



*Building Bright Futures*

## OFFICIAL MINUTES

---

### REGULAR MEETING BOARD OF EDUCATION

September 3, 2015  
Board Room

Jeffco Public Schools  
1829 Denver West Dr., Bldg. 27  
Golden, Colorado

*Our mission: To provide a quality education that prepares all children for a successful future.*

---

#### **1. Study/Dialogue Session**

##### **1.01 Location: Board Room, Education Center (streaming)**

##### **1.02 Master's Degrees and Teacher Compensation (EL-4)**

The study session was called to order at 5:30 p.m. by Ken Witt, President of the Board of Education, in the Board Room, Education Center, 1829 Denver West Dr., Golden, Colorado, Thursday, September 3, 2015. The Board was present in its entirety – Ken Witt, President; Julie Williams, First Vice President; Lesley Dahlkemper, Second Vice President; Jill Fellman, Treasurer; and, John Newkirk, Secretary. Dan McMinimee, Superintendent, represented the administration.

**PURPOSE:** The Board of Education received an update on master's degrees, their relevancy to student achievement, and the compensation implications.

**DISCUSSION:** The staff presentation highlighted national research indicating little correlation for teacher master's degrees and student achievement, more correlation with years of experience or if degrees are for secondary math or coursework in subject area and pedagogy. Jeffco's compensation system has involved two years of pay for performance, increased starting teacher pay, rebalancing new hire pay with current teachers and continuing competitive pay for new hires with bachelors and masters degrees. Board discussion covered meaningful salary increases for highly effective teachers, competitive pay for new hires, professional development and supports, definitions of highly effective for new/middle of career teachers, new hiring tool, sustainable pay scale,

**CONCLUSION:** The Board will have additional discussion of these issues moving forward.

##### **1.03 Policy Language for Study: Equal Funding, Compensation (GP-3)**

**PURPOSE:** The Board of Education received policy revisions from Board President Witt for EL-4, Staff Compensation; EL-5, Financial Planning/Budgeting; and, EL-13, Charter Schools Application and Monitoring, to take under study.

**DISCUSSION:** Policy revisions were presented and noted for robust discussion on September 24, 2015.

**CONCLUSION:** The Board received policy revisions for study before discussion and action scheduled for September 24.

## **2. Preliminary**

### **2.01 Call to Order-6:30 p.m.**

A regular meeting was called to order at 6:30 p.m. by Ken Witt, President of the Board of Education, in the Board Room, Education Center, 1829 Denver West Dr., Golden, Colorado, Thursday, September 3, 2015. Breaks were taken from 6:13 p.m. to 6:28 p.m., and 8:09 p.m. to 8:18 p.m.

### **2.02 Welcome to Audience**

### **2.03 Pledge of Allegiance**

### **2.04 Roll Call**

Roll call indicated the Board was present in its entirety – Ken Witt, President; Julie Williams, First Vice President; Lesley Dahlkemper, Second Vice President; Jill Fellman, Treasurer; and, John Newkirk, Secretary. Dan McMinimee, Superintendent, represented the administration.

### **2.05 Approve Agenda**

Motion #1 (Motion to Approve Agenda as Revised): Upon motion by Mr. Newkirk, second by Ms. Fellman, the Board of Education approved the agenda for the regular business meeting of September 3, 2015 as revised with the movement of Consent agenda items, Selection of Table Rock Mesa as PK-8 Facility; and, Monitoring: EL-12, School Safety, to the Discussion agenda, items 6.02 and 6.03, for thirty and ten minutes of discussion each, respectively; and, to renumber agenda items as necessary.

Motion by Mr. Newkirk, second by Ms. Fellman

Final Resolution: Motion Carries

Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

## **3. Honors, Recognition and School Reports**

### **3.01 OELS Check Presentation**

The Board of Education recognized members of the Outdoor Lab Schools Foundation Board Kathy Weiss and Sue Shucard and Executive Director Shannon Hancock who presented Superintendent Dan McMinimee with \$407,454.75 in raised funds for 2014/2015 supporting the OELS experience for Jeffco 6<sup>th</sup> graders.

### **3.02 Schools of Opportunity: Jeffco Open, Long View**

The Board of Education recognized Jeffco Open School Principal Scott Bain and Long View Principal Steve Johnson for their school communities' achievement of the inaugural year Schools of Opportunity Gold-level award and Silver-level award, respectively. Both schools demonstrate practices designed to close gaps in opportunity for students, including effective student and faculty support systems, community outreach, and high-quality teacher mentoring programs resulting in increased student achievement in ways that may or may not be reflected on standardized measures.

