

Minutes – January 23, 2018

STUDY SESSION of the Adams County School District 14 Board of Education was called to order Tuesday, January 23, 2018 pursuant to notice by Mr. Archuleta, President, at 4:00 p.m.

Building Excellent Schools Today (BEST) Grant—Gianni Thompson, Chief Operating Officer and Sheila Burke, Director of Federal Programs presented information regarding the Building Excellent Schools Today Grant.

Policy CBA – Qualifications and Duties of Superintendent—The Board of Education held discussion. It was consensus of the Board of Education to have changes in administrative staff responsibilities and/or titles included in the Friday Update packet for the Board of Education.

The study session adjourned at approximately 5:15 p.m.

SPECIAL MEETING of the Adams County School District 14 Board of Education was called to order Tuesday, January 23, 2018 pursuant to notice by Mr. Archuleta, President, at 5:15 p.m.

MOTION was made by Mrs. Quintana, seconded by Mr. Thomas to go into executive session under C.R.S. § 24-6-402(4)(e)-Contract Negotiations; discuss pending contracts and C.R.S. § 24-6-402(4)(b)-Legal Advice; Board to conference with an attorney for the purpose of receiving legal advice on specific matters.

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, aye

MOTION CARRIED

Executive session commenced at approximately 5:15 p.m. with Board of Education Members Archuleta, Hyde, Quintana, Rolla, Thomas, and Attorney Brent Case present. The Board discussed several contract matters and received legal advice.

Executive session adjourned at approximately 6:35 p.m.

REGULAR MEETING of the Adams County School District 14 Board of Education was called to order Tuesday, January 23, 2018 pursuant to notice by Mr. Archuleta, President, at 6:40 p.m.

Moment of Silence

A moment of silence was held in memory of Roy Swift who taught and coached at Adams City High School from 2015 to 2017.

Roll Call

Present: Mr. Archuleta, Dr. Hyde, Mrs. Quintana, Mr. Rolla, Mr. Thomas

Also Present: Dr. Javier Abrego

MOTION was made by Dr. Hyde, seconded by Mr. Thomas to approve the minutes of January 9, 2018.

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, aye

MOTION CARRIED

Audience Comments

Marie Seale

Issue: MarineCorp Air Rifle Championship

Jody Slavick

Issue: Literacy Squared Biliteracy Program

Deborah Palmer

Issue: Bilingual Education for EL Students

Angeles Osorio De La Rosa

Issue: Bilingual Parent Advocacy

Annie Fahnstock

Issue: Teacher Retention and Work Environment, view Exhibit A

Deborah Figueroa

Issue: The Day Spanish Died

Jorge Garcia

Issue: Bilingual Education, view Exhibit B

Janet Estrada

Issue: Bilingual/Biliteracy Programming

Jose Silva

Issue: Oversight

Steve Smith

Issue: Biliteracy Program

Angel Plata

Issue: Inspire

Yulisa Muñoz-Tena

Issue: Inspire Contract

Kayla Prieto

Issue: Inspire Contract

Maria Gonzalez

Issue: District Accountability

Gabriela Quintana

Issue: Inspire

Angelica Gutierrez

Issue: Problems at Adams City High School

Jalia Garza

Issue: Adams City High School Administration

Maria Chavez

Issue: Problems at Monaco Elementary

Sheila Shannon

Issue: Response to Dr. Hyde's Comments from 1/9/18

Eva Corona

Issue: Disability, Problems with Principal, Not Allowed to Enter with My Child

Alicia Rodriguez

Issue: 2018-2019 Calendar

Ruben Cruz-Villalobos

Issue: Inspire

Treasurer Hyde—Expressed comments addressing several issues, view Exhibit C.

Consent Items

MOTION was made by Mr. Thomas, seconded by Mrs. Quintana to approve the consent items.

1.0 Personnel

- 1.1 Superintendent's Recommendation
Personnel Actions

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

Business Items

1.0 Grant

MOTION was made by Mrs. Quintana, seconded by Mr. Thomas to approve grant item 1.1.

