



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
May 28, 2019

DINNER SESSION - 5:30 PM

PRESENT: President Christophe Febvre; Vice President Rob Petterson; Directors DJ Anderson, 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: None

LATE: Director Donovan arrived at 5:33 p.m.

Dinner session began at 5:30 p.m.

1.0 District Information and Board Discussion Topics

1.1 Saber Cat Drive at Fossil Ridge High School

Planning Manager Brenden Willits provided an update on Saber Cat Drive at Fossil Ridge High School.

- PSD currently owns the road.
- City of Fort Collins requested PSD relinquish ownership due to the Silos Park usage.
- Saber Cat Drive is currently expensive for PSD to maintain.
- City performed a maintenance analysis which estimated a cost of \$200,000 and requested PSD split the total.
- After Board approval the City would own the road and would maintain and monitor traffic, etc.
- City would maintain and plow the road after ownership.

Board discussion included:

- PSD would be reimbursed price difference if final maintenance cost is lower.
- Item will come back on Consent at a future meeting.
- IGA for Saber Cat Road is not an ideal possibility due to need for placement on a maintenance schedule.
- Rocky Mountain High School and Poudre High School have private roads.
- PSD acquired Fossil Ridge property first and the City of Fort Collins purchased the park property after.

1.2 Delegation of Authority

Planning Manager Brenden Willits explained the process for authorizing staff to sign for acquisition of real property.

- Authorization is intended for new construction sites.

- Normal course of business when building.
- Allows project to move forward in a timely manner.
- Granting temporary construction easement is necessary and will expire when schools open.
- Crossing agreements are not necessary for the Wellington site.
- Will request formal authorization on the June 11 Consent Agenda.
- Draft agreement language will be sent to Board members soon.

2.0 Executive Session

Director Johnson moved that the Board go into executive session to discuss matters concerning the acquisition of real property for a Futures Lab site and other purposes, to determine positions relative to matters that may be subject to negotiations concerning the real property acquisition, to develop strategy for those negotiations and to instruct the negotiators, all as authorized under C.R.S. §§ 24-6-402(4)(a) & (e). Individuals invited to join the Board and Superintendent in executive session are Assistant Superintendents Nielsen and Lambert, Executive Directors Hall and Montoya, Director Bryant, Planning Manager Willits; and Assistant Board Secretary Brunner.

Director Petterson seconded the motion.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

3.0 Agenda Planning

There was no discussion on this item.

4.0 Committee Reports

There were no committee reports discussed.

Dinner session ended at 6:25 p.m.

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

PRESENT: President Christophe Febvre; 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: None

LATE: None

1.0 CALL TO ORDER

President Febvre called the work session meeting to order at 6:33 p.m.

2.0 APPROVAL OF AGENDA

There were no changes to the agenda.

3.0 COMMUNITY COMMENT

Parent and community member Eric Sutherland stated PSD is not in compliance with open meeting law requirements for executive sessions and requested PSD refrain from going into executive session.

4.0 CONSENT AGENDA

- 4.1 Personnel Action**
- 4.2 2019-2020 Negotiations Memorandum of Understanding**
- 4.3 Revisions to Student Rights & Code of Conduct Policies**
- 4.4 Early Childhood 2017/18 Report**
- 4.5 Annual Head Start Grant Approval**
- 4.6 Addendum to Third Ridgeview Charter School Renewal Contract**
- 4.7 Addendum to MSCS Charter School Renewal Contract**
- 4.8 Trail Easement Deed and Agreement for Lincoln Middle School**
- 4.9 Recommendation for External Audit Services Engagement for the 2019 Fiscal Year**
- 4.10 Agreement Governing Every Child Pediatrics' Provision of Health Services to Poudre School District Students**
- 4.11 2019-20 Microsoft Annual Renewal**
- 4.12 Schedule of District-Wide Student Fees and Other Select Charges and School-Based Fee Schedules**
- 4.13 Fossil Ridge High School Synthetic Turf and Installation**
- 4.14 Commercial Insurance Renewal for 2019-2020**

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

Director Anderson seconded the motion.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

5.0 ACTION ITEMS

5.1a 2019-2020 School Resource Officer (SRO) Contracts; Fort Collins Police Services

Director Donovan moved that the Board adopt the School Resource Officer contract between Poudre School District and the City of Fort Collins Police Services for 2019-2020.

Director Draper seconded the motion

Board discussion included:

- Gratitude was expressed for all officers involved in the service and protection of students.
- PSD will increase the number of SROs for the 2019-2020 school year.
- Continued cooperation between law enforcement and PSD is appreciated.
- SRO participation assists with security as well as social and emotional needs.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

5.1b 2019-2020 School Resource Officer (SRO) Contracts; Larimer County Sheriff's Department

Director Donovan moved that the Board approve the agreement between the Poudre School District R1 and Larimer County for the School Resource Officer Program for the school year 2019-2020.

