



**District
Mission:**

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

**Board
Priorities:**

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

Every day, we are college or career ready.

Provide all students with engaging learning opportunities.

Rigor and engagement are everywhere.

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

Diversity and culture make us better.

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

We plan for the future.

**Lake County School District Board of Education
May 13, 2024 5:30 pm Regular Meeting
Location: District Office-Room 11 & via Zoom**

1. 5:30 Call to order
2. 5:31 Pledge of Allegiance
3. 5:32 Roll Call
4. 5:33 Preview Agenda
5. 5:34 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. 5:40 Consent Agenda
 - a. April 8, 2024 Regular Meeting Minutes
 - b. April 8, 2024 Special Meeting Minutes
 - c. April 22, 2024 Special Meeting Minutes
 - d. April 26, 2024 Special Meeting Minutes
 - e. Employee Status
 - f. Board Member time sheets
 - g. Resolution NO. 24-22 Revised Increase in Fund 26-The Center
 - h. Resolution NO. 24-24 Increase in Funds 10, 22, 26
 - i. Resolution NO. 24-25 Surplus of property
7. 5:41 Discussion item
 - a. Early Head Start Full Enrollment Initiative
 - b. District Accountability Update
 - c. Budget/Finance Committee Update
8. 6:00 Student Senate Report
9. 6:10 Chicago Trip Reflections-Celesta Cairns and students
10. 6:20 Federico Field -Amy Peters
11. 6:40 Break
12. 6:50 Executive session: The Board will vote to convene in executive session pursuant to C.R.S. 24-6-402(4)(b) for the purpose of conferencing with the board's attorney to receive legal advice regarding the board's rights and obligations in connection with advisory findings and recommendations in an investigation.
13. 7:10 Resume Regular Meeting
14. 7:11 Discussion Item
 - a. Draft Budget
 - b. Negotiations
15. 8:30 Oversight calendar
 - a. Graduation expectations
 - b. Policy Review GP-10 to GP-14 & BRS-1 to BRS-5E
16. 9:00 Board reports

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.



17. 9:10 Superintendent update
 - a. Ongoing District Finance
 - b. BEST Update
 - c. Expulsion notification
18. 9:30 Agenda Planning
19. Adjourn
20. Upcoming meeting or event:
 - a. May 14, 2024 Members of the board may attend the Finance Committee Meeting @ 5:30 pm @ District Office/Zoom
 - b. May 15, 2024 BOE Walk Through @ TBD @ LCHS
 - c. May 22, 2024 BOE Walk Through @ 1:00 pm @ LCIS
 - d. May 27, 2024 Special Meeting @ 6:30 pm @ District Office/Zoom
 - e. June 5, 2024 Members of the board may attend the DAC Meeting @ 5:30 pm @ District Office/Zoom
 - f. June 8, 2024 Members of the board will attend Graduations for CCHS (8:30 AM) and LCHS (10:30 AM) @ LCHS
 - g. June 10, 2024 Regular Meeting @ 6:30 pm @ District Office/Zoom
 - h. June 11, 2024 Members of the board may attend the Finance Committee Meeting @ 5:30 pm @ District Office/Zoom
 - i. June 24, 2024 Special Meeting @ 6:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 5/9/2024

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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
13 de mayo de 2024 5:30 pm Reunión ordinaria
Ubicación: Oficina del distrito y via Zoom

