



# Poudre School District Board of Education

2407 Laporte Avenue, Fort Collins, CO 80521 • 970-490-3607

## Meeting Minutes

Minutes from Board of Education Business/Work Session Meeting

March 26, 2019

### **DINNER SESSION - 5:30 PM**

PRESENT: Vice President Rob Petterson; Directors DJ Anderson, Nate Donovan, Kristen Draper, Naomi Johnson and Carolyn Reed; Superintendent Sandra Smyser; Assistant Superintendents Todd Lambert and Scott Nielsen; Executive Directors Pete Hall, Dave Montoya, Madeline Noblett, Dustin Reintsma and Victoria Thompson; Legal and Policy Counsel Tom Crabb

ABSENT: President Christophe Febvre

LATE: None

Dinner session began at 5:30 p.m.

### **1.0 EXECUTIVE SESSION**

Director Johnson moved that the Board go into executive session as authorized under C.R.S. § 24-6-402(4)(e) for the purpose of determining positions relative to matters involved in the negotiation of Liberty Common School's second amended charter school contract and to instruct District personnel involved in the contract negotiations. Individuals invited to join the Board and Superintendent in executive session are Legal and Policy Counsel Crabb, Assistant Superintendents Lambert and Nielsen, Executive Directors Montoya and Hall, and Assistant Board Secretary Brunner.

Director Anderson seconded the motion.

The voting was as follows:

Those voting AYE: Directors Anderson, Donovan, Draper, Johnson, Petterson and Reed

Those voting NO: None

ABSENT: Director Febvre

Motion passed 6-0

Executive session began at 5:32 p.m.

Executive session ended at 5:56 p.m.

### **2.0 District Information and Board Discussion Topics**

- GED student participation in graduation ceremonies was discussed.
  - Principals from eight high schools feel strongly the graduation celebration is designed to recognize student completion of requirements set by the Board.
  - Ceremony is not intended for students who may meet requirements in the future.
  - Consideration of GED student celebration is important. Schools may choose to hold separate celebrations.
  - GED is not granted by PSD.
  - Goal is to help students earn 240 credits with the incentive to walk at graduation.

- Agricultural leases were discussed.
  - PSD may renegotiate leases.
  - Staff obtained a report from the CSU Extension Office that contains land pricing for Larimer County of \$108/acre for irrigated, \$23/acre for non-irrigated and \$5.50/acre for pasture land. Report data is updated annually.
  - Mountain Vista property contains 57 acres on water with the remaining acreage in non-irrigated cover crop.
  - Cherry Height property contains water.
  - Negotiating leases using the CSU Extension information will require less staff time.
  - Current leases are expired. One farmer uses property for horses, and the other farmer is waiting for Board decision before planting.
  - PSD removed scrub from the Cherry Heights property and maintains the well to the north.
  - Farmers pay electricity.

### **3.0 Agenda Planning**

- Charter school mail distribution to families of 8<sup>th</sup> grade students will be discussed at a future meeting.
- GED student participation in graduation may be brought back at a future meeting for discussion.

### **4.0 Committee Reports**

There were no committee reports discussed.

Dinner session ended at 6:31 p.m.

### **BUSINESS MEETING/WORK SESSION - (BOARDROOM) – 6:30 PM**

PRESENT: Vice President Rob Petterson; Directors DJ Anderson, Nate Donovan, Kristen Draper, Naomi Johnson and Carolyn Reed; Superintendent Sandra Smyser; Assistant Superintendents Todd Lambert and Scott Nielsen; Executive Directors Pete Hall, Dave Montoya, Madeline Noblett, Dustin Reintsma and Victoria Thompson; Legal and Policy Counsel Tom Crabb

ABSENT: President Christophe Febvre

LATE: None

#### **1.0 CALL TO ORDER**

Vice President Petterson called the work session meeting to order at 6:35 p.m.

#### **2.0 APPROVAL OF AGENDA**

There were no changes to the agenda.

#### **3.0 COMMUNITY COMMENT**

Student Sadie Himot spoke about her experience in the RMHS Teacher Cadet Program and thanked the Board for supporting the program.

Student Alyssa Acavedo thanked the Board for supporting the Teacher Cadet Program and shared the TALL class was cool and interesting.

