



**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
Feb. 12, 2024 6:30 pm Regular Meeting
Location: District Office-Room 11 & via Zoom

1. 6:30 Call to order
2. 6:31 Pledge of Allegiance
3. 6:32 Roll Call
4. 6:33 Preview Agenda
5. 6:34 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.

6. 6:40 Consent Agenda
 - a. Jan. 8, 2024 Special Meeting Minutes
 - b. Jan. 15, 2024 Regular Meeting Minutes
 - c. Jan. 29, 2024 Special Meeting Minutes
 - d. Jan. 31, 2024 Special Meeting Minutes
 - e. Employee Status
 - f. Board Member time sheets
7. 6:41 Discussion Item
 - a. Timber Ranch Subdivision
 - b. Angel View II Subdivision
 - c. Early Head Start Full Enrollment Initiative
 - d. District Accountability Update
 - e. Budget/Finance Committee Update
 - f. Use of Attorney for Negotiations
8. 8:00 Oversight Calendar
 - a. Human Capitol Investment-Recruitment and Hiring-Kathleen Fitzsimmons
 - b. Food Service-Maria Lizardo
 - c. Communications-Bunny Taylor
9. 8:45 Break
10. 8:50 Discussion Item
 - a. Process for appointing a board member
 - b. LCIS Contingency Plan
 - c. Meeting reflection process
11. 9:40 Action Items
 - a. Angel View II Subdivision
 - b. Resolution NO. 24-17-Resignation and Declaration of a vacancy
 - c. 2024-25 LCSD Staff calendar
 - d. Assurances for Financial Accreditation form
 - e. Separation agreement
12. 10:00 Discussion items
 - a. Superintendent next steps planning
13. 10:20 Board reports
14. 10:10 Superintendent update

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.



- 15. 10:15
Agenda
Planning
- 16. Adjourn

17. Upcoming meeting or event:

- a. Feb. 13, 2024 Members of the board may attend the Finance Committee Meeting @ 5:30 pm @ District Office/Zoom
- b. Feb. 19, 2024 BOE Walk Through @ 10:30 am @ CCHS
- c. Feb. 26, 2024 Special Meeting @ 6:30 pm @ District Office/Zoom
- d. Feb. 29, 2024 BOE Walk Through @ 9:00 am @ LCES
- e. March 6, 2024 BOE Walk Through @ 9:00 am @ LCES
- f. March 6, 2024 Members of the board may attend the DAC Meeting @ 5:30 pm @ District Office/Zoom
- g. March 12, 2024 Members of the board may attend the Finance Committee Meeting @ 5:30 pm @ District Office/Zoom
- h. March 27, 2024 BOE Walk Through @ 11:50 am @ LCHS
- i. April 3, 2024 Members of the board may attend the DAC Meeting @ 5:30 pm @ District Office/Zoom
- j. April 9, 2024 Members of the board may attend the Finance Committee Meeting @ 5:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 2/9/2024

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 12 de febrero de 2024 6:30 pm Reunión ordinaria Ubicación: Oficina del distrito y via Zoom

1. 6:30 Llamada al orden
2. 6:31 Juramento a la bandera
3. 6:32 Pasar lista
4. 6:33 Vista previa de la agenda
5. 6:34 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.

6. 6:40 Agenda de consentimiento
 - a. Acta de la reunión especial del 8 de enero de 2024
 - b. Acta de la reunión ordinaria del 15 de enero de 2024
 - c. Acta de la reunión especial del 29 de enero de 2024
 - d. Acta de la reunión especial del 29 de enero de 2024
 - e. Estado de empleado
 - f. Hojas de tiempo de los miembros de la junta directiva
7. 6:41 Tema de discusión
 - a. Subdivision de Timber Ranch
 - b. Subdivision del Angel II
 - c. Iniciativa de inscripcion completa de Early Head Start
 - d. Actualizacion de responsabilidad distrital
 - e. Actualizacion del Comité de Presupuesto/Finanza
 - f. Use de abogado para negociaciones
8. 8:00 Calendario de supervision
 - a. Human Capitol Inwestimento-Reclutamiento y contratación-Kathleen Fitzsimmons
 - b. Servicio de Alimentos-Maria Lizardo
 - c. Comunicaciones-Bunny Taylor
9. 8:45 descanso
10. 8:50 Tema de discusión
 - a. Proceso para nombrar un miembro
 - b. Plan de contingencia del LCIS
 - c. Proceso de reflexion de la reunion
11. 9:40 Elementos de acción
 - a. Subdivision del Angel II
 - a. Resolución NO. 24-17-Renuncia y Declaracion de vacante
 - b. Calendario del personal del LCSD 2024-25
 - c. Formulario de Garantías para la acreditación Financiera
 - d. Acuerdo de separación

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.



12. 10:00 Tema de discusión
 - a. Superintendent next steps planning
13. 10:20 Informes de la junta
14. 10:10 Actualización del superintendente
15. 10:15 Planificación de la agenda
16. Aplazar
17. Next Reunion o evento:
 - a. 13 de febrero de 2024 Los miembros de la junta pueden asistir a la reunión del Comité de Finanzas a las 5:30 pm en la oficina del distrito/Zoom
 - b. 19 de febrero Visita del BOE a las 10:30 am en CCHS
 - c. 26 de febrero de 2024 sesión de trabajo a las 6:30 pm en la oficina del distrito/Zoom
 - d. 29 de febrero de 2024 Visita del BOE a las 9:00 am en LCES
 - e. 6 de marzo de 2024 Visita del BOE a las 9:00 am en LCES
 - f. 6 de marzo de 2024 Los miembros de la junta pueden asistir a la reunión del DAC a las 5:30 pm en la oficina del distrito/Zoom
 - g. 12 de marzo de 2024 Los miembros de la junta pueden asistir a la reunión del Comité de Finanzas a las 5:30 pm en la oficina del distrito/Zoom
 - h. 27 de marzo de 2024 Visita del BOE a las 11:50 am en LCHS
 - i. 3 de abril de 2024 Los miembros de la junta pueden asistir a la reunión del DAC a las 5:30 pm en la oficina del distrito/Zoom
 - j. 9 de abril de 2024 Los miembros de la junta pueden asistir a la reunión del Comité de Finanzas a las 5:30 pm en la oficina del distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 2/9/2024

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.

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.

SCHOOL BOARD MINUTES

Special Meeting

January 8, 2024

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 8, 2024, at 4:00 p.m. and was held at the Lake County District Office and via Zoom. Directors Baker, Bujanda Gutierrez (via Zoom), Cooper, Federico, and Superintendent Massey were present. Director Lazaro was absent and excused.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes were needed.

Public Participation- The following people spoke in public participation:

Jane Harelson thanked the board for voting to maintain the gym and pool portion of LCIS. PB Swims has a plan moving forward and will be looking to work with the board in the future.

Action items-

It was moved by Director Cooper to approve Resolution NO. 24-13 the Certification of the Mill Levy. Director Federico seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	
Nay					
Absent					X
Abstain					

motion carried 4-0-1-0.

Upcoming meetings were discussed.

It was moved by Director Federico to adjourn the meeting. Director Bujanda Gutierrez seconded the motion; motion carried.

Meeting adjourned at 4:15 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Regular Meeting

Jan. 15, 2024

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The regular meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 15, 2024, at 5:00 p.m. and was held at the Lake County District Office and via Zoom. Directors Baker, Bujanda Gutierrez, Cooper, Federico, Lozano and Superintendent Massey were present.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes were needed.

Public Participation- The following people spoke in public participation: Kate Bartlett spoke in support of the presentation that Jim Mulcey will present from the budget/finance committee and commented on the financial situation of the district. Jane Harelson spoke regarding PB Swims and their intent to put a sales tax on the next election to renovate, operate, maintain and eventually replace the pool and asking to meet with board members to work on a plan moving forward with this. Jeff Spencer read a letter that he had sent to the board.

Approval of consent agenda items- It was moved by Director Lozano to approve the consent agenda. Director Bujanda Gutierrez seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Oversight Calendar- Lorena Walker was in attendance and spoke regarding the English Language Development program and the instruction plans and the work with OCR (Office of Civil Rights) and within the buildings.

Discussion Items- Mary Jelf gave an update regarding the Early Head Start Full Enrollment Initiative. Kayla Marcella was in attendance and gave an update from District Accountability. Jim Mulcey was in attendance and gave an update and shared a presentation from the Budget/Finance Committee. Rena Sanchez was in attendance and spoke regarding budget reports that are provided monthly in the packet. Back up roles for board roles were discussed.

Action items- It was moved by Director Cooper to approve Resolution NO. 24-14 Notice of Agenda Posting locations. Director Federico seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

A short break was taken and the meeting resumed.

Director Baker, as the president, stated that the board has issues to discuss in Executive Session as follows: pursuant to Section 24-6-402(4)(b), C.R.S. for legal advice regarding the Association's withdrawal of request for fact finding to conclude impasse and settlement of 2023 negotiations. It was moved by Director Federico to convene into executive session. Director Bujanda Lozano seconded the motion;

The board invited into executive session the following people: Superintendent Massey, Adele Reester and Paul Anderson.

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 7:08 pm. In attendance: John Baker, Angel Bujanda Gutierrez, Grayson Cooper, Felicia Federico, Miriam Lozano, Bethany Massey, Adele Reester and Paul Anderson. Topics of discussion in executive session included: pursuant to Section 24-6-402(4)(b), C.R.S. for legal advice regarding the Association's withdrawal of request for fact finding to conclude impasse and settlement of 2023 negotiations.

Executive session lasted for 34 minutes and ended at 7:42 pm.

The regular meeting resumed at 7:43 pm.

Action items- It was moved by Director Cooper to approve Resolution 24-15 with the following amendments: strike in paragraph 1 after taxpayers and end the sentence, in paragraph 2 end the sentence after Resolution 24-02 and strike the rest of the items in paragraph 2 (a through d). Director Federico seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Discussion Items- Superintendent Massey shared drafts of the revised budget that she and Paul Anderson have been working on and highlighting funds 10, 21 and 43. The board was able to ask questions and share ideas and concerns. A draft of the beginning fund balance resolution was shared and discussed and will be brought back to the board for approval. The board reviewed a draft of the Assurances for Financial Accreditation form that will be brought back for approval.

A short break was taken and the meeting resumed.

Oversight Calendar- The board reviewed and discussed Board Policies GP-1 through GP-9. The board asked that resolutions be added to the website and Bunny will work to get them added.

Board reports- Director Baker had no report. Director Cooper attended the Finance/Budget Committee, DAC and is looking to apply to be on the Housing Coalition. Director Lozano reported on the Policy Council Meeting. Director Bujanda Gutierrez had no report. Director Federico had no report.

Upcoming meetings and agenda planning were discussed.

It was moved by Director Lozano to adjourn the meeting. Director Bujanda Gutierrez seconded the motion; motion carried.

