

THOMPSON SCHOOL DISTRICT

BOARD OF EDUCATION

MEETING AGENDA

February 19, 2014

Administration Building, 800 South Taft Avenue, Loveland, Colorado 80537

“The Thompson School District will be a school district that empowers, challenges and inspires students, faculty, staff, parents, school leaders and community members to learn, achieve, and excel.”

Empower to Learn – Challenge to Achieve – Inspire to Excel

BOARD OF EDUCATION

Bryce Carlson, Vice President 940 Crabapple Drive Loveland, CO 80538 bryce.carlson@thompsonschoools.org	Director District B 970-744-0247 Term Expires 2017
Pam Howard 800 South Taft Avenue Loveland, CO 80537 pam.howard@thompsonschoools.org	Director District D 970-691-2224 Term Expires 2015
Lori Hvizda Ward 800 South Taft Avenue Loveland, CO 80537 lori.hvizdaward@thompsonschoools.org	Director District E 970-663-3518 Term Expires 2017
Bob Kerrigan, President 2028 Elmwood Street Berthoud, CO 80513 bob.kerrigan@thompsonschoools.org	Director District G 970-290-3610 Term Expires 2015
Carl Langner 1674 Monarch Circle Loveland, CO 80538 carl.langner@thompsonschoools.org	Director District F 970-663-6464 Term Expires 2017
Denise Montagu, Treasurer 800 South Taft Avenue Loveland, CO 80537 denise.montagu@thompsonschoools.org	Director District C 970-679-9705 Term Expires 2015
Donna Rice, Secretary 1598 West 29 th Street Loveland, CO 80538 donna.rice@thompsonschoools.org	Director District A 970-667-3046 Term Expires 2015

ADMINISTRATION

Stan Scheer, Ed.D. stan.scheer@thompsonschoools.org	Superintendent of Schools 970-613-5013
Michael Jones michael.jones@thompsonschoools.org	Assistant Superintendent of HR/School Support 970-613-5081
Steve Towne stephen.towne@thompsonschoools.org	Chief Financial Officer 970-613-5051
Paul Bankes, Ed.D. paul.bankes@thompsonschoools.org	Executive Director of Elementary Education 970-613-5026
Charlie Carter charlie.carter@thompsonschoools.org	Executive Director of Student Support Services 970-613-5055
Margaret Crespo, Ed.D. margaret.crespo@thompsonschoools.org	Executive Director of Secondary Education 970-613-5032
Diane Lauer, Ed.D. diane.lauer@thompsonschoools.org	Executive Director of Instruction 970-613-5056
Michael Hausmann michael.hausmann@thompsonschoools.org	Public Information Officer 970-613-5015
Erv Klein erv.klein@thompsonschoools.org	Chief Technology Officer 970-613-5158
Shana Garcia shana.garcia@thompsonschoools.org	Executive Assistant to Superintendent/BOE 970-613-5013

**THOMPSON SCHOOL DISTRICT R2-J
Board of Education Meeting Agenda
800 South Taft Avenue, Loveland, CO
February 19, 2014**

1.0 OPENING OF REGULAR BUSINESS MEETING – 6:00 P.M.

1.1 Pledge of Allegiance/Mission Statement

2.0 ADOPTION OF AGENDA

3.0 APPROVAL OF MINUTES

3.1 January 15, 2014 Regular Business Meeting; February 5, 2014 Special Meeting – Work Session I; February 12, 2014 Special Meeting – Work Session II

4.0 PUBLIC PARTICIPATION

4.1 Board and Superintendent Reports – Inspiring Students’ Awards, 30 Minutes
4.2 Public Comments 30 Minutes

5.0 ACTION ITEMS

5.1 **Consent Agenda
5.1.1 Approval of Personnel/Extra Duty/Coaching Recommendations
5.1.2 Approval of Gifts/Donations to District
5.1.3 Approval of Joint Insurance Committee (JIC) Distribution of Forfeited Funds
5.1.4 Approval of Mary Blair Elementary School Partial Roof Replacement Project
5.1.5 Approval of Proposed Revisions to Board Policies:
GC – Professional Staff
GCQC-GCQD – Resignation of Instructional Staff/Administrative Staff
GCQF – Discipline, Suspension and Dismissal of Professional Staff
GDD – Classified and Non-Licensed Administrative/ Professional/ Technical Staff Vacations and Holidays
5.2 Approval to Proclaim “Career and Technical Education Month” – February 2014
5.3 Approval to Proclaim “Read Across America Day” – March 3, 2014
5.4 Approval/Denial of District Charter School Renewals – Loveland Classical Schools and New Vision

6.0 DISCUSSION ITEMS

6.1 2014-15 District Budget Development Update 60 Minutes
6.2 Monthly Financial Statement – December 2013 & January 2014 Written Report

7.0 FUTURE AGENDA ITEMS AND REQUESTS FOR INFORMATION

8.0 EXECUTIVE SESSION – Matters Subject to Negotiations with Licensed Staff Pursuant to C.R.S. 24-6-402 (4)(e)

9.0 ADJOURNMENT

***The Board president will ask if any members of the Board wish to speak on any issues listed on the consent agenda. If so, these items will be removed from the consent grouping and considered immediately after consent grouping. For all items remaining on the consent agenda, adoption of the consent agenda will be considered as adoption of staff recommendations furnished.*

ACTION ITEM 3.1

Approval of Meeting Minutes

Date: February 19, 2014

Submitted by: Shana Garcia, Executive Assistant to Superintendent/BOE

Recommendation: That the Board approve the meeting minutes as written or amended.

The following minutes are attached for Board review:

- January 15, 2014 Regular Business Meeting
- February 5, 2014 Special Meeting – Work Session I
- February 12, 2014 Special Meeting – Work Session II

These minutes are not a transcription of what was said by each individual Board member rather they are recordings of what was done at the meeting [Robert's Rules of Order, §47]. However, individual comments that were specifically requested to be included are noted under "For the Record."

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Regular Meeting Minutes
January 15, 2014

The Board of Education of the Thompson School District met January 15, 2014 in the Thompson School District Board Room, 800 South Taft Avenue, Loveland, Colorado.

1.0 OPENING OF MEETING

President Bob Kerrigan called the meeting to order at 6:00 P.M. Carl Langner led the audience in the Pledge of Allegiance. Lori Hvizda Ward read the mission statement.

Board Members Present:

Bryce Carlson, Director District B
Pam Howard, Director District D
Lori Hvizda Ward, Director District E
Bob Kerrigan, Director District G
Carl Langner, Director District F
Denise Montagu, Director District C
Donna Rice, Director District A

Board Members Absent (Excused):

None

Thompson School District Staff Present:

Stan Scheer, Ed. D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Steve Towne, CFO
Paul Bankes, Ed.D., Executive Director of Elementary Education
Charlie Carter, Executive Director of Student Support Services
Margaret Crespo, Ed.D., Executive Director of Secondary Education
Diane Lauer, Ed.D., Executive Director of Instruction
Michael Hausmann, PIO
Shana Garcia, Executive Assistant to Superintendent/BOE

2.0 ADOPTION OF AGENDA

Bryce Carlson moved that the Board adopt the agenda as presented. Carl Langner seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

3.0 APPROVAL OF MINUTES

Pam Howard moved that the Board approve the minutes from the December 17, 2013 Special Meeting – Retreat as written; December 18, 2013 Regular Business Meeting as amended to include the verbiage “by administration” related to pulling action items 5.3 and 5.4; January 8, 2013 Special Meeting – Work Session I as written; and January 10, 2014 Special Meeting – Retreat as written. Lori Hvizda Ward seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

4.0 PUBLIC PARTICIPATION

4.1 Board and Superintendent Reports

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- Superintendent Scheer presented the following persons with Inspiring Students' Awards for going above and beyond for students:
 - Michelle Malvey; Tim Mangina; Rob Stafford; Brian Uhlenbrock; Will Oakley; Margaret Crespo; Diane Lauer; Todd Ball; Nikki Weitzel; Patty Hinkle; Larissa Clark; Josh Coseo; Kerri Rollins; Tim Vasquez; Brian Brenner; Ben Broccoli; Lindsey French; Scott Zurn; Christa Ahrens; Nate Miller
- Board Member Donna Rice
 - Visited Cottonwood Plains Elementary School
 - Requested work session on: disciplinary effect on student achievement; research ways to reduce teacher reporting requirements
 - Expressed concern regarding rumors related to BOE and district
 - Expressed personal position of being greatly in support of art and music education for students
- Board Member Denise Montagu
 - Visited Transportation Department
 - Provided Thompson Education Foundation update
- Board Member Carl Langner
 - Attended Joint Insurance Committee meeting
- Board Member Lori Hvizda Ward
 - Attended Early Childhood Policy Council meeting – will provide monthly information to BOE
 - Judged District Science Fair
 - Acted as word caller at Bill Reed Middle School Spelling Bee
 - Attended District Stakeholders meeting
 - Attended “Music Man Jr.” performance at Van Buren Elementary School
- Board Member Bryce Carlson
 - Spoke of importance of accurate communication between/amongst BOE members and community regarding where district is headed
 - Spoke of misinformation and reported following items were not true:
 - BOE eliminating contract with teachers and Thompson Education Association
 - BOE trying to implement voucher/privatization system
 - Advocated for school of choice/charter schools
 - Advocated for increase in student achievement – literacy and math
 - Advocated for creating culture to attract and retain great teachers
 - Advocated to make district preferred choice for students inside and outside district
- Board Member Pam Howard

Pam Howard move to relocate future BOE business meetings to a larger venue. Denise Montagu seconded.

BOE Discussion

The following topics were discussed:

- Increase transparency/further participation at meetings
- Allow any and all citizens to be seated in same room as BOE
- Availability of venues and ability to televise and stream meetings live/ability to record and post video to website
- Limiting of public audience – denying right to assemble

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- Importance of safety and capacity restrictions
- Acknowledge and appreciate citizens who attend meeting in person
- Requirements for recording of BOE meetings clarified
- Investigate ways to record meetings at other venues

The motion failed by a 4-3 roll call vote: Bryce Carlson, no; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, no; Carl Langner, no; Denise Montagu, yes; Donna Rice, no.

- Visited Thompson Valley High School Holiday Choir and Orchestra concert
- Visited Transportation Center
- Attended Professional Concerns Committee meeting
- Attended District Stakeholders meeting
- Board President Bob Kerrigan
 - Visited Berthoud Elementary School
 - Attended Master Plan Committee meeting
 - Attended BOE retreat
 - Attended Thompson Valley High School Band Festival

4.2 Public Comments

Sarah Walgast, 4700 Westbury Drive, Ft. Collins, CO – Spoke on following topic:

- Additional, targeted interventions and enrichment offerings at Big Thompson Elementary School

Maia Mattise-Lorenzen, 5325 Gary Drive, Berthoud, CO – Spoke on following topic:

- School governance models and speaker Brad Miller

Marcia Venzke, 2043 Wimbledon Drive, Loveland, CO – Spoke on following topics:

- Community trust
- Perception of BOE and district regarding reform
- Public comment opportunities

Peg Baumgartel, 285 Rossum Drive, Loveland, CO – spoke on following topic:

- Pride in district and community support

Becky Jay, 1008 SCR 23E, Loveland, CO – spoke on following topics:

- Newly elected/appointed BOE familiarity with various district departments/processes/practices
- Monthly study sessions – Monday afternoons

Laurie Shearer, 809 North Colorado, Loveland, CO – spoke on following topics:

- Listening tours in schools
- Professionalism of teachers

Diana Greer, 135 Jessen Drive, Loveland, CO – spoke on following topic:

- Expenses for Brad Miller presentation on school governance models

Nicole Kreiling, 230 North 2nd Street, Berthoud, CO – Spoke on the following topic:

- Classified staff at Ponderosa Elementary School

Bill McCreary, 1240 West 6th Street, Loveland, CO – Spoke on the following topics:

- Newly elected BOE members
- Transparency
- Offering choice in schools

Jenny Klagge, 1487 27th Street SW, Loveland, CO – Spoke on the following topic:

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- Neighborhood school concept
- Lewis Headrick, 4011 Burr Oak Drive, Loveland, CO – Spoke on the following topic:
- Public speaking opportunities at BOE meetings
- Gil Barela, 103 Cardinal Avenue, Loveland, CO – spoke on the following topic:
- Robert’s Rules of Order
- Betty Pascual, 3784 Fletcher Street, Loveland, CO – spoke on the following topics:
- Student achievement and resources for support
- Aimie Randall, 423 Deer Creek Court, Loveland, CO – spoke on the following topics:
- Special interest groups
- Marylou Rogers, 1816 Dove Creek Circle, Loveland, CO – spoke on the following topics:
- Charter schools
- Carol Kirkstadt, 1741 Monarch Circle, Loveland, CO – spoke on the following topics:
- Upcoming Common Core presentation by Dr. Stotsky

5.0 ACTION ITEMS

5.1 Consent Agenda

- 5.1.1** Approval of Personnel/Extra Duty/Coaching Recommendations
- 5.1.2** Approval of Gifts/Donations to District
- 5.1.3** Approval of Public Meeting Notice Location for Board of Education Meetings
- 5.1.4** Approval of Proposed Revisions to Board Exhibit:
JQ-E – Student Fees
- 5.1.5** Approval for Resolution for 2013-14 Budget Amendments
- 5.1.6** Approval of Land Dedication Lakes at Centerra
- 5.1.7** Approval of Intergovernmental Agreement (IGA) Concerning Public Park Improvements between City of Loveland, Lakes at Centerra Metropolitan District, and Thompson School District

Pam Howard requested that consent agenda item 5.1.3 be pulled for discussion.

Donna Rice moved that the Board approve consent agenda items 5.1.1, 5.1.2, 5.1.4 – 5.1.7. Lori Hvizda Ward seconded.

Pam Howard acknowledged donations to the district.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

Discussion 5.1.3 Approval of Public Meeting Notice Location for Board of Education Meetings

Pam Howard moved that the Board approve the designated location for posting notice of Thompson School District R2J Board of Education meetings as the reception area of the district office at 800 S. Taft Avenue, Loveland, Colorado, the district’s website at www.thompsonschoools.org, the Loveland Reporter Herald, Ft. Collins Coloradoan and Berthoud Surveyor. Denise Montagu seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

6.0 DISCUSSION ITEMS

6.1 School Governance

In order to provide information to allow the Board to be better informed regarding school governance, Attorney Brad Miller presented information regarding the different models of governance and answered Board questions.

Board/Staff Discussion

The following topics were discussed:

- Expertise/background of Brad Miller
- Contract specifics for Brad Miller presentation
- School governance models
 - Charter school
 - Student demographics
 - Performance on student assessments
 - Waiver of statute and district policy
 - Special Education options
 - District/charter liaison position
 - Authorization of charter schools
 - Independent elected/appointed Board of Directors
 - Contract for district services – Nutrition, SPED, etc.
 - Per Pupil Operating Revenue (PPOR) – limited percentage for district administrative support
 - Grant application requirements
 - Obligations regarding district mill levy and bond monies
 - For profit charter schools
 - Statutory requirements related to parental assistance, meals, transportation, licensed staff, Gifted/Talented services, students with Individualized Education Plan
 - Behavioral requirements – suspension and expulsion
 - Innovation school
 - Requirements for innovation school – areas controlled by district vs. areas controlled by school
 - Waiver of statute and policy
 - New school vs. existing school requirements
 - Terms of approval/renewal
 - Traditional school
 - Provide focus school concepts to offer choice
 - Contracted school
 - Contract with outside organization for variety of services
- Importance of providing resources – funding, staff, support

6.2 High Plains Academy Project

A proposed project schedule regarding the High Plains Academy project was presented to the Board for information and discussion. Mike Jones was in attendance to answer questions.

Board/Staff Discussion

The following topics were discussed:

- Time sensitive – propose BOE action in February

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- Timeline is dependent on construction and financing
- Tax increment financing (TIF) clarified

7.0 FUTURE AGENDA ITEMS AND REQUESTS FOR INFORMATION

- Public comment time and policy on public participation
- Number of citizens who didn't get to speak
- Cost incurred to run tonight's meeting
- Percentage by race for staff in administrative positions
- Moving work session back to floor – security concerns, police presence
- Legal counsel for BOE – first meeting in February
- Charter school governance follow-up presentation with Brad Miller

8.0 EXECUTIVE SESSION – Matters Subject to Negotiations with Licensed Personnel Pursuant to CRS 24-6-402 (4)(e)

Donna Rice moved that the Board of Education convene into executive session pursuant to Colorado Revised Statute § 24-6-402(4)(e) to discuss matters subject to negotiations with licensed personnel. Carl Langner seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

Present in Executive Session: Bryce Carlson, Pam Howard, Lori Hvizda Ward, Bob Kerrigan, Carl Langner, Denise Montagu, Donna Rice, Michael Jones, Superintendent Scheer.

The executive session began at 9:10 P.M.

Bryce Carlson moved to adjourn the executive session. Carl Langner seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

The executive session adjourned at 10:20 P.M.