- 1.1 Superintendent's Recommendation
Approval to Apply for Funding from the Colorado Department of Education's Building Excellent Schools Today Program Grant

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

2.0 Resolution

MOTION was made by Dr. Hyde, seconded by Mr. Thomas to approve resolution item 2.1.

- 2.1 Superintendent's Recommendation
Resolution Number 18-002
Authorizing the Use of a Portion of Beginning Fund Balance and Appropriation Resolution

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

3.0 Other

MOTION was made by Mrs. Quintana, seconded by Mr. Thomas to approve other item 3.1.

- 3.1 Superintendent's Recommendation
Approval of In-State Travel to Colorado Springs, CO by Monaco Elementary Music Teacher on January 25-27, 2018

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Mrs. Quintana, seconded by Dr. Hyde to approve other item 3.2.

- 3.2 Superintendent's Recommendation

Minutes – January 23, 2018

Approval of In-State Travel to Colorado Springs, CO for the State DECA Competition on February 24-26, 2018

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Dr. Hyde, seconded by Mr. Thomas to approve other item 3.3.

3.3 Superintendent's Recommendation
Approval of Support Contracts for Pathways Implementation Grant

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Mr. Rolla, seconded by Mr. Thomas to approve other item 3.4.

3.4 Superintendent's Recommendation
Approval for Adams City High School to Contract with Inspire

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Dr. Hyde, seconded by Mr. Thomas to approve other item 3.5.

3.5 Superintendent's Recommendation
Approval of the 2018-2019 Student Calendar

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Dr. Hyde, seconded by Mr. Thomas to approve other item 3.6.

3.6 Superintendent's Recommendation
Approval to Renew iLoka, Inc. Contract for Fiscal Year 2018-2019

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

MOTION was made by Mr. Thomas, seconded by Dr. Hyde to approve other item 3.7.

3.7 Superintendent's Recommendation

Minutes – January 23, 2018

Approval of Out-of-State Travel to Anniston, AL by 1 Student and 1 Chaperone to Attend the Marine Corps 3 Position Air Rifle Service Championship from February 16-18, 2018

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, Aye

MOTION CARRIED

4.0 Discussion

4.1 Board Study Sessions (Thursdays prior to regular Board of Education meetings)

It was consensus of the Board of Education to hold study sessions on the Thursdays prior to regular meetings to discuss the content of the regular meeting agenda.

Communications

Board of Education members shared events and activities they attended.

The Board of Education will hold a joint meeting with the CTA on February 20 at 4:30 p.m.

It was consensus of the Board of Education to have President Archuleta and Treasurer Hyde as representatives from the Board on the Commerce City Education Commission.

Expulsion—Superintendent Abrego read into the record the following student expulsion pursuant to Board Policy and Colorado Revised Statutes – Student Number 1091243.

Executive Session

MOTION was made by Mrs. Quintana, seconded by Mr. Thomas to go into executive session under C.R.S. § 24-6-402(4)(e)-Contract Negotiations; discuss pending contracts and C.R.S. § 24-6-402(4)(b)-Legal Advice; Board to conference with an attorney for the purpose of receiving legal advice on specific matters.

Mr. Archuleta, aye; Dr. Hyde, aye; Mrs. Quintana, aye; Mr. Rolla, aye; Mr. Thomas, aye

MOTION CARRIED

Executive session commenced at approximately 9:30 p.m. with Board of Education Members Archuleta, Hyde, Quintana, Rolla, Thomas, Superintendent Abrego, and Attorney Brent Case present. The Board discussed several contract matters and received legal advice.

Executive session adjourned at approximately 10:25 p.m.

The Board adjourned the regular meeting at 9:16 p.m. The next regular meeting of the Board of Education will be Tuesday, February 13, 2018. The Board will convene in the Board of Education room located at 5291 East 60th Avenue.

Good evening community members, school board and Dr. Abrego,

My name is Annie Fahnestock, and I am a special education teacher at Rose Hill. I have been at Rose Hill since 2008. I had hoped that Rose Hill would be my forever school, but that is no longer an option. I have had HARD years at Rose Hill over the past decade. None of those challenges compare to what we have dealt with this school year.

