

**ADAMS COUNTY SCHOOL DISTRICT 14
BOARD OF EDUCATION
AGENDA**

Date: May 17, 2018

Adams County School District 14
Board of Education Room
5291 East 60th Avenue, Commerce City, CO

4:00-5:30 PM – Study Session

Board of Education believes:

When the community, students and staff are involved, all students do learn and succeed.

Therefore, our goals are:

1. To ensure all students will be at or above grade level;
2. To continually review programs and policies to ensure students are prepared for the 21st Century;
3. To continue our commitment to sustainable fiscal management and accountability;
4. To recruit and maintain the best qualified and well-trained work force;
5. To embrace the community as partners in the success of our students.

| | | |
|------------------|--|------|
| <u>Goal</u> 4 | 1.0 Discussion 1.1 Superintendent's Recommendation Personnel Actions (Attachment of record)* | 1-19 |
| | <u>Certified</u> Renewed -Probationary Teachers -Special Service Providers (SSP) -Neither/Nor Resignation | |
| | <u>Classified, Support & Tech</u> Appointment Transfer Resignation Retirement | |
| | <u>Administration</u> Appointment Renewal Resignation | |
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I – EXECUTIVE SESSION

- 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

II – ADJOURNMENT

**ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL OF BOYS AND GIRLS CLUB CONTRACT EXTENSION FOR 2018-2019

Adams County School District 14 (Adams 14) seeks to extend its contract with the Boys and Girls Clubs of Metro Denver to provide services for after school and summer programs for students. The terms of the contract are from October 1, 2018 to September 30, 2019. Adams 14 will pay two installments of \$32,500 for a total of \$65,000 to Boys and Girls Clubs of Metro Denver to serve the students from all Adams 14 schools.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the extension of the Boys and Girls Club contract for services provided to all district students in the amount of \$65,000 to be paid from the general fund.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

**TOPIC: APPROVAL TO INCREASE FUNDS FOR APPROVED DISTRICT VENDOR:
EMPLOYMENT MATTERS LLC**

Employment Matters LLC has provided investigative legal services to the District for the 2017-18 school year. The district has utilized services in an amount that has reached the contracted dollar amount limit. The total dollar amount allocated line item in the budget is \$15,000. We are requesting an increase to the spending threshold for an additional \$15,000 to cover services continuing to be provided.

Therefore, it is recommended...

RECOMMENDATION:

... that the board of education of Adams County School District 14 approve an increase to the spending threshold with Employment Matters LLC in an amount not to exceed an additional \$15,000 from the Professional Services/Legal account.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

May 22, 2018

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 AND DISTRICT 14 CLASSROOM
TEACHERS' ASSOCIATION (CTA) NEGOTIATIONS APPROVAL**

Adams County School District 14 and District 14 Classroom Teachers' Association (CTA) have negotiated a three-year agreement dated July 1, 2018 – June 30, 2021. This ratified agreement includes agreement on all contract terms. It includes a two-year compensation agreement, i.e., a 5.0% COLA increase to the base salary schedule and no step increase on the salary schedule for the 2018 - 2019 school year and a 5.0% COLA increase to the base salary schedule and no step increase for the 2019 – 2020 school year. The COLA adjustments for each year will also apply to supplemental pay, curriculum rate, and longevity pay. Lane increases will be granted consistent with the required eligibility in the agreement. Additionally, the District will absorb the cost of PERA and increased health, dental, vision and life insurance for employees only for 2018-19. For 2019-20, the District will cover up to 4% increase in health, dental, vision and life insurance for employees only and employee will pay the cost of any said increases beyond 4%.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the ratified agreement reached between Adams County School District 14 and District 14 Classroom Teachers' Association (CTA).

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

May 22, 2018

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 AND DISTRICT 14 COLORADO
CLASSIFIED SCHOOL EMPLOYEES' ASSOCIATION (CCSEA)
NEGOTIATIONS APPROVAL**

Adams County School District 14 and the District 14 Colorado Classified School Employees' Association (CCSEA) employees have negotiated a five-year agreement dated July 1, 2018 – June 30, 2023. This ratified agreement includes agreement on all contract terms. It includes a two-year compensation agreement, i.e., a 5.0 % COLA increase to the base salary schedule for the 2018-2019 school year and a 2.85% COLA increase to the base salary schedule and a step for the 2019-2020 school. The equivalent amount of an additional .49% COLA for the 2018-2019 and .49% COLA for the 2019-2020 will go to pay for additional salary adjustments needed as per results from a job evaluation and market survey analysis done by HR in accordance with district Board policy. Additionally, the District will absorb the cost of PERA and increased health, dental, vision and life insurance for employees only for 2018-19. For 2019-20, the District will cover up to 4% increase in health, dental, vision and life insurance for employees only and employee will pay the cost of any said increases beyond 4%.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the ratified agreement reached between Adams County School District 14 and District 14 Colorado Classified Employees' Association (CCSEA).