9.0 ADJOURNMENT

Bryce Carlson moved to adjourn the meeting. Carl Langner seconded. The meeting was adjourned by unanimous consent at 10:21 P.M.

Respectfully Submitted,

Bob Kerrigan, President, Board of Education
Donna Rice, Secretary, Board of Education
Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on_____.

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting – Work Session I Minutes
February 5, 2014

The Board of Education of the Thompson School District met February 5, 2014 in the Boardroom, 800 South Taft Avenue, Loveland, Colorado.

OPENING OF MEETING

President Bob Kerrigan called the meeting to order at 6:02 P.M.

Board Members Present:

Bryce Carlson, Director District B
Lori Hvizda Ward, Director District E
Pam Howard, Director District D
Bob Kerrigan, Director District G
Carl Langner, Director District F
Denise Montagu, Director District C
Donna Rice, Director District A

Board Members Absent (Excused):

None

Thompson School District Staff Present:

Stan Scheer, Ed. D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Steve Towne, CFO
Paul Bankes, Ed.D., Executive Director of Elementary Education
Charlie Carter, Executive Director of Student Support Services
Margaret Crespo, Ed.D., Executive Director of Secondary Education
Diane Lauer, Ed.D., Executive Director of Instruction
Erv Klein, CIO
Michael Hausmann, PIO
Sheila Pottorff, Ferguson High School Principal
Will Sherman, Ferguson High School Teacher
Barb Swanson, Risk Manager

ADOPTION OF AGENDA

Pam Howard moved that the Board adopt the agenda to include public comment prior to each agenda item, limited to two minutes per speaker, and allow all speakers who have signed up to comment. Lori Hvizda Ward seconded.

Board Discussion

The following topics were discussed:

- Clarification of motion – speakers who signed up ahead of time vs. anyone in attendance wishing to speak
- Honoring speakers who signed up ahead of time
- Process for public participation at work sessions – Board Policy BEDH reviewed
- Public participation opportunities for action item vs. discussion item at work sessions and regular business meetings
- Use of existing time assigned to February 5, 2013 BOE agenda items
- Responsibilities of BOE president related to running BOE meetings/length of meetings
- Weather related concerns
- Various opportunities to contact BOE members
- Challenge BOE president related to violation/suspension of Board Policy BEDH

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Board of Education Special Meeting – Work Session I Minutes
February 5, 2014**

- Consider additional BOE meeting to receive public input

The motion failed by a 4-3 roll call vote: Bryce Carlson, no; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, no; Carl Langner, no; Denise Montagu, yes; Donna Rice, no.

Denise Montagu moved that the Board postpone indefinitely hiring of the law office of Brad Miller as BOE legal counsel. Pam Howard seconded.

Board Discussion

The following topics were discussed:

- Process to obtain BOE legal counsel
- Need for BOE legal counsel
- Relationship/background with current district legal counsel – Caplan and Earnest
- Areas of specialization for BOE vs. district legal counsel
- Use of taxpayer monies to retain BOE legal counsel/budget for BOE legal counsel fees
- Conflict of interest and difference of responsibilities between BOE and district administration – relating to BOE legal counsel vs. district legal counsel
- Specifications of contract with potential BOE legal counsel
- Need for legal counsel with expertise in charter school law – percentage of students served
- Efficiency audits and improving student achievement
- Legal consultant vs. legal counsel roles/areas of expertise
- Robert's Rules of Order questioned – chairman entering debate
- Periodic review of BOE legal counsel
- Professional service contracts vs. bidding procedures – CRS 22-32-109 (1)(a)
- Budget for legal fees

The motion failed by a 4-3 roll call vote: Bryce Carlson, no; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, no; Carl Langner, no; Denise Montagu, yes; Donna Rice, no.

Denise Montagu moved to table the hiring of BOE legal counsel unless an interview with Brad Miller could occur. Denise Montagu withdrew this motion.

Bryce Carlson moved that the Board adopt the agenda as presented. Donna Rice seconded.

The motion carried by a 4-3 roll call vote: Bryce Carlson, yes; Pam Howard, no; Lori Hvizda Ward, no; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, no; Donna Rice, yes.

DISCUSSION/ACTION: BOARD OF EDUCATION REPRESENTATION – LAW OFFICE OF BRAD MILLER

The Board of Education discussed the employment of legal counsel for the Board of Education. An engagement letter from the law office of Brad A. Miller was provided for Board review. In addition, Brad Miller was in attendance to provide background information and answer questions.

For reference purposes, a summary of existing services available/provided and applicable fees charged by District Legal Counsel Caplan and Earnest, LLC was also provided to the Board.

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Board Discussion

The following topics were discussed:

- Contract language – at will vs. retainer/ongoing contract
- Background information/work history – Falcon School District, Charter School Solutions
- Expertise in charter school law including for-profit charter schools
- Total fees paid by Falcon School District
- Experience with innovation school law/charter school law/improving student achievement/ performance of efficiency audits
- Transparency issues – contact with BOE members
- Applicable B section Board policies – possible need for revision
- Areas of assistance to BOE - legal consultant vs. legal counsel
- Need for BOE legal counsel
- Conflict of interest/personal interest issues
- Establishing norms, policies, protocols, and priorities
- Primary point of contact between BOE and BOE legal counsel – president, entire BOE
- Complete education law experience
- Budget for legal fees
- Community response to hiring BOE legal counsel
- Potential differing opinions between BOE legal counsel and district legal counsel

Pam Howard moved that the Board exclusively hire Brad Miller as legal consultant for all charter and innovation school issues that came up in Thompson School District. Denise Montagu seconded.

Board Discussion

The following topics were discussed:

- Clarification of budget legal fees
- Compromise – would allow for evaluation of specific services provided by Brad Miller before retention as BOE legal counsel

The motion failed by a 5-2 roll call vote: Bryce Carlson, no; Pam Howard, yes; Lori Hvizda Ward, no; Bob Kerrigan, no; Carl Langner, no; Denise Montagu, yes; Donna Rice, no.

Bryce Carlson moved that the Board hire Brad Miller as per letter of engagement. Donna Rice seconded.

Board Discussion

The following topics were discussed:

- Process to obtain BOE legal counsel
- Need for BOE legal counsel – current issues, areas of expertise
- History of district leadership as relates to student achievement measurement and timeline
- Complete education law experience
- Record of improving student achievement
- Community input related to hiring BOE legal counsel – pro vs. con

**THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting – Work Session I Minutes
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The motion carried by a 4-3 roll call vote: Bryce Carlson, yes; Pam Howard, no; Lori Hvizda Ward, no; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, no; Donna Rice, yes.

WORK SESSION

The following topics were discussed:

- School Presentation – Ferguson High School
- Joint Insurance Committee (JIC) Distribution of Forfeited Funds
- Mary Blair Elementary School Roof Replacement Project
- Charter School Renewal – Loveland Classical Schools and New Vision
- 2013-14 Second Quarter Discipline Report
- Proposed Revisions to Board Policies:
 - GC – Professional Staff
 - GCQC-GCQD – Resignation of Instructional Staff/Administrative Staff
 - GCQF – Discipline, Suspension and Dismissal of Professional Staff
 - GDD – Classified and Non-Licensed Administrative/Professional/Technical Staff Vacations and Holidays
- High Plains Area School Design Phase
- Future Agenda Items/Other

No action was taken on any of these items.

Guest Participation

Ferguson High School students, Will Sherman, Mark Gordon, David Yu, Michelle Horstmeyer, Loveland Classical School students

EXECUTIVE SESSION – Matters Subject to Negotiations with Licensed Personnel Pursuant to CRS 24-6-402 (4)(e)

Pam Howard moved that the Board of Education convene into executive session pursuant to Colorado Revised Statute § 24-6-402(4)(e) to discuss matters subject to negotiations with licensed personnel. Lori Hvizda Ward seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

Present in Executive Session: Bryce Carlson, Pam Howard, Lori Hvizda Ward, Bob Kerrigan, Carl Langner, Denise Montagu, Donna Rice, Michael Jones, Superintendent Scheer, and Vicki Thompson.

The executive session began at 10:05 P.M.

Donna Rice moved to adjourn the executive session. Carl Langner seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, yes; Donna Rice, yes.

The executive session adjourned at 11:29 P.M.

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ADJOURNMENT

Pam Howard moved to adjourn the special meeting. Lori Hvizda Ward seconded. The meeting was adjourned by acclamation at 11:29 P.M.

Respectfully Submitted,

Bob Kerrigan, President, Board of Education
Donna Rice, Secretary, Board of Education
Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on _____.

**THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting – Work Session II Minutes
February 12, 2014**

The Board of Education of the Thompson School District met February 12, 2014 in the Boardroom, 800 South Taft Avenue, Loveland, Colorado.

OPENING OF MEETING

President Bob Kerrigan called the meeting to order at 6:00 P.M.

Board Members Present:

Bryce Carlson, Director District B
Lori Hvizda Ward, Director District E
Pam Howard, Director District D
Bob Kerrigan, Director District G
Carl Langner, Director District F (Arrived at 6:01 P.M.)
Donna Rice, Director District A

Board Members Absent (Excused):

Denise Montagu, Director District C

Thompson School District Staff Present:

Stan Scheer, Ed. D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Steve Towne, CFO
Paul Bankes, Ed.D., Executive Director of Elementary Education
Charlie Carter, Executive Director of Student Support Services
Margaret Crespo, Ed.D., Executive Director of Secondary Education
Diane Lauer, Ed.D., Executive Director of Instruction
Erv Klein, CIO
Michael Hausmann, PIO
Vicki Thompson, Director of HR
Kim Young, Mountain View High School Principal
Tiffany Miller, Conrad Ball Middle School Principal
Lanny Haas, Thompson Valley High School Principal

ADOPTION OF AGENDA

Bryce Carlson moved that the Board adopt the agenda as presented. Pam Howard seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, absent; Denise Montagu, absent; Donna Rice, yes.

APPROVAL OF DESIGN PHASE – HIGH PLAINS SCHOOL

On January 8, 2014 the Board heard an update on the High Plains area school project. At the meeting staff recommended to proceed with the design phase of the project. The design phase included all architectural, mechanical and structural design components up to and including final design approval by the Board and the State. The initial design was started and placed on hold pending approval by the Board.

It was recommended that work be completed by the design team, RB+B. This phase can take up to six months for completion and must be completed prior to construction beginning.

The cost for this phase would be paid out of the TIF account.

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting – Work Session II Minutes
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Michael Jones, Steve Town, and BOE legal counsel Dustin Sparks were in attendance to answer questions.

Board Discussion

The following topics were discussed:

- Design phase
 - Expected total cost/amount paid to date
 - Allocation of funds
 - Cost saving measures – modify green design, utilized existing designs from similar completed structures
 - Parking adequacy
 - Request for qualifications (RFQ) process followed – RB+B approved by BOE
- Requirements for school of innovation – Science, Technology, Engineering, Math focus
- Timeline of district work on area school – began in 2008
- Impact on district area schools' enrollment – boundary, open enrollment
- Total cost to build new school – financing through TIF, structure of financing, bond financing, management of financing, requirements of agreements associated with financing, revenue streams, account balances
- Intergovernmental agreements related to area public park
- Additional information requested particularly around financing, cost saving measures and requirements for schools of innovation

Donna Rice moved that the Board table the approval of design phase for the High Plains area school for six months. Carl Langner seconded.

Board Discussion

The following topics were discussed:

- Allowing public participation on topic
- Area resident thoughts regarding new school

Pam Howard moved that the Board allow public participation for two minutes each for speakers who had signed up to speak on specific agenda items as per BOE policy BEDH. Lori Hvizda Ward seconded.

President Kerrigan polled BOE members regarding the motion with results as follows: Bryce Carlson, no; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, no; Carl Langner, no; Denise Montagu, absent; Donna Rice, no.

As a result, public participation was not allowed.

The motion to table the approval of design phase for High Plains area school for six months carried by a 5-2 roll call vote: Bryce Carlson, yes; Pam Howard, no; Lori Hvizda Ward, no; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, absent; Donna Rice, yes.

WORK SESSION

The following topics were discussed:

- District School Presentations – Conrad Ball Middle School, Mountain View High School, Thompson Valley High School
- 2012-13 District Graduation/Drop Out Report

**THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting – Work Session II Minutes
February 12, 2014**

- District Class Size Report
- District Substitute Staff Report
- New Curriculum Pilot Proposal – High School Math
- Board Policy BEDH – Public Participation at Board Meetings
- 2014-15 Budget Development Update
- Future Agenda Items/Other

No action was taken on any of these items.

Guest Participation

Mountain View High School students, Mike Dubas, Conrad Ball Middle School students, Bob Kreutz, Matt Norton, Thompson Valley High School students, Scott Burke, Ann Gonzales

EXECUTIVE SESSION – Matters Subject to Negotiations with Licensed Personnel Pursuant to CRS 24-6-402 (4)(e)

Carl Langner moved that the Board of Education convene into executive session pursuant to Colorado Revised Statute § 24-6-402(4)(e) to discuss matters subject to negotiations with licensed personnel. Donna Rice seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, absent; Donna Rice, yes.

Present in Executive Session: Bryce Carlson, Pam Howard, Lori Hvizda Ward, Bob Kerrigan, Carl Langner, Donna Rice, Michael Jones, Superintendent Scheer, and BOE Legal Counsel Dustin Sparks.

The executive session began at 10:40 P.M.

Donna Rice moved to adjourn the executive session. Lori Hvizda Ward seconded.

The motion carried by unanimous roll call vote: Bryce Carlson, yes; Pam Howard, yes; Lori Hvizda Ward, yes; Bob Kerrigan, yes; Carl Langner, yes; Denise Montagu, absent; Donna Rice, yes.

The executive session adjourned at 11:20 P.M.

ADJOURNMENT

The meeting was adjourned by acclamation at 11:20 P.M.

Respectfully Submitted,

Bob Kerrigan, President, Board of Education
Donna Rice, Secretary, Board of Education
Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on _____.

ACTION ITEM 5.1.1

Approval of Personnel/Extra Duty/Coaching Recommendations

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support

Recommendation: That the Board approve the personnel/extra duty/coaching recommendations for 2013-14 as listed.

The individuals listed on the attached pages are recommended for hire, separation, leave of absence, transfer, increased or decreased appointment, extra help, extra duty, coaching and/or assignment change as indicated. All expenditures related to these personnel recommendations are within the confines of the 2013-14 district budgets.

FTE TRACKER VS FY 13-14 BUDGET
Update as of February 12, 2014

Employee Group	Board Approved Budget	Trades & Conversions	Current Budget	Reserved	Actuals at 02.12.14	Available
Licensed	914.78	7.85	922.63	1.00	924.70	(3.07)
Classified	580.46	7.99	588.45	1.09	582.70	4.66
APT	96.00	(0.09)	95.91	-	94.77	1.14
Totals	1,591.24	15.75	1,606.99	2.09	1,602.17	2.73

Board Approved Budget – The FTE shown in this column agrees to the corresponding employee group totals shown on pages 5 (Licensed), 8 (Classified), and 10 (APT) of the FY 13-14 budget as adopted on June 19, 2013.

Trades & Conversions – These adjustments to budget are always cost neutral even though the FTE by themselves are not all equivalent in cost. A total positive net change indicates that higher cost FTE has been converted to lower cost FTE or that additional FTE have been purchased with operating budget dollars.

Current Budget – This column is the original Board Approved Budget adjusted for Trades & Conversions. It is the same dollars as approved by the Board but restated into FTE categories which will more accurately reflect current deployment status.

Reserved – This category reflects positions which have been removed from “available” status because the vacancy posting and fulfillment is in process or the position is on hold at this time.

Actuals – This category reflects FTE for which an active pay assignment is currently in place.

Available – This category reflects FTE for which there remains budget availability.