Meeting adjourned at 10:54 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

Jan. 29, 2024

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 29, 2024, at 6:30 p.m. and was held at the District Office and via Zoom. Directors Baker, Bujanda Gutierrez, Cooper, Federico, Lozano (via Zoom), and Superintendent Massey were present.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- The following people spoke during public participation: Emily Olsen, Erin Allaman, Christian Luna-Lea and Indigo Olsen all spoke in support of the Energy Performance/ Energy efficiency project that she has been working on and will share more later. Keely Kuehl, Roxie Aldaz and Cody Jump all shared concerns over the way negotiations have been handled in the past couple years and their displeasure and hopes that the board will no longer use the lawyer for negotiations. Rod Weston spoke regarding his support for energy efficiency, shared thoughts on the current budget concerns.

Student Senate- The following students from Student Senate were in attendance and gave an update. Makayla Arellano, Jaime Castillo, Kimberlin Hinojos Salas and Faith Pongrekun reported on: Winter formal being rescheduled, sports doing great for the

winter, FBLA going to districts next week, Knowledge Bowl going to state, the attendance at LCHS, Thanked Felicia for being at so many things, in support of Tal's energy project, a door decoration competition, NWEA testing and thanked the board for supporting CMC classes. The board was able to ask questions and the students invited them to come visit.

Discussion Item- Paul Anderson, Tal Sheleg and Erin Allaman shared regarding the energy performance project and working with a team from McKinstry. Jordan Worthington, Martin Beggs, and Dan Gacnik, from McKinstry, shared a presentation on what the Energy performance contracting could look like for the district. Rachael Risley and Ken Jensen, from 2Partener Mathematics Consulting, has been working with admin and the math curriculum team and shared a presentation from their findings after working with the teams and the next steps.

Action Item: It was moved by Director Federico to approve the 2024-2025 School Calendar. Director Bujanda Gutierrez seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Federico to approve the Assurances and Financial Accreditation form. Director Bujanda Gutierrez seconded the motion; The board had discussion and it was moved to table this and bring back at a later date. A vote was taken to table this motion.

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Discussion Item- Superintendent Massey, Paul Anderson and Collen Kaneda spoke regarding the BEST updated application and when the submission will happen. Sam Critchlow, a member of the budget/finance committee, shared the update from the committee's last meeting.

A short break was taken and the meeting resumed.

Action Item: It was moved by Director Federico to approve the FY24 Revised Budget and Resolution NO. 24-15. Director Cooper seconded the motion;

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to approve Resolution NO. 24-16 Beginning Fund Balance. Director Federico seconded the motion;

The board had discussion and it was moved by Director Federico to amend the language as discussed by the board as follows: in FUND 10 in the * at the bottom was changed to include: We will prioritize the use of the 2024-25 Anticipated State Increase to offset this deficit spending. Additional funds to support the general fund will be provided as we continue to use attrition and consideration of the reduction in positions to provide additional funds as well as the continued evaluation of contracts, services and supplies for

savings; and the following was at the bottom of the resolution: The resolution has been set to fulfill the purpose of meeting the Board Goals as presented in the Executive Summary and Aligned Budget of June 2023. Director Bujanda Gutierrez seconded the motion.

A vote was called on the amendment

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

The board had further discussion a vote was called on the amended motion.

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Upcoming meetings and agenda planning were discussed.

Director Baker, as the president, stated that the board has issues to discuss in Executive Session as follows: pursuant to C.R.S. § 24-6-402(4)(f)(l) to consider a personnel matter, specifically to engage in the Superintendent's annual formative evaluation. It was moved by Director Federico to convene into executive session. Director Bujanda Gutierrez seconded the motion;

The board invited into executive session the following people: Superintendent Massey.

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 11:01 pm. In attendance: John Baker, Angel Bujanda Gutierrez, Grayson Cooper, Felicia Federico, Miriam Lozano and Bethany Massey.

Topics of discussion in executive session included: pursuant to C.R.S. § 24-6-402(4)(f)(l) to consider a personnel matter, specifically to engage in the Superintendent's annual formative evaluation. Executive session lasted for 1 hour and 27 minutes and ended at 12:28 am.

The regular meeting resumed at 12:29 am.

It was moved by Director Cooper to adjourn the meeting. Director Federico seconded the motion; motion carried.

Meeting adjourned at 12:30 am.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

Jan. 31, 2024

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on Jan. 31, 2024, at 12:34 p.m. and was held at Lake County Elementary School and via Zoom. Directors Baker, Bujanda Gutierrez (via Zoom),, Cooper, Federico, and Superintendent Massey were present. Director Lozano was absent and excused.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- NA

Action Item: It was moved by Director Federico to approve the Head Start FA2

Corrective Action Plan. Director Cooper seconded the motion;

Mary Jelf, Katie Pongrekun, and Jackie Lujan were in attendance and shared the plan

and were able to answer questions from the board.

	Baker	Bujanda Gutierrez	Cooper	Federico	Lozano
Aye	X	X	X	X	
Nay					
Absent					X
Abstain					

motion carried 4-0-1-0.

It was moved by Director Federico to adjourn the meeting. Director Cooper seconded the motion; motion carried.

Meeting adjourned at 12:53 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

Lake County School District R-1
Employee Status Report
February 12, 2024

prepared: 2/7/2024

Certified Staff

Recommended for Hire

<u>Name</u>	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
-------------	-------------------	---------------	-----------------------------	-------------------

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Location</u>	<u>Effective</u>
-------------	---------------------------	----------------------------	-----------------	------------------

Employees on Administrative Leave

none

Resignations/Terminations

Bertram, Stephanie	Special Education Teacher	LCES	Retiring	2024-2025
Martin, Valerie	6th Grade Teacher	LCIS	Resignation	2024-2025

John Baker, President

Miriam Lozano, Secretary

Lake County School District R-1
Employee Status Report
February 12, 2024

prepared: 2/7/2024

Support Staff/Classified

Recommended for Hire

Brown, Alexi	Paraprofessional	Prek-2	1/24/2024
Christensen, Lillian	Paraprofessional	LCIS	1/15/2024
Creger, Kyle	Project Dream	LCIS	2/9/2024
Jimenez, Justin	Maintenance	District	2/11/2024
Salcedo, Julian	Bus Technician - part time	District	2/7/2024

Name

Current Assignment

Transfer Assignment

Effective

Employees on Administrative Leave

none

Resignations/Terminations

Leverett, Brandon	Maintenance	District	1/26/2024
Perez, Maria de la Luz	Custodian		2/16/2024
Reveles, Stephanie	ELD Paraprofessional	LCES	2/8/2024

John Baker, President

Miriam Lozano, Secretary

Lake County School District R-1
Employee Status Report
February 12, 2024

prepared: 2/7/2024

2023-2024 Openings

Certified/Staff

ELD Teacher, 3-6	LCIS	2023-2024
Preschool Director	LCES-Center	2023-2024

Classified/Support Staff

Certified Preschool Teacher	LCES- Preschool	2023-2024
Preschool Teacher	LCES- Preschool	2023-2024
Bus Driver	Transportation	2023-2024
Substitute Teachers, Custodians, Cooks	PreK-12	2023-2024

Coaches/Athletics

HS Wrestling Coach		2023-2024
--------------------	--	-----------

PAY PERIOD
Jan 1, 2024 TO Jan 31, 2024

Name: Grayson Cooper

ID#

Date

Date _____

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Paul Anderson
MEMO PREPARED BY: Paul Anderson
INVITED GUESTS: Melissa Kendrick, Nick Costello
TIME ALLOTTED ON AGENDA: 15 minutes
ATTACHMENTS: 0

RE: *Timber Ranch Subdivision*, Presentation

TOPIC SUMMARY

Background: Nick Costello and Melissa Kendrick are in the planning stage of planning a new subdivision.

Topic for Presentation: Nick and Melissa will present preliminary plans for a subdivision that is likely to be submitted to the Lake County Planning Department in the near future.



Timber Ranch Subdivision

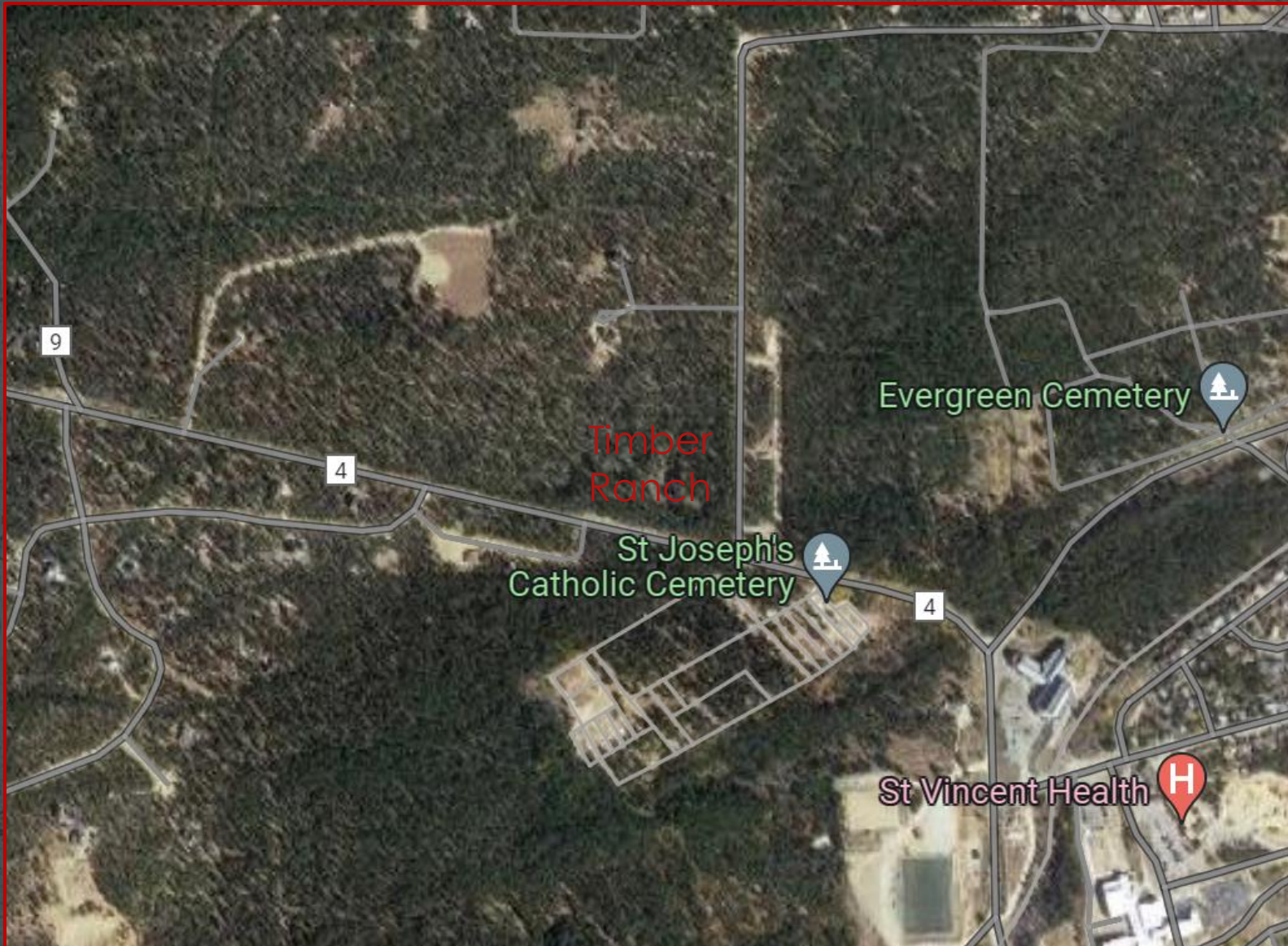
SCHOOL BOARD MEETING

FEBRUARY 12, 2024

Introductions

- **NICK COSTELLO, OWNER**
- **MELISSA KENDRICK, OWNER'S REPRESENTATIVE**

Vicinity Map



Timber Ranch Proposal

- ▶ 42 single family and duplex homes.
- ▶ Cash-in-lieu = \$49,778.82
 - ▶ Based upon \$1,185.21/unit.
- ▶ Bus stop within the neighborhood as directed by the School District.
- ▶ Regional trail connection to the existing trail along CR 4 within a half mile Middle and High Schools.
- ▶ Five (5) deed restricted workforce housing units.

