



District Mission:

LCSD Challenges students to reach their fullest potential through personal, engaged and rigorous learning in the classroom and beyond.

Board Priorities:

Ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career.

Every day, we are college or career ready.

Provide all students with engaging learning opportunities.

Rigor and engagement are everywhere.

Create a space that is safe, inclusive and welcoming for all.

Diversity and culture make us better.

Plan and execute the capital and human capital investments that will make our district better.

We plan for the future.

Lake County School District Board of Education
May 11, 2021 5:00 pm Regular Meeting
Location: District Office-Room 11 & via Zoom

1. 5:00 Call to order
2. 5:01 Pledge of Allegiance
3. 5:02 Roll Call
4. 5:03 Preview Agenda
5. 5:04 Book Study-Superintendent Massey
6. 5:15 Public Participation

Members of the public who wish to address the board on non-agenda items are welcome to do so at this time. Please sign up with board secretary. We ask you to please observe the following guidelines:

- Confine your comments to matters that are germane to the business of the School District.
- Recognize that students often attend or view our meetings. Speaker's remarks, therefore, should be suitable for an audience that includes kindergarten through twelfth grade students.
- Understand that the board cannot discuss specific personnel matters or specific students in a public forum.

7. 5:30 Consent Agenda
 - a. April 13, 2021 Regular Meeting Minutes
 - b. April 27, 2021 Special Meeting Minutes
 - c. Employee Status
8. 5:31 BEST Update
9. 6:00 Discussion Item
 - a. Board Policy GP-14 draft
 - b. LCEA and AFSCME Negotiations
10. 6:30 Action Item
 - a. LCSD & LCEA Master Contract-Salary Schedule
 - b. LCSD & AFSCME-Salary
 - c. Resolution NO. 21-20 Non-Renewal
 - d. Board Policy GP-14-First reading
11. 6:40 Student Representatives Report and Celebration
12. 6:50 Break
13. 7:00 Oversight Calendar
 - a. Graduation expectations
14. 7:05 Superintendent Update
15. 7:15 Board Reports
16. Agenda planning
17. Adjourn
18. Meeting or event:
 - a. May 25, 2021 Special Meeting 6:30 pm @ District Office/Zoom
 - b. June 5, 2021 Members of the board may attend graduation @ LCHS 9am/12 noon
 - c. June 8, 2021 Regular Meeting 5:00 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 5/4/2021

A few welcoming notes:

The board's meeting time is dedicated to its strategic mission and top priorities. • The "consent agenda" has items which have either been discussed prior or are highly routine. By not discussing these issues, we are able to spend time on our most important priorities. • "Public participation" is an opportunity to present brief comments or pose questions to the board for consideration or follow-up. Time limits are 3 minutes for individual speakers if fewer than 20 individuals have signed up to speak; 2 minutes' limit and 5 minutes for groups of 20 signed up; and 1 minute for individual and 3 minutes for groups if more than 30 have signed up to speak. Please see Board Policy GP-14 (Governance Process) for the full policy. The boundaries are designed to help keep the strategic meeting focused and in no way limits conversations beyond the board meeting. • Your insights are needed and welcomed and the board encourages you to request a meeting with any board member, should you have something to discuss. • If you are interested in helping the district's achievement effort, please talk with any member of the leadership team or call the district office at 719-486-6800. Opportunities abound. Your participation is highly desired.



Mision del Distrito:

LCSD desafía a los estudiantes a alcanzar su máximo potencial a través del aprendizaje personal, comprometido y riguroso en el aula y más allá.

Prioridades de la junta:

Asegúrese de que todos los estudiantes se mantengan en o por encima del nivel de grado cada año y se gradúen preparados para implementar con éxito un plan para la universidad o una carrera.

Todos los días estamos preparados para la universidad o una carrera.

Brindar a todos los estudiantes oportunidades de aprendizaje interesantes.

El rigor y el compromiso están en todas partes.

Crea un espacio seguro, inclusivo y acogedor para todos.

La diversidad y la cultura nos hacen mejores.

Planificar y ejecutar las inversiones de capital y capital humano que mejorarán nuestro distrito.

Planeamos para el futuro.