Director Draper seconded the motion.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

5.1c 2019-2020 School Resource Officer (SRO) Contracts; Town of Timnath

Director Donovan moved that the Board approve the proposed agreement between the Poudre School District R1 and the Town of Timnath for the School Resource Officer Program for the school year 2019-2020.

Director Draper seconded the motion

Board discussion included:

- Important to recognize cooperation with the Town of Timnath through the intergovernmental agreement and the URA use of some property tax that would otherwise be used for district operations.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

5.2 Fifth Grade Human Growth and Development Lessons

Community Comment:

PSD parent Andy Vlietsra expressed disappointment regarding a lack of communication to parents about the proposed curriculum and requested improvements be made in the future.

PSD parent Chad Schneider stated his child attended the pilot school for the proposed curriculum and expressed concern regarding a lack of transparency, an incorrect overview, information that was not communicated well and the content regarding sexuality between same sex people.

PSD parent and Larimer County Department of Health and Environment employee Kori Wilford spoke in support of the new curriculum and explained the selection process was thorough and thoughtful with a focus on bringing forth relevant, developmentally appropriate and medically accurate information while meeting Colorado standards for comprehensive health that encourages conversation with parents.

Director Draper moved that the Poudre School District Board of Education approve the fifth grade Human Growth and Development lessons for PSD Health classes.

Director Johnson seconded the motion.

Board discussion included:

- Thank you to the parents who spoke during community comment.
- Curriculum revision took time and was thorough.
- Feedback has been coming in for a few weeks.
- Families can opt-out of lessons in part or whole with no penalty.
- Other curriculum review and adoptions are a year-long process due to the density of material; the 5th grade human growth curriculum consists of nine lessons and required less time for review.
- Teachers will determine when and where content should be included.
- Parent meetings are not mandatory and Principals can decide what is best for their community.
- Requests were made for digital access to curriculum and teacher guides so parents can facilitate conversation.
- Gratitude was expressed for inclusive, open, informative and diverse curriculum and language.
- Appreciation was conveyed for parent concerns.
- Proposed curriculum does a good job of taking care of all students and giving them a feeling of worth instead of shame.
- Creating a culture of respect and consent to any interactions between people is an important lesson to learn.
- Previous Human Growth and Development curriculum was adopted in the 1990s.
- Updated Colorado Academic Standards are included in the adoption.
- HB19-1032 requires the new definition of consent be taught.
- Inclusivity of all students is important and works toward social and emotional well-being.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

5.3 Advance Refunding of Series 2010 Build America Bonds

Director Draper moved that the Board of Education approve the resolution presented for Board action at the May 28, 2019 meeting authorizing the issuance by Poudre School District R-1, Larimer County, Colorado, of general obligation refunding bonds in an aggregate principal amount not to exceed \$45,530,000 for the purpose of refunding in advance of their respective maturities certain of the District's general obligation bonds, taxable Build America Series 2010A, at lower interest rates; providing for the payment of the costs of issuance of such bonds; providing for the levy of Ad Valorem taxes for the payment of such bonds; providing the form of such bonds and other details with respect to such bonds and the payment thereof; approving other documents relating to such bonds; and providing the effective date of this resolution.

Director Anderson seconded the motion.

Executive Director of Finance Dave Montoya explained the process and introduced RBC Capital Markets Managing Director Dan O'Connell who provided an update on the anticipated transaction.

Board discussion included:

- Refinancing the outstanding debt with a good interest rate will save taxpayers money.
- Retiring some of the debt incurred in 2010.
- Refinancing will not provide more money for spending, but money can go to productive use instead of interest.
- Interest savings will go back to the taxpayers.
- Do not collect taxes to pay this interest.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

Board recessed at 7:47 p.m.

Board reconvened 7:56 p.m.

6.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS

6.1 Capacity for a Potential Mill Levy Override

Executive Director of Finance Dave Montoya, Budget Director Brett Parsons, RBC Capital Markets Managing Director Dan O'Connell and Garret Mueller provided information regarding the capacity for a potential mill levy override.

Community Comment:

PSD teacher Shelly Wells stated during her career she experienced a 20% loss of pay due to inflation and asked the Board to support the mill levy override, adding good teachers are leaving the field because they cannot afford to live in the community.

PSD teacher Alex Oberto asked for a mill levy to help with stagnant teacher salaries and stated the cost of living in Fort Collins combined with school loan debt and low salaries make it impossible to be a teacher in PSD, requiring multiple roommates or living outside of the city.