REVISED Personnel Recommendations 2013-2014 Separation/Leave

Effective	Last, First Name	Assignment - Percent	Location	Type	Reason
Administrative/Professional/Technical					
2/28/2014	Piper, Alan	Buyer - Warehouse Operations - 100%	Nutrition Services	Regular	Resignation
06/30/2015	Rempe, Tamela	Director - 100%	Nutrition Services	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
06/19/2015	Bower, Cindy	Coordinator - SWAP - 100%	Student Support Services	Regular	Retirement - 110 Transition - 2014/15
Licensed					
2/14/2014	Dermody, Kristen	Academic Intervention and PE Teacher - 58%	Edmondson Elementary	Probationary	Resignation
8/19/2014 - 8/15/2015	Minnis, Samantha	1st Grade Teacher - 100%	Cottonwood Plains Elementary	Non-Probationary	Personal LOA
05/30/2014	Bezjak-Shearer, Laurie	Teacher on Special Assignment - 100%	Human Resources	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Boysen, Linda	2nd Grade - 100%	Garfield Elementary	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Cepaitis, Alicia	Science - 100%	Mountain View High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Cochran, Marcy	Music - 100%	BF Kitchen Elementary (38%) / Monroe Elementary (62%)	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Dench, Mary Kathleen	Instructional Coach (50%) / Academic Intervention Specialist (50%) - 100%	Garfield Elementary	Regular	Retirement with Salary Schedule A Severance
05/30/2014	DesJardin, Alisa	Science - 100%	Thompson Valley High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Edsall, Susan	English - 100%	Loveland High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Fiene, Joan	World Language - 100%	Berthoud High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Halvorsen, Douglas	Science - 100%	Thompson Valley High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Howard, Alane	Instructional Coach (50%) / Academic Intervention Specialist (50%) - 100%	Cottonwood Plains Elementary	Regular	Retirement with Salary Schedule A Severance

REVISED Personnel Recommendations 2013-2014 Separation/Leave

Effective	Last, First Name	Assignment - Percent	Location	Type	Reason
Licensed Continued					
05/30/2014	Jefcoat, Eric	Computer (50%) / Health (50%) - 100%	Conrad Ball Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Johnston, Deborah	Computer (33%) / Academic Intervention Specialist (17%) / Media Specialist (50%) - 100%	Turner Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Kimball, Patricia	6th Grade (67%) / Physical Education (33%)	Walt Clark Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Kreutz, Robert	Orchestra - 100%	Walt Clark Middle (60%) / Thompson Valley High (40%)	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Lawhead, Tammy	Social Studies - 100%	Lucile Erwin Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Messervey, Marcy	4th Grade - 100%	Mary Blair Elementary	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Rosborough, Margaret	Literacy - 40%	Coyote Ridge Elementary	Temporary	Retirement with Salary Schedule A Severance
05/30/2014	Sargent, Cynthia	4th Grade - 100%	Centennial Elementary	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Sawyer, Sandra	Consumer Family (84%) / Teacher on Special Assignment (16%) - 100%	Bill Reed Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Schneider, Douglas	Industrial Tech - 100%	Loveland High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Schearer, Michael	Science - 100%	Berthoud High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Weinland, Cheryl	Literacy - 100%	Walt Clark Middle	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Wilson, Georgia	3rd Grade - 100%	Coyote Ridge Elementary	Regular	Retirement with Salary Schedule A Severance
05/29/2015	Downing, Valerie	Teacher on Special Assignment - 100%	Media Department	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Guernsey, Caroline	Counselor - 100%	Loveland High	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Herndon, Linda	2nd Grade - 100%	Laurene Edmondson Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance

REVISED Personnel Recommendations 2013-2014 Separation/Leave

Effective	Last, First Name	Assignment - Percent	Location	Type	Reason
Licensed Continued					
05/29/2015	Jackson, Mark	Psychologist - 100%	Truscott Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Keenan - Harte, Michelle	3rd Grade - 100%	Mary Blair Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	May, S. Jeanie	Media Specialist - 100%	Mountain View High	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Proctor, Erin	Psychologist - 100%	Laurene Edmondson Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Rude, Debbie	3rd Grade - 100%	Berthoud Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Swayze, Steven	Physical Education - 100%	Mountain View High	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
05/29/2015	Theisen, Toni	World Language (50%) / Teacher on Special Assignment (50%) - 100%	Loveland High (50%) / Learning Services (50%)	Regular	Retirement - 110 Transition - 2014-15 & Salary Schedule A Severance
05/29/2015	Kelley, Susan	2nd Grade - 100%	Truscott Elementary School	Regular	Retirement - 110 Transition - 2014/15
Classified					
12/20/2014	Baggett, Marleyna	Paraprofessional - ELA - 50%	Loveland High	Regular	Resignation
12/20/2013	Cantu, Betty	Classroom Aide - Learning Center - 75%	Loveland High	Temporary	Resignation
1/17/2014	Cast, Donald	Campus Monitor - 50%	Ferguson High	Regular	Resignation
2/14/2014	Coffman, Hillary	Classroom Aide - 100%	Ivy Stockwell Elementary	Temporary	Resignation
2/7/2014	Ebrecht, Nichole	Custodian - 260 Days - 100%	Truscott Elementary	Regular	Resignation
1/13/2014	Hood, Debra	NS Lead Aide	Walt Clark Middle	Regular	Termination
1/10/2014	Jones, Sylvia	Paraprofessional - School Bus	Transportation	Regular	Resignation
2/5/2014	Krist, Cynthia	NS Aide	Ivy Stockwell Elementary	Regular	Resignation
1/6/2014	Leivonen, Kevin	School Bus Driver	Transportation	Regular	Resignation
1/9/2014	Niemela, John	School Bus Driver	Transportation	Regular	Resignation

REVISED Personnel Recommendations 2013-2014 Separation/Leave

Effective	Last, First Name	Assignment - Percent	Location	Type	Reason
Classified Continued					
1/31/2014	Ochoa, Ricardo	Paraprofessional - Special Needs - 100%	Loveland High	Temporary	Resignation
2/6/2014	Robertson, Karen	Campus Monitor -100%	Turner Middle	Regular	Resignation
2/7/2014	Walker, Gerald	Technology Equipment Repair Technician - 100%	Instructional Support/Technology Services	Regular	Resignation
2/28/2014	Wooldridge, Seth	Grounds Services Supervisor - 100%	Facilities Services	Regular	Resignation
05/30/2014	Engelhardt, Vicki	Nutrition Service Lead Aide - 88%	Conrad Ball Middle	Regular	Retirement with Salary Schedule A Severance
06/27/2014	Hamilton, Karen	Secretary - Principal - 100%	Loveland High	Regular	Retirement with Salary Schedule A Severance
06/13/2014	Martens, Loretta	Secretary - Counseling - 100%	Loveland High	Regular	Retirement with Salary Schedule A Severance
05/30/2014	Nelson, Norma Sue	School Bus Driver - 100%	Transportation	Regular	Retirement with Salary Schedule A Severance
06/20/2014	Tesoriero, Deborah	Secretary - Principal - 100%	Bill Reed Middle	Regular	Retirement with Salary Schedule A Severance
06/30/2015	Boddy, Sharon	Risk Management Specialist - 100%	Human Resources Department	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance
06/12/2015	Nolan, Marla	Secretary - Principal - 100%	Truscott Elementary	Regular	Retirement - 110 Transition - 2014/15 & Salary Schedule A Severance

Personnel Recommendations 2013-2014 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Administrative/Professional/Technical					
	None				
Licensed					
2/10/2014	Bartlett, Susan	Social Worker - Early Childhood - 50%	Social Worker - Early Childhood - 100%	Temporary	Increase - Building Needs
1/13/2014	Lavigne, Krista	Speech Language Pathologist - Edmondson Elementary - 70%	Speech Language Pathologist - Edmondson Elementary and District Wide - 80%	Temporary	Increase - Building Need for FMLAs
1/6/2014	May, Charles	Learning Center Teacher - Berthoud High - 50%	Intensive Learning Center Teacher - Berthoud High - 100%	Temporary	Increase - Replacing Laura Malone
1/13/2014	Stern, Jennifer	Learning Center Teacher - Lincoln Elementary - 100%	Instructional Coach/Interventionist - Lincoln Elementary - 100%	Temporary	Change in Assignment - Building Needs
Classified					
1/10/2014	Armstrong, Barbara	Speech Language Pathology Assistant - District Wide - 80%	Speech Language Pathology Assistant - District Wide - 100%	Regular	Increase - Additional FTE
1/6/2014 - 5/30/2014	Bierbaum, Ernestine	Intensive Reading Site Coordinator - Namaqua Elementary - 33%	Intensive Reading Site Coordinator - Namaqua Elementary - 57%	Temporary	Increase - Additional FTE
1/6/2014 - 5/30/2014	Burbach, Marlene	Intensive Reading Site Coordinator - Namaqua Elementary - 33%	Intensive Reading Site Coordinator - Namaqua Elementary - 52%	Temporary	Increase - Additional FTE
1/27/2014	Dolan, Sandra	Early Childhood Lunch Aide - Lincoln Early Childhood - 37%	Early Childhood Lunch Aide - Lincoln Early Childhood - 50%	Regular	Increase - Additional FTE
1/23/2014 - 3/31/2014	Doman, JuliAnn	Speech Language Pathology Assistant - District Wide - 50%	Speech Language Pathology Assistant - District Wide - 100%	Regular	Increase - Additional FTE
1/16/2014 - 5/30/2014	Gustafson, Sharon	Classroom Aide - Carrie Martin Elementary - 50%	Classroom Aide - Carrie Martin Elementary - 76%	Temporary	Increase - Additional FTE
1/31/2014 - 5/30/2014	Gustafson, Sharon	Classroom Aide - Carrie Martin Elementary - 76%	Classroom Aide - Carrie Martin Elementary - 100%	Temporary	Increase - Additional FTE
1/21/2014 - 5/30/2014	Herman, Leslie	Paraprofessional - Instruction - Garfield Elementary - 50%	Paraprofessional - Instruction - Garfield Elementary - 60%	Temporary	Increase - Additional FTE
1/17/2014 - 5/30/2014	Jackson, Steven	Classroom Aide - Lucile Erwin Middle - 40%/Classroom Aide - Ferguson High - 50%	Classroom Aide - Learning Center - Lucile Erwin Middle - 100%	Temporary	Assignment Change - Replacing Jennifer Solt/Morgan Truelove
1/17/2014	Jay, Rebecca	Classroom Aide - Learning Center - New Vision Charter School - 50%	Classroom Aide - Learning Center - New Vision Charter School - 50% / Classroom Aide - Ferguson High School - 50%	Temporary	Increase - Replacing Steven Jackson
1/6/2014 - 5/30/2014	Long, Janice	Intensive Reading Site Coordinator - Namaqua Elementary - 33%	Intensive Reading Site Coordinator - Namaqua Elementary - 44%	Temporary	Increase - Additional FTE
1/24/2014	Person, Lorena	NS Aide - Sarah Milner Elementary	NS Aide - Berthoud High	Regular	Transfer - Replacing Melodie Knuth
1/13/2014	RomanNose, Jessica	NS Manager Trainee - Nutrition Services	NS Satellite Kitchen Manager - Laurene Edmondson Elementary	Regular	Assignment Change - Replacing Patricia Deaver
2/10/2014 - 5/30/2014	Stein, Felicia	Paraprofessional - Special Needs - Berthoud Elementary - 100%	Paraprofessional - Special Needs - Lucile Erwin Middle - 100%	Temporary	Transfer - Additional Position
1/15/2014	Vodjansky, Joseph	Campus Monitor - Walt Clark Middle - 70%	Campus Monitor - Walt Clark Middle - 100%	Regular	Increase - Additional FTE

Personnel Recommendations 2013 - 2014 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Administrative/Professional/Technical					
	None				
Licensed					
1/6/2014	Bridges, Mary Beth	Science Teacher - 100%	Lucile Erwin Middle	Temporary	Current Sub - Replacing James Backstrom
1/13/2014	Crook, Allison	Learning Center Teacher - 100%	Lincoln Elementary	Temporary	New Hire - Replacing Jennifer Stern
1/10/2014	Stine, Chris	Physical Education and Computer Teacher - 100%	Conrad Ball Middle	Temporary	Current Sub - Replacing Eric Jefcoat
2/5/2014	Tones, Nicholas	Learning Center Teacher - 50%	Berthoud High	Temporary	Current Sub & Rehire - Replacing Laura Malone
Licensed Substitutes					
1/24/2014	Arney, Tracey				
1/16/2014	Bettger, Marcia				
1/15/2014	Bozorgzadeh, Houshang				
1/24/2014	Buol, Melanie				
2/10/2014	Carter, John				
1/16/2014	Crossan, Tisha				
1/17/2014	Farrell, Brittani				
1/10/2014	Lanter, Link				
1/6/2014	Malone, Laura				
1/22/2014	Mathews, Nancy				
1/13/2014	Mayes, Tai				
1/22/2014	Sather, Amanda				
11/14/2013	Strong, Laura				
1/23/2014	Temple, Amanda				
1/7/2014	Van Hof, Andrea				
1/16/2014	Woekener, Pam				

Personnel Recommendations 2013 - 2014 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Classified					
2/3/2014	Calkins, Gary	Custodian - 260 Days - 100%	Ponderosa Elementary	Regular	New Hire - Replacing Daniel Godwin
1/24/2014	Gliott, Jill	Cook - 100%	Lucile Erwin Middle	Regular	New Hire - Replacing Denise Jackson
1/27/2014	Harrison, Lisa	Early Childhood Lunch Aide - 37%	District Wide - Early Childhood	Regular	New Hire - Replacing Ana Vinkemulder
2/3/2014 - 6/13/2014	Joseph, Judy	Registrar - 50%	Ponderosa Elementary	Temporary	New Hire - Additional Position
1/27/2014	Key, Tiffany	Paraprofessional - Special Needs - 100%	Berthoud Elementary	Regular	New Hire - Replacing Laurel Downer
1/6/2014 - 5/30/2014	Lewis, Lydia	Paraprofessional - School Bus	Transportation	Temporary	Rehire
1/16/2014	Lohrey, Tina	Paraprofessional - School Bus	Transportation	Regular	New Hire - Replacing Sabine Davis
2/11/2014	Lowe, Michael	School Year Custodian - 50%	Bill Reed Middle	Regular	New Hire - Replacing Ethel Eiring
2/3/2014	Marshall, Deborah	Records Clerk - 50%	Exceptional Student Services	Regular	New Hire - Replacing Virginia Sheater
2/3/2014 - 5/30/2014	Meik, Janette	Classroom Aide - Learning Center - 50%	Lincoln Elementary	Temporary	New Hire - Additional Position
1/16/2014	Pfertsh, Barbara	School Bus Driver	Transportation	Regular	New Hire - Vacant Position
1/21/2014	Poirier, Sean	Paraprofessional - Special Needs - 100%	Conrad Ball Middle	Regular	New Hire - Replacing Grace Hansen
1/14/2014	Roberts, Adriana	Custodian - 260 Days - 50%	Support Services Center	Regular	New Hire - Replacing David Angel
2/11/2014 - 6/30/2014	Rodarte, Vincent	Custodian - 260 Days - 100%	Stansberry Elementary	Temporary	New Hire - Replacing Michael Greer
1/29/2014 - 5/30/2014	Rosier, Melissa	Classroom Aide - 40%	Lucile Erwin Middle	Temporary	New Hire - Replacing Stephen Jackson
1/16/2014	Velasquez, Amber	Paraprofessional - School Bus	Transportation	Regular	New Hire - Replacing Daphne Miller
2/6/2014	Woodiel, Kathy	NS Aide	Ivy Stockwell Elementary	Regular	New Hire - Replacing Cynthia Krist

Personnel Recommendations 2013 - 2014 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Classified Substitutes					
1/22/2014	Bales, Tiana				
1/15/2014	Dunlap, Suzanne				
Classified - Transportation Substitutes					
2/10/2014	Blackburn, Teresa				
1/13/2014	Jones, Sylvia				
2/10/2014	Leibbrand, Kimberly				
1/6/2014	Leivonen, Kevin				
2/10/2014	Miller, William				
1/6/2014	Paddington, Susan				
2/10/2014	Schwartz, Patricia				
Classified - Nutrition Service Substitutes					
2/5/2014	Lucero, Deanna				
2/3/2014	Piel, Kristain				
Facility Use Event Staff/Production Technicians					
2/7/2014	Behrens, Benjamin				
2/3/2014	Cinert, Suzanne				
Extra Hours/Extra Help					
1/10/2014	Wieringa, Natalie				

**Extra Duty Contracts
February 19, 2014**

The individuals listed below have been recommended by their principal/administrator to assume duties and responsibilities as indicated.

School/Name	Position	Level	Step
Districtwide Strough, Michele – Winona Elementary	Elementary Curriculum Liaison	7	1
Bill Reed Middle Knighton, Rebecca	Odyssey of the Mind	10	1
Mountain View High Morris, Anna	Journalism -25%	7	1
Hass, Suzanne	Knowledge Bowl – 25%	7	1
Johnson, Shelley	Knowledge Bowl – 25%	7	1
Thompson Valley High Denning, Jay	Odyssey of the Mind	10	1

BACKGROUND

- * Indicates a positions paid from fund-raising money.
- ** Indicates a noncertified coach/sponsor who will always work under the supervision of a certified teacher.
- *** Indicates a noncertified coach/sponsor for whom special CHSAA certification by Letter of Authorization is requested.