Request

- ▶ We are requesting a will serve letter affirming the cash-in-lieu contribution and the need for a bus stop as applicable.



Thank You

SCHOOL BOARD MEETING
FEBRUARY 12, 2024

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Paul Anderson
MEMO PREPARED BY: Paul Anderson
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 15 minutes
ATTACHMENTS: 2

RE: *Angelview II subdivision*, Presentation

TOPIC SUMMARY

Background: Angelview II has been submitted to the Lake County Planning Department for review. The Lake County School District can submit a response no later than Monday March 11th. A link to all submitted documents is linked below. Supporting documents include the Lake County Land Dedication code as well as an image of the proposed subdivision.

Topic for Presentation: The attached image shows the proposed layout of 11 single family home lots. Below are calculations based on the land dedication or fee in lieu ordinance.

Options for consideration:

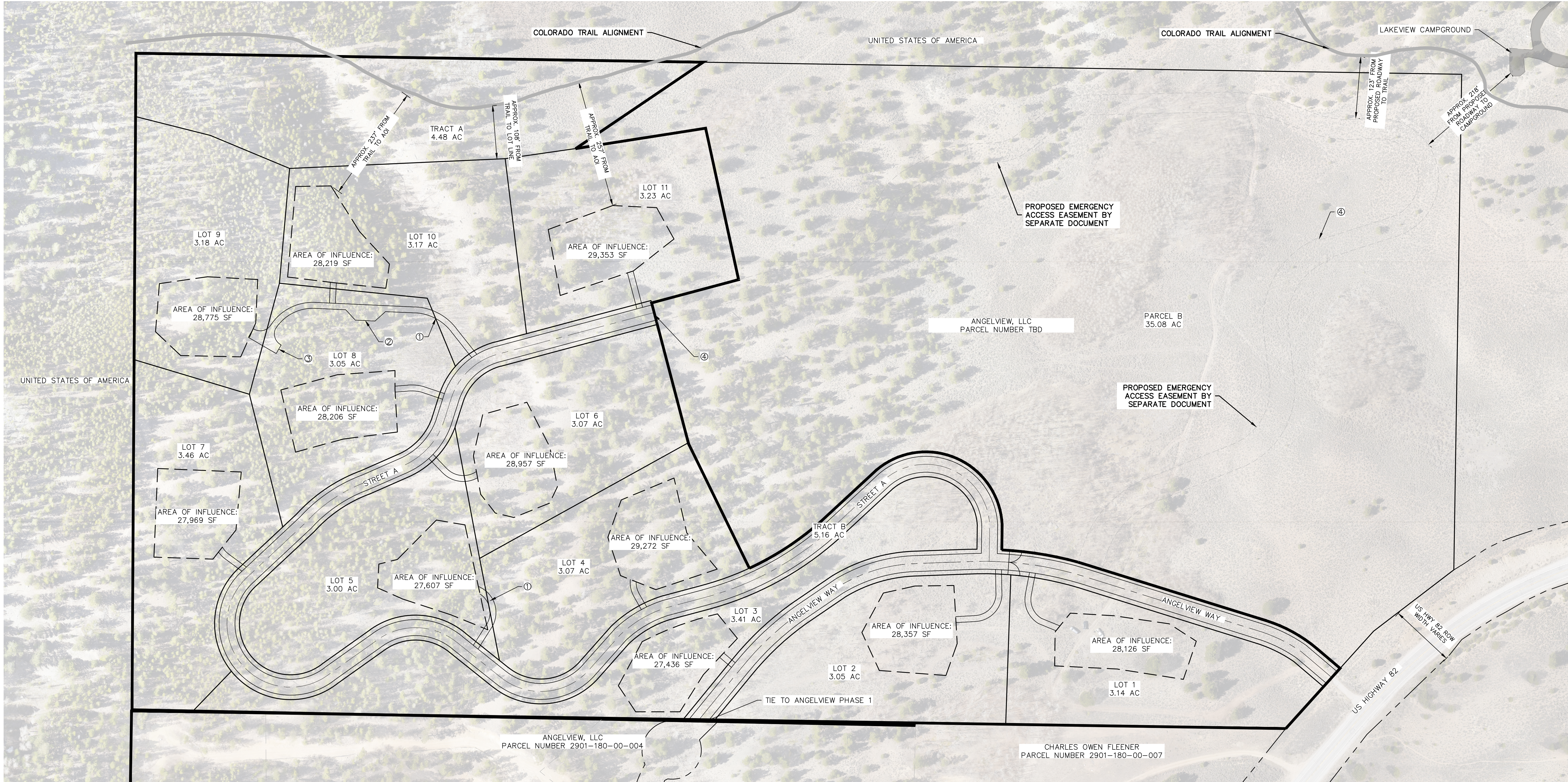
1) Land Dedication

11 single family @ .0151 acres = 1.661 acres

or

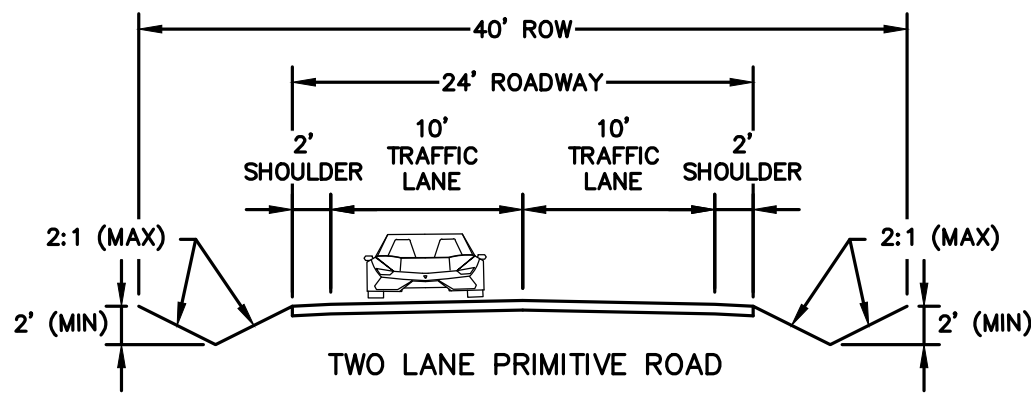
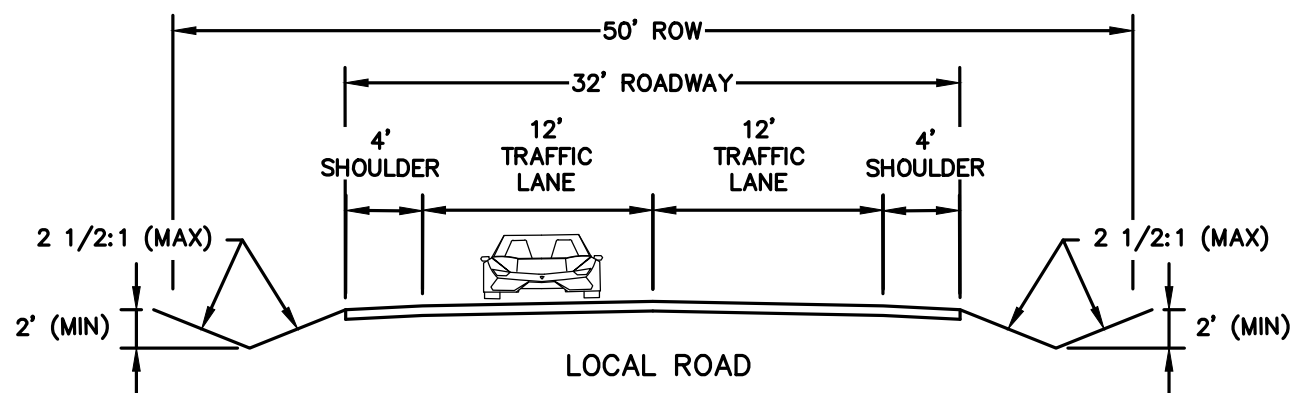
2) Fee in Lieu (adjusted for inflation annually)

11 units @ \$1,185.21 = \$13,037.31



LAND USE TABLE	OWNER	SIZE (SF)	SIZE (AC)	%	USE
LOTS 1–11	ANGELVIEW II, LLC	1,516,964.85	34.82	78.29	
ROAD TRACT (B)	ANGELVIEW II, LLC	225,125.02	5.17	11.62	ACCESS, UTILITY, DRAINAGE
OPEN SPACE TRACT (A)	ANGELVIEW II, LLC	195,536.72	4.49	10.09	UTILITY & ACCESS
TOTAL		1,937,626.59	44.48	100.00	

OPEN SPACE CALCULATIONS	OWNER	SIZE (SF)	SIZE (AC)	% OF TOTAL AREA	USE
OPEN SPACE TRACTS (A)	ANGELVIEW II, LLC	195,536.72	4.49	10.09	UTILITY & ACCESS
OPEN SPACE PRESERVED ON PRIVATE LOTS	ANGELVIEW II, LLC	1,204,689.85	27.66	62.17	ACCESS, UTILITY, DRAINAGE
TOTAL		1,400,226.57	32.14	72.27	



Label Legend:

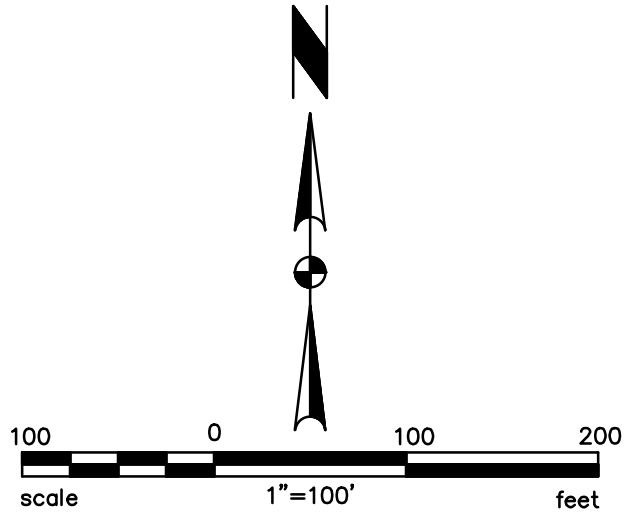
- ① DRIVEWAYS THAT CROSS PROPERTY LINES WILL BE IN ACCESS EASEMENTS DEDICATED IN FINAL PLAT
- ② EMERGENCY VEHICLE PULLOFF
- ③ EMERGENCY VEHICLE TURNAROUND
- ④ LOCAL–PRIMITIVE TRANSITION

Linetype Legend:

- PROPERTY BOUNDARIES
- HIGHWAY ROW
- LOT AND TRACT BOUNDARY LINES
- EXISTING LOT LINES
- AREA OF INFLUENCE
- ROADWAY CENTERLINE
- EDGE OF PAVEMENT
- PROPOSED EASEMENT

Zoning:

EXISTING ZONING: RC–RECREATIONAL
PROPOSED ZONING: RC–RECREATIONAL

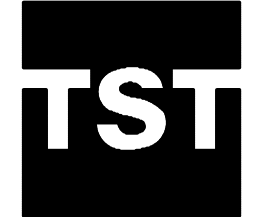


REVISIONS		DESCRIPTION
DATE	BY	

DRAWN	JAZ
CHECKED	JAZ
DESIGNED	JAZ
FILENAME	Sketch Plan 10–26–2023

ANGELVIEW II

SKETCH PLAN



TST, INC.
CONSULTING ENGINEERS
748 Whalers Way
Suite 200 Fort Collins
Colorado 80525
Phone: 970.226.0557

JOB NO. 1259.0001.00

SCALE 1" = 100'

DATE OCTOBER 2023

SHEET

Lake County Land Development Code

6.2 SUBDIVISION

6.2.1 General Provisions

G) Reservation and Dedication of Public Sites.

5) Dedication of Land for School Sites or Payment in Lieu Thereof.

- a) The obligation of a subdivider to dedicate land for school sites, or to make payment in lieu thereof, shall be governed by C.R.S. Section 30-28-133 and this subsection. In the event of any conflict between this subsection and any other provision of this Code, the provisions of this subsection shall control.
- b) In accordance with the provisions of this subsection, a subdivider shall dedicate sites and land areas for schools when such dedications are reasonably necessary to serve the proposed subdivision and the future residents thereof. Such dedication shall also be roughly proportional to the impacts of the proposed subdivision and future residents thereof.
- c) All proposed plans for a subdivision shall be distributed by the County to the Lake County School District as required by law and the other provisions of this Code, and the Lake County School District shall, in turn, submit to Lake County specific recommendations with regard to the adequacy of its school sites and the adequacy of its school structures in light of the proposed subdivision and future residents thereof. Such recommendation shall be submitted within the time provided in C.R.S. 30-28-136(2).
- d) The Board of County Commissioners shall consider and give due consideration to any recommendation submitted by Lake County School District with respect to the impact of the proposed subdivision and future residents thereof. The Board of County Commissioners shall additionally have the authority to require the subdivider to meet with the Lake County School District to discuss the anticipated current and future impacts of the proposed subdivision on the Lake County School District, and possible solutions to mitigate such impacts. If the recommendations submitted to the County by the Lake County School District indicate that there is or will be a lack of available schools to serve the current and future residents of the proposed subdivision, based upon such reasonable and lawful criteria or standards as may be established from time to time by the Lake County School District, the Board of County Commissioners shall require the subdivider to dedicate such sites and land areas for schools as are reasonably necessary, in the judgment of the Board of County Commissioners, to serve the proposed subdivision and the future residents thereof, or to make payment in lieu thereof as provided in this subsection.
- e) If the subdivider determines to dedicate sites and land areas for schools as required by this subsection, the amount of land to be dedicated shall be calculated using the following formulas:

Land Dedication/Payment in Lieu of Dedication Calculations	
Single-Family Dwelling Unit	[.0151] acre/\$[1,009] per unit
Multi-Family Dwelling Unit	[.0025] acre/\$[1,009] per unit
Mobile Home Park	[.0151] acre/\$[622] per space

- f) At the option of the subdivider, and with the approval of the Board of County Commissioners, the subdivider may pay to the County a sum of money calculated in accordance with the formulas set forth in the table above, or a combination of such dedication and payment. The dollar amounts set forth in the table above shall be adjusted annually for inflation beginning January 1, 2020, which annual adjustment shall be based on the percentage change in the United States Bureau of Labor Statistics Consumer Price Index for Denver-Aurora-Lakewood, All Urban Consumers, or its successor index, or an equivalent index applied to Lake County. Any sums collected by the Board of County Commissioners pursuant to this subsection may, if the approved by the Board of County Commissioners, be paid directly to the Lake County School District. If not paid directly to the School District, such sums shall be subject to disbursement by the Board of County Commissioners pursuant to C.R.S. 30-28-133(4.3).
- g) If sites and land area are dedicated to the county, to the Lake County School District or to the public for school purposes, the Board of County Commissioners may, at the request of the affected entity, sell the land. In such circumstance the subdivider shall have a right of first refusal as provided in C.R.S. 30-28-133(4)(a)(II).
- h) The Board of County Commissioners shall deny approval of a proposed subdivision if there is or will be a lack of available schools to serve the current and future residents of the proposed subdivision unless the subdivider dedicates land or makes a payment in lieu of such dedication as provided in this subsection.
- 6) *Guarantee of Improvements.*
- a) No final plat shall be recorded until the developer has submitted an acceptable Development Improvements Agreement or similar contract setting forth the plan, parties responsible and method for the construction of all required public improvements shown on the final plat documents and the Board of County Commissioners approving that agreement. The agreement or contract shall comply with the design standards of the County or prevailing engineering practices and shall, in the judgment of the Board of County Commissioners, make reasonable provision for completion of the specified improvements in a specified time period, with appropriate phasing, as a condition for acceptance by

the Board.

- b) Suitable collateral in an amount not less than 100 percent of the estimated cost of the construction of the public improvements for the subdivision shall accompany the final plat submission to ensure completion of the public improvements according to design and time specifications. Such collateral shall be in the form of a payment and/or performance bond, cash, or other suitable financial security instrument acceptable to the Board of County Commissioners.
 - c) If the improvements required to be installed are not constructed in accordance with the required specifications, the County shall notify the subdivider of the noncompliance and establish schedules for the correction of the noncompliance. If the Board of County Commissioners determines that any or all of the improvements will not be constructed in accordance with the specifications, the County shall have the power to declare a default under the Subdivision Improvements Agreement and withdraw from the deposit of collateral such funds as are necessary to construct the improvements in accordance with the specifications previously established.
 - d) Should a subdivider not provide suitable collateral to ensure completion of the required public improvements, no final plat shall be accepted by the County Clerk and Recorder until said improvements are constructed and approved by the Board of County Commissioners. As the required public improvements in a subdivision are completed, the subdivider may apply in writing to the Board of County Commissioners for a partial or full release of the collateral. Upon receipt of such requests, the Board of County Commissioners or its appointed agent shall inspect the public improvements that have been completed. If the Board determines from such inspection that the improvements have been made in accordance with the final plat and the Subdivision Improvements Agreement, a portion of the collateral shall be released, provided that the Board retains collateral equal in amount to 125 percent of the cost of the uncompleted improvements.
- 7) *Dedication of Land for Other Public Services.* Such other land as may be required for the extension of necessary public services to the proposed subdivision shall also be dedicated to the appropriate public or quasi-public agencies, or payments made in lieu of such dedication shall be made to the County. The amount of such dedication or reservation shall be roughly proportional to the impacts of the proposed subdivision. Specific legal descriptions of all dedicated lands will be required at the time of preliminary plan submission.

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Jacqueline Lujan
MEMO PREPARED BY: Mary Jelf
INVITED GUESTS: Jacqueline Lujan, Katie Pongrekun
TIME ALLOTTED ON AGENDA: 15 minutes
ATTACHMENTS: 1

RE: *Early Head Start Full Enrollment Initiative*, Presentation

TOPIC SUMMARY

Background:

The Early Head Start program is participating in a required twelve month Full Enrollment Initiative plan to reach at least 97% enrollment in the EHS program by 2024.

Topic for Presentation:

The Full Enrollment Initiative (FEI) Team is meeting regularly and updating the plan document with progress.

Activities since last month's report include:

- Current enrollment is four children and families.
- New applications are being completed and evaluated.
- Pathway established for referrals to Childfind for families with developmental concerns.
- Socializations are planned and taking place, including Literacy Night at LCES.
- Enrollment data to be added to Powerschool.
- Families will have access to Ready Rosie.
- Training continues for new staff.
- Ongoing refinement of understanding of Performance Standards.
- Enrollment continues to be reported to the Office of Head Start.
- Ongoing, regular meetings with program and grantee specialists for progress monitoring and feedback on the effectiveness of efforts continue.



Full Enrollment Initiative - *Update*

The goal of the FEI plan is to have full enrollment in the Early Head Start program by July 2024.

- Current enrollment is four children and families.
- New applications are being completed and evaluated.
- Pathway established for referrals to Childfind for families with developmental concerns.
- Socializations are planned and taking place, including Literacy Night at LCES.
- Enrollment data to be added to Powerschool.
- Families will have access to Ready Rosie.
- Training continues for new staff.
- Ongoing refinement of understanding of Performance Standards.
- Enrollment continues to be reported to the Office of Head Start.
- Ongoing, regular meetings with program and grantee specialists for progress monitoring and feedback on the effectiveness of efforts continue.

The District Accountability Committee (DAC) is a legally constituted committee of representatives from the Lake County School District whose purpose is to engage in meaningful consultation in accountability and improvement planning.

As per Colorado Revised Statutes 22-11-302, DAC duties include making recommendations regarding district improvement planning and spending priorities, studying topics as jointly determined with the school board, and increasing parent engagement in the district and at schools. The responsibilities of DAC members are described in the DAC bylaws, available [Here](#)

Lake County School District Accountability Committee.

February 7, 2024 5:30 pm

Meeting Location: District Office-Room 11 & via Zoom

5:30 Call to order

5:31 Roll Call

5:32 Approve minutes from 1/10/24

5:33 Principal School Frameworks Presentation: Katherine Kerrigan CCHS

6:03 Q&A

6:33 Discussion Item: meeting schedule

6:48 Action Item: Vote for removal of no show/ no call members

6:58 Committee/ Subcommittee Reports/ Break out into groups

A. Finance

B. School Frameworks/ Strategic Planning

C. Family Engagement/ Equity

D. BOE

7:29 Who will attend next BOE meeting

7:30 Adjourn

DAC Year-At-A-Glance 2023/2024

Month	Agenda Items
October 4, 2023	Foundational work, bylaws, subcommittee formations, vision for the year
November 1, 2023	District Budget presentation, discussion, and recommendations
December 6, 2023	Lorena – EL Programming & Katie - Literacy
January 10, 2024	Katie – Principal LCES presents School Framework & building information
February 7, 2024	Katherine Kerrigan – Principal Cloud City High School
March 6, 2024	Cheryl Talbot – Principal Lake County Intermediate School
April 3, 2024	Scott Carroll – Principal Lake County High School
May 1, 2024	Bethany – Superintendent presents District Strategic Plan/Overview
June 5, 2024	Recruiting, End of Year Celebration, Wrap Up

This schedule gives you an overview of the topics and presentations we have set for the upcoming year. We will add in subcommittee reports and additional presentations as needed.