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

May 22, 2018

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 SUPPORT AND TECHNICAL
COMPENSATION PACKAGE APPROVAL**

Consistent with the other employee groups, Adams County School District 14 Support and Technical employees will have a two-year compensation agreement. Support and Technical employees will be provided a 5.0% COLA increase to the base salary schedule and no step on the salary schedule for the period of July 1, 2018 through June 30, 2019 and a 5.0% COLA increase to the base salary schedule and no step increase for the period of July 1, 2019 through June 30, 2020. Additionally, the District will absorb the cost of PERA and increased health, dental, vision and life insurance for employees only for 2018-19. For 2019-20, the District will cover up to 4% increase in health, dental, vision and life insurance for employees only and employee will pay the cost of any said increases beyond 4%.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the compensation package between Adams County School District 14 and the Support and Technical employees.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

May 22, 2018

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 ADMINISTRATOR
COMPENSATION PACKAGE APPROVAL**

Consistent with the other employee groups, Adams County School District 14 Administrators (including the Superintendent) will have a two-year compensation agreement. Administrators will be provided a 5.0% COLA increase to the base salary schedule and no step on the salary schedule for the period of July 1, 2018 through June 30, 2019 and a 5.0% COLA increase to the base salary schedule and no step increase for the period of July 1, 2019 through June 30, 2020. Additionally, the District will absorb the cost of PERA and increased health, dental, vision and life insurance for employees only for 2018-19. For 2019-20, the District will cover up to 4% increase in health, dental, vision and life insurance for employees only and employee will pay the cost of any said increases beyond 4%.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the compensation package between Adams County School District 14 and the Administrators.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL TO CONTRACT WITH MT. SAINT VINCENT HOME TO PROVIDE EDUCATIONAL AND THERAPEUTIC INTERVENTIONS FOR STUDENTS WITH SIGNIFICANT EMOTIONAL DISABILITIES

For some students with emotional disabilities, the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. In that case, the District must ensure that a continuum of alternative placements is available to meet the needs of students. Placement decisions are made by a full IEP team, including the parents, when evaluation data, special education needs and placement options are considered. Sometimes, students are also placed into residential child care facilities by the courts. When alternate placements are made, the students must receive a Free and Appropriate Public Education, at no cost to the family. Mt. Saint Vincent Home's program provides students with emotional disabilities who require intensive behavioral, communication, educational, and social/emotional supports. This population is a low incidence population and since Adams 14 School district is small in numbers, it would not be cost effective to provide the same level of services in district.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the contract with the Mt. Saint Vincent Home through June 30, 2018, not to exceed \$7,000, budgeted from the Student Services general funds to provide educational and therapeutic professional services for students with significant emotional needs as determined by the IEP team.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL TO INCREASE FUNDS TO THE CONTRACT WITH AMERICAN LOGISTICS COMPANY FOR INCIDENTAL TRANSPORTATION SERVICES FOR THE 2017-2018 SCHOOL YEAR

Students with disabilities sometimes require specialized therapeutic settings off-site to be successful and also require specialized transportation to such facilities. When it is impractical or impossible to dedicate in-district transportation resources to a distant route, it becomes necessary to contract with another agency to provide transportation services. There is a need to contract with American Logistics Company (ALC) to provide transportation services for individual students, when a thorough review of current resources prohibits the district from providing the service internally. Throughout the school year, we have needed this service for five more students than what was originally planned for, most of who attend an out of district facility.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve increasing \$30,000 to the contract with ALC for the 17-18 school year to provide transportation in individual circumstances as required to meet student needs.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL TO INCREASE FUNDS TO THE CONTRACT WITH THE JOSHUA SCHOOL TO PROVIDE EDUCATIONAL AND THERAPEUTIC INTERVENTIONS FOR STUDENTS WITH AUTISM FOR THE EXTENDED SCHOOL YEAR SERVICES THROUGH JUNE 30, 2018

For some students with autism, the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. In that case, the District must ensure that a continuum of alternative placements is available to meet the needs of students. Placement decisions are made by a full IEP team, including the parents, where evaluation data, special education needs and placement options are considered. When alternate placements are made, the students must receive a Free and Appropriate Public Education, at no cost to the family. The Joshua School is a CDE "Approved Facility" school which is an educational program that is operated by a facility to provide educational services to students with autism who require intensive behavioral, communication, educational, and social/emotional supports. Adams 14 has one student who will attend The Joshua School through December 2018, when he ages out of special education services at age 21. This request is to cover the increase in funding to cover his extended school year services (as indicated in his Individualized Education Plan dated 2/13/2018

