

Official Minutes  
**Weld Re-3(J) Board of Education**  
March 9, 2016  
Work Session Meeting Minutes

1. **Call to Order** by President Haffner at 6:00pm.
2. **Roll Call** Gustafson, Baumgartner, Haffner, Jensen and Veldhuizen present.
3. **Pledge of Allegiance**
4. **Review of Agenda**
5. **Discussion Items**
  - 5.1 **Administrative Policy G-b-10 Personal Leave (*1<sup>st</sup> Reading*)**

Mr. Diamond and Dr. Rabenhorst presented policy G-b-10 which was recently reviewed by the Meet & Confer Joint Committee and is the group's recommendation to the Board. The updated policy would provide licensed staff members an additional personal day annually, on the start of their 6<sup>th</sup> consecutive year in the district. There is a cost to this proposal which Dr. Rabenhorst discussed with the Board members. The policy is aimed at adding incentive for teacher retention. The board requested that the classified staff personal leave policy be placed on a future Joint Committee agenda. This G-b-10 policy will be placed on the March 23<sup>rd</sup> consent agenda.
  - 5.2 **Administrative Policy G-a-19 GBGG) Staff Sick Leave (*1<sup>st</sup> Reading*)**

Policy G-a-19 has been updated based on CASB sample policy. This policy will separate out the current Sick-Bereavement Leave policy into two policies. The updated policy provides a clearer way of identifying the differences in sick leave allocation. This policy will be placed on the March 23<sup>rd</sup> consent agenda.
  - 5.3 **Administrative Policy G-a-34 (GBGJ) Staff Bereavement Leave (*1<sup>st</sup> Reading*)**

Because the existing Sick-Bereavement Leave has been separated, Bereavement is now its own policy. The policy also now includes partner in a civil union as part of the employee's immediate family. This policy will be placed on the March 23<sup>rd</sup> consent agenda.
  - 5.4 **Administrative Policy J-17 (JQ) Student Fees, Fines, and Charges (*1<sup>st</sup> Reading*)**

Administration is recommending more clarity in the Board's ability to establish fees. The board reviewed CASB sample policy JQ Student Fees, Fines and Charges which includes language for a District's ability to assess fees. District administration has reviewed legal requirements with CASB counsel and has also included language based on consultation with Mr. Farrington last spring. An exhibit has been developed to outline the fees charged by the District. The Board will be asked to approve the fees annually each March, prior to the early registration process for returning students. This policy will be placed on the March 23<sup>rd</sup> agenda for a second reading.
  - 5.5 **MLO Priorities / Bond Options**

The summary documents of the Bond and MLO examples/options are being updated daily as new information is obtained from various consultants. The Enrollment Solutions document was updated to reflect the Citizen Task Force initial recommendations which will be discussed at the March 10 meeting and included initial cost estimations. The Deferred Maintenance document has also been updated to include the highest priorities as recommended by the engineer consultants and district operations staff. H+L and the Chief Estimator provided the most updated costs for the Board to review. The Board continued discussion about what they believe should be included in the 'contingency' document as a result of failed election questions or not placing questions on the ballot.

5.6 We Care Follies Participation

The Board discussed their participation in the We Care event on April 22<sup>nd</sup>. The theme for this year's Follies is "The Classics." Consensus was that the Board would participate in the follies.

5.7 2016-2017 Budget Development & Salary Comparisons

The board reviewed information regarding the licensed staff salary schedule. Dr. Rabenhorst shared this year's salary comparisons with the ten districts identified as our comparison group. Ms. Clark provided the Board with summary information regarding a step increase for licensed staff. She also provided an example of revenue changes based on CDE's initial projection for FY17 per pupil funding. This initial projection will change several times over the next few months, but will be the starting point for 2016-2017 budgeting.

**6. Adjournment at 7:53pm.**