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

AGENDA COVER MEMO

TO: Board of Education

PRESENTER(S): Kathleen Fitzsimmons

MEMO PREPARED BY: Kathleen Fitzsimmons

INVITED GUESTS: everyone

TIME ALLOTTED ON AGENDA: 15 minutes

ATTACHMENTS: [PowerPoint Presentation](#)
[FAQs on Teacher Apprenticeship Licensure Pathway](#)

TOPIC SUMMARY

Background:

Human capital is our greatest investment as an organization, and the key to an effective system. Kathleen will present an update on the current HR landscape.

Topic for Presentation:

- State of the Union: HR & Staff Demographics
- Staffing Challenges/ Goals
- Recruitment is the new Retention
- How are we reaching our goals?
- Innovations/Changes
- Hiring Season Plans

HR - Human Capital Investment Update

To: LCSD School Board

By: Kathleen Fitzsimmons, HR Director



Lake County School District
Learning Beyond Walls

State of the Union - from HR:

We have hired 57 staff since July 1st when we started working with new employees. In January we had about 250 people on payroll- both full and part time. We had a total of 344 employees last year (based on # of W2s).

- ★ 14 Substitutes
- ★ 20 Certified Staff (3 who returned to us)
- ★ 17 Paraprofessionals / Classified Staff
- ★ 3 Coaches
- ★ 6 Project Dream leaders



We have had roughly 17 people resign during this time, as well.

We currently have certified positions vacant -ELD at LCIS and 2 Preschool Teachers. We have one Head Start Director position open at the Center Preschool at LCES, 1-2 bus drivers, and one maintenance position.

We have continued two full-time, benefited substitute teachers for K-12.

Looking at hiring a full-time, benefited Preschool substitute teacher paid for by the Preschool.

Current Employee Demographics

251 employees on January payroll (including full-time, part-time, and early out employees)

Gender: 193 Women

58 Men

Of our current 257 active employees:

Ethnicity: 67% White

31% Hispanic

1% Asian

Full Time Student Facing: 24 (9.3%) of teachers, administrator/leaders, or instructional paraprofessionals who are working with students and identify as Hispanic or Asian.

6 (2.3%) certified employees identify as Hispanic or Asian (increase of 4 employees from last year).

61 (23.7%) are “Leadville Locals” - either born here, graduated from LCSD, or lived here 30+ years.



Current, New Full-Time Staff by location since 07/01/2023:

- LCHS: 2 admin, 3 certified
- LCIS: 1 admin, 6 certified, 4 classified; hiring for an ELD teacher
- LCES PK-2: 5 certified; 5 classified; hiring for Director and Preschool Teachers
- Transportation: 1 part-time mechanic; hiring 1-2 drivers
- Operations & Maintenance: 1 full-time maintenance technician
- Custodial: 2 employees; hiring for a custodian and substitute custodians
- Food Service: 2 employees; hiring for substitute cooks
- District: 1 technology, 2 full time subs, 1 nurse, 1 Project Dream assistant director, 1 part time counselor corps grant coordinator; hiring for substitute teachers

*this includes transfers from part time to full time positions.

Staffing Challenges/ Goals

Context:

Housing costs in Leadville specifically, and Colorado in general, has increased greatly.

Enrollment in teacher preparation programs is decreasing nationwide.

Staff are opting out of education fields due to a variety of reasons.

Training and development of a new employee uses more resources than retaining them.

It is important for instructional leaders to reflect the student body.

Goals:

Increase participation in new pathways to licensure and ease the entry point into the District.

Increase retention of current employees.

Increase diversity / representation in our instructional staff.

Increase recruitment of candidates who *choose* Leadville and are people of color.

Exit Interviews / Reasons for leaving:

Of the 16 people who have left this year, they have left for other work opportunities, moving from the area, and other personal reasons.



Total Compensation for Employees

Total Compensation for Employees is calculated to include:

- Salary/wages
- PERA (Public Employees Retirement Association – Employer contributes additional 21.4% and employee contributes 11% into PERA account- fully vested after 5 years; excellent 401K through payroll deduction)
- Health Care – District annually pays \$9808 on average for individual coverage and \$14,506 for family coverage for all eligible employees – which means bus drivers and all employees who work over 30 hours per week
- Supplemental Insurance available through payroll deduction (American Fidelity)
- Medicare -1.45%

Additional Benefits Include:

- Paid Time Off 12-16 days per year, depending upon contract length (Contracts vary from 165-260 days per year)
- Annual Leave for employees with 240-260 day contracts
- Unused PTO rolls into accumulated sick leave (or paid out for AFSCME- cooks, bus drivers, and custodians)
- Sick Leave bank for qualifying employees
- Child Care Discount at the Center
- District paid \$20,000 life insurance policy (\$28/year)
- Dental and vision coverage available
- Early retirement for qualifying employees

Total Compensation Example - teacher at 179 days

			% of total compensation	compensation per hour
First Year Teacher	Wages	\$43,000	69%	\$30.03
Annual employer contribution for individual plan	Health Insurance	\$9,808	16%	\$6.85
Employer contribution is 21.4%	PERA	\$9,202	15%	\$6.43
Employer contribution is 1.45%	Medicare	\$602	1%	0.42
Total compensation		\$62,612		\$43.72

Early Retirement Benefit

- Policy GCQEA
- The employee must be actively employed by the district on June 30, 2016 to be eligible for incentive retirement.
- The employee must have a minimum of twenty years of full assignments in the district, the last ten years of which must be uninterrupted service to the district. Leaves approved by the Board and/or superintendent are not an interruption of service.
- Employee shall be entitled to a severance bonus equal to one year's annual salary, to be paid by the district to the employee in sixty equal monthly installments.



**Retention is the new
recruitment**

So how do we do this?

Keep Our Own and Grow Our Own:



Ease the Entry: Recent Policy changes to make advancement/education easier for our current employees:

- Certificate Program Leave - Up to five paid days for the employee to fulfill program requirements, such as mentoring/observations, that are not possible to complete outside of the working school day
- National Board Certified Teachers: District waiver for Induction after 2nd “effective” year for professional license
- Alternative Teaching Candidates through both CMC and BOCES programs
- Explore the Apprenticeship Pathway (more on next slide)
- Interim Authorization has been created to allow new teachers more time to complete their PRAXIS exams
- BOCES Alternative Principal program available for those who wish to continue into administration
- Concurrent Enrollment and Teacher Cadet program
- Encourage going from substitute or part-time employee to full-time with transfer process

So how do we do this?

Keep Our Own and Grow Our Own:



Decrease the Financial Impact:

- [Educator Recruitment and Retention Program](#) the Educator Recruitment and Retention (ERR) program was created by [SB21-185](#) to provide support to members of the armed forces and nonmilitary-affiliated educator candidates in pursuing a career as an educator and to provide support to local education providers to recruit, select, train, and retain highly qualified educators across the state. Under this program, qualified program applicants can apply for up to \$10,000 in one-time financial assistance toward their educator preparation program costs if they commit to teaching in a [rural or small rural district](#) for three years.
- [Special Services Provider Stipend \(SSPS\)](#) The Colorado Center for Rural Education and the Colorado Department of Higher Education encourage talented individuals interested in Special Services Provider employment in rural or small rural schools in Colorado to apply for the Special Services Provider Stipend (SSPS). The SSPS provides recipients with up to \$6,000 to pay for a variety of program-related costs during their final clinical experience (e.g., application fees, official transcripts, evaluation, tuition and fees, exams, fingerprinting, licensing, technology and travel costs)
- [National Board Certified Teacher \(NBCT\) Stipend](#) The Colorado Center for Rural Education and the Colorado Department of Higher Education encourage talented K-12 educators in rural Colorado school districts to pursue National Board Teacher Certification (NBCT). All NBCT stipend recipients will receive support and mentorship from NBCT facilitators in a Colorado Rural National Board cohort. The value of the stipend is \$4,250.00, which is the amount needed to (a) enroll with the National Board; (b) register for each of the four components of the NB portfolio; and (c) participate in the Rural National Board Cohort, which is paid for by the Colorado Center for Rural Education to facilitators on behalf of cohort members. Recipients must commit to remaining in a rural setting for three (3) years after becoming a National Board candidate. We also pay a \$3,000/year stipend to those with a current NBCT certificate.
- [COLORADO RURAL STUDENT TEACHING STIPEND \(CRTS\)](#) The Colorado Center for Rural Education and the Colorado Department of Higher Education encourage talented teacher candidates to student teach in Colorado rural school districts and eventually become a teacher in a Colorado rural school district. The value of the stipend is up to \$4,000 for the semester of student teaching. Stipend recipients are expected to complete student teaching in a Colorado rural school district and then apply to and work in a rural school district.
- [Federal Educator Loan Forgiveness:](#) Seven teachers have applied for the loan forgiveness/cancellation since December.

Recruitment:

- I am advertising through: Indeed, Teachers-Teachers (K12 Job Spot), Craigslist, Facebook, Twitter, LCSD Website, Herald Democrat, Chalkbeat and School Spring (for admin. positions).
- Have added: Skyline Cinema, HeadStart websites, yard signs at each building (when it's not too snowy) and OMGHIRE.
- Our substitute teachers and Project Dream leaders often become full-time employees, which is great for the schools and hard on Bunny and Taylor who train them!
- Word of mouth and personal recommendations also help us get applicants.
- The four-day calendar is attractive to many candidates.
- Indeed and recommendations are the biggest sources of applicants in the past year.
- “Stay” interviews - or mid year check ins - in which employees can speak to their managers about what's going well, what can be improved, and their goals within the organization help us go build our relationships and improve.



Innovations/Changes

- Increase consistency of onboarding experience for employees by recording onboarding, employee portal, insurance portal and absence management videos. Shared with new employees and posted on website. All instructional videos translated into Spanish.
- Changed fingerprinting provider, which is digital, cheaper, and more efficient.
- Attending trainings and reading books on recruitment, especially for staff of color to increase diversity of our employees.
- Continuing “mid-year” check in conversations to identify strengths and areas of growth, goals for the next 2-5 years, and ways we can support.
- Using exit interview process to learn more about the push/pull factors when individuals resign.