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve increasing funds to the contract with The Joshua School through June 2018, not to exceed \$20,000, funded through the general funds from Student Services to provide educational and therapeutic professional services for a student with autism as determined by the IEP team. Please note that daily rates for each facility school are set by the Colorado Department of Education based on the services provided.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL FOR OUT OF STATE TRAVEL TO NAPERVILLE, IL TO ATTEND POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS TRAINING ON JULY 17-19, 2018

Positive Behavioral Interventions and Supports (PBIS) offers an approach to teaching that emphasizes social, emotional, and academic growth in a strong and safe school community and supports the K-8 approach to growing a functional system across the district.

The Instructional Department is requesting out of state travel approval for 18 staff (2 team members per elementary and middle school building, one administrator and one alternative educator) to NIU Naperville, Illinois to attend the Midwest PBIS Network Summer Training Institute from July 17-19, 2018.

The training will support Turnaround Goals, specifically, to customize and target supports to meet student needs around multi-tiered systems of support. PBIS focuses on areas such as prevention, based-school wide systems of positive behavior support; data-based decision making for instruction of behavior and academics, wraparound planning for students with complex emotional and behavioral needs and their families and community based supports for families, youth and schools.

The professional development cost not to exceed \$24,000 will be paid from general funds and \$6,000 from Intervention Services. The cost includes registration, travel, and meal costs.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve out of state travel to attend PBIS training not to exceed \$24,000 to be paid from the general fund and \$6,000 from Intervention Services.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

**TOPIC: APPROVAL TO CONTRACT WITH SUSAN RESNICK CONSULTING, LLC
FOR MATHEMATICS COACHING**

The Instructional Department is requesting approval to contract with Susan Resnick Consulting, LLC who will provide services in the area of mathematics coaching for the 2018-19 school year. The contractor will support teachers at all elementary schools by working alongside to promote best practices in mathematical teaching and learning with teachers as an active participant.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the contract with Susan Resnick Consulting, LLC for school year 2018-19 in the amount of \$32,500 not to exceed \$35,000 to be paid from the general fund.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL FOR ALLOCATION OF FUNDS TO INCREASE 10.0 TABLE OF AUTHORIZED PERSONNEL (TAP) FOR 20 - .5 FTE K-2 READING PARAPROFESSIONAL POSITIONS

The Department of Federal Programs is requesting an increase of 10.0 FTE for 20 - .5 FTE for K-2 Reading Paraprofessional positions. These positions will be responsible for small group support in the classroom by way of 20-minute rotations. The .5 FTE Paraprofessionals will be assigned as indicated below.

| SCHOOL | # OF .5 PARAPROFESSIONALS |
|-----------|---------------------------|
| Alsup | 3 |
| Central | 3 |
| Dupont | 3 |
| Hanson | 2 |
| Kemp | 3 |
| Monaco | 3 |
| Rose Hill | 3 |

These positions will be grant-funded positions for the 2018-19 school year and contingent upon grant funding availability in subsequent years.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve an increase of 10.0 FTE for 20 - .5 FTE K-2 Reading Paraprofessionals to be paid for by READ Act grant funds.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL FOR ALLOCATION OF FUNDS TO INCREASE 1.0 TABLE OF AUTHORIZED PERSONNEL (TAP) FOR PRINCIPAL COACH

The Department of Federal Programs is requesting an increase of 1.0 TAP to add a principal coach for the 2018-19 school year. The principal coach will serve as the required district "partner" for Adams 14 participating in a Network school, per the Colorado Department of Education's Turnaround Network (attachment).

All participating Network schools are required to engage a district "partner". The district partner serves as a key support and advocate for the school at the district level. This position should be a senior-level district staff member who will attend all Network events with the school team. The district partner is also responsible for ensuring the conditions for turnaround success are established at the school and supported by the district. The school team consists of the principal and one or two teacher leaders, and are required to attend all Network events.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve an increase of 1.0 TAP for a 2018-19 Principal Coach to serve at participating Adams 14 Turnaround Network Schools. This position, which will be placed on the administrator's salary schedule, is funded through Title II and contingent upon grant funding availability in subsequent years.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL FOR ALLOCATION OF FUNDS TO INCREASE 1.0 EARLY LITERACY TEACHER ON SPECIAL ASSIGNMENT

The Department of Instruction is requesting an increase of 1.0 FTE to hire an Early Literacy Teacher on Special Assignment (TOSA). This position is responsible for READ Act compliance, teacher coaching and support, professional development and DIBELS/IDEL assessment analysis.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve an increase of 1.0 TAP for an Early Literacy TOSA, which will be funded through READ Act grant funds.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL FOR AN INCREASE IN TABLE OF AUTHORIZED PERSONNEL FOR 1.0 FULL TIME EMPLOYEE FOR A DIRECTOR OF TEACHING AND LEARNING

The Instructional Department is requesting an increase of 1.0 FTE in the Table of Authorized Personnel for a Director of Teaching and Learning. This position will be assigned to specific schools.