PSD teacher Niall O'Dwyer expressed disappointment at the failure of Amendment 73 and stated a more appropriate compensation package is achievable and necessary for teachers who are hurting.

PSD teacher Darren Marshall shared while he realizes it is difficult to weight legitimate need versus legitimate need, a 1% or 2% increase in teacher salaries is not enough and requested a mill levy specifically designated for salaries.

PSD teacher Ben DeGear stated teachers embrace innovation to meet District Ends for everyone and are now asking the Board to pursue all means necessary to recruit and retain teachers, classified staff and substitute staff.

PSD teacher Brendan Gallagher expressed gratitude for local efforts on Amendment 73 as well as transparent work on negotiations and requested a partnership to break down the barriers for education funding.

PSD psychologist Melanie Potyondy voiced concern that open positions are going unfilled due to low pay and stated all staff need to be paid well enough to live in Fort Collins.

PSD parent Eric Sutherland expressed dissatisfaction at sacrificing maintenance of effort to build schools that are going to fill up with dust before they fill up with students, and stated the same factors creating cost of living issues for teachers are also disallowing and unenabling families with children that have been a source of growth for this district for the past 10 years.

Board discussion included:

- PSD starting teacher salary will be less than neighboring districts.
- May need a bond and mill levy combination in 2024.
- Not increasing the number of mills, but the amount per mill will go up.
- Two options were provided to facilitate discussion.
- Thinking outside the box may be necessary.
- 1% salary increase for all employees equals \$2 million dollars.
- Salary schedule restructuring has been discussed; bringing up the bottom will incur a cost.
- Currently working with professionals to compare our pay structure with other school districts; data should be available by the end of the summer.
- Staff need guidance from Board to move forward with mill levy process.
- PSD is one of the lowest funded districts in the country.
- May need to consider polling to ensure effort would be successful.
- District needs to notify the County of intent to participate in the election by July 28.
- Request was made for staff to compose information on anticipated needs as well as an analysis of a 6-8% salary increase with a fixed mill instead of a fixed dollar amount.
- Important to compose appropriate polling questions.
- Steps over next two weeks are important.

6.2 Early Childhood Annual Report to the Board

Director of Early Childhood Education Carolyn Martin presented the annual report.

Board discussion included:

- 2,088 home visits have occurred to date.
- Data is gathered in the first year and the scope is refined in the second year.
- Long term tracking goals are addressed in year two.
- 84% of the completed applications met the requirement for head start placement.
- Setting sights on needs in the community more than geographic boundaries is important.
- Early Childhood Program is changing the trajectory of children's lives through early intervention.

6.3 District Advisory Board Annual Update

DAB Chair Rachel Olsen and Chair-elect Julie Wenzel presented the annual update.

Board discussion included:

- Appreciation was expressed for the work this year, especially with the School Start Times partnership.
- Board calendar updates with DAB will be forthcoming.
- Agenda setting may include DAB cooperation/coordination with Board.

6.4 Proposed Budget for FY2019-20

Executive Director of Finance Dave Montoya and Budget Director Brett Parsons provided the proposed budget for 2019-2020.

Board discussion included:

- School Finance Act states the Negative Factor will not increase above the amount from the previous year and must be clarified yearly.
- Most of the PSD budget goes toward personnel.
- Constant balance required between how many people we employ, what amount they make, how many more we need to hire and how much we can pay them.
- Lack of funding for salaries also affects a long list of employees.
- Average staff funding includes cost of benefits.

7.0 COMMITTEE REPORTS

- Legislative sub-committee will meet Friday at noon in the JSSC lobby conference room for a wrap-up.

8.0 EXECUTIVE SESSION

8.1 Montava Development

Director Petterson moved that the Board go into executive session in the Superintendent's office/conference room to discuss matters concerning the acquisition of real property at the Montava development site, to determine positions relative to matters that may be subject to negotiation concerning the real property acquisition and site development, to develop strategy for

those negotiations and to instruct the negotiators, all as authorized under C.R.S. §§ 24-6-402(4)(a) & (e). Individuals invited to join the Board and Superintendent in executive session are Executive Directors Hall and Montoya, Director Bryant, Planning Manager Willits and Assistant Board Secretary Brunner.

Director Draper seconded the motion.

Board discussion included:

Concern was expressed Legal Counsel would not participate in executive session.

The voting was as follows:

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

Those voting NO: None

ABSENT: None

Motion passed 7-0

Executive session began at 10:16 p.m.

Executive session ended at 10:47 p.m.

9.0 ADJOURNMENT

Board meeting adjourned at 10:48 p.m.

Respectfully submitted,

Jill Brunner
Assistant Secretary to the Board of Education