

Official
Weld Re-3(J) Board of Education
Work Session Meeting
March 13, 2013

A Regular Session meeting of the Weld Re-3(J) Board of Education was held at Central Office, on March 13, 2013.

The Pledge of Allegiance was recited.

President Haffner called the meeting to order at 7:02 p.m. Answering roll call were:

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| Deb Gustafson | Present | Bryan Haffner | Present |
| Cindy Hesse | Present | Fred Jensen | Present |
| Candace Veldhuizen | Present | | |

President Haffner asked for a motion for approval of the Board agenda. Director Veldhuizen moved to approve the Board agenda and the addendum with the order being changed under the Discussion Action Item, and removal of Item XV from the agenda. Director Jensen seconded the motion.

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

President Haffner asked for Board members to review GP-10: Board Member Covenants as a means of monitoring GP-9: Board Member's Code of Conduct.

President Haffner asked if there were any comments from the audience. Mary Waffel thanked the Board for having the reception for the Superintendent Candidates, and made a comment pertaining to the hard work the catering class did with the food at the reception. Kim Skinner wanted to thank the Board for the lanyards the staff received.

The Friends of Education award was presented by President Haffner to Allen DeBelly in appreciation for calling Susie Townsend, Superintendent, with road reports as he was on his way to work early in the morning on days of bad weather.

Rudy Andras, with RBC Capital Markets, presented information to the Board concerning the financing of the Land and Water Shares. He advised the Board on areas that are owned by the district that could be used as collateral in the financing. He also spoke in regard to the possible effect the Johnston Senate Bill might have on the district if it passes.

Mr. Dale Fleming, Principal at Weld Central High School, spoke to the Board concerning where the high school is headed with increasing student achievement and preventive interventions. A student representing the senior class spoke to the Board about activities the class is taking part in for the rest of the year. Kim Skinner spoke about the Reading Plus Program, and how it is working with the students to help increase their reading skills. Shannon Wachowski presented a new concept she is working on called the Flipped Classroom and described how it is working in her classroom. Toby Karr talked about the Positive Behavior Support Program the high school is working on with students and staff. He advised the Board on how they are trying to increase positive behavior with the students. Leslie Baumgartner showed a video "Go Animate" to the Board and discussed how the

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program is used in her classroom. Matt Thompson spoke about how the R.T.I. program is working. He talked about how staff members make phone calls home to gain input from parents to see what needs to be done to bring the students up to grade level.

Director Veldhuizen made a motion to approve the following Consent Agenda Items:) January 23, 2013 Regular Session Meeting Minutes; B) February 6, 2013 Special Session Meeting Minutes; C) Letters of Employment for Classified Personnel: 1) Stacey David, Transferring from SPED Aide to Office/Health Aide at WCHS; D) Resignations/Retirements: 1) Sara Jones, 1st Grade Teacher at Hoff; E) Resignations for 2012-2013 Coaching/Extra Duty Employment Agreement/Notice of Assignment: 1) Amber Gustafson , Asst. Volleyball Coach at WCHS; F) Additions to the 2012-2013 Coaching/Extra Duty Employment Agreement/Notice of Assignment: 1) Mike Brown, Head Boys Soccer Coach at WCMS, 2) David Franklin, Co-Asst. Track Coach at WCHS, and 3) Michael Stonner, Co-Asst. Track Coach at WCHS; G) Out of District Student Requests for 2012-2013; H) Home School Requests for 2012-2013; I) 2012-2013 Amended Contracts. Director Hesse seconded the motion.

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

Director Hesse made a motion at 8:48 p.m. to go into Executive Session to discuss a Personnel Matter regarding the contract of the New Superintendent as authorized by C.R.S. 24-6-402-4(f). Director Veldhuizen seconded the motion.

Director Hesse amended her motion to exclude Director Gustafson because she abstained from the superintendent search due to a possible conflict of interest.

