



# Poudre School District Board of Education

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

## Meeting Minutes

Minutes from Board of Education Business Meeting

June 11, 2019

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

PRESENT: President Christophe Febvre; Vice President Rob Petterson; Directors D.J. Anderson, Kristen Draper, Naomi Johnson and Carolyn Reed; Superintendent Sandra Smyser; Assistant Superintendent Todd Lambert; Executive Directors Dave Montoya, Madeline Noblett, Dustin Reintsma and Victoria Thompson; Legal and Policy Counsel Tom Crabb, Legal Counsel Darryl Farrington

ABSENT: Assistant Superintendent Scott Nielsen and Executive Director Pete Hall

LATE: Director Donovan arrived at 5:37 p.m.

The dinner session began at 5:30 p.m.

### **1.0 DISTRICT INFORMATION AND BOARD DISCUSSION TOPICS**

- Gratitude was expressed to Legal and Policy Counsel Tom Crabb for years of service provided to the District and well wishes were conveyed for retirement.
- Legal Counsel Darryl Farrington was in attendance to answer questions regarding the Authorizing Resolutions for the Prospect and Wellington Site Developments.
  - Repealer allows for repeal of any Board policy that is inconsistent or in conflict with the resolution.
  - Purpose of resolution is for Prospect and Wellington site preparations and does not give administration permission to sign a contract for architects to start construction.
  - Resolution is not a contract, but an easements or releases of easements specifically related to interests in real property.
  - Repealer is limited to conflicts.
- Well-water rights were included with the Montava land transfer, and PSD will keep the ditch water rights.
- Beattie sidewalk situation will be addressed this week.

### **2.0 AGENDA PLANNING**

There was no discussion on this item.

### **3.0 COMMITTEE REPORTS**

- 2018-2019 legislative wrap-up occurred; next meeting scheduled for June 28 at 1:00 p.m. at the Old Town Library to discuss 2019-2020.
- Executive Director of Finance Dave Montoya requested inclusion in a future conversation about specific expectations for PSDs lobbyist in the 2019-2020 school year.
- Appreciation was expressed for the District Advisory Board presentation at the May 28 meeting, with specific reference to three items of focus for the 2019-2020 school year.

- Assistant Superintendents Lambert and Nielsen may support the District Advisory Board to refine items of focus for a future presentation to the Board.
- PSD Foundation final meeting was concerning, and voting did not take place due to absence of a quorum. Director Anderson is the Board representative and agreed to continue next year.

Dinner session ended at 6:13 p.m.

## **REGULAR BUSINESS MEETING - (BOARDROOM) – 6:30 PM**

PRESENT: President Christophe Febvre; Vice President Rob Petterson; Directors D.J. Anderson, Nate Donovan, Kristen Draper, Naomi Johnson and Carolyn Reed; Superintendent Sandra Smyser; Assistant Superintendent Todd Lambert; Executive Directors Dave Montoya, Madeline Noblett, Dustin Reintsma and Victoria Thompson; Legal and Policy Counsel Tom Crabb

ABSENT: Assistant Superintendent Scott Nielsen and Executive Director Pete Hall

LATE: None

### **1.0 CALL TO ORDER**

President Febvre called the regular business meeting to order at 6:34 p.m.

### **2.0 PLEDGE OF ALLEGIANCE**

President Febvre led the Board of Education and audience members in the Pledge of Allegiance.

### **3.0 APPROVAL OF AGENDA**

There were no changes to the agenda.

### **4.0 RECOGNITIONS AND REPORTS**

Board members conveyed appreciation to Legal and Policy Counsel Tom Crabb for his years of service to Poudre School District.

- Extreme gratitude was expressed for years of wise advice, dry wit, friendship and exceptional guidance.
- Well wishes were conveyed for a happy retirement.
- Counsel leaves big shoes to fill.

#### **4.1 Class of 2019 Outstanding Scholars**

Fort Collins High School Principal Mark Eversole introduced the following attendees:

- Emily Winn, Boettcher Scholarship Winner
- Emma Ackerley, Daniels Fund Scholarship Winner
- Nathan Sima, National Merit Scholar Finalist

Poudre High School Principal Kathy Mackay introduced the following attendees:

- Whitney Buckendorf, Boettcher Scholarship Winner
- Zoe Drigot, Boettcher Scholarship Winner

Liberty Common High School Principal Torgun Lovely introduced the following attendees:

- Micaela McConahy, National Merit Scholar Finalist
- Joshua Rohrbaugh, National Merit Scholar Finalist
- Michael Yeh, National Merit Scholar Finalist

On behalf of PSD and the Board, Director Draper congratulated the students and presented them with a certificate.