**Coaching Contracts
February 19, 2014**

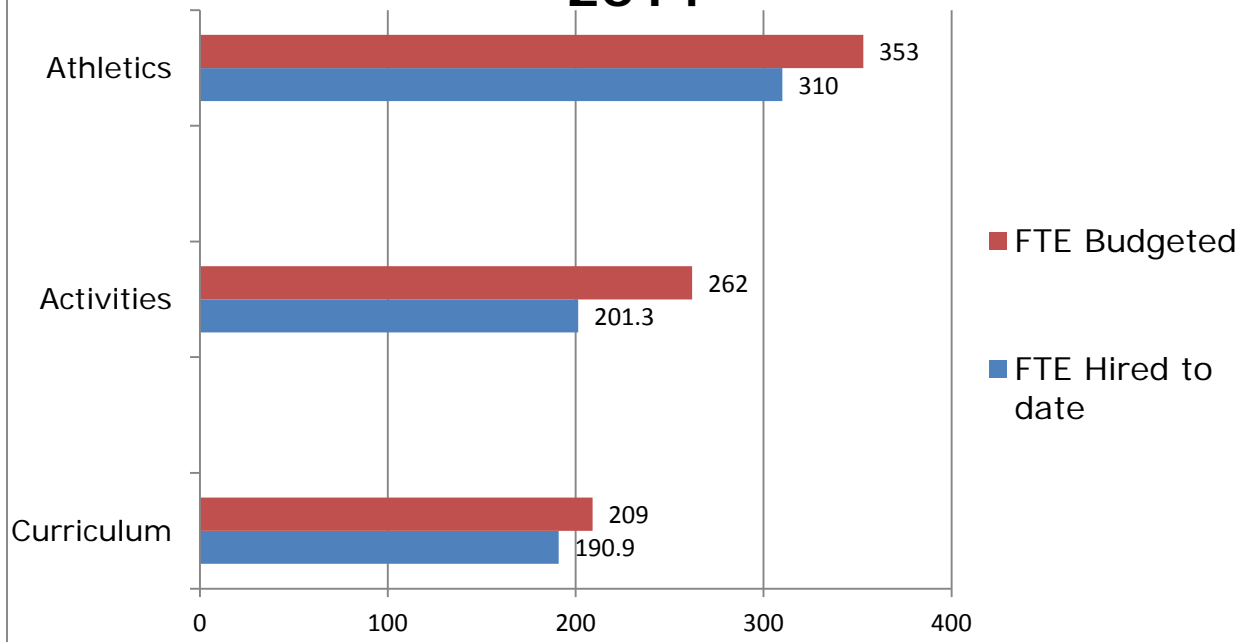
The individuals listed below have been recommended by their principal/administrator to assume duties and responsibilities as indicated.

School/Name	Position	Level	Step
Bill Reed Middle Porter, Tracie	G Basketball Assistant	8	1
Turner Middle Frye, Steven	Head Wrestling	6	1
Lucile Erwin Middle Gray, Aaron	Wrestling Assistant	8	1
Truelove, Morgan	G Basketball Assistant	8	1
Walt Clark Middle Dickens, Lisa	B & G Track Aide	10	6
Berthoud High ***Craft, Miranda	G Soccer Assistant – 50%	5	1
**Workman, William	G Soccer Assistant – 50%	5	1
Wold, Brianne	G Basketball Assistant – 25%	4	1
Thompson Valley High *Chavez, Alan	Football Assistant - \$600		
***Ackman, Brian	Head G Lacrosse	3	2
***Mayes, Tai	G Basketball Assistant	4	1
Mountain View High **Riggs, Garry	B & G Track Assistant – 50%	4	1
**Engleking, Matthew	Wrestling Assistant – 60%	5	1
Horn, Stephanie	G Soccer Assistant – 25%	5	1
Loveland High ***Daleo, Bonnie	G Swimming Assistant	6	1

BACKGROUND

- * Indicates a position paid from fund-raising money.
- ** Indicates a noncertified coach/sponsor who will always work under the supervision of a certified teacher.
- *** Indicates a noncertified coach/sponsor for whom special CHSAA certification by Letter of Authorization is requested.

Extra Duty Contracts February 19, 2014



ACTION ITEM 5.1.2

Approval of Gifts/Donations to District

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools

Recommendation: That the Board approve the following gifts/donations and authorize letters of appreciation be sent to the donors.

Recipient	Donation	Donator
Berthoud High School	\$3467.50 – Monetary donation for football program \$1708 – Sousaphone purchase	BHS Athletic Booster Club 850 Spartan Avenue Berthoud, CO 80513 BHS Band Boosters 850 Spartan Avenue Berthoud, Co 80513
Carrie Martin Elementary School	\$3597 – 1 HP 4300P SFF 1 HP ProDisplay P221 3 HP ProBook 647b 1 HP Laser Jet Pro 400	Mr. and Mrs. Gene Pakenham 6236 Bluff Lane Loveland, CO 80537 Hewlett Packard 333 North Fairfax Street Suite 100 Alexandria, VA 22314
Centennial Elementary School	\$8,378 – 22 iPads	Centennial PTA 1555 West 37 th Street Loveland, CO 80538
Edmondson Elementary School	\$9,675.75 – 25 iPads	OtterCares Foundation Otterbox 401 West Oak Street Ft. Collins, Co 80521
Erwin Middle School	\$10,000 – Monetary donation to purchase 3-D printers for MESA ArFF	Doug Erion Erion Foundation PO Box 732 Loveland, CO 80539
Loveland Classical Schools	\$50,000 – Monetary donation for school expansion	Loveland Classical Schools Foundation 3835 14 th Street SW Loveland, CO 80537
Turner Middle School	\$2,000 – Monetary donation for band program enrichment	Kelly Family 4316 Beverly Drive Berthoud, CO 80513

ACTION ITEM 5.1.3

Approval of Joint Insurance Committee (JIC) Distribution of Forfeited Funds

Date:	February 19, 2014
Submitted by:	Stan Scheer, Ed.D., Superintendent of Schools Michael Jones, Assistant Superintendent of HR and School Support
Recommendation:	That the Board approve the JIC recommendation to disperse forfeited funds from the 2012 – 2013 Section 125 plan year.

The Joint Insurance Committee (JIC) recommends that the forfeited flexible spending account funds, from the 2012-2013 plan year (in the amount of \$13,839.72) be returned in equal portion to the plan participants, less the district's portion of Medicare.

The JIC members stated that this reimbursement should be budget neutral and that the district shouldn't bear any Medicare or other administrative costs associated with refund of the forfeited funds. The estimated amount of the refund is \$37 per participant, before state and federal taxes are withheld.

This recommendation is made pursuant to the Memorandum of Understanding Article 11 Flexible Spending Accounts Program- section 11-3-2. . . Any money forfeited under the plans, which remain following offset of any deficit incurred for administration of the plans, shall be used for employee related activities and expenditures. If the forfeited funds or the accumulation of the forfeited funds are greater than \$5,000, the committee shall request approval for specific use(s) of these funds from the Board of Education.

According to Treasury Regulation Section 1.125-2 Q/A-7 (7), the district has three options in dealing with the experience gain (forfeited funds):

- 1. To defray reasonable administrative costs, which include: fees paid to a third party and / or the district's direct in-house expenses related to administering the plan;*
- 2. To reduce required Section 125 cafeteria plan premiums for the following year, for example: the district could contribute a specific amount to each participating employee's miscellaneous medical account or other Section 125 benefit. The employee's payroll deduction amount would be lowered by the district's contribution and then return to the employee's normal monthly deduction after the one-time contribution was made by the district. No increase or decrease in the employee's annual election can occur due to the allocation; or*
- 3. May be returned to participants (as a taxable refund) and each participating employee could receive the same amount or the gain could be allocated on a reasonable and uniform basis. In no event may the allocation be based on individual claims experience.*

Members of the JIC and district insurance staff will attend the Board meeting and be available to answer questions.

This agenda item remains unchanged from the February 5, 2014 BOE work session.

ACTION ITEM 5.1.4

Approval of Partial Roof Replacement Project – Mary Blair Elementary School

Date: February 19, 2014

Submitted by: Stan Scheer, Ed. D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Stephen Towne, CFO

Recommendation: That the Board approve the contract award for the Mary Blair Elementary School partial roof replacement project to Douglass Colony in the total amount of \$362,000.00.

The district and CDE strive for fair, transparent, competitive, and documented bid/selection processes to establish contracts for major projects. As a requirement for obtaining the BEST funding for this project, staff from facilities services, materials and procurement, the roofing system design consultant, and a senior consultant from the public schools capital construction assistance (BEST) division designed an invitation to bid solicitation. The purpose of this solicitation is to establish a contract with a roofing systems contractor to complete construction of the partial roof replacement project at Mary Blair Elementary School.

The district released an invitation to bid package on January 21, 2014. A legal notice was published in the Loveland Reporter Herald and posted on the M&P department open bids webpage. Contractors were required to attend the mandatory pre-bid conference scheduled on February 4, 2014 to be eligible to competitively bid on the project. The district provided responses to written questions or requests for clarification on the project by February 10, 2014. Sealed competitive bid proposals were accepted until 11:00 A.M, February 12, 2014. The district received 12 sealed bids, with two no bids from Weathersure in Englewood and TectaAmerica in Denver. Bid tabulation results are as follows:

Douglass Colony, Greeley	\$362,000.00
Denali Roofing, Loveland	\$366,906.00
Front Range Roofing, Greeley	\$391,700.00
Superior Roofing, Aurora	\$398,962.00
B&M Roofing, Frederick	\$399,136.00
United Materials, Denver	\$405,000.00
Arapahoe Roofing, Louisville	\$430,351.00
Central States Roofing, Colorado Springs	\$430,753.00
Roof Check, Longmont	\$433,525.00
D&D Roofing, Commerce City	\$448,989.00

The awarded contractor is required to remove approximately 29,700 square feet of existing roofing materials and replace it with a new 60mil Ethylene Propylene Diene Monomer (EPDM) single-ply membrane roofing system. The specified areas for replacement include the education wing and gymnasium areas of the building additions constructed in 1991. The anticipated life cycle for the existing roofing material is traditionally 15-20 years. The anticipated life cycle for the new EPDM roofing material is 25-30 years. The project includes other miscellaneous construction work normally associated with major roofing systems replacement for a school building.

The recommended contract award is within the projected construction budget of \$386,000.00 to complete the work. Following approval by the Board, the awarded roofing contractor shall be provided notice to begin work on the project by June 2, 2014. Completion of the project is required by August 1, 2014. All work will be performed as per contract documents that require district accepted insurance requirement certificate and 100% payment and performance bond.

The project is funded through the combined financial resources of a BEST grant award from CDE and the 2013-2014 capital projects budget. Traci Burtnett, materials and procurement director, will be in attendance to answer questions.

ACTION ITEM 5.1.5

Approval of Proposed Revisions to Board Policies:

GC – Professional Staff

GCQC-GCQD – Resignation of Instructional Staff/Administrative Staff

GCQF – Discipline, Suspension and Dismissal of Professional Staff

GDD – Classified and Non-Licensed Administrative/Professional/Technical Staff Vacations and Holidays

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support

Recommendation: That the Board approve the proposed revisions to the attached Board policies.

Proposed revision of the attached Board policies are the result of statutory requirements, alignment with procedure and best practice. Proposed revisions follow Colorado Association of School Board (CASB) sample policies which include a review by CASB legal counsel.

Michael Jones will be in attendance to answer questions.

This agenda item remains unchanged from the February 5, 2014 BOE work session.

PROFESSIONAL STAFF

Note: Policies and regulations in the GC section (Professional Staff) pertain only to instructional and licensed administrative staff members.

Teachers shall be in one of these classifications for purposes of the Colorado Teacher Employment, Compensation and Dismissal Act according to the terms of their employment:

1. **Teacher.** Teacher means any person who holds an initial or professional teacher's license and who is employed to instruct, direct or supervise an instructional program. "Teacher" does not include persons holding letters of authorization or the superintendent.
2. **Alternative teacher.** A person who is participating in an alternative teacher program provided by a designated agency and who holds an alternative teacher's license.
3. **Probationary teacher.** A teacher ~~on an annual contract~~ who has not completed three ~~full consecutive~~ years of demonstrated effectiveness or a non-probationary teacher who has had two consecutive years of ineffectiveness, as defined by applicable rules of the State Board of Education. ~~continuous and uninterrupted employment in the district and who has not been re-employed for the fourth year. A year of required service for probationary teachers is defined as a full school year if the period of continuous and uninterrupted employment includes the last 120 school days of the academic year.~~
4. **Substitute teacher.** A teacher who normally performs services for the district for four hours or more during each regular school day, but works on one continuous assignment for a total of less than 90 regular school days, or for less than one semester or equivalent time as determined by the annual school year calendar of the district. Substitute teacher does not include a nonprobationary or probationary teacher who is assigned as a permanent substitute teacher within a school district.
5. **Itinerant teacher.** A teacher who is employed by the district on a day to day or similar short-term basis as a replacement teacher for a nonprobationary teacher, a probationary teacher or a part-time teacher who is absent or otherwise unavailable (no limit on the number of days worked). Itinerant teachers may also be referred to as temporary teachers.
6. **Part-time teacher.** A teacher who normally works less than four hours per day

The Board shall approve all classifications upon the recommendation of the superintendent.

Adopted prior to 1985
Revised August 7, 1991
Revised October 6, 1999
Revised April 5, 2006
Revised May 16, 2012

Legal refs.: 20 U.S.C. 6319 (definition of highly qualified teacher contained in No Child Left Behind Act of 2001)
34 C.F.R. 200.55 (federal regulations regarding highly qualified teachers)
~~C.R.S. 22-9-103 (1.5) (definition of licensed personnel)~~
C.R.S. 22-32-109 (1) (f) (board duty to employ personnel)
C.R.S. 22-32-109.7 (specific board duties regarding personnel)
C.R.S. 22-60.5-111 (types of authorizations, including military spouse interim authorization)
C.R.S. 22-60.5-201 (types of teacher licenses)

C.R.S. 22-60.5-201 (3) (b) (licensure reciprocity for out-of-state applicants)
C.R.S. 22-60.5-207 (alternative teacher contracts)
C.R.S. 22-63-103 (definitions in Teacher Employment Act)
C.R.S. 22-63-201(2) (hiring of person who holds an alternative teacher license)
~~C.R.S. 22-63-203 (2) (a) (II) (definition of probationary teacher)~~
1 CCR 301-87 (State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel)

RESIGNATION OF INSTRUCTIONAL STAFF/ ADMINISTRATIVE STAFF

In accordance with state statutes, a teacher or licensed administrator may cancel a contract prior to the beginning of an academic year by giving written notice no later than 30 days prior to the start of the academic year, during an academic year by giving at least 30 days' written notice, or at any time by mutual agreement with the Board of Education.

A teacher or licensed administrator who fails to honor a contract, except in accordance with the statutes, shall be held responsible for the ordinary and necessary expenses incurred in securing a replacement, or for 1/12th of his or her annual salary, whichever is less. In addition, the teacher's or administrator's license may be suspended.

A teacher or licensed administrator who resigns during the term of the contract shall be paid the prorated amount of the annual salary for each day the teacher has been on duty. An adjustment or repayment may be made for amounts accrued or overpaid.

The district shall comply with the mandatory reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law and the regulation accompanying this policy.

MANDATORY REPORTING REQUIREMENTS

~~If an employee resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the superintendent is delegated the responsibility for notifying the Colorado Department of Education (CDE) as soon as possible but no later than ten (10) business days after the employee's resignation. The superintendent shall provide any information requested by CDE concerning the circumstances of the resignation. The district also shall notify the employee that information concerning the resignation is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.~~

~~In addition, the superintendent shall immediately notify CDE whenever a licensed employee resigns for any of the following reasons:~~

- ~~1. The individual is convicted, pleads *nolo contendere* or receives a deferred sentence or deferred prosecution for a felony or a misdemeanor crime involving unlawful sexual behavior or unlawful behavior involving children.~~
- ~~2. The individual is convicted, pleads guilty, pleads *nolo contendere*, or receives a deferred sentence for any of the following offenses:~~
 - ~~a. any felony, including but not limited to felony child abuse, felony unlawful sexual behavior, a felony offense involving unlawful sexual behavior, and a felony offense involving an act of domestic violence;~~
 - ~~b. a crime of violence;~~
 - ~~c. indecent exposure;~~
 - ~~d. contributing to the delinquency of a minor;~~
 - ~~e. misdemeanor domestic violence;~~
 - ~~f. misdemeanor sexual assault;~~
 - ~~g. misdemeanor unlawful sexual conduct;~~
 - ~~h. misdemeanor sexual assault on a client by a psychotherapist;~~
 - ~~i. misdemeanor child abuse;~~
 - ~~j. misdemeanor sexual exploitation of children;~~
 - ~~k. misdemeanor involving the illegal sale of controlled substances;~~

- ~~l. physical assault;~~
- ~~m. battery; or~~
- ~~n. a drug related offense.~~
- ~~3. When the county department of social services or the local law enforcement agency reasonably believes that an incident of child abuse or neglect has occurred and the employee is the suspected perpetrator and was acting in an official capacity as an employee of the district.~~
- ~~4. When the Board reasonably believes that an employee is guilty of unethical behavior or professional incompetence.~~

Adopted prior to 1985
Revised February 21, 1990
Revised April 1991
Revised August 7, 1991
Revised March 2, 1994
Revised February 20, 2008
Revised May 16, 2012

Legal refs.: C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)
C.R.S. 22-32-109.7 (specific duties regarding hiring inquiries and reporting)
C.R.S. 22-63-202 (employment contracts)
1 CCR 301-37, Rules 2260.5-R-15.00 et seq. (mandatory reporting requirements)

DISCIPLINE, SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF
(And Contract Nonrenewal)

The Board of Education shall follow procedures established by law for the suspension and dismissal of teachers.