#### **4.0 CONSENT AGENDA**

- 4.1 Personnel Action**
- 4.2 Deletion of Graduation Policies IKF-1, IKF-2**
- 4.3 Revisions to Graduation Policies IKF-3, IKF-4**
- 4.4 Sophos Endpoint Protection Renewal (3 year term – exceeds \$250,000)**
- 4.5 School-Based Student Fee Schedules**
- 4.6 Prequalified District Furniture Purchases**
- 4.7 2018 District Asphalt Projects**

Director Donovan moved to approve and adopt the recommended actions for the items on the Consent Agenda.

Director Draper seconded the motion.

The voting was as follows:

Those voting AYE: Directors Anderson, Donovan, Draper, Johnson, Petterson and Reed

Those voting NO: None

ABSENT: Director Febvre

Motion passed 6-0

#### **5.0 ACTION ITEMS**

##### **5.1 Monitoring/Policy Review: EL 2.6, Asset Protection**

Director Draper moved that the Board determine that the Superintendent has reasonably interpreted Board of Education policy EL 2.6 in her Internal Monitoring Report dated March 12, 2019, and that the evidence presented supports the Superintendent's conclusions stated in the Internal Monitoring Report.

Director Johnson seconded the motion.

Board discussion included:

- Procedural questions regarding approval of the motion followed by discussion of changes at a future date were asked.
- Addition of an amendment to the policy stating the superintendent should seek an income return on assets or properties may occur.
- Current motion is retrospective and the Board will discuss and vote on that first.

The voting was as follows:

Those voting AYE: Directors Anderson, Donovan, Draper, Johnson, Petterson and Reed

Those voting NO: None

ABSENT: Director Febvre

Motion passed 6-0

Board discussion included:

- Possibility exists to amend policy 2.6 with specific reference to agricultural leases.
- Asset limitation policy does not address return on investment or maximizing use of real estate investments.
- EL2.3, paragraph 7 prohibits Superintendent and Administration from leasing real property.
- Board of Education is authorized to lease real property and should determine criteria so staff can compose leases.
- EL2.8 involves communication and support to the Board; item 5 states Superintendent shall not fail to marshal for the Board as much information as necessary to allow the Board to proceed.
- Important to embody fairness when leasing the land as covered under the “G” policies regarding Board and employee ethics.
- State and District laws dictate employee actions meet ethical standards and avoid conflict of interest.
- Board should ensure requests for information on leases is clear.
- Staff will provide more information on pricing at a future meeting.

## **6.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS**

### **6.1 Budget Update**

Executive Director of Finance Dave Montoya and Budget Director Brett Parsons provided a budget update and stated the current legislative session is active and generating daily changes. January position deteriorated but is not final so staff are proceeding with assumptions based on predictions. Staff continue to update and will present an adopted budget in June.

Board discussion included:

- New Governor kept per pupil revenue the same.
- Current mill levy funds used for kindergarten scholarships may become available if the all-day kindergarten bill goes through.
- Economic forecast includes the word ‘recession’ due to multiple years of progress.
- Bulk of allocated funds for school safety are available with planned expenditures over the next two years.
- Budget is more detailed this year due to increased funding sources.
- Staff are ensuring items the Board deemed a priority are addressed.
- Timeline of budget presentations allows for thorough conversation.
- Tabor refunds for 2018 will likely be available for distribution in 2020 through the School Finance Act.
- Economists are not held to accuracy with projections.
- Student growth assumptions are based on enrollment study from last year.
- Budgets are a plan and reserves are necessary in case budget does not unfold as planned.
- Board reserves are being used for bus purchases.

Board recessed at 7:42 p.m.

Board reconvened at 7:50 p.m.

## **7.0 WORK SESSION TOPICS**

## 7.1 Bullying Prevention in PSD

Superintendent Smyser introduced bullying prevention and shared that bullying was an issue when she was a child in school, when her children were in school and continues in schools today. Bullying can also be an issue with adults. Understanding that bullying is human nature and can never be completely prevented, schools and staff can become educated and empowered to act.

