought up a workshop he attended where other districts are growing student opportunities with local businesses and promotes our continued work in this direction. He also reported on other workshop attendance at the convention.

Director Baumgartner - Reported that the CASB convention went very well this year and invited members to request to share information learned at a future meeting.

12. Adjournment

President Baumgartner adjourned the meeting at 7:56 p.m.



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