Full-time probationary teachers currently employed by the Board shall be re-employed for the succeeding academic year at the appropriate salary unless the Board does not renew the contract of such teacher pursuant to law.

The superintendent or designee shall be authorized to suspend with pay or place on administrative leave a professional staff member as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The superintendent shall report all such suspensions to the Board at its next meeting and shall make a recommendation if further disciplinary action is warranted.

A teacher shall not be subject to any disciplinary proceeding, including dismissal, for actions that were in good faith and in compliance with the district's discipline code and other district policies, regulations, rules or procedures, nor shall a contract nonrenewal be based on such lawful actions.

The district shall not obtain consumer credit reports on a current employee unless the district is evaluating the employee for promotion, reassignment or retention. In all cases where credit reports are obtained and/or relied upon for purposes of reassigning, terminating employment or denying the promotion of an employee, the district shall comply with the Fair Credit Reporting Act.

The district shall comply with the mandatory reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law and the regulation accompanying this policy.

MANDATORY REPORTING REQUIREMENTS

~~If an employee is dismissed as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the superintendent is delegated the responsibility for notifying the Colorado Department of Education (CDE) as soon as possible but no later than ten (10) business days after the employee's dismissal. The superintendent shall provide any information requested by CDE concerning the circumstances of the dismissal. The district also shall notify the employee that information concerning the dismissal is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.~~

~~If the district learns that a current employee has been convicted of, pled *nolo contendere* to, or received a deferred sentence or deferred prosecution for any felony or misdemeanor crime involving unlawful sexual behavior or unlawful behavior involving children, the superintendent shall immediately report this information to CDE.~~

~~In addition, the superintendent shall immediately notify CDE when a dismissal action against a licensed employee is based upon the employee's conviction, guilty plea, plea of *nolo contendere*, or deferred sentence for any of the following offenses:~~

- ~~a. Any felony, including but not limited to felony child abuse, felony unlawful sexual behavior, a felony offense involving unlawful sexual behavior, and a felony offense involving an act of domestic violence;~~

- ~~b.—A crime of violence;~~
- ~~c.—Indecent exposure;~~
- ~~d.—Contributing to the delinquency of a minor;~~
- ~~e.—Misdemeanor domestic violence;~~
- ~~f.—Misdemeanor sexual assault;~~
- ~~g.—Misdemeanor unlawful sexual conduct;~~
- ~~h.—Misdemeanor sexual assault on a client by a psychotherapist;~~
- ~~i.—Misdemeanor child abuse;~~
- ~~j.—Misdemeanor sexual exploitation of children;~~
- ~~k.—Misdemeanor involving the illegal sale of controlled substances;~~
- ~~l.—Physical assault;~~
- ~~m.—Battery; or~~
- ~~n.—A drug related offense.~~

~~The superintendent shall also notify CDE when:~~

- ~~a.—The county department of social services or the local law enforcement agency reasonably believes that an incident of child abuse or neglect has occurred and the employee is the suspected perpetrator and was acting in an official capacity as an employee of the district.~~
- ~~b.—The Board reasonably believes that an employee is guilty of unethical behavior or professional incompetence.~~

Adopted prior to 1985
Revised February 21, 1990
Revised April 1990
Revised August 7, 1991
Revised March 2, 1994
Revised April 12, 2000
Revised August 20, 2008
Revised May 16, 2012

Legal refs.: 15 U.S.C. 1681 et seq.
C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)
C.R.S. 22-2-119 (duty to make inquiries prior to hiring)
C.R.S. 22-32-109.1 (9) (immunity provisions in safe schools law)
C.R.S. 22-32-109.7 (specific duties regarding hiring inquiries and reporting)
C.R.S. 22-63-202 (3) (temporary suspension during contract period)
C.R.S. 22-63-202 (4) (disclosure of reasons why left employment)
C.R.S. 22-63-203 (renewal and non-renewal of probationary teacher contracts)
C.R.S. 22-63-301 et seq. (dismissal of licensed staff)
1 CCR 301-37, Rules 2260-R-15.00 et seq. (mandatory reporting requirements)

Cross ref.: GBG, Liability of School Personnel /Staff Protection

**CLASSIFIED AND NON-LICENSED
ADMINISTRATIVE/PROFESSIONAL/TECHNICAL STAFF VACATIONS AND
HOLIDAYS**

Vacations

Regular 12-month (260 day) employees shall be entitled to the following annual vacation:

1 st through 4 th year of employment	80 hours\year
5 th through 12 th year of employment	120 hours\year
13 th and each succeeding year of employment.....	160 hours\year

Vacation shall accrue from the first day of employment as follows:

1 st through 4 th year of employment	6.67 hours\month
5 th through 12 th year of employment.....	10.00 hours\month
13 th and each succeeding year of employment.....	13.33 hours\month

~~Vacation days shall not accumulate from year to year. Earned vacation time shall begin July 1 of each year and end the following June 30.~~

Vacations shall be scheduled at the convenience of the district and as nearly as possible at the convenience of the employee. Employees shall be encouraged to take vacation during the months of June, July and August. ~~However, upon written approval of an employee's supervisor, vacation time earned during an accrual cycle may be carried over and used during the period between July 1 and the end of winter intermission.~~

APT Staff:

Vacation time earned during an accrual cycle may be carried over and used during the period between July 1 and June 30 with a maximum of 320 hours at any given time.

Classified Staff:

Vacation time earned during an accrual cycle may be carried over and used during the period between July 1 and winter intermission.

Employees must obtain the permission of their supervisor prior to taking vacation.

All employees who resign or whose employment is terminated shall receive the paid vacation to which they are entitled as soon as possible.

New employees whose term of service is less than one full year shall be entitled to paid vacation in the ratio that their length of service bears to a full year.

Holidays

12-month (260 days) employees shall be paid for 12 holidays per year as approved by the Board.

The following days are considered paid holidays for regular 12-month classified staff:

- Independence Day (1 day)
- Labor Day (1 day)

Thanksgiving vacation (3 days)
Winter Break/New Year (4 days)
Martin Luther King (1 day)
Presidents' Day (1 day)
Memorial Day (1 day)

Classified employees working less than 12 months will be eligible for a maximum of two paid holidays per year as approved by the Board. The two paid holidays will be Thanksgiving break (one day) and winter intermission break (one day). In order to receive the holiday pay, classified employees working less than 12 months may not take other leave the day prior to or immediately following a holiday. Exemptions must be pre-approved by the assistant superintendent or designee.

Adopted prior to 1985
Revised September 4, 1991
Revised September 4, 1996
Revised November 15, 1999
Revised February 20, 2008
Revised January 6, 2010
Revised March 4, 2011
Revised and recoded June 20, 2012

Legal refs: C.R.S. 8-13.3-101 et seq. (leave for parental involvement in academic activities)
C.R.S. 22-1-112 (school year –national holidays)

ACTION ITEM 5.2

Approval of Proclamation – Career and Technical Education Month

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools
Diane Lauer, Ed.D., Executive Director of Instruction

Recommendation: That the Board proclaim the month of February 2014 as Career and Technical Education Month.

The attached proclamation provides the opportunity to focus on programs, students, graduates, and those employers and community members involved in preparing today's Coloradoans for tomorrow's work force.

Diane Lauer will be available to answer any questions.

PROCLAMATION

CAREER AND TECHNICAL EDUCATION MONTH – FEBRUARY 2014

WHEREAS: the month of February 2014 has been designated as Career and Technical Education month; and,

WHEREAS: profound economic and technological changes in our society are rapidly reflected in the structure and nature of work, thereby placing new and additional responsibilities on our educational system; and,

WHEREAS: career and technical education provides Americans with a school-to-career connection and is the backbone of a strong, well-educated workforce, which fosters productivity in business and industry and contributes to America's leadership in the international marketplace; and,

WHEREAS: career and technical education gives high school students experience in practical, meaningful applications of skills such as reading, writing and mathematics, thus improving the quality of their education, motivating potential dropouts and giving all students leadership opportunities in their fields and in their communities; and,

WHEREAS: career and technical education offers individuals lifelong opportunities to learn new skills, which provide them with career choices and potential satisfaction; and,

WHEREAS: the ever-increasing cooperative efforts of career and technical educators, business and industry stimulate the growth and vitality of the Ft. Collins, Loveland and Berthoud economies and that of the entire nation by preparing graduates for career fields forecast to experience the largest and fastest growth in the next decade;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Thompson School District proclaims February 2014 as Career and Technical Education Month.

Board of Education

Bob Kerrigan, President
Bryce Carlson, Vice President
Donna Rice, Secretary
Denise Montagu, Treasurer
Pam Howard
Lori Hvizda Ward
Carl Langner

ACTION ITEM 5.3

Approval of Proclamation - Read Across America Day

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools

Recommendation: That the Board proclaim March 3, 2014 as “Read Across America Day.”

The National Education Association (NEA) is building a nation of readers through its signature program, NEA's Read Across America. Now in its 16th year, this year-round program focuses on motivating children and teens to read through events, partnerships, and reading resources.

NEA's Read Across America Day, NEA's national reading celebration takes place each year on or near March 2, the birthday of Dr. Seuss. Dr. Seuss is the most beloved children's book author of all time. His use of rhyme makes his books an effective tool for teaching young children the basic skills they need to be successful and develop a life-long love of reading. Celebrating Dr. Seuss and reading sends a clear message to children that reading is both fun and important. Across the country, thousands of schools, libraries, and community centers participate by bringing together kids, teens, and books!

On March 3, the National Education Association calls for every child to be reading in the company of a caring adult.

PROCLAMATION
Read Across America Day – March 3, 2014

WHEREAS, the citizens of the Thompson School District stand firmly committed to promoting reading as the catalyst for our students' future academic success, their preparation for America's jobs of the future, and their ability to compete in a global economy; and

WHEREAS, the Thompson School District has provided significant leadership in the area of community involvement in the education of our youth, grounded in the principle that educational investment is key to the community's well being and long-term quality of life; and

WHEREAS, "**NEA's Read Across America**," a national celebration of Dr. Seuss's 110th birthday on March 3, 2014, promotes reading and adult involvement in the education of our community's students;

THEREFORE, BE IT RESOLVED, that the Thompson School District calls on the citizens of Loveland, Berthoud and Fort Collins to assure that every child is in a safe place reading together with a caring adult on March 3, 2014;

AND, BE IT FURTHER RESOLVED, that the Thompson School District Board of Education enthusiastically endorses "**NEA's Read Across America**" and recommits our community to engage in programs and activities to make America's children the best readers in the world.

Board of Education

Bob Kerrigan, President
Bryce Carlson, Vice President
Donna Rice, Secretary
Denise Montagu, Treasurer
Pam Howard
Lori Hvizda Ward
Carl Langner

ACTION ITEM 5.4

Charter School Renewal Applications

Date:	February 19, 2014
Submitted by:	Paul Bankes, Ed.D., Executive Director of Elementary Education
Recommendation:	That the Board approve the Loveland Classical Schools and New Vision Charter School renewal terms as recommended by district staff.

Based on the information provided to the Board through the charter renewal process a decision is needed regarding the renewal of each charter school.

The district recommendation is:

Loveland Classical – Five-year renewal term with the qualification that Benchmark 3 (Special Populations) indicators will be monitored regularly by an outside third party who will complete a quarterly review the next school year. Failure to meet identified requirements will result in reconsideration of the charter status.

New Vision Charter School - Five-year renewal term

Considering renewal of a charter school is a process that an authorizer and a charter school undertake typically every three to five years. Colorado law (C.R.S. 22-30.5-110) outlines specific requirements for the contents of a renewal application, the latest date for submission, and the date by which a district must act on the renewal application. Both district charter schools submitted a renewal application.

Every charter school authorized by the district Board of Education undergoes a rigorous renewal process during the final year of its charter term to determine whether or not the school should continue to operate. The renewal process is triggered when a school submits a renewal application, and includes renewal site visits, interviews, and an analysis of evidence related to the charter school performance over the course of the school's charter term; including quantitative and qualitative evidence collected through the oversight process. Additionally, the district will analyze the school's plans for the next term outlined in the renewal application to determine the extent to which the plans are reasonable, feasible and achievable.

The analysis of a charter school's renewal application is framed by the performance benchmarks outlined in the Thompson School District Renewal Framework. The framework includes four key questions with specific associated benchmarks and key indicators for each benchmark. Though the district, in developing recommendations for the Board of Education, will comprehensively analyze and weigh evidence in all areas of school performance when considering a charter school's application for renewal, **student academic achievement is of paramount importance.**

The following renewal outcomes are possible.

Full-Term Renewal: A school's charter may be renewed for the maximum term of five years. In order for a school to be considered for a full-term renewal, during the current charter term,

the school should have compiled a strong and compelling record of meeting or exceeding student achievement benchmarks, and at the time of the renewal analysis, have met substantially all of the other performance benchmarks in the framework.

Short-Term Renewal: A school's charter may be renewed for a shorter term, typically one to three years. In order for a school to be considered for a short-term renewal, a school must either have compiled a mixed or limited record of meeting student achievement benchmarks, but at the time of the renewal analysis, have met substantially the other performance benchmarks which will likely result in the school's being able to meet student performance benchmarks with the additional time that short-term renewal permits, or have compiled an overall record of meeting student performance benchmarks, but falls below meeting one or more of the other performance benchmarks in the framework.

Non-Renewal: A school's charter will not be renewed if the school does not apply for renewal or fails to meet the benchmark for either full-term or short-term renewal. In addition, Colorado law (C.R. S. 22-30.5-110) specifies the grounds for revoking or not renewing a charter. A charter may be revoked or not renewed by the chartering local Board of Education if it determines that the charter school did any of the following:

- committed a material violation of any of the conditions, standards, or procedures set forth in the charter contract;
- failed to meet or make reasonable progress toward achievement of the goals, objectives, content standards, pupil performance standards, targets for the measures used to determine the levels of attainment of the performance indicators, applicable federal requirements, or other terms identified in the charter contract;
- failed to meet generally accepted standards of fiscal management; or
- violated any provision of law from which the charter school was not specifically exempted.
-

In addition, the charter school contract identifies these additional grounds for termination:

1. the school receives two consecutive ratings of turnaround status

Charter schools boards are provided increased autonomy to operate in return for increased accountability. Charter renewal is not automatic. In the year prior to the expiration of the initial charter term, the charter board may apply for renewal of the initial charter for an additional term of up to five years, but final renewal can be for fewer years. In the case of non-renewal, a school's charter will be terminated upon its expiration and the school will be required to comply with the district's closing procedures to ensure an orderly closure by the end of the school year.

The Board of Education may include additional terms, conditions, and/or requirements in a school's renewal to address specific situations or areas of concern. For example, a school may meet the standards for full-term or a short-term renewal with regard to its educational success, but may be required to address legal or other organizational deficiencies.