#### **4.2 Spring Athletic State Champions**

Fort Collins High School Track and Field Coach Conrad Crist introduced the following attendees:

- Taryn Burkett, 5A Colorado Track and Field Triple Jump Champion
- Jack Sheesley, Spencer Thurgood and Joseph Maguire; 5A Colorado Track and Field 4x400 Relay Champions

Poudre High School Principal Kathy Mackay introduced the following attendee:

- Garret Nelson, 5A Colorado Track and Field 300 Meter Hurdle Champion

Fossil Ridge High School Head Golf Coach Andy Stevens and Assistant Coach Brandon McDermott introduced the following attendees:

- Leigha Devine, Gabby Werst, Hailey Nelson, Olivia Steen; 5A Colorado Girls Golf Champions

On behalf of PSD and the Board, Director Anderson congratulated the athletes and presented them with a certificate.

#### **4.3 2019 AVID Schoolwide Site of Distinction**

Wellington Middle School Principal Alicia Durand introduced student Anabelle Salas who spoke about the AVID Schoolwide Site of Distinction.

On behalf of PSD and the Board, Director Reed congratulated Principal Durand on the recognition.

#### **4.4 PSD Insight 2018-19 Class**

Community Partnership Coordinator Beth Higgins spoke about the Insight Class and introduced the graduating members in attendance:

- Jason Brown
- Jacqueline Dvorak
- Adriann Freeman
- Steve Graham
- Scott Hapner
- Matthew Liberati
- Teresa Metzger
- Neelm Schade
- Patricia Weible
- Sri Yadlapati

On behalf of PSD and the Board, Director Johnson congratulated the graduates on their accomplishment.

#### **4.5 Superintendent Report**

Superintendent Smyser celebrated the 2019 graduates and introduced a video created by the PSD production department.

#### **4.6 Board Reports**

Director Petterson provided an update on Board work since the last meeting.

In the District:

- Wellington Middle School, Olander, Red Feather
- Visited Futures Lab site
- National Technical Honor Society Awards
- Early Childhood Policy Council
- Beattie Talent Show
- Fort Collins High School Honor Concert
- Summer Institute
- Negotiations
- Audit Committee
- FCHS Scholarship Breakfast
- MAC the Bus
- Shepardson PBL Student Presentations

Board Development:

- Active Board Subcommittees
  - Legislative

In the Community:

- Meet with constituents
- McBackpack
- PFLAG Meeting
- URA Finance Committee
- Race and Intersectional Studies for Educational Equity (RISE) event at CSU
- Rotary
- Colorado School Finance Project
- State Advisory Council of Parent Involvement in Education

Next community engagement session in the Fall.

Board discussion included:

- Gratitude was expressed for all staff involved with organizing graduation ceremonies.

## **5.0 COMMUNITY COMMENT**

PSD parent Chris Green spoke about the ASCENT program and requested the Board make family courts aware some students in the program are over the age of 18 and should continue to receive child support until they graduate, and encouraged members to support legislation concerning 5<sup>th</sup> year seniors.

## **6.0 CONSENT AGENDA**

- 6.1 Personnel Action**
- 6.2 Employee Agreement**
- 6.3 Meeting Minutes: May 9, 2019 (Special Meeting), May 14, 2019 and May 28, 2019**
- 6.4 2018-19 AEC Data Collection Verification of Actual Assessment Measures for Poudre Community Academy**
- 6.5 2018-19 AEC Data Collection Verification of Actual Assessment Measures for Centennial High School**
- 6.6 Spending for Concurrent Enrollment: ASCENT Program with Front Range Community College (FRCC)**
- 6.7 Spending for Concurrent Enrollment: Campus Select and High School Select Programs with Front Range Community College (FRCC)**
- 6.8 Educational Stability Grant – Colorado Department of Education**
- 6.9 Resolution Designating Election Official 2019 General Election**
- 6.10 Agreement to Convert Saber Cat Drive from a Private Drive to a Public Street**
- 6.11 Check Issuance and Facsimile Signature Resolution**
- 6.12 Interfund Borrowing Resolution (submitted annually)**
- 6.13 Investment and Wire Transfer Authorization (submitted annually)**
- 6.14 Proposed Budget for FY2019-20**
- 6.15 Mountain Vista Land Exchange Agreement**
- 6.16 Participation in the State Treasurer’s Interest-free Loan Program**
- 6.17 2019-2020 Federal Programs Consolidated Application**

**6.18 Career Pathways Agreement with Front Range Community College**

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

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

**7.0 ACTION ITEMS**

**7.1a Authorizing Resolution for Wellington Site Development**

Director Donovan moved that the Board of Education adopt the authorizing resolution for the Wellington site.