Junta de Educación del Distrito Escolar del Condado de Lake 11 de mayo de 2021 5:00 pm Reunión ordinaria

Ubicación: Oficina del distrito y via Zoom

1. 5:00 Llamada al orden
2. 5:01 Juramento a la bandera
3. 5:02 Pasar lista
4. 5:03 Vista previa de la agenda
5. 5:04 Estudio de libro-Superintendente Massey
6. 5:15 Participación pública

Los miembros del público que deseen dirigirse a la junta sobre temas que no estén en la agenda pueden hacerlo en este momento. Regístrese con el secretario de la junta. Le pedimos que observe las siguientes pautas:

- Limite sus comentarios a asuntos relacionados con los negocios del Distrito Escolar.
 - Reconozca que los estudiantes a menudo asisten o ven nuestras reuniones. Por lo tanto, los comentarios del orador deben ser adecuados para una audiencia que incluya a estudiantes de jardín de infantes a duodécimo grado.
 - Entender que la junta no puede discutir asuntos específicos de personal o estudiantes específicos en un foro público.
7. 5:30 Agenda de consentimiento
 - a. Acta de la reunión ordinaria del 13 de abril de 2021
 - b. Acta de la reunión especial del 27 de abril de 2021
 - c. Estado de empleado
 8. 5:31 BEST Actualización
 9. 6:00 Tema de discusión
 - a. Política de la Junta GP-14
 - b. Negociaciones de LCCEA y AFSCME
 10. 6:30 Elementos de acción
 - a. LCSD & LCEA Mater Contracta-Salar Schedule
 - b. LCSD y ASFCME-Salar
 - c. Resolution NO. 21-20 No renovacion
 - d. Política de jabalíes GP-14 Primera lectura
 11. 6:40 Informe y celebración del representante estudiantile
 12. 6:50 descanso
 13. 7:00 Calendario de supervisión
 - a. Expectativas de graduación
 14. 7:05 Actualización del Superintendente
 15. 7:15 Informes de la junta
 16. Planificación de la agenda
 17. Aplazar
 18. Next Reunion o evento:
 - a. 25 de mayo de 2021 reunión especial 6:30 pm en la oficina del distrito/Zoom
 - b. 5 de junio de 2021 los miembros de la junta pueden asistir a la graduación de 9 am al mediodía
 - c. 8 de junio de 2021 reunión ordinaria 5:00 pm en la oficina del distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado el 4 de mayo de 2021

A few welcoming notes:

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Algunas notas de bienvenida:

El tiempo de reunión de la junta se dedica a su misión estratégica y sus principales prioridades. • La “agenda de consentimiento” tiene elementos que han sido discutidos previamente o son muy rutinarios. Al no discutir estos temas, podemos dedicar tiempo a nuestras prioridades más importantes. • La “participación pública” es una oportunidad para presentar breves comentarios o plantear preguntas a la junta para su consideración o seguimiento. Los límites de tiempo son 3 minutos para oradores individuales si menos de 20 personas se han inscrito para hablar; Límite de 2 minutos y 5 minutos para grupos de 20 inscritos; y 1 minuto para individuales y 3 minutos para grupos si más de 30 se han inscrito para hablar. Consulte la Política de la Junta GP-14 (Proceso de gobernanza) para conocer la política completa). Los límites están diseñados para ayudar a mantener la reunión estratégica enfocada y de ninguna manera limita las conversaciones más allá de la reunión de la junta. • Sus ideas son necesarias y bienvenidas y la junta le anima a solicitar una reunión con cualquier miembro de la junta, en caso de que tenga algo que discutir. • Si está interesado en ayudar en el esfuerzo de rendimiento del distrito, hable con cualquier miembro del equipo de liderazgo o llame a la oficina del distrito al 719-486-6800. Abundan las oportunidades. Su participación es muy deseada d.

A few welcoming notes:

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SCHOOL BOARD MINUTES

Regular Meeting

April 13, 2021

Meeting called to order –Director Eudelia called the meeting to order at 5:00 pm.

Roll Call of Members - The regular meeting of the Board of Directors for Lake County School District R-1 was called to order on April 13, 2021 at 5:00 p.m. and was held at the District Office and via Zoom. Directors Baker, Contreras, Federico, and Solomon, (all via Zoom) and Superintendent Massey was present. Director Weston was absent and excused. Student representative Allen and Main were absent and excused.

Pledge of Allegiance –Superintendent Massey led the pledge of allegiance.

Preview of agenda- No changes were needed.

Book Study- Superintendent Massey spoke to the board about the book study that she is doing with the administrative staff.

Public Participation- N/A

Approval of consent agenda items- It was moved by Director Solomon to approve consent agenda. Director Baker seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

Best Update- Colleen Kaneda and Reilly O'Brien presented an update to the board on the West Park BEST project.