1. 5:30 Llamada al orden
2. 5:31 Juramento a la bandera
3. 5:32 Pasar lista
4. 5:33 Vista previa de la agenda
5. 5:34 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. 5:40 Agenda de consentimiento
 - a. Acta de la reunión ordinaria del 8 de abril de 2024
 - b. Acta de la reunión especial del 8 de abril de 2024
 - c. Acta de la reunión especial del 22 de abril de 2024
 - d. Acta de la reunión especial del 26 de abril de 2024
 - e. Estado del Empleado
 - f. Hojas de tiempo de los miembros de la junta directiva
 - g. Resolución NO. 24-22 Aumento Revisado del Fondo 26-El Centro
 - h. Resolución NO. 24-24 Aumento de fondos 10, 22, 26
 - i. Resolución NO. 24-25 Excedente de propiedad
7. 5:41 Tema de discusión
 - a. Iniciativa de inscripción completa de Early Head Start
 - b. Actualización de responsabilidad distrital
 - c. Actualización del Comité de Presupuesto/Finanza
8. 6:00 Informe del Senado Estudiantil
9. 6:10 Reflexiones sobre el viaje a Chicago: Celesta Cairns y estudiantes
10. 6:20 Federico Field -Amy Peters
11. 6:40 descanso
12. 6:50 Sesión ejecutiva: La Junta votará para convocar una sesión ejecutiva de conformidad con C.R.S. 24-6-402(4)(b) con el fin de reunirse con el abogado de la junta para recibir asesoramiento legal sobre los derechos y obligaciones de la junta en relación con los hallazgos y recomendaciones de una investigación.
13. 7:10 Reanudación de la reunión ordinaria
14. 7:11 Tema de discusión
 - a. Proyecto de presupuesto
 - b. Negotiations
15. 8:30 Calendario de supervisión
 - a. Expectativas de graduación
 - b. Revisión de políticas GP-10 a GP-14 y BRS-1 a BRS-5E
16. 9:00 Informes de la junta

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.



17. 9:10 Actualización del superintendente
 - a. Finanzas distritales continuas
 - b. BEST actualización
 - c. Expulsiones
18. 9:30 Planificación de la agenda
19. Aplazar
20. Next Reunion o evento:
 - a. 14 de mayo de 2024 Los miembros de la junta pueden asistir a la reunión del Comité de Finanzas a las 5:30 p. m. en la oficina del distrito/Zoom
 - b. 15 de mayo de 2024 Recorrido por el BOE a las ¿?? pm en LCHS
 - c. 22 de mayo de 2024 Recorrido por el BOE a las 1:00 pm en LCIS
 - d. 27 de mayo Reunión especial del de 2024 a las 6:30 p. m. en la oficina del distrito/Zoom
 - e. 5 de junio de 2024 Los miembros de la junta pueden asistir a la reunión del DAC a las 5:30 p. m. en la oficina del distrito/Zoom
 - f. 8 de junio de 2024 Los miembros de la junta asistirán a las graduaciones de CCHS (8:30 a. m.) y LCHS (10:30 a. m.) en LCHS
 - g. 10 de junio de 2024 Reunión ordinaria a las 6:30 p. m. en la oficina del distrito/Zoom
 - h. 11 de junio de 2024 Los miembros de la junta pueden asistir a la reunión del Comité de Finanzas a las 5:30 p. m. en la oficina del distrito/Zoom
 - i. Reunión especial del 24 de junio de 2024 a las 6:30 p. m. en la oficina del distrito/Zoom

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

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 d.

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SCHOOL BOARD MINUTES

Regular Meeting

April 8, 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 April 8, 2024, at 6:50 p.m. and was held at the Lake County District Office and via Zoom. Directors Baker, Cooper, Federico, Fiedler, 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: There was no public participation.

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

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Discussion Items- Mary Jelf gave an update regarding the Early Head Start Full Enrollment Initiative. Valerie Hilshorst, from District Accountability, was in attendance and asked the board what they would like to hear from DAC on their updates, how does it work in the DAC committee would need funds, end of the year report and two new potential members. Paul Anderson shared that the next Finance Committee will be on Tuesday and they will be talking about compensation. Paul Anderson shared information regarding a potential workforce housing that is going in at the Silver King. The board discussed the affordable housing IGA and signing over the land earlier to the county for the work that needs to be done on can move forward.

Action items- It was moved by Director Federico to direct and attorney to complete the land transfer referenced in the packet which is lots numbered one (1) to sixteen (16) both inclusive in block number Twenty-one (21) of Stevens and Leiter's Subdivision of Stevens and Leiter Placer, US Survey Number 271, same being a subdivision of the City of Leadville, County of Lake, State of Colorado, prior to the first of May. Director Lazaro seconded the motion:

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X		X
Nay					
Absent					
Abstain				X	

motion carried 4-0-0-1.