DISCUSSION ITEM 6.1

2014-15 District Budget Development Update

- Date:** February 19, 2014
- Submitted by:** Stan Scheer, Ed.D., Superintendent of Schools
Stephen Towne, CFO
- Consideration:** Does the Board have any questions or need additional information regarding the 2014-15 budget development update?
-

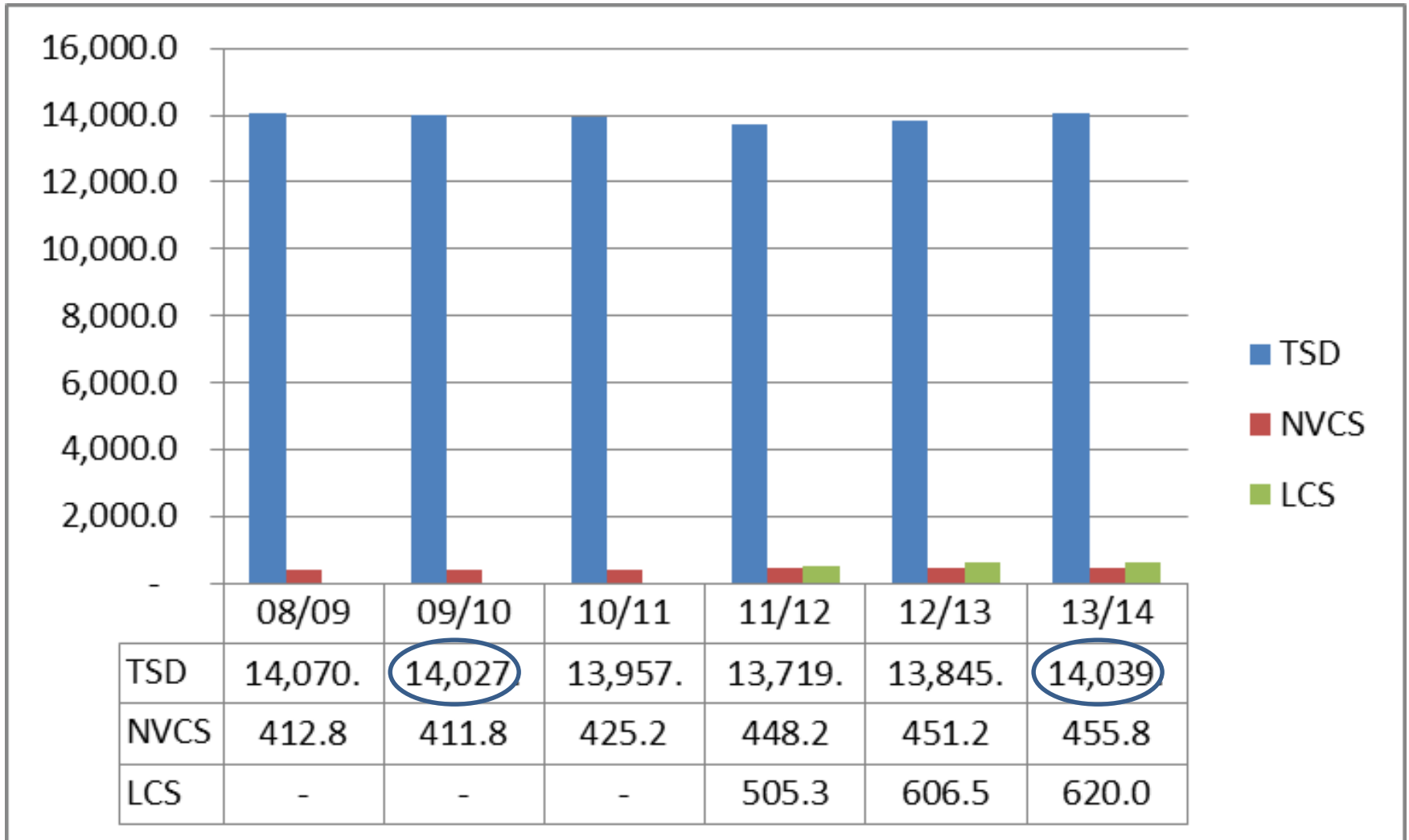
This presentation continues the development process and associated discussions to create the district budget for 2014-15. Steve Towne will present the attached power point and answer questions.

Thompson School District

***Budget Development
2014-15***

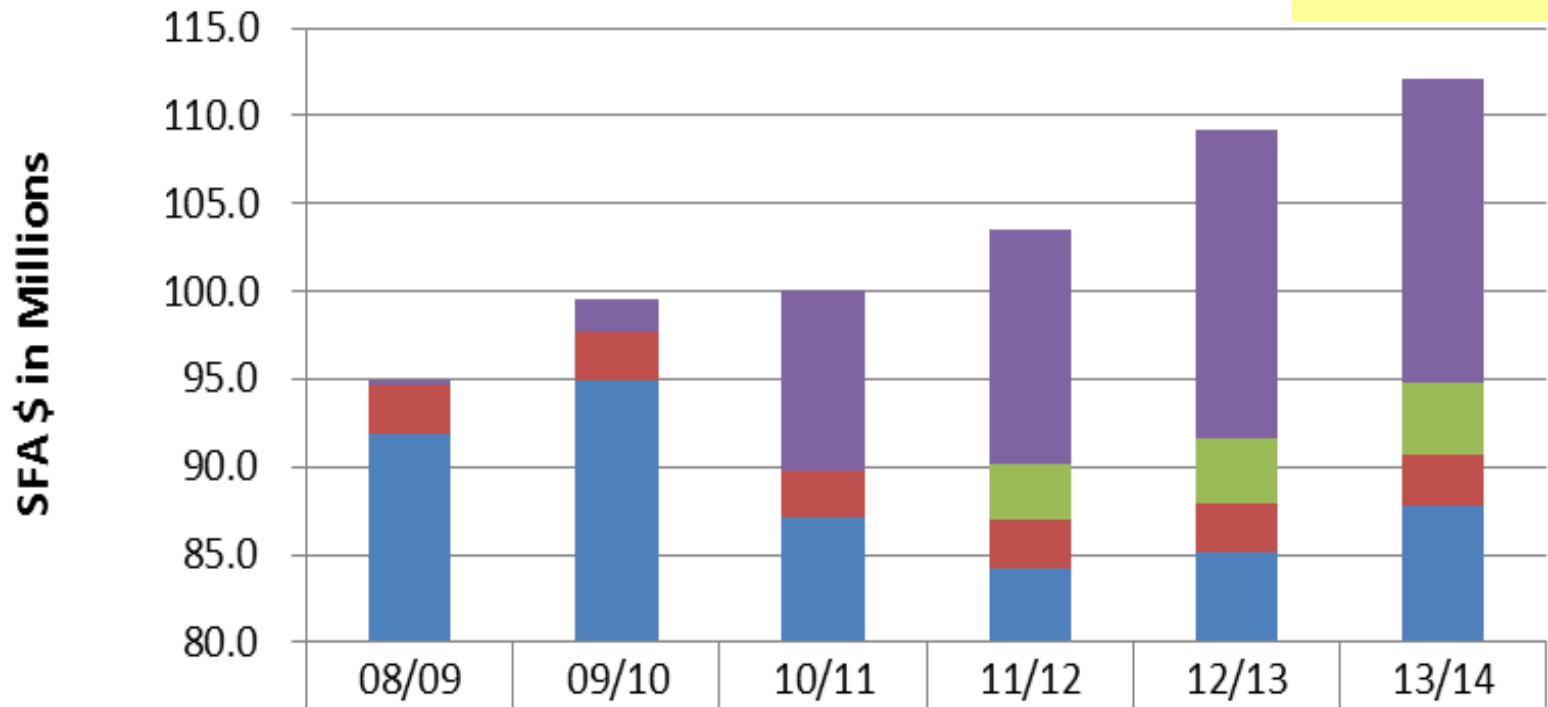
February 19, 2014

FUNDED PUPIL COUNT (FPC) HISTORY



TOTAL PROGRAM \$ HISTORY

Negative
Factor Total
= 61 M



	08/09	09/10	10/11	11/12	12/13	13/14
NEG.FACTOR	0.4	1.9	10.4	13.4	17.6	17.4
LCS	-	-	-	3.1	3.7	4.1
NVCS	2.7	2.8	2.6	2.8	2.8	2.9
TSD	91.9	94.9	87.1	84.3	85.1	87.8

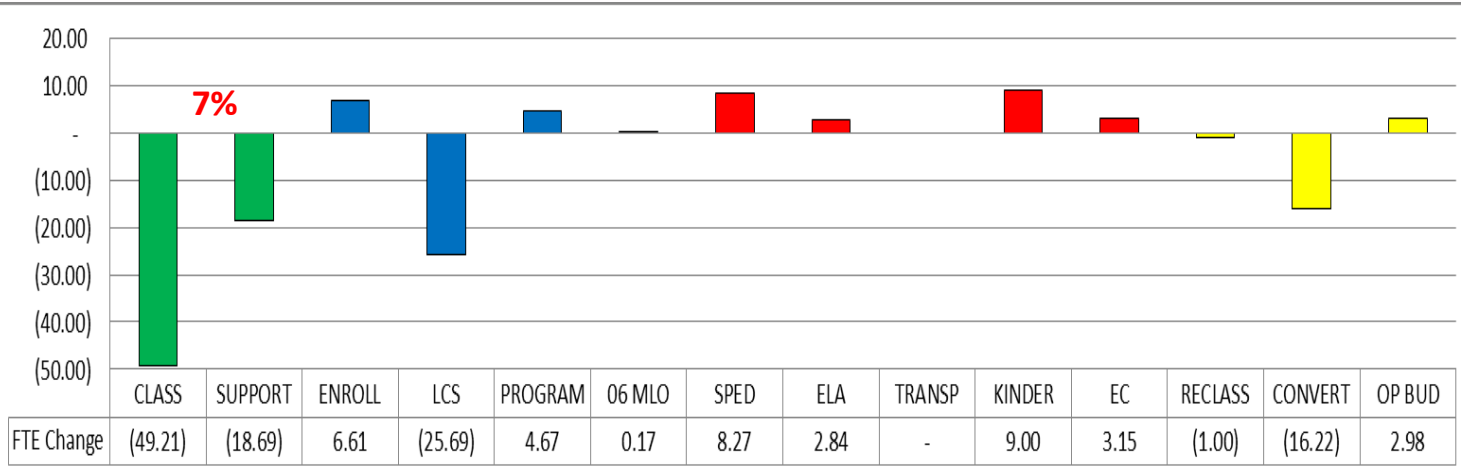
\$ are in Millions

5 YEARS OF GENERAL FUND BUDGET CHANGE - WITHOUT CHARTERS

REVENUES		09/10 ADJ	10/11	11/12	12/13	13/14	TOTAL
1	Enrollment (FPC)	-	(74)	(559)	194	257	(182)
2	Enrollment \$	-	(0.5)	(3.4)	1.2	1.6	(1.1)
3	PPR \$	(1.9)	(3.5)	(4.7)	0.0	2.3	(7.7)
4	SFA \$	(1.9)	(4.0)	(8.1)	1.2	3.9	(8.8)
5	Other Revenue	-	0.8	0.3	0.2	0.9	2.2
6	Total Revenue	(1.9)	(3.2)	(7.8)	1.4	4.8	(6.6)
EXPENDITURES		09/10 ADJ	10/11	11/12	12/13	13/14	TOTAL
7	# Staff FTE	-	3	(86)	(34)	54	(63)
8	Staff FTE \$	-	(1.4)	(1.9)	(1.1)	4.5	0.1
9	Non-FTE \$	-	(1.7)	(0.7)	(1.4)	2.5	(1.3)
10	Total Expenditures	-	(3.1)	(2.6)	(2.5)	7.0	(1.2)
NET DIFFERENCE							
11	Net	(1.9)	(0.1)	(5.2)	3.9	(2.2)	(5.4)
12	Reserves Use	(1.9)	(2.0)	(7.1)	(3.2)	(5.4)	

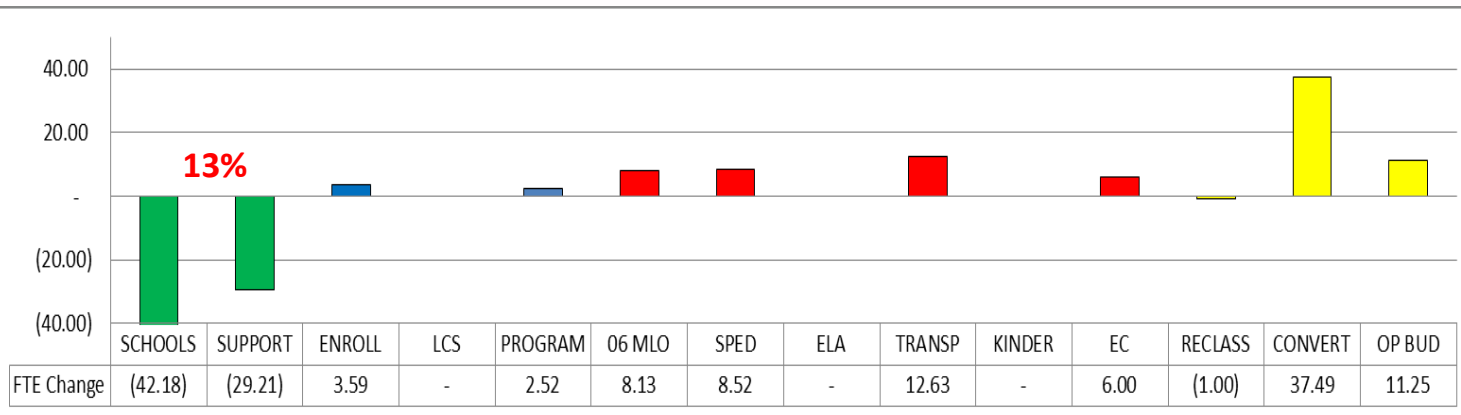
LICENSED FTE CHANGES – 5 YEARS

BUDGET		
YEAR	FTE	CHANGE
2008-09	987.90	
2009-10	990.47	2.57
2010-11	980.66	(9.81)
2011-12	926.89	(53.77)
2012-13	914.76	(12.13)
2013-14	914.78	0.02
TOTALS		(73.12)



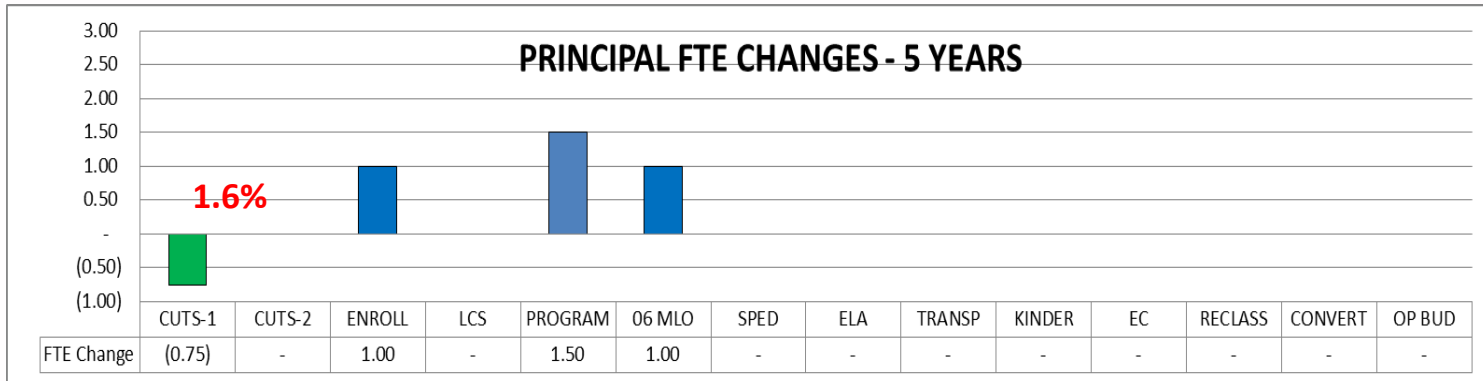
CLASSIFIED FTE CHANGES – 5 YEARS

BUDGET		
YEAR	FTE	CHANGE
2008-09	562.72	
2009-10	564.22	1.50
2010-11	576.20	11.98
2011-12	547.41	(28.79)
2012-13	529.59	(17.82)
2013-14	580.46	50.87
TOTALS		17.74

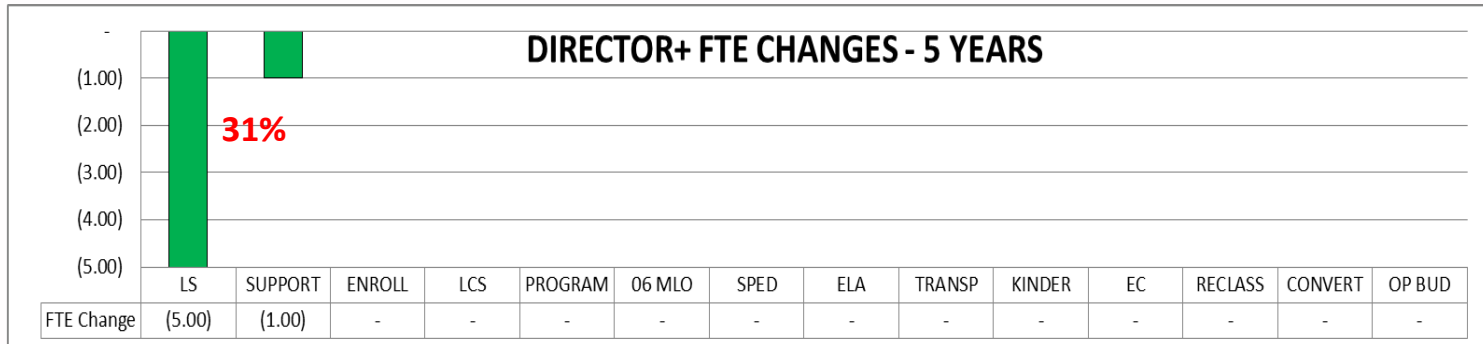


APT FTE CHANGES – 5 YEARS

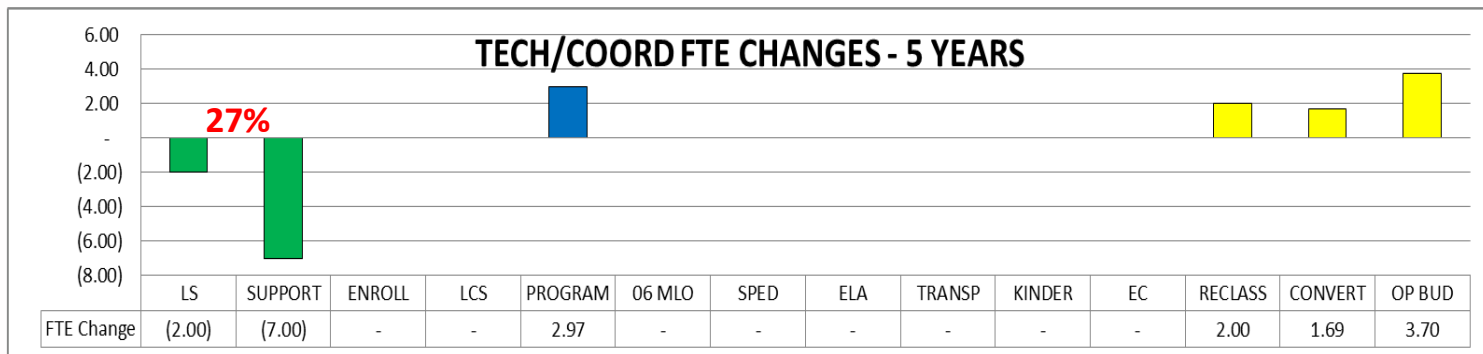
BUDGET		
YEAR	FTE	CHANGE
2008-09	45.75	
2009-10	45.75	-
2010-11	47.50	1.75
2011-12	46.50	(1.00)
2012-13	46.70	0.20
2013-14	48.50	1.80
TOTALS		2.75