Director of Student Services Darcie Votipka and Assistant Superintendents Scott Nielsen and Todd Lambert provided an overview on the efforts of our District and individual schools in implementing anti-bullying models, utilizing partnerships and resources, responding to harassment and bullying in our schools, and working within the PSD polices designed to guide our work.

Board discussion included:

- Goal is to create an environment where everyone is safe.
- Many resources behind the scenes are doing quality work for students and families.
- Bullying is a pervasive challenge in society.
- PSD policies related to bullying prevention, education and harassment are well defined and align with state and federal law.
- Behavioral changes through increased punishment have not proven to be productive.
- Curving the behavior to be changed and encouraging behavior you want to see has been the most effective method.
- Every adult in the school district is required to step in and act.
- Culture and climate are the cornerstones of an educational experience and dictate success in academics.
- Bullying task force created and resources are available on PSD website.
- Interactions are constant and ongoing by teams at each school.
- Major behavior is tracked and logged on the computer.
- Administrative teams communicate about repeat behavior students.
- Minor behavior occurring in the classroom is addressed and monitored by teachers.
- Behavior is constantly a changing target and as soon as you educate and manage one group, another acts up.
- Providing an engaging curriculum and pursuing engaged learners in the most successful strategy in prevention.
- Shared or common language and concrete expectations are helpful.
- Connections Survey offers an avenue for students to express concerns.
- Nationally 74% of LGBTQ students report bullying.
- Schools continue to look for proactive ways to let students feel like they belong.
- Finances are finite and staffing options are limited; schools are underfunded.
- Staffing ebbs and flows based on culture of school.
- Student class meeting times with counselors in elementary are designed around core classes and extra curriculars; increasing counselor contact time would impede other classes.
- Administration, teachers, parents and more meet with students who bully in an effort to support and educate in a one-on-one environment and are handled on a case-by-case basis.
- Sexual Assault Resource Teams (SART) are available in schools.
- HB19-1032 would require school instruction on consent and not allow abstinence-only education.

- Punishment follows protocol with the understanding each case is unique.
- PSD Safety Team created a screening tool to help principals evaluate threat levels.
- Bullying Prevention Grants are in process.
- Societies perception of bullying changes over time.
- Helping students find their voice to advocate for themselves is important.
- Bullying frequently happens after school through cyber avenues and bleeds into school.
- High number of parents do not monitor student devices.
- Parent education on cyber bullying could reduce the impact of bullying outside of school hours.
- Helping students understand societal expectations of cell phone usage versus confiscating phones in a class or school is the preferred method.
- Proactive education of students regarding bullying is occurring.
- Bullying education is impactful when included in school classroom learning through examples.
- Social/emotional issues can be blended naturally with Health classes, PE and more.
- Data entered into various computer programs can provide tracking information, but asking principals what is happening in their building is a better gauge.
- Students create the culture of the building more than the adults.
- Students who begin to speak up and report help create an environment of safety and inclusivity.
- Bullying grants require a pre and post assessment be completed to ensure success.
- Mental Health Matters is a successful preventative tool to educate parents and students; informational fair is scheduled for April 18 at RMHS.
- Gratitude was expressed for the implementation of the Gender Support Plan which allows students to feel heard and valued.

## **8.0 COMMITTEE REPORTS**

Legislative sub-committee provided a report on recent activity.

- Great information on the Read Act, Mill Levy and the Kindergarten bill.
- SB191 regarding accountability and evaluation has been split into two bills and members are researching how it will impact our District.
- One bill would reduce the percentage of a teacher evaluation that results from growth or achievement scores from 50% to 30%.
- Probationary teachers would be evaluated every year and others every three years.
- Principals could decide to evaluate non-probationary teachers more often.
- More information is needed before the Board will actively support the full-day kindergarten proposal.
- Family medical leave act will be impactful if it passes.
- Bill was introduced to allow individual cities to set their own minimum wage. PSD has schools in different cities so the bill could be impactful.

Congratulations to PSD student Liliana Petrecca for placing 4<sup>th</sup> at the State Spelling Bee.

## **9.0 ADJOURNMENT**

Board meeting adjourned at 10:03 p.m.

Respectfully submitted,

Jill Brunner  
Assistant Secretary to the Board of Education