Innovations/Changes

- Spending more money on advertising, recruiting, fingerprinting, etc.
- Working with CMC Education coordinators (Liz Qualman) to reach out to current and future students regarding employment opportunities.
- CDE has rural educator incentives and programs which are really useful.
- LCSD is one of 11 Districts across the state to partner with CMC and CareerWise in implementing the Apprenticeship Pathway to licensure.
1/22/24 launch.
- New Staff feature has been well received, on website and social media
- Attending the CERF teacher fair on March 2nd. Currently exploring recruitment fairs which market to a diverse labor market.



Teacher Degree Apprenticeship



Q: What is a teacher degree apprenticeship?

A: CareerWise Colorado (CWC), in partnership with Colorado Mountain College (CMC) and the National Center for the Apprenticeship Degree (NCAD), is redesigning the teaching pathway in Colorado leveraging CDE's new pathway to licensure. Teacher degree apprentices can:

- Count paid, on-the-job learning toward their teaching degree requirements
- Take college classes for their teacher licensure remotely (in the evenings and online)
- Work for their local district while completing their degree and licensure

Q: Who is eligible for the teacher degree apprenticeship?

A: Focused recruitment areas can include current paraprofessionals, school staff (administrative assistants, bus drivers and custodians), high school students, and community members.

Q: How long does the apprenticeship last?

A: Each apprentice's professional experience and prior college credits will determine the program length. The Colorado Department of Education (CDE) will be setting the competency attainment standards, and Colorado Mountain College (CMC) will ensure that apprentices are simultaneously tracking toward degree attainment. We anticipate the program lasting anywhere between two to four years.

Q: What is the timeline?

A: **January 22, 2024:** Launch Celebration and Implementation Workshop
February - April: Recruitment with CareerWise and CMC support
May - June: Interviews and selection of first cohort
June - August: Mentor training through CMC
August: Apprentices begin working and enroll in bachelor's degree program

Q: What is the cost to the school district?

A: Districts will need to pay each apprentice's salary (likely already a line item for "paraprofessionals"), and budget for subsequent pay increases upon competency attainment. CareerWise is compiling a list of potential funding sources that will be made available to partner districts in early 2024.

Q: What is the cost to the apprentice?

A: CMC has a continuous commitment to an affordable and high-quality education. For apprentices with no prior college credit, the tuition will be approximately \$12,000 total (not per year) based on geography. [Learn more here.](#) CMC's Office of Financial Aid can assist apprentices in applying for grants, scholarships, and workforce funding. CareerWise will provide a funding guide to apprentices highlighting ways to reduce their out-of-pocket costs significantly, and perhaps even cover tuition entirely.

Q: What are the responsibilities of mentors?

A: A mentor teacher will work closely with the apprentice for the duration of their time in the classroom to ensure competencies are being met. There may be different mentors for an apprentice based on the level of competencies they are working toward (i.e. paraprofessional or teacher of record), and one mentor may support multiple apprentices. CMC will support mentors through ongoing professional development and provide cohort training sessions specific to the apprenticeship program. Mentor teachers will receive a stipend through CMC for their work and time commitment.

Q: What else can ensure the successful launch of a Teacher Degree Apprenticeship program?

A: The district's superintendent, school board and administrative heads should be informed and committed to the long-term project of a Teacher Degree Apprenticeship. Identify and engage staff who have the available capacity to support facilitation and coordination of the project.

What's the difference

between an apprenticeship and the conventional bachelor's degree route with student teaching?

Both include a high-quality teacher degree program with mentor support, but there are important distinctions:

	Teacher Degree Apprenticeship Through CMC	Conventional Bachelors Degree with Student Teaching
Duration	Generally two to four years, depending on the candidate	Generally four years
Eligibility	High school students, paraprofessionals, district staff and community members	Traditional college students
Work Status	Employed in a participating district	Full-time students with one to two semesters of student teaching
Pay	Paid a salary for the duration of the time on the job	Minimal compensation, if any
On-the-Job Training	On-the-job training that lasts the duration of the degree program	On-the-job training as the culminating phase of the degree program
Mentor Teacher Support	Support from a mentor teacher for the entire course of the program	Support from a mentor teacher during student teaching only
Bachelor's Degree	Virtual bachelor's degree with synchronous classes in the evenings and at night, with up to 50% job-embedded learning (time saving, accessible to students anywhere in the state and offering credit for work in the classroom)	Traditional bachelor's degree program that often requires teacher candidates to be full time students and attend in person classes, leaving them unable to work (requires students to move to a geography where teacher prep programs are offered)
Credit for Coursework	Competency based	Time based
Learning Type	Applied learning	Theoretical learning

For more information, please contact

MK Sagaria-Barritt (mk.sagaria-barritt@careerwisecolorado.org)
Liz Qualman (equalman@coloradomtn.edu)

Hiring Season Planning

- Both employees and hiring managers value predictability and planning as we look at the next school year.
- We will continue to offer non-binding letters of intent to employees, to get an idea of the hiring landscape. These are largely predictive of plans.
- We will aim to get work agreements out as soon as possible.
- We are hoping to advertise *anticipated* openings February or March to gather labor pool information and potential applicants. The earlier we can hire, the better the pool.
- Continue to look at opportunities to get the word out to new markets and recruit our own past students.



Questions? Thoughts?

Thank you for the opportunity to serve the staff of LCSD and the Leadville community.



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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Paul Anderson
MEMO PREPARED BY: Paul Anderson
INVITED GUESTS: Maria Lizardo
TIME ALLOTTED ON AGENDA: 5 minutes
ATTACHMENTS: 0

RE: *Food Service Update*, Presentation

TOPIC SUMMARY

Topic for Presentation: Maria Lizardo, Food Service Director, will provide an update for the FY24 school year.

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

AGENDA COVER MEMO

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

RE: Oversight Calendar-Communications

TOPIC SUMMARY: **Communications for LCSD**

Communications are tricky no matter what or where you are. At LCSD we try hard to communicate well and know that we always have room for improvement.

Currently these are the ways we communicate from the district and school levels are:

School

- Weekly Shout Out's communications from each school go out by email and text
- Weekly Shout Out's are posted to the website which goes to social media
- Reminders for events sent as needed for reminders of upcoming events
- LCIS send home weekly Thursday folders with hard copies of communications
- Bulletins/area at the schools with fliers

District

- Athletics do posts to the website for updates, which also go to social media
- District level communications sent as need for things like:
 - School closing/delays
- Support of the Family Connectors

Communications are mainly set to families and staff but may also include outside partners as needed.

Currently we are working to update Power School in hopes that we will help communications even more and that all the correct people get all that they need.

Feb. 2024

Dear Lake County Community,

The Lake County School Board has an opening. We will be appointing a new member to the board to complete the current terms that expire November 2025 at which point candidates may choose to run for election.

If you are interested, please submit a letter of intention to the District Office (328 West 5th St.) by **?????**. You may address this letter to the Lake County Board of Education.

The letter should address four questions:

- 1) Why do you want to join the school board?**
- 2) What perspective and experience would you bring to the school board?**
- 3) What do you think are important issues facing the school district?**
- 4) What is your vision for the Lake County schools? (I.e. where should we be five years from now?)**

Alternatively, you may call **????** to verbally express interest and she will be able to put you in contact with someone to provide assistance in the process.

We will review letters and conduct interviews at the regular meeting on **?????** (6:30 PM District Office/Zoom). We hope to seat new board members at the **?????** meeting and will be sworn in at this time.

Who can be a school board member?

A school board member must be:

- 1) registered to vote in Lake County for 12 months before becoming a school board member
- 2) a resident of Lake County

A school board member may not:

- 1) work full time for the school district
- 2) be convicted of any sexual offense against a child

Thank you for your interest. If you have any questions, please **call John Baker???? or email him at jbaker@lakecountyschools.net**

Your Lake County School Board

febrero de 2024

Estimada comunidad del condado de Lake,

La Junta Escolar del Condado de Lake tiene uno vacante. Estaremos nombrando uno nuevos miembro de la junta directiva para completar los términos actuales que vencen en noviembre del 2025 en la que los candidatos designados pueden postularse para la elección.

Si está interesado/a, envíe una carta de intención a la Oficina del Distrito (328 West 5th St.) Antes del **¿???**. Puede dirigir esta carta a la Junta de Educación del Condado de Lake.

La carta debe abordar cuatro preguntas:

- 1) ¿Por qué quiere unirse a la junta escolar?**
- 2) ¿Qué perspectiva y experiencia podría traer a la mesa directiva?**
- 3) ¿Cuáles cree que son las cuestiones mas importantes que enfrenta el distrito escolar?**
- 4) ¿Cuál es su visión para las escuelas del condado de Lake? (Es decir, ¿dónde deberíamos estar dentro de cinco años?)**

Alternativamente, puedes llamar a **¿?????** para expresar verbalmente interés y ella le puede poner en contacto con alguien que le ayude en el proceso.

Revisaremos cartas y realizaremos entrevistas en la reunión especial el **¿????** (5:00 pm Oficina del Distrito / Zoom). Esperamos elegir estas posiciones en la reunión del **¿????** y tomará posesión en este momento.

¿Quién puede ser miembro de la junta escolar?

Un miembro de la junta escolar debe ser:

- 1) registrado para votar en el condado de Lake durante 12 meses antes de convertirse en miembro de la junta escolar
- 2) un residente del condado de Lake

Un miembro de la junta escolar no puede:

- 1) trabajar a tiempo completo para el distrito escolar
- 2) ser condenado por cualquier delito sexual contra un niño

Gracias por su interés. Si tiene alguna pregunta, llame a John Baker o envíele un correo electrónico a **jbaker@lakecountyschools.net**

Su Junta Escolar del Condado de Lake

**Lake County School Board Potential Board Member/ Miembro potencial de la meza directiva
del distrito escolar del condado de Lake**

February-March 2024/ febrero-mayo de 2024

Questions/ Preguntas

1. What are two positive things you see happening in the Lake County Schools right now and what are two challenges? ¿Cuáles son dos cosas positivas que ve que están sucediendo en las escuelas del condado de Lake en este momento y cuáles son dos desafíos?
2. What would you hope to see in Lake County that would help families choose our schools? ¿Qué esperaba ver en el condado de Lake que ayudaría a las familias a elegir nuestras escuelas?
3. What contribution to the board do you hope to make? ¿Qué contribución espera hacer a la mesa directiva?
4. What process do you use to make hard decisions? ¿Qué proceso usa usted para tomar decisiones difíciles?
5. How do you understand yourself as a leader and a representative? What does leadership mean to you? ¿Cómo se ve usted mismo/a como líder y representante? ¿Qué significa el liderazgo para usted?

Resolution NO. 24-17
Resignation and Declaration of a Vacancy

Be it resolved that the Board of Education of Lake County School District accepts the resignation of Angel Bujanda Gutierrez, letter of resignation dated Feb. 3, 2024 from the Board of Education effective with board approval on Feb. 12, 2024; and

Be it further resolved that, in accordance with state law, the Board declares a vacancy in this school director office that will be filled by appointment by the Board within 60 days in accordance with the following procedure:

1. Interested persons are invited to send a letter to 328 West 5th Street or reach out to the school district with a statement of interest by _____, 2024.
2. The Board will interview prospective candidates on _____, 2024, at a public meeting.
3. To be eligible for appointment, a candidate must be a registered elector of the school district.
4. The appointee will serve until the next regular school biennial election in November 2025.