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| Deb Gustafson | Abstain | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

Present in executive session were: Board of Education President Bryan Haffner, Director Hesse, Director Jensen, and Director Veldhuizen, with the possibility of calling Linda Chapman consultant, the District's Attorney Darryl Farrington and the Candidate.

The Board returned to open session at 9:01 p.m.

Director Gustafson made a brief statement stating that the Board works as a team and any decision the Board makes, Director Gustafson fully supports their decision concerning the Superintendent search outcome.

Director Veldhuizen made a motion to offer the Superintendent position, extend a contract, and enter into negotiations with Greg Rabenhorst. Director Jensen seconded the motion.

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

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Discussions pertaining to the Budget occurred next. Susie Townsend, Superintendent presented information she received from the Weld County Commissioners pertaining to the 52/59 intersection. The information received from the commissioners indicated they would help finance the intersection with the district paying 20 percent up front and 20 percent for 3 years. Ms. Townsend advised the Board that Ed Meier had placed a call earlier in the day to the Commissioners for clarification on the financing and have not heard back from them before the Board meeting. Ed Meier, Director of Business Services, gave the Board a hand out with information concerning the insurance benefits increase, increase in the rate of PERA, the per pupil amount projected from the governor, and retro pay and step increase totals for employees. There was also some discussion concerning insurance options for classified employees and the impact it could have on the district.

Break at 9:43 p.m.

Back at 9:53 p.m.

A great deal of discussion took place pertain to the financing the water shares and the concerns of Board members for the future. Susie Townsend, Superintendent, spoke about the three different options the Board can take at this time: first, is do nothing, since the land was already paid for and the water shares were financed; second, go for the financing of the land and water shares only; and third, go for the financing of the land and water shares with an amount added on to help pay for capital improvements. Some additional discussion pertaining to the Johnston's Bill and the impact it might have on the District occurred. The Board made a request to Ed Meier, Director of Business Services for more information on the impact the Salaries/Benefits will cost the district.

The Board pulled Administrative Procedure and Policy Development on G-a-19: Sick-Bereavement Leave Days, G-a-20: Sick Leave Bank, G-a-30: Vacations, and J-17: Truancy. The Board will approve J-17: Truancy under the Consent Agenda section.

Director Hesse made a motion to approve A-6: Safe Schools, G-b-9: Professional Leave Training, G-b-12: Extended School District Leave and G-a-26: Holidays. Director Gustafson seconded the motion.

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

Correspondence to the Board consisted of the magazine District Administration, and an email from Susie Townsend.

Superintendent Townsend gave the Board a handout of the Learning Matrix that Roxie Bracken and Mrs. Townsend, developed with the administrators and teachers. She explained how it has been viewed by different districts around the state, and how the Colorado Department of Education is using it as a model when training other districts around the state.

President Haffner asked if there were any Board Member Reports. Each Board member spoke about the feedback they were receiving pertaining to the Reception for the Superintendent candidates. They all expressed how well the Reception went and would like to send out thank you notes for everyone who was involved in the process.

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Director Hesse made a motion to extend the meeting for an additional 20 minutes to go into an Executive Session under C.R.S. 24-6-402-4(f) for the purpose of discussing contract negotiations for the Superintendent position. Director Veldhuizen seconded the motion.

Went into Executive Session at 11:09

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

Present in executive session were: Board of Education President Bryan Haffner, Director Gustafson, Director Hesse, Director Jensen, and Director Veldhuizen,

The Board returned to open session at 11:45 p.m.

Director Veldhuizen moved to approve the Board President to act as mediator to negotiate the Superintendent contract with Greg Rabenhorst. Director Gustafson seconded the motion.

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| Deb Gustafson | Aye | Bryan Haffner | Aye |
| Cindy Hesse | Aye | Fred Jensen | Aye |
| Candace Veldhuizen | Aye | | |

Each Board member completed GP-4-E: Board Self-Assessment Document.

There being no further business to bring before the Board, President Haffner declared this regular session Board meeting adjourned at 11:45 p.m.

Respectfully submitted,

Bryan Haffner, President

Cindy Hesse, Secretary