



Poudre School District Board of Education

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

Meeting Minutes

Minutes from Board of Education Special Meeting
June 9, 2020

ELECTRONIC BUSINESS MEETING (VIA ADOBE CONNECT) – 3:00 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 Matt Bryant, Dave Montoya, Madeline Noblett, Dustin Reintsma and Victoria Thompson; Legal and Policy Counsel Autumn Adams

ABSENT: None

LATE: None

1.0 CALL TO ORDER

President Febvre called the special meeting to order at 3:04 p.m.

Assistant Board Secretary Brunner called roll for Board members and Cabinet members.

Superintendent Smyser conveyed gratitude to community members and parents for speaking up to demand action from the district regarding equity and race, and stated PSD is committed to equitable outcomes for every student every day. Each student must experience the same respectful practices and the District acknowledges work needs to be done across the system. Input from those affected by inequities is critical to effective outcomes.

2.0 APPROVAL OF AGENDA

There were no changes to the agenda.

3.0 EXECUTIVE SESSION

3.1 Receive Information Related to a Personnel Matter

Director Johnson moved that the Board enter executive session to receive information regarding an administrator resignation and separation agreement, as authorized under C.R.S. § 24-6-402(4)(f). Individuals invited to join the Board and Superintendent in executive session are Executive Directors Vicki Thompson and Dave Montoya, Legal and Policy Counsel Autumn Aspen, and Board Assistant Secretary Jill Brunner.

Director Donovan 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 started at 3:15 p.m.
Executive session ended at 3:30 p.m.

3.2 Personnel Matter

Director Johnson moved that the Board enter executive session to receive information regarding a personnel matter, as authorized under C.R.S. § 24-6-402(4)(f). Individuals invited to join the Board and Superintendent in executive session are Executive Director Vicki Thompson, Assistant Superintendents Todd Lambert and Scott Nielsen, Legal and Policy Counsel Autumn Aspen and Board Assistant Secretary Jill Brunner.

Director Donovan 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 started at 3:34 p.m.
Executive session ended at 3:47 p.m.

4.0 BOARD TOPICS DISCUSSION

- Legislative Subcommittee will send a letter to the Colorado Governor and Senators requesting legal clarity for COVID Relief Funds.
- Request was made to add the topic 'equity' to the retreat agenda.
- Discipline policies related to expulsion and suspension should be discussed at an upcoming meeting.
- District Improvement Plan continues to evolve.

5.0 COMMUNITY COMMENT – NON-AGENDA ITEMS ONLY

PSD parent Amber Lane stated that her children are minorities and due to historic experiences with police have suffered trauma every day walking through the school doors due to the presence of SROs.

PSD parent and staff member Melanie Potyondy applauded the community for promoting anti-racism and spoke about the role of SROs in schools, adding the role encompasses more than police services and an environment without them would be negative.

Community member Stefani Richardson urged the Board not to renew SRO contracts and use the funds to hire mental health professionals who are trauma informed and culturally sensitive.

PSD student Daphne Boyle stated personal SRO experiences have been negative.

Louise Jennings did not speak due to technical difficulties.

PSD parent Kimberly Medina shared that her minority children have all experienced negative encounters with SROs and stated the school-to-prison pipeline is real.

Eric Sutherland did not speak due to technical difficulties.

Kobi Salinas stated minority students are negatively affected by SROs due to police experiences outside of school with family members, friends etc. Police are not friends to young men of color and the Board should give the community time to speak before renewing the contract.

6.0 BOARD AND SUPERINTENDENT REPORTS

6.1 Board Reports

There were no Board reports.

6.2 Superintendent Report

There was no Superintendent Report.