It was moved by Director Cooper to approve the letter regarding the Silver King Workforce housing letter as presented in the meeting agenda. Director Fiedler seconded the motion;

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to appoint Clara Wilson and Brooke Carlson as members of the District Accountability Committee. Director Lozano seconded the motion;

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Cooper to approve the Energy Audit RFP. Director Fiedler seconded the motion;

The board moved to amend the motion to replace the paragraph under scope of work to be replaced with this paragraph:

The awarded ESCO shall evaluate **1** building and other facilities for energy and water efficiency upgrades, renewable energy systems, beneficial electrification, onsite battery storage and other distributed resource management, optional additional scope as recommended by the proposer, and other measures as requested. (Buildings and other facility information, including annual utility use and cost, may be found in Attachment A.)

The board voted on the amended language

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

The board voted on the amended motion

	Baker	Cooper	Federico	Fiedler	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.

Oversight Calendar- Scott Carroll was in attendance and gave an update from LCHS.

Katherine Kerrigan was in attendance and gave an update from CCHS.

Discussion Items- Scott Carroll and Katherine Kerrigan shared changes to the graduation policy IKF. Christy Sinner, from McPhearson and Jacobson, spoke regarding the survey results from the superintendent search and helped plan out the next events.

Superintendent Massey and Paul Anderson shared a presentation regarding budgets and a timeline for the budget. The board discussed negotiations and the hoping to have them

done by May, spoke on the level of involvement of the lawyer, and who the district members will be.

Board reports- Director Baker reported on attending a LURA meeting. Director Cooper reported on the upcoming DAC and Finance/Budget meetings. Director Federico had no report. Director Lozano had no report. Director Feidler had no report.

Superintendent update- Superintendent Massey gave an update on district finances and spoke of one expulsion.

Upcoming meetings and agenda planning were discussed.

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

Meeting adjourned at 11:39 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

April 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 April 8, 2024, at 5:02 p.m. and was held at the District Office and via Zoom. Directors Baker, Cooper, Fiedler, Federico, Lozano and Superintendent Massey were present.

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

Preview of agenda- No changes needed.

Public Participation- NA

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)(e)(I), C.R.S., for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instruction negotiators regarding the Master Agreement with the Lake County Education Association and AFSCME; pursuant to Section 24-6-402(4)(e)(III), C.R.S for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association and AFSCME; and pursuant to Section 24-6-402(4)(b), C.R.S for legal advice regarding the same.

Director Baker asked for a motion to go into executive session as previously stated. It was moved by Director Federico to convene into executive session. Director Lozano seconded the motion;

Director Baker invited into executive session the following people: Superintendent Massey, Paul Anderson, CFO, Kathleen Fitzsimmons, HR, Adele Reester, and Dillon Sena legal counsel.

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 5:06 pm. In attendance: John Baker, Grayson Cooper, Felicia Federico, Jeff Fiedler, Miriam Lozano, Bethany Massey, Paul Anderson, Kathleen Fitzsimmons, Adele Reester and Dillon Sena. Topics of discussion in executive session included: Pursuant to Section 24-6-402(4)(e)(I), C.R.S, for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instruction negotiators regarding the Master Agreement with the Lake County Education Association and AFSCME; pursuant to Section 24-6-402(4)(e)(III), C.R.S for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association and AFSCME; and pursuant to Section 24-6-402(4)(b), C.R.S for legal advice regarding the same.. Executive session lasted for 1 hour and 37 minutes and ended at 6:43 pm.

The special meeting resumed at 6:44 pm.

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

Meeting adjourned at 6:45 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

April 22, 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 April 22, 2024, at 4:00 p.m. and was held at the District Office and via Zoom. Directors Baker, Cooper, Federico, Fiedler, Lozano and Superintendent Massey were present.

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

Preview of agenda- No changes needed.

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)(g), to discuss confidential documents submitted by applicants for the position of superintendent, which documents are protected by the mandatory nondisclosure provisions of the Colorado Open Records Act, C.R.S. § 24-72-204(3)(a)(XI)(A). It was moved by Director Federico to convene into executive session. Director Cooper seconded the motion;

The board invited into executive session the following people: Christy Sinner.