Action Item- It was moved by Director Solomon to approve the Head Start COLA Application. Director Federico seconded the motion; Holly DeBell and Mary Jelf were present and spoke to the board in regards to the COLA Application and answered questions.

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

It was moved by Director Solomon to approve ESSER II Funds. Director Baker seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

It was moved by Director Solomon to approve the 21st CCLC Cohort IX Application.

Director Baker seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

It was moved by Director Solomon to approve MOU between St George and LCSD.

Director Baker seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

It was moved by Director Baker to approve Employee Status. Director Solomon seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

It was moved by Director Baker to approve SWAP MOU. Director Solomon seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	
Nay					
Absent					X

motion carried 4-0-1.

There was no report from student representative as they were absent and excused.

A short break was taken and the meeting resumed.

Discussion Item- Paul Anderson led a discussion about the ARP ESSER III Funds.

Paul Anderson shared information from the LURA IGA and Land dedication.

Oversight Calendar- Policies GP-10-14 and BRS-1 to BSR-5E were discussed.

Superintendent Update- Superintendent Massey updated the board on Administrative Policies DJB and DJE; upcoming negotiations; Cloud City High planning for next year; literacy audit process that Andi Weigel will lead for the district this year and next year; and updated about in-person learning.

Board reports- Director Baker spoke of attending the executive team for the West Park Project. Director Contreras spoke of having more in person meeting with her job. Director Federico spoke of the BOCES meeting. Director Solomon spoke of Policy council meeting, the COLA application and that enrollment is now open.

Upcoming meetings were discussed.

Meeting was debriefed and it was moved by Director Solomon to adjourn the meeting.

Director Baker seconded the motion; motion carried.

Meeting adjourned at 7:44 pm.

ATTEST:

Felicia (Federico) Roeder, Secretary

Eudelia Contreras, President

SCHOOL BOARD MINUTES

Special Meeting

April 27, 2021

Meeting called to order –Director Contreras called the meeting to order at 6:30 pm.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on April 27, 2021 at 6:30 p.m. and was held at the District Office and via Zoom. Directors Baker, Contreras, Federico, Solomon, Weston (all via Zoom) and Superintendent Massey were present.

Pledge of Allegiance –The pledge of allegiance was recited.

Preview of agenda- No changes were needed.

Public Participation- None at this time.

School Finance- Tracie Rainey from Colorado School Finance Project, was in attendance via Zoom and spoke to the board in regards to school finance.

Discussion Item- Paul Anderson lead the discussion about the RFP that was put out for auditing services for next year.

Action Item- It was moved by Director Solomon to approve McMahan and Associates, L.L.C. as the new auditor. Director Baker seconded the motion;

	Baker	Contreras	Federico	Solomon	Weston
Aye	X	X	X	X	X
Nay					
Absent					

Motion passed 5-0-0.

Agenda Planning- Agendas for upcoming meetings were discussed.

It was moved by Director Solomon to adjourn the meeting. Director Weston seconded the motion; motion carried.

Meeting adjourned at 8:09 pm.

ATTEST:

Felicia (Federico) Roeder, Secretary

Eudelia Contreras, President

Policy Type: Governance Process

Public Participation at School Board Meetings

All regular and special meetings of the Board shall be open to the public. While the Board's meeting time is dedicated to its strategic mission and top priorities, the Board desires to hear the viewpoints of all community residents. The Board shall therefore schedule time during Board meetings for comments and questions from the public for consideration or follow-up. Public comment at regular meetings may be on items on the agenda or any topic related to the Board's oversight of the schools. Comments at special meetings must be on the topic of the agenda item being considered by the Board.

The Board shall set reasonable time limits on the length of public participation and on the length of individual speeches. Speakers must sign in. Time limits may be set by the Board President following the guidance outlined below or other approaches, at their discretion, taking into account the issues under consideration and number of individual speakers or groups wishing to be heard.

- a three-minute time limit for individual speakers if fewer than 20 individuals have signed up to speak. If four or more individuals sign up as a group on the same topic, they may be allotted 10 minutes to arrange their time in any respectful way the collective individuals decide.
- a two-minute limit and five minutes for groups, if more than 20 individuals sign up to speak to the Board.
- a one-minute time limit for individual speakers and three minutes for groups, if more than 30 individuals sign up to speak to the Board.