### **3.03 4A and 5A Girls Golf State Champions: Jennifer Kupcho, Gillian Vance**

The Board of Education recognized Jeffco graduates Gillian Vance of Dakota Ridge High School, and Jennifer Kupcho of Jefferson Academy as 5A and 4A state girls golf champions, respectively. Parents of Ms. Kupcho represented the students.

### **3.04 National SKILLS Gold Medal: Luke Sabey**

The Board recognized Warren Tech student Luke Sabey for his achievement of a Gold Medal distinction in Auto Collision Repair for the 2015 National Leadership and Skills Conference held last June. Due to his award-winning work, he is eligible to compete in the World International Skills Contest in Abu Dhabi in 2017, and received over \$10,000 in tools and equipment.

### **3.05 9News Teachers Who Care: Johnny Arnold, Debbie Lawson**

The Board recognized Hutchinson Elementary Teacher Debbie Lawson and Mt. Carbon Elementary Kindergarten Teacher Johnny Arnold for their 9Teacher Who Cares award last May.

### **3.06 Newsweek Top 500: D'Evelyn and Jefferson Academy**

The Board recognized D'Evelyn Principal Tony Edwards and Jefferson Academy Principal Heather Grantham for their schools' placement on Newsweek's Top 500 Schools list. Of the nine Colorado schools making the list, two are these Jeffco schools.

## **4. Public Agenda Part One**

### **4.01 Correspondence –September 3, 2015**

#### **4.02 Public Comment (Agenda Related)**

Tracy Nolan, Laura Andrews, Shelley Skalla, Joelle Greenland – Arvada – regarding agenda items 6.02, Selection of Table Rock Mesa as PK-8 Facility, support for Leyden Rock school.

Anne Williams – Arvada – regarding agenda items 6.02, Selection of Table Rock Mesa as PK-8 Facility, support for Leyden Rock school.

Emericus Kolmar – Broomfield – regarding educational supports.

Don Cameron – Golden – regarding agenda item 6.01, Career, Workforce, Post-Secondary Readiness: ACT, AP, Algebra Results, support for whole child education, reduced fees, partnerships with colleges.

Dylan Robinson-Ruet – Arvada – regarding 5.10, Resignations/Terminations, and teacher turnover May 7 comments continued.

Esteban Arellano, Chaye Gutierrez, Emily Leo, Robbie Nelson – students – regarding 5.10, Resignations/Terminations, and teacher turnover, in particular at Standley Lake High School and the Bright Futures Coalition's support for recall.

Jessica Nichols – Arvada - regarding agenda items 6.02, Selection of Table Rock Mesa as PK-8 Facility, support for Candelas school.

Susan Miller – Golden – regarding agenda item 6.01, Career, Workforce, Post-Secondary Readiness: ACT, AP, Algebra Results, request for breakout of ACT Free/Reduced student scores.

Donna Jack, Mary Howell, Damian Terpin, Delores Kopp, Carol Jeffrey – Evergreen – regarding 5.07, Supplemental Funds Notification: September 2015; 5.10, Resignations/Terminations.

Chris Elliott – Centennial - regarding agenda items 6.02, Selection of Table Rock Mesa as PK-8 Facility.

## 5. Consent Agenda

Motion #2 (Motion to Approve Consent Agenda as Revised): Upon motion by Mr. Newkirk, second by Ms. Fellman, the Board of Education approved the Consent agenda as revised: 5.01, Approval of Minutes-June 11, 2015; 5.02, Approval of Minutes-June 18, 2015; 5.03, Monitoring: EL-1, Global Executive Constraint; 5.04, Monitoring: EL-6, Financial Administration; 5.05, Monitoring: EL-9, Emergency Superintendent Succession; 5.06, Charter School Application: Doral Academy of Colorado (EL-13, Charter Schools Application and Monitoring)(Attachment A); 5.07, Supplemental Funds June 2015 (EL-11, Communication and Counsel to the Board); 5.08, Employment (EL-3, Staff Treatment); 5.09, Administrative Appointments (EL-3, Staff Treatment); 5.10, Resignations/Terminations (EL-3, Staff Treatment); 5.11, Contract Renewal: Staples Office Supplies (EL-7, Asset Protection); 5.12, Declaration of Surplus Property: Intent to Enter Land Swap, Wheat Ridge Housing Authority Fruitdale School (EL-6, Financial Administration).

