

**BOARD OF EDUCATION
MARCH 6, 2017
MINUTES**

OPENING ACTIVITIES

A. Call to Order

The Board of Education of Morgan County School District Re-3 met in regular session on March 6, 2017, at 7:02 p.m. in the Board Room at the District Support Center with the following members present: Mr. Derek Gerken, Mr. David Keller, Mrs. Trish McClain, Mr. Todd Schneider, Mr. Loren Sharp, Dr. Melissa Smits and Mrs. Connie Weingarten. Also present were Mr. Ron Echols, Superintendent, Mr. Ron Pflug, Assistant Superintendent Personnel; Dr. Rena Frasco, Assistant Superintendent Curriculum/Assessment; Mr. Mike Lee, CFO; and Board Secretary, Mrs. Karen Temple.

B. Approval of Previous Minutes

Mr. Keller made a motion to approve the minutes from the February 6, 2017 regular meeting and the February 23, 2017 special meeting as presented. Mr. Gerken seconded the motion. On Roll Call vote, "AYE" 6; "NAY" 0; "ABSENT" 0; "ABSTAIN" 1, Mr. Sharp. Motion carried.

C. Agenda Changes; Review of Table File; Approval of Agenda

Mr. Gerken made a motion to approve the agenda, as presented. Dr. Smits seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

SPECIAL PRESENTATIONS/RECOGNITIONS

A. Employee of Month – March

Cindy Jones from Lincoln High School is the employee of the month for March. Mrs. Jones was nominated by fellow teachers as well as, some of her students. Mrs. Jones is not only an outstanding teacher in the classroom helping the students become better writers and more skilled but she also does all the extra little things that make LHS a better school. Thank you for all you do!

B. Audit Presentation – Mr. Mike Lee

Mr. Lee reviewed the audit report for the Board from the 2015-16 audit year. The net pension liability is the unfunded PERA liability amount. Right now PERA does not have enough dollars to pay for the unfunded liability that is outstanding, and the Re-3 share of that is \$55,326,248. This is not an amount that is due today, but it is considered a liability to the district. Having this number recorded on our financial statements is an awareness piece for the district.

Wendy Swanhorst, Swanhorst and Company, addressed the board and she reviewed her management letter from the audit. The audit document is really prepared by Mr. Lee and his staff, very thoroughly. Swanhorst and Company made no adjustments to the audit report. The one weakness identified in the management letter is the risk of our electronic information not being fully protected. There are companies that contract to be able to monitor our information. The district might want to consider this option for full protection of the district information and electronic systems.

The district was randomly selected to take part in a PERA audit, and Swanhorst audited those numbers the district submitted to PERA and claim on our financial reports. Everything was correct.

C. Graduation Guidelines Update – Mr. Ben Bauman and Dr. Rena Frasco
Mr. Bauman and Mr. Clint Anderson reviewed the progress on the graduation guidelines. The Board has adopted the menu of options for graduation guidelines and the only piece the Board has not approved is the requirements of any Capstone project. The graduation guidelines committee meets every Monday morning and making sure they completely review the whole process as it effects the graduation requirements and the master schedule.

Some basic questions the committee has asked are:

- Should all students do a capstone project?
- Should only certain students do a project if they do not have the regular credits for English and Math?

The high school is not looking at every student required to complete a capstone project at this time. Included in the board documents is a flow chart of what could happen for every situation for every student. Right now the high school is thinking a student would work on a project with a mentor for the first semester. Then if needed the student would be placed in a class for the second semester to complete their project. So the capstone could be a semester program, with a second semester available for the student if needed.

Dr. Frasco has spoken with Green Mountain High School, whose principal was selected as principal of the year and has been instrumental in implementing these programs for her respective district. The High School intends to have criteria ready for the current 8th graders as they begin their High School career and they are prepared for what will be required in order to complete the graduation requirements. They might introduce this next year with the Freshman Academy. Flexibility will be very important for a capstone project. ICAP will also be an important component of the capstone. The mentors will be staff members in the first semester.