Tonight, I want to talk about staff turnover in the middle of an academic year. Typically this is very rare, and close to unheard of, but it is a common occurrence for Rose Hill this year.

As of 1/22/2018, 8 staff have left Rose Hill.

This isn't about staff not wanting to work in a turn-around school or district. 5 of the 8 staff that left Rose Hill transferred to other positions within the district.

I have accessed multiple supports to avoid having to make this decision. No changes have been made as a result of any of the avenues that I have attempted. It is an environment where I cannot successfully do my job.

Since the first week of school my special education coordinator has been a frequent fixture in Rose Hill to support the principal in complying with IEPs.

In August, I was told I would need to be the first responders to any behavior needs of students with IEPs because they are sped kids. I expressed concern that this would impact services. Students routinely lose IEP service time due to this.

I filed a formal grievance with HR as a result of this loss of IEP services. No changes were made.

Specials teachers had to develop behavior supports for the school in January, because there were none. When teachers ask for support, they are told that it is a classroom management issue and are offered no solutions or support.

In the fall, the superintendent came to Rose Hill to talk about Beyond Textbooks. I told him that we had significant behavior concerns in the building, and instruction was not able to happen following best practice. He stated that this was a building concern.

I have reached out to the union multiple times, and my reps have shared my concerns with both the principal and superintendent.

And nothing has changed.

So you're worried about the financial repercussions of a lawsuit and paying out a contract. What about the education of our students and working environment for our staff? What do you think is the monetary cost of an entire year of lost instruction for around 500 children?

Are you going to continue to allow Rose Hill to lose valuable staff with years of service?

Finally, many of my colleagues have significant complaints that they are not comfortable sharing publicly for fear of retaliation. If probationary staff felt protected, you would be hearing from many more people.

As a result of the work environment, and the lack of results from the multiple supports that I have sought, I am resigning from my position after close to a decade of service.

Public Comments by Jorge García
January 23, 2018
Adams 14 School District Board of Education

Mr. Chairman, members of the board, and Adams 14 community. My name is Jorge García and I am the executive director of the Colorado Association for Bilingual Education, a Colorado statewide civil rights advocacy and professional development organization. Some have questioned our standing to advocate in this community but we stand firm in our commitment to the students, families, and employees of Adams 14, many of whom we believe have been served injustice by policies and practices of this superintendent and many of the employees that he has brought in. CABE has current members, have had board members from Commerce City, held CABE meetings here, supported local businesses, purchasing catering locally, donated food to community members, paid the district to rent out the high school for a professional development institute, and recognized an Adams 14 employee as paraeducator of the year in 2017. CABE is listed in the Turnaround plan that Director Rolla signed last year for this board. We have been here, committed to this community. **"Once social change begins, it cannot be reversed. You cannot uneducate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore. We have seen the future, and the future is ours."** — *Cesar Chavez* We ask this board what you, the true leaders are going to do? What actions will you take? How much will you ignore? And how much longer will you allow your employee to continue to violate the civil rights of employees and students? When you hired him and he began working here in July, 2016 the district was in compliance with the Office for Civil Rights and the Department of Education. Today, one and a half years later the district is out of compliance-hostile environment for employees and families, children have lost recess, parents have lost conferences, the public (including you) are told lie after lie. Chaos and injustice rule this place and you say that we are outsiders making trouble? Who is breaking Colorado law and has been since November 2016? C.R.S. 42-3-103 (2017),

(4) (a) Within ninety days after becoming a resident of Colorado, an owner of a motor vehicle required to be registered by subsection (1) of this section shall register such vehicle with the department, irrespective of such vehicle being registered within another state or country. A person who violates this paragraph (a) is subject to the penalties provided in [sections 42-6-139](#) and [43-4-804 \(1\)\(d\), C.R.S.](#) The car parked in the superintendent's parking space outside still has its ~~expired~~ Arizona license plates.

Not only is he breaking this law perhaps in violation of his employment contract with you, but what does that say about his commitment to this community? His respect for Colorado laws? And you know that taxes that are paid with that registration go to support our public schools. He was quick to have you pay an Arizona company to come in here with their magic pill and support that school district in Arizona but he has not been so quick to pay his taxes here in Colorado, has he? If you do not want to terminate his contract, then reassign him. Make him a PE teacher-that was the last position he held in Arizona before he was hired as superintendent here.