Miriam Lozano, Secretary

John Baker, President

Dated: Feb. 12, 2024



Lake County School District 2024-25

Color Key

No School-Summer Vacation
First/Last Day of School
Teacher Day
Orientation
Graduation
Parent-Teacher Conferences
New Teachers Back
No School/Holiday

JULY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1-3 Break
1 New Year's Day

16 student days
17 teacher days

6 Orientation-All Schools
12 First day of school for all students

12 student days
18 teacher days
*The August Teacher days (orange) will be ½ PD and ½ workdays for this year.

AUGUST 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

16 student days
17 teacher days

2 Break -Labor Day

16 student days
17 teacher days

SEPTEMBER 2024						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MARCH 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

10-14 Break – Spring Break

26-27 Half Day AM(3hrs),
PT Conf Noon-8pm

13 student days
15 teacher days*
*1 day accumulated from conferences

16-17 Half Day AM(3hrs),
PT Conf Noon-8pm

19 student days
21 teacher days*
*1 day accumulated from conferences

OCTOBER 2024						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 2025						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

18 student days
19 teacher days

25-29 Break
28 Thanksgiving Day

12 student days
13 teacher days

NOVEMBER 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY 2025						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

26 Break - Memorial Day

16 student days
17 teacher days

23-31 Break
25 Christmas Day

12 student days
12 teacher days
S1 71 Student Days
S1 81 Teachers days

DECEMBER 2024						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE 2025						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

14 Graduation
19 End of quarter, last day of school

12 student days
13 teacher days
S2 79 Student Days
S2 98 Teachers days

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Paul Anderson
MEMO PREPARED BY: Paul Anderson
INVITED GUESTS: Bethany Massey
TIME ALLOTTED ON AGENDA:
ATTACHMENTS: 2

RE: 2022-2023 Assurances for Financial Accreditation , Presentation

TOPIC SUMMARY

Background: The 2022-23 Financial Assurances for Financial Accreditation requires the District to have a written plan for ensuring deficit spending will not lead to an ongoing deficit.

Topic for Presentation: Attachment A will be included along with the 2022-2023 Assurances for Financial Accreditation. This document addresses the Districts plan to address the deficit spending to ensure this is not an ongoing concern.



Overview

This form is required pursuant to Section 22-11-206(4), C.R.S. The school district must submit an assurance form certifying the school district's substantial and good-faith compliance with the a) School District Budget Law, b) Financial Policies and Procedures Act, c) Public School Financial Transparency Act, and d) accounting and reporting. The Colorado Department of Education monitors the district's compliance by reviewing the district's finance data pipeline submission, audited financial statements, financial transparency website, and responses from management to inquiries related to those reviews. Good-faith compliance is determined, in part, by the assurances provided below as certified by those charged with governance.

Additional information for charter school authorizers

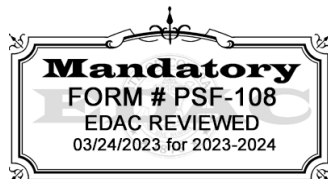
The assurances provided with this form are also applicable to all charter schools unless a separate CHARTER FORM AFA2023 is executed by or on behalf of a charter school and provided to CDE. The submission of a CHARTER FORM AFA2023 by an authorizer communicates that the authorizer does not provide the assurances for that charter school within the authorizer's FORM AFA2023. If applicable, CHARTER FORM AFA2023(s) should be submitted with an authorizer's FORM AFA2023.

Completion and submission

1. Open header and select entity from the drop down.
2. Select the appropriate response for each assurance. Note: select "N/A" when item is not applicable.
3. Complete an Attachment A for each "No" response.
4. Scan to PDF the completed and signed FORM AFA2023 with, if applicable, an Attachment A for each "No" response.
5. Submit with the following items as PDF files via email attachments to: schoolfinance@cde.state.co.us
 - a. Audited financial statements for year ended June 30, 2023 (including audit reports for charter schools, if applicable)
 - b. Grant Revenue Reconciliation Report from data pipeline with responses for all differences in column 9
 - c. Finance December Error Detail Report - Rollup from data pipeline with confirmation or responses for all warning edits

PART 1 - Assurances for Article 44 Budget Policy and Procedures required pursuant to Section 22-11-206(4)(a)(I), C.R.S.

Ref.	Description	C.R.S. Section	Assurance	Response
44-1	Adopt budget and an appropriation resolution	22-44-103(1) 22-44-107	The board of education adopted a budget and an appropriation resolution prior to June 30, 2022. <i>Note:</i> the appropriation resolution may by reference incorporate the budget as adopted.	Yes
44-2	Detail of budget	22-44-105(1)(c)	The budget for fiscal year 2022-23 itemizes expenditures by fund.	Yes
44-3	TABOR	22-44-105(1)(c.5)	The three percent emergency reserve required by TABOR has been properly reported using a) unrestricted general funds, b) cash fund emergency reserves, or c) a statutorily approved alternative.	Yes
44-4	Uniform budget summary sheet	22-44-105(1)(d.5)	The budget for fiscal year 2022-23 includes a uniform budget summary sheet for each fund.	Yes

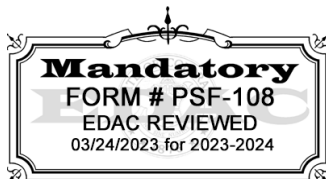




Ref.	Description	C.R.S. Section	Assurance	Response
44-5	Use of beginning fund balance	22-44-105(1.5)(a)&(c)	For budgets that include the use of beginning fund balance, a resolution was adopted by the board specifically authorizing this use and stating the district's plan to ensure that use will not lead to an ongoing deficit.	No
44-6	Ongoing deficit	22-44-105(1.5)(a)&(c) 22-44-102(7.3)	The district reported, in the annual financial audit, a positive amount in the unassigned fund balance for each governmental fund and unrestricted net assets for each proprietary fund	Yes
44-8	Preparation of budget	22-44-108(1)(c)	A proposed budget for fiscal year 2022-23 was submitted to the board by May 31, 2022.	Yes
44-9	Notice of proposed budget	22-44-109	Notice was made in accordance with law that the proposed budget is available for public inspection.	Yes
44-10	Adoption of budget	22-44-110(4)	The budget for fiscal year 2022-23 was adopted by the board by June 30, 2022.	Yes
44-11	Supplemental budget	22-44-110(5)	Modifications to the budget after January 31, 2023, were made through adoption of a supplemental budget by the board.	Yes
44-12	Interfund borrowing	22-44-113(1)	Interfund borrowings were repaid within 3 months of the fiscal year end.	Yes
44-13	Spending in excess of appropriations	22-44-115(1)	Spending did not exceed amounts appropriated for each fund.	Yes
44-14	Use of handbook and chart of accounts	22-44-204(3)	The financial policies and procedures handbook and chart of accounts were used for budget development, maintaining financial records, and periodic presentation of financial information to the board.	Yes
44-15	Financial transparency	22-44-304	Information required by the Public School Financial Transparency Act was made available on-line in a downloadable format. <i>Note:</i> Check the organization's website to ensure all required documents are posted and current.	Yes

PART 2 - Assurances for Article 45 Accounting and Reporting required pursuant to Section 22-11-206(4)(a)(II), C.R.S.

Ref.	Description	C.R.S. Section	Assurance	Response
45-1	Enterprise fund accounting	22-45-102(1)(a)	The full accrual basis of accounting was used for budgeting and accounting for enterprise funds.	Yes
45-2	Generally Accepted Accounting Principles	22-45-102(1)(a)	Financial records are kept in accordance with generally accepted principles of governmental accounting.	Yes
45-3	Board review of financial condition	22-45-102(1)(a) & (b)	The board required the preparation of financial reports that included at a minimum the information required by state law. The board reviewed the financial condition of the entity at least quarterly during the fiscal year.	No
45-4	Financial records	22-45-102(2)	All financial records are maintained at the principal administrative offices and general ledger accounts are posted and reconciled at least monthly.	Yes





Ref.	Description	C.R.S. Section	Assurance	Response
45-5	Bond redemption fund	22-45-103(1)(b)	A third party custodian was designated to administer the bond redemption fund.	Yes

PART 3 - Assurance required pursuant to Section 22-11-206(4)(b), C.R.S.

Ref.	Description	C.R.S. Section	Assurance	Response
30.5-1	Itemized accounting to charter schools	22-30.5-112(2)(a.4)	An itemized accounting of all costs charged to charter schools was provided to those schools by September 30, 2023.	N/A

PART 4 - Assurance required pursuant to Section 22-54-106(2.1)(d) (II), C.R.S.

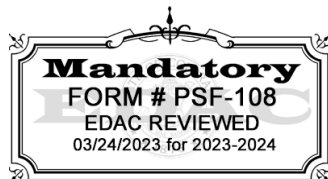
Ref.	Description	C.R.S. Section	Assurance	Response
54-1	Property Tax Credit, if applicable	22-54-106(2.1)(d) (II)	The district levied a greater number of Total Program mills than levied in the prior property tax year, due to the reduction of temporary tax credits.	Yes

PART 5 - Optional disclosures

Accounting general ledger software information:

Company/vendor name: Linq

Company/vendor contact: Name: Sunny Radcliffe Email: sradcliffe@linq.com





PART 5 - Certification of assurances

I certify, to the best of my knowledge and belief, that the assurances provided in Parts 1 through 3 are true and correct. I further certify that all information provided with Attachment A(s), if applicable, is true and correct.

Chief Financial Officer/Business Manager (signature)

(printed name)
Paul Anderson

Date: _____

Superintendent/Executive Director (signature)

(printed name)
Bethany Massey

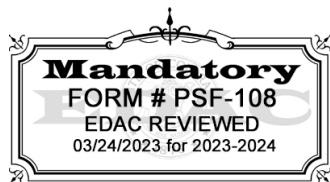
Date: _____

I certify that the board reviewed the assurances and approved the related responses.

President of the Board (signature)

(printed name)
John Baker

Date: _____



FORM AFA2023Fiscal Year 2022-2023
ATTACHMENT A

Select entity: 1510: Lake County R-1

Charter school name, if applicable:

Select related assurance: 22-44-105 (1.5)(a)&(c) Use of beginning fund balance,
22-45-102(1)(a)&(b) Board Review of Financial Condition.

Explanation for non-compliance:

- 1) The Beginning Fund Balance resolution adopted by the board of education did not include a written plan of how the District was going to ensure the deficit would not lead to an ongoing concern.
- 2) While the Board was provided quarterly and monthly reports via the financial transparency webpage and/or consent agenda, these reports did not include the ending fund balance as a percentage of the annual budget as required in C.R.S. 22-45-102 (1)(b)(I).