BUDGET		
YEAR	FTE	CHANGE
2008-09	19.00	
2009-10	18.00	(1.00)
2010-11	18.00	-
2011-12	15.50	(2.50)
2012-13	14.70	(0.80)
2013-14	13.00	(1.70)
TOTALS		(6.00)



BUDGET		
YEAR	FTE	CHANGE
2008-09	34.14	
2009-10	35.64	1.50
2010-11	35.11	(0.53)
2011-12	35.30	0.19
2012-13	31.80	(3.50)
2013-14	35.50	3.70
TOTALS		1.36



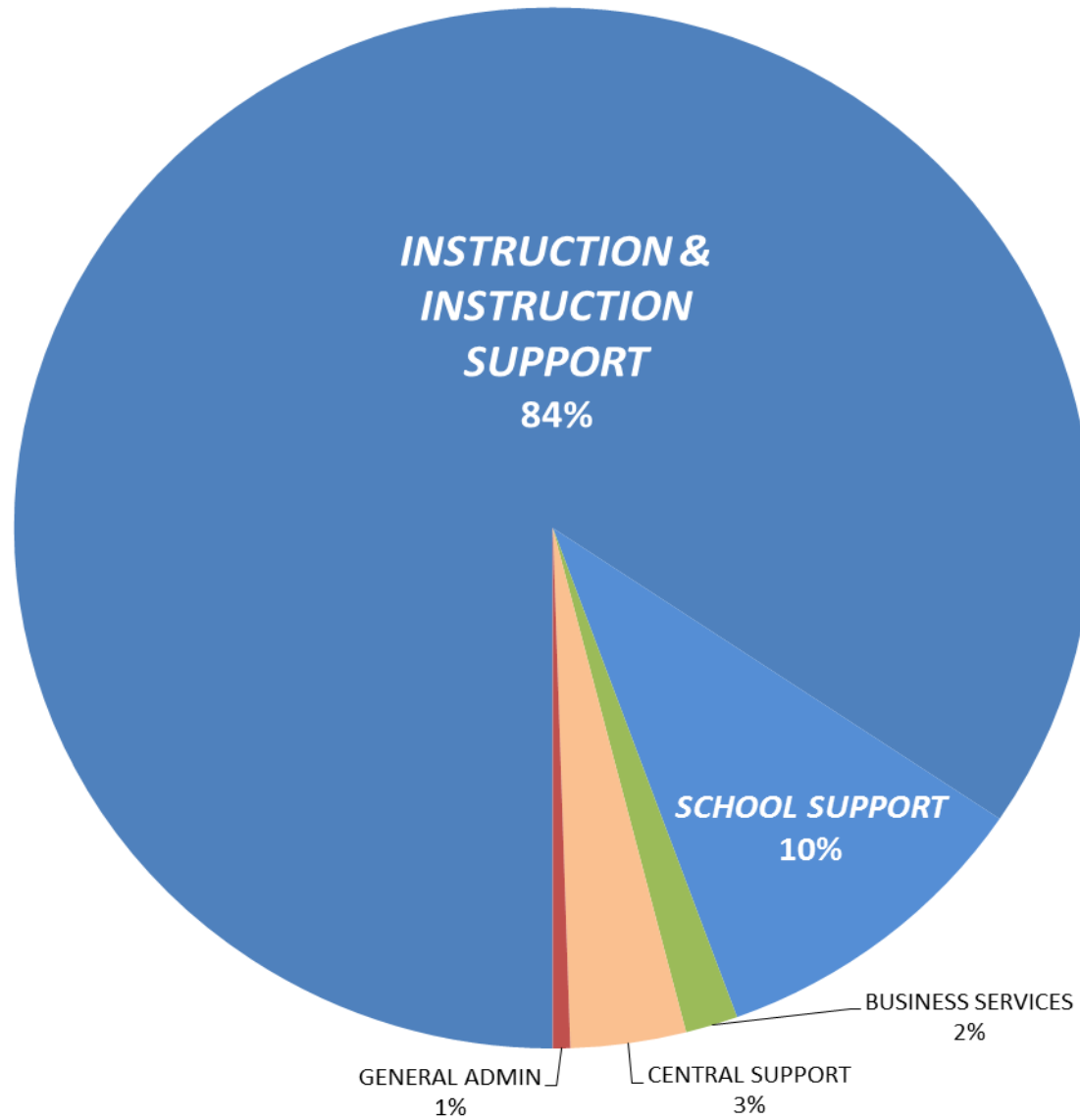
DIRECTOR FTE - 5 YEAR HISTORY

	08/09	09/10	10/11	11/12	12/13	13/14
DISTRICT SUPPORT						
Superintendent	1.0	1.0	1.0	1.0	1.0	1.0
ISTS	1.0	1.0	1.0	1.0	1.0	1.0
Quality Performance	-	1.0	1.0	0.5	0.7	-
Communications/PIO	1.0	1.0	1.0	1.0	1.0	1.0
	3.0	4.0	4.0	3.5	3.7	3.0
LEARNING SERVICES						
Deputy Superintendent	1.0	1.0	1.0	1.0	1.0	-
Special Education	1.0	1.0	1.0	1.0	1.0	1.0
Student Support	1.0	1.0	-	-	-	-
Athletics	0.5	-	1.0	-	-	-
Curriculum/Instruction	1.0	1.0	1.0	1.0	1.0	1.0
Instructional Coaches	1.0	-	-	-	-	-
Professional Development	1.0	-	-	-	-	-
Media	1.0	-	-	-	-	-
Accountability/Accreditation	1.0	1.0	1.0	1.0	1.0	-
Leadership Development	1.0	-	-	-	-	-
Secondary Education	-	1.0	1.0	1.0	1.0	1.0
Elementary Education	-	1.0	1.0	1.0	1.0	1.0
	9.5	7.0	7.0	6.0	6.0	4.0
HR/SCHOOL SUPPORT						
Assistant Supe	1.0	1.0	1.0	1.0	1.0	1.0
Human Resources	2.0	2.0	2.0	1.0	1.0	1.0
Facilities	1.0	1.0	1.0	1.0	1.0	1.0
Transportation	1.0	1.0	1.0	1.0	-	1.0
	5.0	5.0	5.0	4.0	3.0	4.0
BUSINESS SERVICES						
CFO	1.0	1.0	1.0	1.0	1.0	1.0
Materials & Procurement	1.0	1.0	1.0	1.0	1.0	1.0
	2.0	2.0	2.0	2.0	2.0	2.0
TOTALS	19.5	18.0	18.0	15.5	14.7	13.0

13/14 EXPENDITURE BUDGET – BY CATEGORY

PROG	LOCATION	DEPARTMENT	FTE	FTE \$	NON-FTE \$	TOTAL \$	% FTE \$	% NON-FTE \$	% TOTAL \$
0000-2600	SCHOOLS	SCHOOLS	1,362.36	77,924,069	13,505,022	91,429,091	86.5%	56.0%	80.0%
	TAFT	LEARNING SERVICES	27.71	2,116,317	67,838	2,184,155	2.3%	0.3%	1.9%
	MONROE	LEARNING SERVICES - MEDIA	3.00	119,057	21,318	140,375	0.1%	0.1%	0.1%
	MONROE	ISTS - TECHNOLOGY SUPPORT	14.00	925,626	1,783,533	2,709,159	1.0%	7.4%	2.4%
		INSTRUCTION & INST.SUPPORT	1,407.07	81,085,069	15,377,711	96,462,780	90.0%	63.8%	84.4%
2500	MONROE	M&P - WAREHOUSE/DELIVERY	3.00	115,679	9,726	125,405	0.1%	0.0%	0.1%
2600	CLEVELND	FACILITIES SUPPORT	39.00	2,342,065	4,479,139	6,821,204	2.6%	18.6%	6.0%
2700	E.13TH ST	TRANSPORTATION	95.37	3,230,847	1,258,757	4,489,604	3.6%	5.2%	3.9%
		SCHOOL SUPPORT	137.37	5,688,591	5,747,622	11,436,213	6.3%	23.8%	10.0%
2500	TAFT	FINANCIAL SERVICES	15.10	1,050,985	398,115	1,449,100	1.2%	1.7%	1.3%
2500	TAFT	M&P - PURCHASING	5.00	311,428	38,439	349,867	0.3%	0.2%	0.3%
		BUSINESS SERVICES	20.10	1,362,413	436,554	1,798,967	1.5%	1.8%	1.6%
2800	TAFT	HUMAN RESOURCES	12.38	898,049	182,315	1,080,364	1.0%	0.8%	0.9%
2800	TAFT	RISK/BENEFITS MANAGEMENT	4.00	251,194	2,006,377	2,257,571	0.3%	8.3%	2.0%
2800	TAFT	CCR/COMMUNICATIONS	7.12	465,455	155,032	620,487	0.5%	0.6%	0.5%
		CENTRAL SUPPORT	23.50	1,614,698	2,343,724	3,958,422	1.8%	9.7%	3.5%
2300	TAFT	BOE/SUPERINTENDENT	3.20	375,598	215,015	590,613	0.4%	0.9%	0.5%
		GENERAL ADMINISTRATION	3.20	375,598	215,015	590,613	0.4%	0.9%	0.5%
			1,591.24	90,126,369	24,120,626	114,246,995	100.0%	100.0%	100.0%
				79%	21%				
		CHARTER PPR ALLOCATIONS			6,940,221	6,940,221			5.7%
		GRAND TOTALS	1,591.24	90,126,369	31,060,847	121,187,216			

13/14 EXPENDITURE BUDGET – BY CATEGORY



NON-FTE \$ BY CATEGORY

SCHOOLS			LEARNING SERVICES - DEPT BUDGETS			RISK/BENEFITS MANAGEMENT		
<i>Base Functions</i>			CURRICULUM	19,528		INSURANCE: Workmans Comp.	675,000	
TEXTBOOKS & RELATED	1,423,470		ASSESSMENT	21,550		INSURANCE: Property & Liability	463,844	
SUPPLIES - SCHOOL SITES	1,685,406		ELEMENTARY	20,680		INSURANCE: Unemployment	237,581	
COPIERS - SCHOOL SITES	206,393		SECONDARY	6,080		RISK MANAGEMENT ALL OTHER	66,700	
SUBSTITUTES - SCHOOL SITES	911,000		MEDIA	21,318		CAPITAL - Loss Prevention	72,000	
EXTRA DUTY - Academic	470,336			89,156	0.4%	SEVERANCE - Schedule A Support Staff	341,252	
STUDENT ASSESSMENTS	505,989					PMI: Extra Duty TEA	150,000	
LIBRARY BOOKS & MEDIA	127,750		FACILITIES				2,006,377	8.3%
PROFESSIONAL DEVELOPMENT	202,408		FACILITIES - ADMINISTRATION	142,693				
SCHOOL RESOURCE OFFICERS	170,821		FACILITIES - GROUNDS	307,650		FINANCIAL SERVICES		
MILEAGE REIMBURSE - SCHOOLS	52,000		FACILITIES - BLDG.MAINT.	275,739		ACCTG & HR SOFTWARE - IFAS	208,745	
SEVERANCE - Schedule A Teachers	1,585,691		FACILITIES - CONTRACT	322,338		FINANCIAL AUDIT	35,099	
	7,341,264	23.6%	FACILITIES - CUSTODIAL	268,266		PROP TAX COLLECTION FEES	125,000	
<i>Sub-populations Support</i>			FACILITIES - ENVIRON.	46,898		F.SERVICES - ALL OTHER	29,271	
EC - CO PRESCHOOL PPR	570,430		FACILITIES - ENERGY MGMT	46,205			398,115	1.7%
EC - SPED PPR	601,601		UTILITIES	2,951,350				
SPED SERVICES K-12	1,127,090		CAPITAL - Facilities Maintenance	118,000		MATERIALS & PROCUREMENT		
LITERACY SUPPORT - ELEM	545,000			4,479,139	18.6%	PURCHASING	38,439	
STUDENT SUPPORT - ELA	73,601					WAREHOUSE/DELIVERY	9,726	
EC - TUITION SCHOLARSHIPS	40,000		TRANSPORTATION				48,165	0.2%
DROP-OUT PREVENTION	31,300		FUEL	546,000				
	2,989,022	12.4%	REPAIRS & MAINTENANCE	275,620		COMMUNICATIONS		
<i>Educational Options</i>			SUBSTITUTES/EXTRA HOURS	239,836		PARENT COMMUNICATIONS	26,000	
EXTRA DUTY: Athletics & Activities	1,423,428		FIELD TRIP REVENUES	(200,000)		WEBSITE MANAGEMENT	45,760	
FRONT RANGE COMM.COLLEGE	479,180		TRANSP - ALL OTHER	47,301		VOLUNTEER MANAGEMENT	25,100	
LEAP: Lvlid/Berth Enrichment Access Program	417,378		CAPITAL - Bus Replacements	350,000		VIDEO SUPPORT	21,040	
THOMPSON ON-LINE	264,249			1,258,757	5.2%	COMMUNICATIONS - ALL OTHER	37,132	
CENTER FOR ADULT LEARNING	145,075						155,032	0.6%
IB: International Baccalaureate	84,930		ISTS: Info.Systems/Technology Support					
CAPITAL - Athletic Uniform Replacements	60,000		TELEPHONE	242,488		BOE/SUPERINTENDENT		
CONCURRENT ENROLLMENT	55,000		NETWORK & INTERNET	429,618		LEGAL FEES	120,000	
LISA: Loveland Integrated School of Arts	43,180		EQUIPMENT MAINTENANCE	127,010		ELECTIONS, CASB, COALITION	71,175	
SECONDARY JUMPSTART	40,000		ISTS - ALL OTHER	47,417		BOE/SUPT - ALL OTHER	23,840	
WELLNESS PROGRAM	30,957		CAPITAL - Technology Replacements	455,000			215,015	0.9%
PERKINS GRANT MATCH - CTE	26,500		CAPITAL - MVHS Ipads	482,000				
SOARS: 2nd Options Achieve Result Success	22,500			1,783,533	7.4%	TOTALS: TSD CONTROLLED	24,120,626	
MISC SUPPORT PROGRAMS	82,359					CHARTER PPR ALLOCATIONS		
	3,174,736	12.8%	HUMAN RESOURCES			NVCS	2,870,136	
			MENTORING/INDUCTION	49,540		LCS	4,070,085	
SCHOOL SITE TOTALS	13,505,022	56.0%	HR SOFTWARE	28,000			6,940,221	28.8%
			HR - ALL OTHER	66,527				
			SAFETY & SCHOOL SUPPORT	38,248				
				182,315	0.8%	GRAND TOTALS	31,060,847	