7.0 CONSENT AGENDA

7.1 Personnel Action

7.2 Meeting Minutes from May 12, 2020 (Special Meeting) and May 26, 2020 (Special Meeting)

7.3 Employee Agreement

7.4 2020-2021 US Foods Agreement

7.5 2020-2021 USDA Commodities Agreement

7.6 Child Nutrition Meadow Gold Dairy Contract Renewal

7.7 2020-2021 School Resource Officer (SRO) Contracts

7.8 2020-2021 Negotiations Memorandum of Understanding

7.9 Schedule of District-Wide Student Fees and Other Select Charges and School-Based Fee Schedules

7.10 Revisions to Student Rights & Code of Conduct Policies (Second Reading)

7.11 Agreement Governing Every Child Pediatrics' Provision of Health Services to Poudre School District Students

7.12 Addendum to Compass Community Collaborative School Charter School Contract

7.13 Addendum to Fort Collins Montessori School Charter School Renewal Contract

7.14 Addendum to Mountain Sage Community School Charter School Renewal Contract

7.15 Addendum to Liberty Common School Second Amended Charter School Contract

7.16 Addendum to Ridgeview Classical Schools Third Charter School Renewal Contract

7.17 2020-2021 Federal Programs Consolidated Application

Director Draper requested Item 7.7 be pulled and placed on Action Items.

Director Donovan moved that the Board approve and adopt the items that remain 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

8.0 ACTION ITEMS

8.1 2020-2021 School Resource Officer (SRO) Contracts

Vice President Petterson moved that the Board postpone consideration of renewal of the SRO contracts until the meeting on June 23 so that the administration can present for simultaneous discussion and consideration:

- 1) Recommendations for immediate changes in the contract and associated operating procedures based on what they know and have heard by then.
- 2) A plan for the 2020-2021 school year for gaining a fuller understanding of the discipline procedures and interactions with SROs of all students, but particularly students of color. That plan must include:
 - a. Robust engagement with our communities of color, students and parents, on their experiences with discipline and with SROs.
 - b. Robust engagement with all stakeholders in our school system, including students, parents, teachers, counselors, administrators, and the SROs.
 - c. Recommendations by the second meeting in September for additional changes in the contract and operating procedures based on what has been learned from initial engagements.
 - d. Reports back to the Board on or about December 10 and on or about March 10 on what engagements have happened, what has been learned so far, and what remains to be done.
 - e. A full report by April 15, 2021 with recommendations, based on all the engagement and learnings, on whether to renew the SRO contracts for the 2021-2022 school year. The administration must be prepared at that time to put in place for the 2021-2022 school year alternatives for all of the current SRO functions if the Board determines that is the direction for the District.

Director Anderson seconded the motion.

Board discussion included:

- Appreciation was expressed to community members who spoke about the SRO contracts.
- Request was made for a draft of a security plan without SROs.
- SRO/student relationships go beyond enforcement to mentoring and guidance.
- Improvement of the SRO program is possible.
- Details regarding SRO education and training in equity, diversity, inclusion and mental health were requested.

- Director Draper read a statement regarding the SRO community and equity for all students.
- Student accounts of positive experiences with the SRO program are undeniable.
- Questions remain about SRO/student protocol and potential negative experiences.
- Community is encouraged to continue to be a part of the process with the Board, City and State representatives.
- Thoughtful consideration of community concerns is warranted; students should feel safe and secure in school.
- Respect for the Fort Collins Police Department was expressed.

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

8.2 Enactment of Reduction in Force Pursuant to Article 14.1 of the Employee Agreement

Director Donovan moved that the Board adopt the Resolution dated June 9, 2020 pursuant to Article 14.1.4.3 for Reduction in Force Initiated Termination of Employment pursuant to the Employee Agreement, and requested confirmation of motion language from Legal and Policy Counsel Autumn Adams.

Legal and Policy Counsel Autumn Adams confirmed motion language was sufficient.

Director Draper seconded the motion.

Community Comment:

Amber Lane spoke about the budget and questioned how much money would be saved if schools were off-grid. Money is going to be tight and PSD should make certain dollars get to every student every day.

Military Police veteran Brittany Wright shared she started a program for retired military police to work with students and staff for equity and requested PSD consider replacing SROs with those individuals.

PSD parent Eric Sutherland expressed concern about the overall budget situation and stated the Town of Timnath avoids paying property taxes to the school district, taking millions of dollars away from PSD.

MJ Jorgensen expressed gratitude for the extension of the SRO decision and requested the District look into how many SRO responses could have been handled by counselors or other trusted adults.