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

**7.1b Authorizing Resolution for Prospect Site Development**

Director Donovan moved that the Board adopt the authorizing resolution for the Prospect site.

Director Draper seconded the motion.

Board discussion included

- Purpose of resolution is to allow staff to sign documents as a time saving mechanism and does not constitute real estate transactions.

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

**7.2 Monitoring/Policy Review: EL 2.1, Treatment of Students, Parents/Guardians & General Public**

Director Draper moved that the Board determine that the Superintendent has reasonably interpreted Board of Education Policy EL 2.1 in her Internal Monitoring Report dated 6-11-19, and that the evidence presented supports the Superintendent's conclusions stated in the Internal Monitoring Report.

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

### **7.3 Monitoring/Policy Review: EL 2.2, Treatment of Staff**

Director Draper moved that the Board determine that the Superintendent has reasonably interpreted Board of Education Policy EL 2.2 in her Internal Monitoring Report dated 6-11-19, and that the evidence presented supports the Superintendent's conclusions stated in the Internal Monitoring Report.

Director Anderson seconded the motion.

Board discussion included:

- Board policies are regularly reviewed.
- Superintendent produces reports to demonstrate compliance with policies.

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

## **8.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS**

### **8.1 Potential Mill Levy Override Discussion**

#### **Community Comment:**

PSD teacher and parent Gilda Galligher expressed concern low pay in the district is creating an inability to attract quality teachers and asked the Board to consider moving forward with the mill levy.

PSD teacher Christina Runde spoke in support of the mill levy and stated her annual salary is lower than people with similar levels of education in other fields.

Poudre Association of School Executives representative John McKay stated PSD salaries are not keeping up with the cost of living in Fort Collins and requested Board approval of a mill levy to support certified and classified staff.

PSD parent Eric Sutherland spoke about the lack of interest in taking care of teachers versus building new schools and reminded attendees the current circumstance was predicted.

PSD teacher Darren Marshall expressed concern about a statement made at a previous Board meeting regarding a potential mill levy going toward salaries and 'other things' and requested the mill levy funds go toward classified staff, mental health workers, substitute teachers and licensed teacher salaries only.

Executive Director of Human Resources Vicky Thompson and Executive Director of Finance Dave Montoya spoke about salaries, inflation, the need to stay competitive with neighboring school districts, potential mill levy scenarios and options for moving forward.

Board discussion included:

- Consultants estimate two weeks to compose questions for a poll, two weeks for polling and two weeks to process polling data.
- Mill levy override question could be put on November ballot if PSD acts quickly.
- Cost of a polling consultant and pre-campaign work is approximately \$40,000-50,000.
- Consultants are able to manage campaign as well as create and execute the poll but need to know if PSD is moving forward.
- Directors Anderson and Donovan volunteered to participate on the committee.
- Funding for polling will come from the Board budget as one-time money.
- Finance department can finalize numbers once Board approves moving forward.
- Stepdown capacity questions were raised.
- Mental health funds are necessary and specific requests from Board need to be addressed.
- Polling may target community interest for salaries versus mental health.
- Concern was expressed polling language be inclusive.
- 6% is a minimum request to keep excellent teachers.
- Lots of moving parts on a short timeline are required to get a mill levy in place.
- Important to understand constituent appetite for a tax increase.
- Starting teacher salary in PSD qualifies them for free and reduced lunch.
- Eleven comparable districts are used to determine PSD salary standings.
- PSD does not receive the state funding that some rural districts receive.
- 1% equals 2 million dollars; 6% increase equals 12 million dollars.
- Salary restructure may require increase in starting salaries first.
- Board members agreed to move forward with professional polling.

## **9.0 COMMITTEE REPORTS**

There were no committee reports discussed.



## **10.0 EXECUTIVE SESSION**

### **10.1 Superintendent's Job Performance and Compensation**

Director Petterson moved that the Board go into executive session in the Superintendent's office/conference room as authorized under C.R.S. 24-6-402(4)(f) to discuss personnel matters related to the Superintendent's job performance and compensation. Individuals invited to join the Board in executive session are Superintendent Smyser, Legal and Policy Counsel Crabb, Executive Director Thompson and Assistant Board Secretary Brunner.

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

Executive session began at 9:06 p.m.

Executive session ended at 10:11 p.m.

## **11.0 ADJOURNMENT**

The meeting adjourned at 10:11 p.m.

Respectfully submitted,

Jill Brunner  
Assistant Secretary to the Board of Education