FTE\$ BY CATEGORY

30 DIFFERENT SITES				2890 N. MONROE AVE				800 S. TAFT AVE				800 S. TAFT AVE			
SCHOOLS				ISTS				LEARNING SERVICES				CCR			
GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$	
LICENSED	909.57	59,390,069	✓	LICENSED	-	-		LICENSED	4.21	274,891		LICENSED	-	-	
CLASSIFIED	396.41	12,847,691	✓	CLASSIFIED	10.00	543,085		CLASSIFIED	12.50	602,332		CLASSIFIED	4.12	220,524	
ROTC	2.00	110,007	✓	PROF/TECH	3.00	252,867		PROF/TECH	7.50	733,812		PROF/TECH	2.00	146,781	
PRINCIPAL	48.50	5,327,720	✓	DIRECTOR+	1.00	129,674		DIRECTOR+	4.00	537,930		DIRECTOR+	1.00	98,150	
TOTALS	1,356.48	77,675,487	86.2%		14.00	925,626	1.0%		28.21	2,148,965	2.4%		7.12	465,455	0.5%
2500 E. 13TH STREET				2890 N. MONROE AVE				800 S. TAFT AVE				800 S. TAFT AVE			
TRANSPORTATION				MEDIA				HR/BENEFITS/RISK/PLAN				BOE/SUPT			
GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$	
LICENSED	-	-		LICENSED	-	-		LICENSED	-	-		LICENSED	1.00	65,295	
CLASSIFIED	92.37	2,997,181		CLASSIFIED	3.00	119,057		CLASSIFIED	11.38	591,662		CLASSIFIED	0.20	11,325	
PROF/TECH	2.00	137,996		PROF/TECH	-	-		PROF/TECH	3.00	283,294		PROF/TECH	1.00	77,065	
DIRECTOR+	1.00	95,670		DIRECTOR+	-	-		DIRECTOR+	2.00	274,287		DIRECTOR+	1.00	221,913	
	95.37	3,230,847	3.6%		3.00	119,057	0.1%		16.38	1,149,243	1.3%		3.20	375,598	0.4%
255 S. CLEVELAND AVE				2890 N. MONROE AVE				800 S. TAFT AVE				ALL LOCATIONS			
FACILITIES				DELIVERY				FIN. SERVICES/PURCHASING				GRAND TOTAL			
GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$		GROUP	FTE	FTE \$	
LICENSED	-	-		LICENSED	-	-		LICENSED	-	-		LICENSED	914.78	59,730,254	66.3%
CLASSIFIED	36.38	1,888,221		CLASSIFIED	3.00	115,679		CLASSIFIED	11.10	525,631		CLASSIFIED	580.46	20,462,388	22.7%
PROF/TECH	7.00	562,954		PROF/TECH	-	-		PROF/TECH	7.00	563,663		PROF/TECH	34.50	2,868,439	3.2%
DIRECTOR+	1.00	106,825		DIRECTOR+	-	-		DIRECTOR+	2.00	273,119		PRINCIPAL	48.50	5,327,720	5.9%
	44.38	2,558,000	2.8%		3.00	115,679	0.1%		20.10	1,362,413	1.5%	DIRECTOR+	13.00	1,737,568	1.9%
													1,591.24	90,126,369	

FTE \$ - SCHOOLS

LICENSED

		DESCRIPTION	ELEM	MS	HS	TOTAL	\$	%	
CLASS SIZE	1	RATIOS @ 98%	234.38	140.58	191.73	566.69			
	2	POOL @ 2%	4.38	4.00	4.00	12.38			
	3	TRAVEL	0.70			0.70			
	4	ART/MUSIC/PE	27.09	-	1.00	28.09	39,690,015	67%	
SUPPORT	5	ACADEMIC SUPPORT	10.00	3.37	3.04	16.41			
	6	AT RISK	14.00	2.20	2.20	18.40			
	7	SOARS			2.00	2.00			
	8	ACADEMY			2.50	2.50			
	9	EXPULSION			2.00	2.00			
	10	FDK - FULL DAY KINDERGARTEN	9.00			9.00			
	11	ELEM LITERACY/READING	8.80			8.80			
	12	ELEM.INTERVENTION (1-TIME 13/14)	2.00			2.00			
	13	COUNSELORS, NURSES, PSYCH, ETC.	12.23	10.12	12.75	35.10			
	14	LIBRARY/MEDIA		4.50	4.00	8.50	6,836,782	12%	
	SUB-POPS	15	SPED - COUNS, PSYCH, NURSE, ETC.	63.13	26.48	31.84	121.45		
		16	EC SPED - COUNS, PSYCH, NURSE, ETC.	19.19			19.19		
		17	ELA	14.35	2.00	1.98	18.33		
		18	GIFTED & TALENTED	9.14	3.20	1.90	14.24	11,309,911	19%
OPTIONS	19	CORE KNOWLEDGE	0.55	1.73		2.28			
	20	IB	0.50	0.50	4.00	5.00			
	21	LISA	0.65	0.16	0.25	1.06			
	22	SCIENCE & MATH			0.54	0.54			
	23	ASTRONOMY			0.18	0.18			
	24	RIVERWATCH			0.18	0.18			
25	ROTC			(0.45)	(0.45)				
26	SPANISH	4.00			4.00	835,119	1%		
27	INSTRUCTIONAL COACHES	10.50			10.50	685,594	1%		
28	TOSA - TECHNOLOGY (MVHS IPADS)			0.50	0.50	32,647	0%		
			444.59	198.84	266.14	909.57	59,390,069	100%	

CLASSIFIED

		DESCRIPTION	ELEM	MS	HS	TOTAL	\$
1	SECRETARY	20.00	5.00	5.00	30.00	1,243,338	
2	FACULTY ASST & FLEX	17.03	10.48	7.45	34.96	927,528	
3	SHOA - SCHOOL HEALTH OFFICE ASST.	14.15	3.21	3.65	21.01	536,633	
4	LIBRARY MEDIA ASSISTANT	16.50	2.50	4.00	23.00	667,906	
5	TECHNOLOGY FACILITATOR	14.25	-	-	14.25	340,464	
6	ATTENDANCE CLERK	-	5.00	4.00	9.00	295,532	
7	CAMPUS MONITOR	-	5.00	8.00	13.00	405,471	
8	BOOKKEEPER	-	0.50	4.00	4.50	181,560	
9	REGISTRAR, SECRETARY-COUNSELOR	-	5.04	6.72	11.76	433,788	
10	SECRETARY-ATHLETICS	-	-	4.00	4.00	142,649	
11	EC - LUNCHROOM AIDES	3.00	-	-	3.00	30,418	
12	TECHNOLOGISTS	10.00	5.00	4.50	19.50	673,281	
13	CUSTODIANS	51.74	24.49	34.88	111.11	4,262,344	
14	SPED - PARAS, AIDES, ETC.	52.81	12.50	18.75	84.06	2,329,306	
15	SPED - SHOA	5.23	1.19	1.35	7.77	198,481	
16	SPED - REGISTRAR, SECTY-COUNSELOR	-	0.96	1.28	2.24	82,626	
17	ELA - PARAS, TRANSLATORS	1.25	1.50	0.50	3.25	96,366	
18	TOTALS	205.96	82.37	108.08	396.41	12,847,691	

PRINCIPALS

		DESCRIPTION	ELEM	MS	HS	TOTALS	\$
1	EARLY CHILDHOOD				1.00	105,404	
2	THOMPSON ON-LINE				0.50	47,931	
3	PRINCIPALS	20.00	5.00	5.00	30.00	3,369,140	
4	ASSISTANT PRINCIPALS	-	6.00	11.00	17.00	1,805,245	
5	TOTALS	20.00	11.00	16.00	48.50	5,327,720	

Discussion...

DISCUSSION ITEM 6.2

Monthly Financial Statements - December 2013 and January 2014

Date: February 19, 2014

Submitted by: Stan Scheer, Ed.D., Superintendent of Schools
Stephen Towne, CFO

Consideration: Does the Board have any questions or need additional information on the enclosed December 2013 and January 2014 financial reports?

It should be noted that the first few months of a fiscal year often show larger than normal variation from the previous year, positive or negative, due to the normal variation of individual monthly activities. As the year progresses YTD information by its nature will smooth that normal variability making meaningful deviations more apparent.

Revenues

Overall, revenues for 2013-14 appear to be tracking as expected in comparison to prior year data and budget.

Expenditures

Overall, expenditures for 2013-14 appear to be tracking as expected in comparison to prior year data and current year budget.

Cash Balances

2013-14 cash balances appear as expected in comparison to prior year balances.

Steve Towne will be in attendance to answer questions.

THOMPSON SCHOOL DISTRICT
FINANCIAL REPORT
GENERAL FUND
DECEMBER 2013

	CDE PROG	FISCAL 2012-13		FISCAL 2013-14		% OF BUDGET		CODE	
		BUDGET	YTD ACTUAL	BUDGET	YTD ACTUAL	2012-13	2013-14		
REVENUES									
SFA - PROPERTY TAXES		28,380,585	1,356,495	30,444,044	1,414,932	4.8%	4.6%		
SFA - SPECIFIC OWNERSHIP TAXES		2,169,965	1,071,115	2,142,185	1,202,268	49.4%	56.1%		
SFA - STATE EQUALIZATION		60,041,478	30,228,801	62,153,749	31,961,051	50.3%	51.4%		
PROPERTY TAXES FROM OVERRIDES		12,803,752	577,032	12,848,692	603,274	4.5%	4.7%		
SO TAXES FROM BOND & OVERRIDES		1,513,399	930,867	1,878,033	947,836	61.5%	50.5%		
TRANSPORTATION REIMBURSEMENT		873,803	988,354	1,007,133	988,273	113.1%	98.1%		
ECEA FUNDING		2,839,850	2,351,190	3,212,387	2,792,561	82.8%	86.9%		
VOC ED/CTE REIMBURSEMENT		400,000	-	350,000	-	0.0%	0.0%		
INDIRECT COST REIMBURSEMENT		254,400	49,281	227,500	113,088	19.4%	49.7%		
CHARTER SCHOOL CHARGEBACKS		914,428	464,019	914,428	486,735	50.7%	53.2%		
INVESTMENT EARNINGS		15,000	70,777	44,400	37,906	471.8%	85.4%		
INSTRUCTIONAL MATERIALS FEES		225,000	151,933	225,000	125,018	67.5%	55.6%		
E-RATE REIMBURSEMENTS		165,000	9,853	165,000	123,808	6.0%	75.0%		
CELL & BROADBAND TOWER LEASES		72,192	35,496	72,192	35,746	49.2%	49.5%		
NATIONAL FOREST & OTHER		54,500	92,919	54,500	26,156	170.5%	48.0%		
TOTALS		110,723,352	38,378,131	115,739,243	40,858,651	34.7%	35.3%		
EXPENDITURES									
STUDENT INSTRUCTION	<2100	62,748,909	31,051,802	65,418,464	33,742,059	49.5%	51.6%		
STUDENT SUPPORT	2100's	6,554,367	3,438,075	7,976,572	3,565,731	52.5%	44.7%		
INSTRUCTIONAL STAFF SUPPORT	2200's	7,593,219	4,061,307	9,248,539	4,111,057	53.5%	44.5%		
GENERAL ADMINISTRATION	2300's	821,292	349,641	704,609	290,731	42.6%	41.3%		
SCHOOL ADMINISTRATION	2400's	7,422,103	3,638,958	7,957,037	3,796,234	49.0%	47.7%		
BUSINESS SERVICES	2500's	1,947,322	972,770	2,001,765	989,112	50.0%	49.4%		
FACILITIES/OPERATIONS	2600's	10,887,638	4,873,713	11,258,509	5,320,736	44.8%	47.3%		
STUDENT TRANSPORTATION	2700's	3,631,588	1,575,021	3,960,815	1,694,573	43.4%	42.8%		
CENTRAL SUPPORT	> 2800	3,433,476	1,863,209	3,610,357	1,961,282	54.3%	54.3%		
ALLOCATIONS TO CHARTERS		6,731,490	3,305,805	6,940,221	3,432,414	49.1%	49.5%		
TRANSFERS TO OTHER FUNDS		2,224,218	2,011,627	2,110,328	1,229,707	90.4%	58.3%		
TOTALS		113,995,621	57,141,927	121,187,216	60,133,637	50.1%	49.6%		

CASH AND EQUIVALENT BALANCES - DOES NOT INCLUDE FUNDS DISTRICT HOLDS IN TRUST (FUND 72 - MEMORIAL TRUST, FUND 74 - STUDENT ACTIVITIES, FUND 85 - TEF)

	GENERAL FUND		BOND REDEMPTION		BUILDING FUND		ALL OTHERS		TOTALS	
	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14
1ST NATIONAL BANK	(1,240,712)	(4,709,519)	(1,404,765)	27,880	44,714	92,246	6,082,735	6,163,669	3,481,972	1,574,277
COLOTRUST	22,523,325	27,044,101	456	-	196,839	-	513,575	514,236	23,234,197	27,558,336
UMB BANK	-	-	6,050,553	4,613,519	-	-	344,667	344,535	6,395,220	4,958,054
OTHER	-	-	-	-	-	-	-	-	-	-
INTERFUND AR	-	-	-	-	-	-	-	-	-	-
TOTALS	21,282,614	22,334,582	4,646,244	4,641,399	241,553	92,246	6,940,978	7,022,440	33,111,389	34,090,668

THOMPSON SCHOOL DISTRICT
FINANCIAL REPORT
GENERAL FUND
JANUARY 2014

	CDE PROG	FISCAL 2012-13		FISCAL 2013-14		% OF BUDGET		CODE
		BUDGET	YTD ACTUAL	BUDGET	YTD ACTUAL	2012-13	2013-14	
REVENUES								
SFA - PROPERTY TAXES		28,380,585	1,343,533	30,444,044	1,418,050	4.7%	4.7%	
SFA - SPECIFIC OWNERSHIP TAXES		2,169,965	1,242,617	2,142,185	1,388,704	57.3%	64.8%	
SFA - STATE EQUALIZATION		60,041,478	35,237,886	62,153,749	37,162,280	58.7%	59.8%	
PROPERTY TAXES FROM OVERRIDES		12,803,752	572,553	12,848,692	604,665	4.5%	4.7%	
SO TAXES FROM BOND & OVERRIDES		1,513,399	1,079,913	1,878,033	1,094,817	71.4%	58.3%	
TRANSPORTATION REIMBURSEMENT		873,803	988,354	1,007,133	988,273	113.1%	98.1%	
ECEA FUNDING		2,839,850	2,351,190	3,212,387	2,792,561	82.8%	86.9%	
VOC ED/CTE REIMBURSEMENT		400,000	190,586	350,000	163,070	47.6%	46.6%	
INDIRECT COST REIMBURSEMENT		254,400	66,230	227,500	90,028	26.0%	39.6%	
CHARTER SCHOOL CHARGEBACKS		914,428	541,943	914,428	565,459	59.3%	61.8%	
INVESTMENT EARNINGS		15,000	74,068	44,400	40,209	493.8%	90.6%	
INSTRUCTIONAL MATERIALS FEES		225,000	155,573	225,000	129,532	69.1%	57.6%	
E-RATE REIMBURSEMENTS		165,000	71,022	165,000	123,808	43.0%	75.0%	
CELL & BROADBAND TOWER LEASES		72,192	41,580	72,192	45,192	57.6%	62.6%	
NATIONAL FOREST & OTHER		54,500	101,543	54,500	23,584	186.3%	43.3%	
TOTALS		110,723,352	44,058,591	115,739,243	46,630,231	39.8%	40.3%	

EXPENDITURES

STUDENT INSTRUCTION	<2100	62,748,909	36,072,662	65,418,464	38,607,390	57.5%	59.0%	
STUDENT SUPPORT	2100's	6,554,367	4,047,787	7,976,572	4,178,958	61.8%	52.4%	
INSTRUCTIONAL STAFF SUPPORT	2200's	7,593,219	4,687,440	9,248,539	4,891,093	61.7%	52.9%	
GENERAL ADMINISTRATION	2300's	821,292	390,125	704,609	334,073	47.5%	47.4%	
SCHOOL ADMINISTRATION	2400's	7,422,103	4,258,248	7,957,037	4,455,509	57.4%	56.0%	
BUSINESS SERVICES	2500's	1,947,322	1,150,187	2,001,765	1,155,114	59.1%	57.7%	
FACILITIES/OPERATIONS	2600's	10,887,638	5,759,837	11,258,509	6,332,247	52.9%	56.2%	
STUDENT TRANSPORTATION	2700's	3,631,588	1,836,568	3,960,815	2,032,148	50.6%	51.3%	
CENTRAL SUPPORT	> 2800	3,433,476	2,172,475	3,610,357	2,253,264	63.3%	62.4%	
ALLOCATIONS TO CHARTERS		6,731,490	3,837,033	6,940,221	3,979,847	57.0%	57.3%	
TRANSFERS TO OTHER FUNDS		2,224,218	2,011,627	2,110,328	1,229,707	90.4%	58.3%	
TOTALS		113,995,621	66,223,990	121,187,216	69,449,351	58.1%	57.3%	

CASH AND EQUIVALENT BALANCES - DOES NOT INCLUDE FUNDS DISTRICT HOLDS IN TRUST (FUND 72 - MEMORIAL TRUST, FUND 74 - STUDENT ACTIVITIES, FUND 85 - TEF)

	GENERAL FUND		BOND REDEMPTION		BUILDING FUND		ALL OTHERS		TOTALS	
	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14	2012-13	2013-14
1ST NATIONAL BANK	(1,987,041)	(2,941,296)	(1,409,926)	28,180	(21,413)	92,250	7,005,250	6,305,636	3,586,870	3,484,771
COLOTRUST	19,726,646	21,446,605	456	-	196,861	-	513,653	514,286	20,437,617	21,960,891
UMB BANK	-	-	6,050,947	4,614,356	-	-	344,667	344,535	6,395,614	4,958,891
OTHER	-	-	-	-	-	-	-	-	-	-
INTERFUND AR	-	-	-	-	-	-	-	-	-	-
TOTALS	17,739,605	18,505,310	4,641,478	4,642,536	175,448	92,250	7,863,570	7,164,457	30,420,101	30,404,553