Members of the public are encouraged to exercise their rights to free speech responsibly. Specifically, the Board reminds members of the public that school-age children may be present, and that Board and School District meetings shall model the respectful behavior that we teach our students. While technology broadcasts allow for remote observation and participation, public participation is limited to the designated agenda time. This includes private or public chat or visual communications. Chat or other communication features will be disabled after public participation is complete.

The Board encourages the discussion of all personnel matters be conducted in executive session.

The Board president shall be responsible for recognizing all speakers who shall properly identify themselves, for maintaining proper order, and for adherence to any time limits

set. Questions asked by the public may be referred to the superintendent or the superintendent's designee for consideration and later response.

Members of the public wishing to make formal presentations before the Board should make arrangements in advance with the superintendent and/or Board president so that such presentations may be scheduled on the Board agenda.

In addition to public participation during meetings, the Board is committed to engaging members of the community on an ongoing basis regarding community values about education during times other than the Board's regular meetings.

LEGAL REF.: C.R.S. 24-6-401 et seq. (open meetings law)

CROSS REF: Administrative Policy: KE, Public Concerns and Complaints

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Bethany Massey/Paul Anderson
MEMO PREPARED BY: Bethany Massey
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 20 min
ATTACHMENTS: 1

RE: *LCEA and AFSCME negotiations*, Presentation

TOPIC SUMMARY

Background:

Each year LCSD engages in a negotiations process with the Lake County Education Association (LCEA) related to the Master Agreement with teachers and with the American Federation of State, County and Municipal Employees (AFSCME) as the bargaining agent for custodians, bus drivers and food service personnel. These negotiations are brought to the attention of the Board of Education as an action item as the board formally recognizes the unions as bargaining agents. The negotiated agreements may have both fiscal and/or policy related impacts. This year negotiations focused on the topic of salary and insurance only.

Topic for Presentation:

On Friday April 23, 2021, LCEA negotiations team and LCSD leadership gathered for one full day via Microsoft Teams to negotiate salary and insurance. Per the Master Agreement, these negotiations impact the teachers in our District and are contract changes for the upcoming 2021-2022 contract year.

1. **Salary** –We continue to support an increase to our base teacher salary. The base for the 2021-2022 school year will be \$36,360 (3.5% increase to each cell); this new dollar amount is approximately a 7.12% raise.
2. **Health Insurance** – Overall insurance costs are increasing by 8.6%; this is approximately a \$127,544.40 increase that will not be passed on to teachers/staff.

We looked at adding an Employee+1 option to our insurance; however, the overall increase to staff and District proved to be a negative step; so, our insurance options will continue to remain the same.

3. **Extra COVID-Related Work Time** – We discussed extra time teachers have been and will be putting in to cover the changes in education due to COVID-19. Staff continue to work extra hours to change learning delivery and address unfinished learning. It was agreed that staff will be paid up to \$1,000.00 for this extra time in the 2021-22 school year; up to 32 hours of covid related work may be submitted (8 hours/day, 4 days at \$250.00 per day). The work will be documented and submitted to principals through additional pay sheets, to account for the COVID-related work.
4. **Leadership Teams** – We also discussed the extra time necessary for ILT/OLT at each building to continually change the operations and learning throughout this pandemic; the stipend for serving on an ILT/OLT team for 2021-2022 will increase from \$1,000 to \$2,000.

On Friday April 30, 2021, LCEA negotiations team and AFSCME leadership gathered via Zoom to negotiate salary and insurance. These negotiations impact the custodians, bus drivers and food service personnel in our District and are contract changes for the upcoming 2021-2022 contract year.

1. **Salary** –As base salaries for support staff groups were increased this past year, the base for the 2021-2022 school year will reflect these previously negotiated changes. A 3.5% raise to each employee will be given for the 21-22 fiscal year.
2. **Health Insurance** – Overall insurance costs are increasing by 8.6%; this is approximately a \$127,544.40 increase that will not be passed on to employee groups.

We looked at adding an Employee+1 option to our insurance; however, the overall increase to staff and District proved to be a negative step; so, our insurance options will continue to remain the same.

3. **Extra COVID-Related Work Time** – We discussed extra time support staff have been putting in due to COVID-19. We will continue to address additional time through the submission of timesheets and paid accordingly following standard policies, practices and procedures.