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 4:04 pm. In attendance: John Baker, Grayson Cooper, Felicia Federico, Jeff Fiedler, Miriam Lozano and Christy Sinner. Topics of discussion in executive session included: pursuant to C.R.S. § 24-6-402(4)(g), to discuss confidential documents submitted by applicants for the position of superintendent, which documents are protected by the mandatory nondisclosure provisions of the Colorado Open Records Act, C.R.S. § 24-72-204(3)(a)(XI)(A).

Executive session lasted for 2 hour and 44 minutes and ended at 6:48 pm.

The special meeting resumed at 6:58 pm.

Public Participation- Lisa Benton spoke to the board regarding her thoughts and ideas on hopes that the board will take a look at how they move forward in filling the CFO/COO and LCES principal open positions.

Discussion Item- Christy Sinner lead discussions regarding the next steps for the superintendent process that included: interview questions, stakeholder groups, worked on schedule for May 9, 10 and 11, spoke of travel arrangements, doing criminal/financial background checks and that Director Baker will work with finalist to complete contract. No break was needed.

Cherly Talbot spoke regarding the math curriculum and moving forward.

Action items- It was moved by Director Federico to approve Resolution NO. 24-22 Increase in Fund 26-The Center. Director Fiedler seconded the motion;

	Baker	Cooper	Federico	Fiedler	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. 24-23 Property to County for affordable housing and amendment to IGA regarding the land and transfer of real property for affordable housing. Director Federico seconded the motion;

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X		X
Nay					
Absent					
Abstain				X	

motion carried 4-0-0-1.

It was moved by Director Federico to approve the Timberline Ranch Subdivision letter. Director Lozano seconded the motion;

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

It was moved by Director Federico to move the discussion item 14.a (District Owned land) as the next agenda item. Director Cooper seconded the motion;

	Baker	Cooper	Federico	Fiedler	Lozano
Aye					
Nay	X	X	X	X	X
Absent					
Abstain					

motion failed 0-5-0-0.

Jake Zehnder, the districts health insurance agent, spoke to the board regarding insurance for the district and how the district obtains health insurance for staff and what to expect for the end of the year and next years forecast.

Discussion Item- Paul Anderson shared information on district owned land and the board was able to discuss ideas on land.

Tamira Jenlink spoke on the request from Lifetime for the rental of busses/drivers for the races in the summer.

A short break was taken and the meeting resumed.

Budget updates- Paul Anderson gave an update on the finance committee and the next meeting will be postponed and trying to reschedule that meeting. The board discussed the pros and cons having the committee meet again this year and looking forward in recruiting new members. Superintendent Massey spoke on letters of intent, working on the presentation for the board and having continued conversations with admin regarding staffing. The board had conversations regarding the presentation on the budget presentation slides.

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 Section 24-6-402(4)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association. It was moved by Director Cooper to convene into executive session. Director Fiedler seconded the motion;

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

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 11:32 pm. In attendance: John Baker, Grayson Cooper, Felicia Federico, Jeff Fiedler, Miriam Lozano, Bethany Massey, and Paul Anderson.

Topics of discussion in executive session included: pursuant to Section 24-6-402(4)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing

the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association.

Executive session lasted for 1 hour and 15 minutes and ended at 12:47 am.

The special meeting resumed at 12:48 am.

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

Meeting adjourned at 12:49 am.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

April 26, 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 April 26, 2024, at 11:00 am and was held at the District Office and via Zoom. Directors Baker, Cooper, Federico, Fiedler, Lozano and Superintendent Massey were present.

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

Preview of agenda- No changes needed.

Discussion Item- Superintendent Massey shared updates regarding health insurance.

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)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association. It was moved by Director Fiedler to convene into executive session. Director Federico seconded the motion;

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

	Baker	Cooper	Federico	Fiedler	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 11:34 am. In attendance: John Baker, Grayson Cooper, Felicia Federico, Jeff Fiedler, Miriam Lozano, Bethany Massey, Paul Anderson, Adelee Reester and Dillon Serna. Topics of discussion in executive session included: pursuant to Section 24-6-402(4)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association.