The voting was as follows:

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

Those voting NO: Director Anderson
ABSENT: None
Motion passed 6-1

8.3 CM/GC Services for Construction of the New Transportation Facility on the JSSC Campus

Director Donovan moved that the Board approve the attached American Institute of Architects Documents A133-2009 Standard Form of Agreement between PSD (the Owner) and Adolfsen and Peterson Construction (CM/GC) including all referenced Exhibits.

Vice President Petterson seconded the motion.

Board discussion included:

- Executive Director of Operations Matt Bryant spoke about the movement and placement of specific buildings to make room for the new facility.
- Funds for the project come from the 2016 bond.
- Buildings date back to the 1960s and are no longer conducive to safe and efficient operations.
- New building will accommodate 45' buses.
- Request was made for an updated drawing of the proposed building.

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 5:48 p.m.

Board reconvened at 6:02 p.m.

9.0 INFORMATION

9.1 Instructional Planning

Assistant Superintendent of Elementary Schools Todd Lambert provided an update on Instructional Planning for the 2020-2021 school year.

Board discussion included:

- Gratitude was expressed to staff for the hard work involved in creation of the learning phases.
- First semester altered learning is likely if COVID 19 vaccines are created in the expected timeframe.
- Larimer County recommendations should be available by August 1.
- Appreciation was expressed for creation of multiple plans to facilitate implementation.

- Resources and staff required to implement Phase 4 may not allow for a separate population to be involved in remote learning.
- PGA is an award-winning school for hybrid model learning; parents and students actively seek this model and are invested in the success.
- Various transportation scenarios were discussed.
- Virus is unpredictable.
- Hybrid environment requires consideration of childcare for staff.
- AlphaBest will partner with PSD to avail childcare for staff for Phases 2 and 3.
- All teachers will be offered Professional Development training in Remote Learning.
- Results from parent and staff survey indicated the majority prefer a return to full-day learning.
- Important to have realistic expectations.
- Phase Plans and expectations will be distributed to parents on June 19.
- Fundamentals of Teaching Delivery will be addressed at the next meeting.
- Expectations for high quality learning and education were conveyed by Board members.

9.2 Budget Discussion

Community Comment:

PSD parent and Budget Advisory Committee member Lisa Collet stated the proposed layoffs leave her worried for the education of students and cuts to the Integrated Services department affect the most vulnerable students. Any staff earning more than \$100,000 a year should take a 10% pay cut and all staff should be required to take 3 furlough days.

Amber Lane said 11 million dollars for transportation was wasted because another company in Fort Collins could do the work for less money, and the savings could be spent on student social/emotional wellness for four years.

Eric Sutherland expressed concern that PSD did not come forward with facts to justify building two high schools simultaneously and stated there is not enough available water in northern Colorado to provide for residential construction and two high schools. PSD should not build the east Prospect site.

Executive Director of Finance Dave Montoya and Budget Director Brett Parsons provided a budget update.

Board discussion included:

- Voters approved the 14.7 million MLO.
- Administrative and professional staff will not get a pay increase like other groups.
- Gratitude was expressed to staff for work done in balancing the budget during difficult times.
- Cuts can be made to the Board of Education travel budget.
- Should be prepared to make hard decisions based on upcoming state revenue forecasts.

- Economists differ on predictions for economy to return to normal; from 18 months to five years.
- PSD is well positioned for preparedness.
- Budget planning document has not changed.
- Intercom funding remains in the Reserve area of the budget.
- Request was made for detailed information on upcoming General Fund capital projects and upcoming Bond Stock capital projects.
- Furlough days may be necessary.
- Specific details on the intercom system were requested.

10.0 EXECUTIVE SESSION

10.1 Superintendent's Job Performance and Compensation

Director Johnson moved that the Board enter executive session as authorized by 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 Sandra Smyser, Legal and Policy Counsel Autumn Aspen, Executive Director Vicki Thompson and Board Assistant Secretary Jill Brunner.

Director Donovan 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

Board recessed at 9:35 p.m.

Board reconvened at 9:46 p.m.

Executive session began at 9:47 p.m.

Executive session ended at 10:28 p.m.

11.0 ADJOURNMENT

The meeting adjourned at 10:30 p.m.

Respectfully submitted,

Jill Brunner
Assistant Secretary to the Board of Education