In collaboration with the Instructional team, this position will be responsible for but not limited to the following responsibilities:

- Assist in leading the development, implementation and evaluation process for grades K-12 curriculum and instruction.
- Review and revise specific practices/procedures to meet identified district needs.
- Assist the instructional team in the supervision and coordination of curriculum, staff development, student services and evaluation.
- Assist in monitoring of district initiatives to increase and improve Pre K – 12 and articulation of educational programs and facilitate communication.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve an increase in the table of authorized personnel to hire a 1.0 FTE Director of Teaching and Learning to be paid from the general fund.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: PER POLICY, APPROVAL FOR NEW BUS SECURITY CAMERA PURCHASE FROM REI

To complete bus camera replacement of eight (8) older, failing units. Cameras provide safety for the students and our staff capturing not only a visual account of incidents but also an audio account. Cost for 8 units will not exceed \$23,000.00 which will come out of this year Transportation general supplies fund (SY17/18). Purchase will made from REI, see attachment, which was awarded the bid, meeting criteria for hardware, software, and cost.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve spending no more than \$23,000.00 to purchase bus camera systems from REI.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

May 22, 2018

Superintendent's Recommendation

TOPIC: APPROVAL OF CONVERSION OF INSTRUCTIONAL COACH POSITION TO ASSISTANT PRINCIPAL POSITION AT LESTER ARNOLD HIGH SCHOOL

Lester Arnold offers a variety of programming to meet the needs of non-traditional students through an alternative setting. This recommendation would convert 1.0 FTE from Instructional Coach to 1.0 FTE Assistant Principal to meet the programming needs of students.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board Of Education of Adams County School District 14 approve the conversion of 1.0 FTE Instructional Coach to 1.0 FTE Assistant Principal.

Advisory Committees

The Board of Education of Adams County School District 14 encourages the participation of citizens of the district in decisionmaking processes. However, the legal responsibility for decision-making in all matters of policy and operation rests with the Board.

1. Board-appointed advisory committees, both district-wide and at the school level, shall function within organizational frameworks approved by the Board. A staff member or members will be assigned to each group to help it develop an appropriate constitution and/or by-laws, carry out its functions and coordinate its work with other advisory and staff groups. Only the Board shall have the authority to dissolve committees it has created.
2. School and district-level advisory committees that are required under federal and state programs shall be formed and shall function in accordance with the requirements pertaining to each specific federal or state program. The Board shall grant to those bodies the advisory responsibilities relevant to the planning, implementation and evaluation of such program or project as required by law.
3. Community groups that are neither appointed by the Board nor formed as required under federal or state programs are encouraged to offer suggestions and advice to the Board in order to assist it in the decisionmaking process. The final responsibility for all decisions, however, rests with the Board of Education alone.

Appointments of citizens to advisory committees shall be approved by the Board. An advisory committee member shall be removed from office by the Board if that member does not attend three consecutive meetings unless the committee by resolution approves any additional absences or unless such absences are due to temporary disability or illness. In addition, the committee by majority vote may request the removal from office of any member. Such removal shall require subsequent Board approval.

All committee meetings shall be open to the public. Meeting notices shall be posted in the same place and manner as notices of Board meetings.

LEGAL REFS.: C.R.S. 22-7-104 (*accountability programs*)
C.R.S. 22-9-107 (*performance evaluation councils*)
C.R.S. 22-32-109.1 (2) (*community consultation on safe school plan, including conduct and discipline code*)
C.R.S. 24-6-402 (*open meeting law*)

CROSS REFS.: AE, Accountability/Commitment to Accomplishment
BDFA*, District Personnel Performance Evaluation Council
BDFB*, Vocational Advisory Council (And Vocational Program Advisory Committees)
BEDA, Notification of Board Meetings
CBI, Evaluation of Superintendent
CFB, Evaluation of Principals/Building Administrators
GCOA, Evaluation of Instructional Staff
GCOC, Evaluation of Administrative Staff
JIC, Student Conduct
JK, Student Discipline
KCB, Community Involvement in Decision-making