Plan to address non-compliance:

Plan for reduction of the deficit spending

- 1)
 - 2024-25 Anticipated State Increase
(905.4 student count X \$12,166.01ppf)= \$500,753
 - Continue to use attrition and position consideration to offset grant funded positions
 - Continue to evaluate contracts, services and supplies for reductions
 - 2025-26 State Increase to cover remaining \$252,459
 - If the state increase and attrition/savings does not cover the remaining, then consider budget reductions by reviewing contracts, services, supplies first, and then staffing considerations after.
- 2)
 - The Board will begin scheduling, as an action item, a quarterly review of the financial condition. At the January 15th Board meeting, the Board discussed how to modify the quarterly report template so that the ending fund balance will, in the future, be represented as a percentage of the annual budget. This change will go into effect for quarter 3 of FY24. The Board recognizes this means that next year's assurances will also need to



FORM AFA2023Fiscal Year 2022-2023
ATTACHMENT A

report non compliance of this issue as the change will not be in effect in time for next year's assurances.

Actual or expected date of compliance 02/06/2024 and quarter 3 of FY24.

Additional Comments:

MUTUAL TERMINATION AGREEMENT

THIS MUTUAL TERMINATION AGREEMENT ("Agreement") is entered into this __ day of February, 2024 ("Effective Date"), by and between Dr. Bethany Massey ("Employee") and the Board of Education ("Board") of Lake County School District R-1 ("District") (individually the "Party" and collectively the "Parties").

RECITALS

1. WHEREAS, Employee is the District Superintendent; and
2. WHEREAS, in accordance with Section 12.A of the Superintendent Contract dated June 27, 2022 ("Contract") between the Board and the Superintendent, the Parties wish to terminate the Superintendent Contract by mutual agreement in accordance with the terms and conditions set forth herein.

AGREEMENT

Now, therefore, in consideration of the foregoing recitals, incorporated herein by reference, and the mutual agreements, covenants, and warranties set forth below, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **Mutual Termination.** The Parties hereby mutually agree that the Contract shall terminate effective as of June 15, 2024 ("Mutual Termination Date"), after which Employee's employment with District and her right to further compensation, remunerations, and eligibility under District benefit plans shall terminate.
2. **Consideration.** In consideration for the release of claims in Section 3, and the other covenants herein, the District agrees as follows:
 - a. The District shall pay Employee a severance payment equal to 3/12ths (three months) of Employee's 2024-2025 annual salary (the "Severance Payment") subject to applicable deductions and withholding required by law.
 - b. The District shall pay Employee for her unused, annual leave, Personal Time Off (PTO) leave, and accumulated sick leave, at Employee's 2024-2025 per diem rate subject to applicable deductions and withholding required by law.
 - c. The District shall reimburse the Employee for moving expenses in an amount not to exceed \$12,000.
 - d. Should Employee choose to pursue unemployment, the District agrees not to challenge the claim.

Unless Employee revokes this Agreement in accordance with Section 6, the District shall pay the total amount set forth in Sections 2(a)-(b) in up to two, equal lump sum payments, on or before July 15, 2024. Expenses set forth in Section 2(c) will be reimbursed within 10 working days of submission of paid receipts or claims, which must be submitted to the District on or before June 30, 2025.

3. Release of Claims.

- a. In consideration of the covenants herein, Employee, individually and on behalf of her successors, heirs, and assigns, hereby forever releases, waives, and discharges the District and its past and present directors, officers, employees, agents and representatives ("District Released Parties") from any and all actions, causes of action, claims, demands, losses, damages, costs, attorneys' fees, and liabilities whatsoever, known or unknown, suspected or unsuspected, past or present ("Employee Released Claims"). The Employee Released Claims shall include, without limitation, all claims of every kind which arise out of, relate to, or are based upon: (i) Employee's employment with District; (ii) statements, acts or omissions by the Released Parties; (iii) express, implied or equitable agreements between the Parties; (iv) Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., (v) 42 U.S.C. §§ 1983 and 1988; (vi) the Civil Rights Act of 1991; (vii) the Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.; (viii) the Older Workers Benefit Protection Act, 29 U.S.C. §§ 626 et seq.; (ix) the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.; (x) the Colorado Anti-Discrimination Act, COLO. REV. STAT. § 24-34-401 et seq.; (xi) Family and Medical Leave Act, 29 U.S.C. § 2601 et seq.; (xii) all other state and federal statutes; (xiii) state and federal common law; and (xiv) any claim which was or could have been raised by Employee against the District Released Parties. Employee hereby releases, waives, and covenants not to bring any action in any court or with any governmental agency against the District for matters or claims which arose prior to the signing of this Agreement or which may arise before the Effective Date, except for the enforcement of this Agreement.
- b. In consideration of the covenants herein, the Board, for itself and its successors and assigns ("Board Parties") releases Employee from any and all actions, causes of action, claims, demands, losses, damages, costs, attorneys' fees, and liabilities whatsoever, known or unknown, suspected or unsuspected, past or present ("Board Released Claims"). The Board Released Claims shall include, without limitation, all claims of every kind which arise out of, relate to, or are based upon: (i) Employee's employment with District; (ii) statements, acts or omissions by Employee; (iii) express, implied or equitable agreements between the Parties; (iv) all state and federal statutes; (v) state and federal common law; and (vi) any claim which was or could have been raised by the Board Parties

against Employee. The Board hereby releases, waives, and covenants not to bring any action in any court or with any governmental agency against Employee for matters or claims which arose prior to the signing of this Agreement or which may arise before the Effective Date, except for the enforcement of this Agreement.

4. **Transition Support.** Employee acknowledges and agrees that the Board intends to recruit and hire Employee's successor during the term of the Contract. Employee shall cooperate in good faith with the Board in the transition of her duties to her successor. The Board acknowledges and agrees that the Employee intends to prepare for transition during the term of the Contract and hereby grants Employee an additional ten (10) days of PTO, which will be paid out in accordance with Section 2(b) if not used prior to the Mutual Termination Date.

5. **District Property.** On or before the Mutual Termination Date, Employee shall return District property in her possession, if any, including, but not limited to, all documents, files, and other paper or electronic media pertinent to District's business, telephones, credit and telephone cards, pagers, computers, other equipment, access cards and keys.

6. **ADEA Waiver / Consideration Period.** By signing this Agreement, Employee expressly acknowledges and agrees that this Agreement includes a waiver and release of all claims under the ADEA.

a. Notwithstanding anything else in this Agreement, the waiver and release of claims under the ADEA contained in this Agreement does not cover rights or claims that may arise after the Effective Date of this Agreement (which will be after Employee signs this Agreement, provided Employee has not revoked her acceptance within the applicable revocation period). Employee has twenty-one (21) calendar days following the receipt of this Agreement to consider its terms and decide whether she will sign it (the "consideration period"). Employee also has the right to discuss any aspect of this matter with an attorney of her choosing. In addition, during this consideration period, Employee should feel free to contact John Baker, President, Board of Education at jbaker@lakecountyschools.net, to ask any questions regarding this Agreement. By executing this Agreement, Employee will be acknowledging that Employee has considered its terms for twenty-one (21) days or waived her right to do so. Further, by executing this Agreement, Employee hereby acknowledges and agrees that she is knowingly and voluntarily waiving and releasing her rights and claims only in exchange for consideration (something of value) that is given in addition to anything of value to which she is already entitled.

b. **Revocation Period.** In the event that Employee agrees to the terms of this Agreement and signs it within the consideration period, the Employee may still revoke it within seven (7) calendar days after the date of her signature. If Employee decides to revoke this Agreement, she must do so by notifying John Baker, President, Board of Education, to revoke in writing, and such written notice must be hand delivered or postmarked within the seven (7) day period. Written notice must be

delivered or sent by postage prepaid U.S. Mail to the following address: John Baker, President, Board of Education, 328 West 5th Street Leadville, CO 80461.

7. **Representations and Warranties.** Employee warrants and represents as follows:

a. She has read this Agreement, has been given the opportunity to take at least twenty-one (21) days to consider its terms, has carefully determined the length of time she desires for such consideration before signing this Agreement, and agrees to the conditions and obligations set forth herein. She voluntarily executes this Agreement after having been advised and given the opportunity to consult with and be represented by legal counsel of her choice;

b. She has no knowledge of the existence of any lawsuit, charge, or proceeding initiated by her against any of the District Released Parties or otherwise connected with any of the Employee Released Claims. This Agreement shall be construed as a withdrawal of any such charge and a dismissal of any such lawsuits or proceeding;

c. She understands that (i) she may revoke her signature on this Agreement for a period of seven (7) calendar days following the execution of this Agreement; (ii) by revoking her signature, the Agreement would be rescinded and rendered null and void; and (iii) any such revocation must be in writing and hand-delivered to John Baker, President, Board of Education, or, if sent by mail, postmarked within the seven (7) day period, sent by certified mail, return receipt requested to John Baker, President, Board of Education, 328 West 5th Street Leadville, CO 80461;

d. She has full and complete legal capacity to enter into this Agreement; and

e. She agrees and acknowledges that this Agreement relates to all claims of every nature and kind, known or unknown, suspected or unsuspected. She further acknowledges that she may hereafter discover facts different from, or in addition to, those which she now knows or believes to be true with respect to this Agreement, and agrees that this Agreement and the release contained herein shall be and remain effective and binding in all respects, notwithstanding such different or additional facts or their discovery.

8. **Non-Admission.** It is understood that, among other things, this Agreement is an accommodation of the desires of each Party, and the above-mentioned covenants are not and should not be construed as an admission or acknowledgment of either Party of any liability whatsoever to the other Party or any other person or entity.

9. **Severability.** If any provision of this Agreement is held to be illegal, invalid, or unenforceable under present or future laws effective during the term of the Agreement, such provision(s) shall be fully severable. In lieu thereof, there shall be added a provision as similar in terms as such illegal, invalid, or unenforceable provision as may be possible and be legal, valid, and enforceable.

10. **Costs and Attorney's Fees.** Employee and District agree to bear their own costs and attorneys' fees incurred in connection with the transactions or occurrences which are the subject of this matter.

11. **Modification.** No provision of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing and signed by the Parties.

12. **Successors and Binding Effect.** The Agreement shall be binding upon the Parties, their heirs, successors and assigns and embodies the entire Agreement of the Parties.

13. **Governing Law and Venue.** This Agreement shall be interpreted and enforced in accordance with Colorado law. Jurisdiction and venue for any dispute as to interpretation or enforcement of the Agreement shall be brought in Lake County District Court or the United States District Court for the District of Colorado.

14. **Complete Agreement.** This Agreement sets forth the complete agreement between the Parties with regard to the mutual termination of the Contract. No other covenants or representations have been made or relied upon by the Parties, and no other consideration, other than set forth herein, is due or involved between the Parties.

15. **Counterparts.** This Agreement may be executed in counterparts. A photocopy, PDF, or facsimile copy of this Agreement shall be as effective as the original.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

LAKE COUNTY SCHOOL DISTRICT R-1

By: John Baker

Title: President, Board of Education

Dr. Bethany Massey