



RECORD OF PROCEEDINGS

**BOARD OF EDUCATION
BOARD ROOM, DISTRICT OFFICE
MINUTES OF MEETING
May 10, 2018 (Special Meeting)**

A Special Meeting of the Elizabeth School District Board of Education was held on Thursday, May 10, 2018, in the Board Room, District Office.

1.0 CALL TO ORDER

President Carol Hinds called the Special BOE Meeting to order at 1:00 p.m.

2.0 ROLL CALL:

The following BOE Directors were present:

Director Carol Hinds

Director Dee Lindsey

Director Richard Smith

Also present: Superintendent Douglas Bissonette, Chief Finance Director Ron Patera, HR Director Kin Shuman, Communications Director Melissa Hoelting

3.0 PLEDGE OF ALLEGIANCE

President Carol Hinds led the audience in the Pledge of Allegiance.

4.0 EDUCATION SHOWCASE

No Education Showcase

5.0 APPROVAL OF AGENDA/ADDITIONS/DELETIONS/BLANKET MOTION

A motion was made to approve the agenda.

Motion moved by Director Lindsey

Motion seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

6.0 APPROVAL OF MINUTES

6.1 A motion was made to approve the minutes from the April 23, 2018, Elizabeth Schools Board of Education meeting.

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0



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7.0 PUBLIC PARTICIPATION

No public participation

8.0 COMMUNICATIONS

8.1 HR Update

HR Director Kin Shuman provided an update on teacher turnover. Currently, 15 teachers have resigned, retired or been non-renewed. At this point, that is 12% of the teacher population. So far, four departing teachers have been replaced and a few more job offers are expected to be made soon.

Payroll and benefits specialist Tammy Meyers shared the outcome of the district Health Insurance Committee work pertaining to benefits next fiscal year. The goal of the committee is to make as few changes as possible. However, some adjustments to the benefit plans were required due to high utilization of the district health and dental plans and the resulting premium increases.

The district has required all full-time employees to enroll in the district health plan, which has impacted the district's ability to hire and retain full-time employees. Going forward, employees can waive off coverage if they can show that they have essential coverage through another health care carrier.

8.2 Financial Update

Chief Financial Director Ron Patera reviewed checks over \$5,000 and financial statements through the end of March. There has been 70.44% of the general fund budget expended year-to-date and 67.17% of budgeted revenues have been collected. A couple cost centers are over the 75% benchmark, but overall the general fund budget is significantly under the benchmark. This is attributed to only a portion of the Singing Hill Elementary wastewater treatment system project expenses incurred to date, the end of the year stipends have yet to be paid and the district has only started paying salaries and benefits for the in-house custodians.

Legislators approved the final version of the PERA bill. The one immediate impact to the district is a 0.25% increase in the employer's liability.

After evaluating options for property and liability insurance, the district has identified a carrier whose premium will not increase our current expense.

The preliminary 2018-2019 budget will be shared at the May 21 BOE meeting. The proposed budget will be presented to the board at least 30 days prior to the beginning of the next fiscal year. Patera met with all building and office managers and principals over the last couple months and sent them budget spreadsheets with their requests for each school.

The district will piggyback on Littleton Public Schools' cooperative purchase for school buses and purchase nine 71-passenger diesel buses from Thomas. One smaller SPED bus will also be purchased.

8.3 Communications Update

Communications Director Melissa Hoelting gave an update on the May 9 Facilities Master Plan Community Meeting and thanked The Means Agency/Farmers Insurance for their ongoing support Elizabeth School District Schools and for recognizing teachers each month through the Thank America's Teacher Program.

8.4 Superintendent Update

Superintendent Douglas Bissonette thanked the Elizabeth Schools staff for helping Friday, April 27, be a win as much as possible for everyone. The district stayed open and 14% of staff who wanted to participate in the teacher rally were able to and their classes and work were covered. All available subs were called and many district administrators with certification also subbed. The district received a lot of thanks from the community for sending a message to our kids



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that they matter and teachers value and appreciate the kids. Many community members also did things for our staff that day to show their appreciation.

Superintendent Bissonette shared that he was invited to talk with about 20 staff members at Education Commission of the States to share information regarding rural school issues and the disparities in teacher pay.

9.0 CONSENT AGENDA

A motion was made to approve the consent agenda 9.1 – 9.6.

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

9.1 Certified, Classified, counselor, and Special Service Providers Salary Schedules

9.2 New Hires

Cody Collins, Custodian, EMS

9.3 Terminations/Resignations/Non-Renewals

Allison Wagstaff, Teacher, EHS

Michael Reynolds, Teacher, EMS

Alex Hutchins, Teacher, EHS

Alexander Gonzalez, Teacher, EHS

John Madden, Bus Driver, Transportation

Cassandra Cook, Social Worker, Special Services

Teri Whittington, Teacher, EHS

9.4 Substitutes

Robert Garvey, Substitute Teacher

Andrea Moore, Substitute Paraprofessional

Amy Land, Substitute Paraprofessional

Katti Arnold, Substitute Bus Paraprofessional

9.5 Monthly Financial Report

9.6 District intent to purchase 10 school buses



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10.0 ACTION ITEMS

10.1 A motion was made to approve the second and final reading of revised policy GCE/GCF – Professional Staff Recruiting/Hiring

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.2 A motion was made to approve the second and final reading of revised regulation GCE/GCF-R – Professional Staff Recruiting/Hiring Regulation

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.3 A motion was made to approve the second and final reading of revised policy GCKAA – Teacher Displacement

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.4 A motion was made to approve the second and final reading of revised regulation GCKAA-R – Teacher Displacement Regulation

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0



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10.5 A motion was made to approve second and final reading of revised policy GDA – Support Staff Positions

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.6 A motion was made to approve the second and final reading of revised policy GDE/GDF – Support Staff Recruiting/Hiring

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.7 A motion was made to approve second and final reading of revised regulation GDE/GDF-R – Support Staff Recruiting/Hiring Regulation

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

10.8 A motion was made to approve staffing recommendation for certified staff 2018-2019 school year

Motion Moved by Director Lindsey

Motion Seconded by Director Smith

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0



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10.9 A motion was made to approve staffing recommendation for classified staff 2018-2019 school year

Motion Moved by Director Smith

Motion Seconded by Director Lindsey

ROLL CALL:

Director Carol Hinds – aye

Director Dee Lindsey – aye

Director Richard Smith – aye

The motion carried 3-0

11.0 DISCUSSION ITEMS

No discussion items – checked on graduations

12.0 BOE PLANNING

The next regular Board of Education meeting is scheduled for Monday, May 21, 2018, at 6 p.m.

13.0 ADJOURNMENT

The regular board meeting adjourned at 2:20 p.m.

Respectfully Submitted,

Carol Hinds, President

Dee Lindsey, Vice President

Paul Benkendorf, Secretary

Cary Karcher, Treasurer

Richard Smith, Assistant Secretary/Treasurer

Recorded by: Melissa Hoelting