The High School committee has looked at a Senior Portfolio project as well. The Board is concerned about the amount of time that is already consumed by Senior's and how are they going to be able to complete a Senior project with everything else. The Board also asked if the project could begin the Junior year so it would be easier for the student for the Senior year. There are still a lot of unanswered questions with the graduation guidelines. The Board would also like to see the capstone project be a year-long project, instead of a semester project.

The Board has concerns about the students being overwhelmed and also about the staff being overwhelmed as a mentor. The idea of making a capstone project optional if they score well enough on the standardized testing, is still being reviewed. The committee is looking at offering the ASVAD testing in the sophomore year.

At Green Mountain High School, students do not take a class, but they receive a 1/2 elective credit for the course. Green Mountain does have a capstone coordinator on staff. The Board would like to see the demographics for Green Mountain High School vs Fort Morgan High School.

OPPORTUNITY FOR AUDIENCE

None

REPORTS

A. Board

None

B. Superintendent

- Dual Language Immersion

There have been 6 district employee that have contacted the Administration and have the proper credentials, who are interested in teaching the DLI program next year.

C. Other (report information included in this packet)

- Ron
 - Vacancies and Hires
 - Job Fairs

Mr. Pflug just attended a job fair in Emporia, Kansas and only had 5 candidates talk with him.

- Mike
 - District Finance Report – December 2016

The budget is running just a little behind where we were at this time last year. Salaries and benefits are running a little ahead of our budgeted amount.

- Property/Casualty Bidding

A local insurance agent was interested in bidding on our property/casualty insurance package. To send this out for a bid, will be an involved process so the bid can be compared apples to apples with what we have right now with the Colorado School District Self Insurance Pool. The Pool does have good coverage, good rates, and they treat us right. The rates we receive from the Pool would be extremely hard to beat on a local level.

The Board feels it would be the fiscally responsible thing for the district to do, so we know we have the best coverages in place. Mr. Lee will move forward with a bid package for local vendors, making sure we are comparing apples-to-apples.

- Review of Current Legislation

Mr. Lee reviewed some of the current house and senate bills that are being discussed at the present time.

- Rena
 - Early Literacy Grant Application

The Early Literacy grant application is on the agenda for approval tonight. This would be for Green Acres Elementary and Baker Elementary, with approximately \$675,000 for a three year program. The grant would pay for reading interventionists at both schools, an intervention specialist to work with staff and lots of PD for the staff. The principals at Green Acres and Baker have really put in a lot of time along with Dr. Frasco to make our application stronger. We took the feedback from the denial last year to make this a better application.

Sherman and Columbine have been a part of this grant for the past 3 years. Pioneer has not been a part of the grant and opted not to be a part of it for this year.

DISCUSSION ITEMS

- A. Policy First Reading –
 - 1. GBEB, Staff Conduct
 - 2. GBEC, Gifts to and Solicitations by Staff
 - 3. GBEA, Staff Ethics/Conflict of Interest
- B. Policy Second Reading –
 - 1. BBA, Board Powers and Responsibilities
 - 2. KDDA, Official Spokespersons
- C. Policy Eleventh Reading –
 - 1. DB, Annual Budget
 - 2. DAB, Financial Administration
 - 3. DAB-E, Financial Administration
 - 4. DBD, Determination of Budget Priorities
 - 5. DBG, Budget Adoption Process
 - 6. DFA/DFAA, Revenues from Investments/Use of Surplus Funds
 - 7. DG, Banking Services and Revenues from Investments
 - 8. DH, Bonded Employees and Officers

In Policy DB, there are some blanks that will need to be determined before this policy goes for approval. The district has, for the last several years, placed approximately \$519,000 in the capital reserve fund each year. It is not required to make this deposit to this fund, so if the Board chooses to go this way the district would have to comply with this requirement each year. The district would have been in serious trouble if we would not have allocated those dollars into this fund. We will input the \$519,000 in the policy.

In the Operating Reserve paragraph, Mr. Lee would like to provide an analysis for the Board before they input the % amounts in this paragraph. This is definitely an involved discussion.