Lake County School District Certified Staff Salary Schedule 2021-22

STEP	BA	BA +8	BA +16	BA +24	BA +32	MA (or 40 hours)	MA +8 (or 48 hours)	MA +16 (or 56 hours)	MA +24 (or 64 hours)	MA +32 (or 72 hours)	MA +40 (or 80 hours)	MA +48 (or 88 hours)	MA +56 (or 80 hours)	MA +64 (or 96 hours)	MA +72 (or 104 hours)	MA +80 (or 112 hours)	MA +88 (or 120 hours)	MA +96 (or 128 hours)	New Hire Experience Placement	
	1	2	3	4	5	6	7	8	9	10	11	12	13							
A	36,360	36,950	37,539	38,129	38,719	39,309	39,899	40,489	41,079	41,669	42,259	42,849	43,439	44,029	44,619	45,209	45,799	46,389	0 or 1 yrs	
B	37,632	38,243	38,853	39,464	40,075	40,685	41,296	41,906	42,517	43,128	43,738	44,349	44,959	45,570	46,181	46,791	47,402	48,012	2 or 3 yrs	
C	38,949	39,581	40,213	40,845	41,477	42,109	42,741	43,373	44,005	44,637	45,269	45,901	46,533	47,165	47,797	48,429	49,061	49,693	4 or 5 yrs	
D	40,312	40,967	41,621	42,275	42,929	43,583	44,237	44,891	45,545	46,199	46,853	47,507	48,162	48,816	49,470	50,124	50,778	51,432	6 or 7 yrs	
E	41,723	42,400	43,077	43,754	44,431	45,108	45,785	46,462	47,139	47,816	48,493	49,170	49,847	50,524	51,201	51,878	52,555	53,232	8 or 9 yrs	
F	43,184	43,884	44,585	45,286	45,986	46,687	47,388	48,088	48,789	49,490	50,190	50,891	51,592	52,293	52,993	53,694	54,395	55,095	10 or 11 yrs	
G	44,695	45,420	46,146	46,871	47,596	48,321	49,046	49,772	50,497	51,222	51,947	52,672	53,398	54,123	54,848	55,573	56,298	57,024	12 or 13 yrs	
H	46,260	47,010	47,761	48,511	49,262	50,012	50,763	51,514	52,264	53,015	53,765	54,516	55,266	56,017	56,768	57,518	58,269	59,019	14 or more yrs	
I	47,879	48,655	49,432	50,209	50,986	51,763	52,540	53,317	54,093	54,870	55,647	56,424	57,201	57,978	58,755	59,531	60,308	61,085		
J	49,554	50,358	51,162	51,966	52,770	53,575	54,379	55,183	55,987	56,791	57,595	58,399	59,203	60,007	60,811	61,615	62,419	63,223		
K	51,289	52,121	52,953	53,785	54,617	55,450	56,282	57,114	57,946	58,778	59,611	60,443	61,275	62,107	62,939	63,771	64,604	65,436		
L	53,084	53,945	54,806	55,668	56,529	57,390	58,252	59,113	59,974	60,836	61,697	62,558	63,420	64,281	65,142	66,003	66,865	67,726		
M		55,833	56,725	57,616	58,508	59,399	60,291	61,182	62,073	62,965	63,856	64,748	65,639	66,531	67,422	68,314	69,205	70,097		
N		57,787	58,710	59,633	60,555	61,478	62,401	63,323	64,246	65,169	66,091	67,014	67,937	68,859	69,782	70,705	71,627	72,550		
O			60,765	61,720	62,675	63,630	64,585	65,540	66,495	67,450	68,404	69,359	70,314	71,269	72,224	73,179	74,134	75,089		
P			62,892	63,880	64,868	65,857	66,845	67,834	68,822	69,810	70,799	71,787	72,775	73,764	74,752	75,741	76,729	77,717		
Q				66,116	67,139	68,162	69,185	70,208	71,231	72,254	73,277	74,300	75,323	76,345	77,368	78,391	79,414	80,437		

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AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Bethany Massey
MEMO PREPARED BY: Bethany Massey
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 10 minutes
ATTACHMENTS: 0

RE: *Graduation expectations*

TOPIC SUMMARY

Background: The Lake County School Board is asked each year to participate in graduation. In non COVID years, the board is asked to hand out diplomas to graduating seniors.

This year the plan for graduation is to have two separate ceremonies. One will begin at 9:00 am and one at noon on June 5th. They would ask that you arrive no later than 15 minutes before each ceremony begins.

LCCHS and CCHS would like to invite you to both ceremonies if possible. Please let Bunny know if you are able to attend one or both of them so they will be able to plan accordingly.