23 January 2018 Board Meeting Comments by Dr. Hyde

If not us, who? If not now, when? What are we waiting for?

It's time for our community to think hard about how we want to service our diverse population. More of the same clearly is not an answer. Adams 14 completed a five year turn-around plan which failed. A series of short-lived, more substantive changes adopted by the Board over the past 10 years has resulted in confusion, less consistency, increased inefficiency and ineffectiveness, a staff that is worn out, demoralized, and afraid for their jobs, and a community frustrated with academic failure.

Approximately a year and a half ago, the Adams 14 Board of Education, perhaps panicked by its failing system, rashly hired a self-proclaimed, turn-around expert as superintendent. District scores are still rock bottom. Though he claims that programs must be given time to "work", meaning to advance test scores, he, nor evidently the Board, held that position for our already instituted Literacy Squared program of two years. Instead, Beyond Textbooks, which is English-only, was brought into Adams 14, introducing another sharp turn in the direction of our curriculum. The Superintendent now claims there has not been enough time to see progressive results, without acknowledging that he didn't allow Literacy Squared enough time to see results.

Each time we introduce a big curricular change, thinking that it's going to fix everything, we pour millions of dollars into a program only to kick it aside a year or two later and try something else. Ladies and gentlemen, let me tell you, every school system's key asset is its teachers. Of course, we need technology as a tool to help, but supporting teachers should be a key task of the administration.

It is a shame that we need reminding, but, as a District that claims to be data-driven, I will mention that OECD (Office of Educational and Cultural Development of the United Nations' UNESCO) data show that the second most important attribute of a good educational system is an administration that supports its teaching staff.

The cost to the District of jumping from one approach to another approach is more uncertainty, more confusion, a downturn in morale and a reduction of the Big Three – open communications, transparency, and accountability. This type of decision-making belies an underlying difficulty of the Board to see past quick fixes.

As evidence of the Superintendent's style of leadership, at last week's CTA meeting, teachers said that they have been told by their principals not to attend Board meetings and not to talk to Board

members. The Superintendent says that they need to respect the chain of command. That assumes the chain of command is functional, but it's not. That's when it is the Board's job to intervene. This is not micromanaging. It is re-asserting a strategic imperative that was laid out a long time ago by the Board – improving communications internally and externally. The Board has an obligation to intervene as much as is necessary to insist that the Superintendent addresses those imperatives more effectively than he has in the past, and, of course, to the Board's satisfaction. Our kids and our school district deserve no less.

I think the Superintendent and the Board have it wrong when it comes to organizational structure. The analogy is often made of a military chain of command. I prefer to think of it as a fishing line when we should be designing a fishing net. Obviously, a fishing line has everyone in a strick, straight line whereas a net contains multiple intersections of connectivity that is highly decentralized. To push the analogy a bit further, consider the vulnerability and fragility of a fishing line. A line catches one fish; a net catch many. Furthermore, if the line breaks, you are left with nothing. If the net has a whole, it still functions. We are a diverse community and we need a decentralized system to deal with our diversity.

On two counts I object to the Superintendent's reasoning regarding the view he holds of the Board's necessary detachment from details, citing the guise of "micro-managing." For the Board to remain disconnected from what is going on in the schools is foolish. Even if the chain of command were working as it should, Board members have an obligation to inspect up and down the line. The analogy is that every good general respects the chain of command but also visits the troops in the trenches. Make no mistake about it, the Board of Education is the COMMAND Center; the Superintendent is not.

Information is not flowing up, nor is it flowing smoothly. We have a major problem when our superintendent quashes Board access to information. If the Superintendent is not claiming that the community needs to respect the chain of command, he is stating that an issue needs to be resolved at the lowest administrative level possible, but putting personnel on administrative leave is not a valid means for addressing criticism. Threatening teachers with discipline or removal does not promote retention. The Board has a duty to intervene.