Policy DBD, includes the implementation of a 5 year plan. Policy DAB, we struck the paragraph about the Reconciliation Report since Mr. Lee already provides this. This policy is ok to approve.

CONSENT AGENDA

- A. Personnel Actions
- B. Claims and Accounts

Mr. Gerken made a motion to approve the consent agenda as presented. Dr. Smits seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

The Board asked if we have evaluated the new systems we implemented across the district for our utilities. Some of the changes we made were not for energy savings purposes. They were for ease of use and control by district employees. We have a demand billing system from the City. We are working on an integrated process so we are not kicked into a high demand usage billing rate. Mr. Lee will work on a comparison of our utility costs for the buildings in the district. The engineering experts at the new middle school recommend it will be a full 2 years before you equal out and see a trend in the utility billing amounts.

ACTION ITEMS

A. Consideration to Approve Policies upon Third Reading –

1. KHC-R, Distribution Posting of Noncurricular Materials

Mrs. McClain made a motion to approve the policies upon third reading as presented. Mr. Schneider seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

B. Consideration to Approve Donation – FMHS Athletic Department

Mr. Sharp made a motion to approve the donation to the FMHS athletic department for \$100 as presented. Dr. Smits seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

C. Consideration to Approve Donation – Colorado Humanities

Mrs. McClain made a motion to approve the donation to Head Start for \$5000 as presented. Mr. Keller seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

D. Consideration to Approve FFA Ag Tours Trip

Mr. Gerken made a motion to approve the FFA Ag Tours trip as presented. Mr. Keller seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

E. Consideration to Approve Sherman/Head Start Construction Project

Mr. Sharp made a motion to approve the Sherman/Head Start construction project as presented. Mrs. McClain seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

F. Consideration to Approve Early Literacy Grant Application

Mrs. McClain made a motion to approve the Early Literacy grant application as presented. Dr. Smits seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

G. Consideration to Approve FMHS Registration Guide Newcomer Program

Dr. Smits made a motion to approve the FMHS Registration Guide, Newcomer program as presented. Mr. Gerken seconded the motion. Some of the remediation courses did not yield

credits for the students, because these courses did not meet the standards. The new courses meet the standards and can now earn credits for the students. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

H. Consideration to Approve a Recommendation to Extend Superintendent's Contract
Dr. Smits made a motion to approve the recommendation to extend the Superintendent's contract as presented. Mr. Schneider seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

I. Consideration to Approve a Dual Language Immersion Program
Mrs. McClain made a motion to approve the Dual Language Immersion program as presented. Mr. Sharp seconded the motion. A previous student representative to the Board recommended approval of this program as a great thing for the district. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

J. Consideration to Approve Job Title Change for Human Resources Position
Mr. Sharp made a motion to approve the job title change for Human Resources position as presented. Mr. Gerken seconded the motion. Administration is planning to hold interviews the first week of April. Two Board members, Mrs. Weingarten and Mrs. McClain, will participate on the interview committee. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

K. Consideration to Approve Knowledge Bowl State Trip
Dr. Smits made a motion to approve the Knowledge Bowl state trip as presented. Mr. Schneider seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSENT" 0. Motion carried.

INFORMATION ITEMS

A. Monthly Reports

- Sherman Early Childhood Center
- Columbine Elementary
- Pioneer Elementary
- Baker Elementary
- Baker Elementary
- FMMS

B. Newsletters

- After School Program
- Sherman Early Childhood Center
- Baker Elementary

ADVANCED PLANNING

- A. Next Regular Meeting – March 20, 2017 – 7:00 pm – DSC
- B. District Accountability Committee – March 9, 2017 – 6:30 pm – DSC
- C. NSBA Annual Conference – March 25-27, 2017 – Denver
- D. Crystal Apple Banquet – April 27, 2017 – 5:30 pm – Country Steak Out

ADJOURNMENT

The regular meeting adjourned at 8:34 p.m.
Respectfully submitted,

Karen Temple, Secretary

Connie Weingarten, Board President