Motion by Mr. Newkirk, second by Ms. Fellman

Final Resolution: Motion Carries

Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

## 6. Ends Discussion Agenda

### 6.01 Career, Workforce, Post-Secondary Readiness: ACT, AP, Algebra Results (Ends 1, 3)

Staff presented data to address the district's progress toward meeting the Board's Ends goal 3, *every student will graduate career and workforce and/or post-secondary ready*. Data on Jeffco's ACT and Advanced Placement (AP) exam performance showed progress, concerns and next steps. Related to the Board's Ends goal 1, *every student will master Colorado Content Standards at grade level*, progress, concerns and next steps on student Algebra performance were shared.

Board discussion covered credit recovery, concurrent enrollment, ICAP, breakouts by student subgroups for Algebra, graduation guidelines, and performance trends.

### 6.02 Selection of Table Rock Mesa as PK-8 Facility (EL-8)

Motion #3 (Motion on Leyden Rock School): Upon motion by Mr. Newkirk, second by Ms. Williams, the motion to build a Leyden Rock school was withdrawn by Mr. Newkirk after discussion.

Motion #4 (Motion for Use of COPs): Upon motion by Ms. Fellman, second by Ms. Dahlkemper, the Board failed to support the use of \$64 million in Certificates of Participation (COPs) to address all four schools facility needs in northwest Arvada.

Motion by Ms. Fellman, second by Ms. Dahlkemper  
Final Resolution: Motion Fails  
Yea: Ms. Dahlkemper, Ms. Fellman  
Nay: Mr. Newkirk, Ms. Williams, Mr. Witt

Motion #5 (Motion on Candelas School): Upon motion by Ms. Fellman, second by Ms. Dahlkemper, with friendly amendments accepted by Ms. Fellman from Mr. Witt and Ms. Dahlkemper, to move forward with a Candelas site with the understanding that the Board of Education will fully weigh the pros and cons of grade configuration and determine a grade configuration for Candelas at the next board meeting.

Motion by Ms. Fellman, second by Ms. Dahlkemper  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

Motion #6 (Motion for Development of Bond Package): Upon motion by Ms. Dahlkemper, second by Mr. Newkirk, the Board voted to approve district leadership to provide a comprehensive bond package to review facilities issues before the Board since fall 2014.

Motion by Ms. Dahlkemper, second by Mr. Newkirk  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

### **6.03 Monitoring: EL-12, School Safety**

Motion #7 (Motion to Approve Monitoring Report): Upon motion by Mr. Newkirk, second by Ms. Fellman, the Board voted to approve the monitoring report on Board executive limitation policy 12, School Safety, as presented.

Questions were responded to regarding the school resource officers, intergovernmental partnerships, campus supervisors, Raptor program, funding safety needs, student conduct code, and special needs students.

Motion by Mr. Newkirk, second by Ms. Fellman  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

## **7. Discussion Agenda**

### **7.01 Student Based Budgeting Update**

The Board discussed the implementation of student based budgeting to date, including kindergarten offerings, high school impacts, zero-based budgeting, adjusting funding by October student count and closing achievement gaps.

## **8. Policy Work**

### **8.01 Policy Review: EL-1, Global Executive Constraint**

There were no revisions offered on Board executive limitation policy 1, Global Executive Constraint.

### **8.02 Policy Review: EL-6, Financial Administration**

Motion #8 (Motion to Approve Revisions): Upon motion by Mr. Newkirk, second by Ms. Fellman, the Board voted to approve revisions to Board executive limitation policy 6, Financial Administration, as presented.

Motion by Mr. Newkirk, second by Ms. Fellman  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

## 9. Public Agenda Part Two

### 9.01 Public Comment (Not on Agenda)

Donna Jack – Evergreen – regarding school district issues.

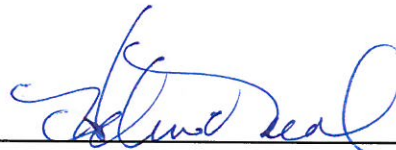
## 10. Develop Next Agenda

### 10.01 Board Work Calendar

### 10.02 Special and Regular Meetings of September 24, October 1 and 15, 2015

## 11. Adjournment

There being no further business to come before the Board, the meeting was adjourned at 10:58 p.m. The next regular meeting of the Board of Education is scheduled for October 1, 2015.



\_\_\_\_\_  
Helen E. Neal, Recording Secretary

Approved and entered in the proceedings of the district on November 5, 2015.

  
\_\_\_\_\_  
Secretary of the Board of Education  
\_\_\_\_\_  
President of the Board of Education

Attachment A – charter application –Doral Academy of Colorado