Again, it is not micro-managing. It is re-asserting the strategic imperatives that have long been laid out by the Board. I will propose, on an on-going basis, motions that address different aspects of the Big Three, good communication, accountability, and transparency.

For instance, I will, in the near future, offer motions that the Board give specific instructions to the Superintendent which will be designed to gain back the trust of the rank and file of District employees. Employees should feel free to offer feedback to the School and District Administration, including the Board, without fear of being reprimanded, punished, or threatened.

The second basis for my objection regarding the Superintendent's comment at the CTA-Board members meeting is that his statement about a Board member needing to recuse herself or himself from an issue brought to them by anyone -- a community member, classified staff, a teacher, a principal or an administrator -- is misleading and misrepresentative. Let's review the definition of recuse: "to withdraw from a position of judging because of prejudice or personal interest." Just because I receive information about a particular situation before the rest of the Board or the superintendent, does not automatically prejudice me. So, I reject that line of argumentation.

The strategic imperative of the Board for improving communications, internally and externally, has fallen on deaf ears. During the Superintendent's time with Adams 14, the condition of the Big Three have worsened. And, he is not able to wash his hands of what his principals do. He is responsible for them. It is not micro-managing to tell the Superintendent of these glaring errors when he ignores them at seemingly all turns. I would encourage the Superintendent in the remaining year and a half of his contract, to focus on restoring morale and improving communication, transparency, and accountability. That would go a long ways toward promoting retention of teachers, which would probably raise student scores as much as any particular curriculum.

If I dare rely upon one statistic from the infamous UIP report, whether it's a plan "in progress" or just a report on current data, our students are hovering around the 10th percentile on almost all measurements. When scores turn upwards for a year by a mere fraction of a percentage point, it is neither cause for celebration nor a claim that the District is progressing toward turn around. In reality it is just one more bobble in a long string of bobbles. Consider this: if scores were to increase by 2 percentage points every year – which they haven't -- it would take 20 years just to reach the state average, and the Colorado state average, by the way, is well below average for the nation. It is ridiculous for the District to be talking about all students excelling in all subject areas – which is what the UIP posits -- when under the best, below-average, scenario, approaching average in reading, writing and

math is decades away from happening under current projections. We're talking about 2038 and beyond.

I believe it's time to buckle down. In the next year and a half we should insist on the Superintendent adhering to the original, "in compliance" OCR agreement, lending consistency to the plans the Board adopted just two years ago, providing stability to the District, and mending relations through promotion of the Big Three. A priority for me will be to advocate for improving the Big Three.

Let's get started. On Saturday, February 3rd, I have scheduled a community workshop for everyone who is interested in exploring ways to improve communications in Adams 14. You are all invited. Just to be clear: I am doing this as a Board member who wants a dynamic educational system for our community. I am not acting on behalf of the Board. All Board members, of course, are invited to attend as well, but it is not a Board meeting. And, of course, it is an open public forum. If you haven't gotten a dark pink flyer with the information on it, please be sure to pick one up in the hallway on your way out.

The format for the workshop will be simple. Bring your ideas about how to improve communications among your colleagues, between teachers and administrators, between parents and school staff, between students and parents. I believe we stop damaging rumors and mend trust among all stakeholders by having open communications. So, mark your calendars for Saturday, February 3rd, from 10 to noon at the Commerce City Anythink Library on the corner of 72nd and Monaco, right across the street from Lester Arnold High School. Bring your best thinking with you; leave your gripes for another time.

I hold open the possibility of additional workshops on topics such as testing, grading, feedback loops, retention, and accountability. Eventually, I welcome workshops that address structural ideas for our District, but first we need to build an open, healthy base of support.

Remember, we the public get the leaders we deserve. We have only ourselves to blame if we don't. The same is true for our schools. We get what we collectively deserve. If we want something better, we need to take control and make it happen. Complaining may bring short-term relief, but it won't get us to where we want to be. That part is up to us. We must show up, work tirelessly, and do it.

Thank you.

Monica Aviña
Assistant Secretary to the Board of Education

Approved and Entered into Proceedings
February 13, 2018

Harvest Thomas
Secretary, Board of Education

Timio Archuleta
President, Board of Education