Executive session lasted for 2 hours and 49 minutes with a short break from 12:45-12:53, and ended at 2:23 pm.

The special meeting resumed at 2:28 pm.

Upcoming meetings and agenda planning were discussed and included planning for upcoming negotiations.

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

Meeting adjourned at 2:41 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, President

Employee Status Report

May 13, 2024

Certified Staff**Recommended for Hire**

<u>Name</u>	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
Baer, Madeline	Teacher-LCIS	BA Elementary Education	Applying for Colorado License	0 yrs
Enriquez, Julissa	Teacher -LCES	BA Elementary Education	Applying for Colorado License	0 yrs
Reiser Olivia	Speech Language Pathologist K-12	MS Speech Language Pathology	SSP: SLP Colorado	0 yrs
Trujillo, Talmage	Counselor Corps -CCHS	MA Leadership/Education	Colorado Secondary Teacher	14 + yrs

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Location</u>	<u>Effective</u>
Lenhard, Tanya	LCES Teacher	Preschool Director	LCES	2024-2025
Rogers, Amanda	LCIS Teacher	LCIS ELD Teacher	LCIS	2024-2025

Employees on Administrative Leave

none

Resignations/Terminations

Brungardt, Karen	Teacher	LCIS	4/25/2024
Forget, Lisa	Teacher	LCIS	2024-2025
George, Clayton	Teacher	LCIS	2024-2025
Guerrero Maldonado, Jose	Teacher	LCIS	2024-2025
O'Rielly, Jennifer	Teacher	LCIS	5/6/2024
Pongrekun, Katie	Principal	LCES	2024-2025
Saunders, Elizabeth	Teacher	LCES	2024-2025

 John Baker, President

 Miriam Lozano, Secretary

Lake County School District R-1
Employee Status Report
May 13, 2024

prepared: 5/8/2024

Support Staff/Classified

Recommended for Hire

Devoe, Bruce	District	Bus Driver	5/6/2024
Kepner, Danielle	District	Substitute	5/6/2024
Kolarik, Joe	High School	Girls' Basketball Coach	8/1/2024
Siegmund, Rose	District	Substitute	5/16/2024

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Effective</u>
Ritacco, Cynthia	LCES STEM Instructional Paraprofessional	Health Instructional Paraprofessional	2024-2025
Loveless, Jessica	Special Education Instructional Paraprofessional	Permanent District Substitute Teacher	2024-2025
Nunez Estrada, Dulce	Preschool Assistant Teacher	Special Education Instructional Paraprofessional	2024-2025

Employees on Administrative Leave

none

Resignations/Terminations

Anderson, Paul	Chief Financial Officer	District	6/30/2024
Euceda, Crystal	ELD Paraprofessional	LCHS	4/17/2024

John Baker, President

Miriam Lozano, Secretary

Lake County School District R-1

prepared: 5/8/2024

Employee Status Report**May 13, 2024****2024-2025 Openings****Certified/Staff**

Classroom Teachers - Kinder, 1st Grade & 6th Grade	LCES/LCIS	2024-2025
District Psychologist	District	2024-2025
ELD Teacher	LCHS	2024-2025
Elementary Principal	LCES	2024-2025
High School English Teacher	LCHS	2024-2025
Preschool Teacher	LCES- Preschool	2024-2025
Special Education Teachers	LCES, LCIS, LCHS	2024-2025

Classified/Support Staff

Bus Driver	Transportation	2024-2025
Certified Preschool Teacher	LCES- Preschool	2024-2025
CFO/COO	District	2024-2025
Out of School Time Director	District	2024-2025
Preschool Family and Community Partnerships Manager	LCES-Preschool	2024-2025
Preschool Teacher	LCES- Preschool	2024-2025
Special Education Paraprofessionals	LCIS, LCHS	2024-2025
Substitute Teachers, Custodians, Cooks	PreK-12	2024-2025

PAY PERIOD
Apr 1, 2024 TO Apr 30, 2024

Name: Grayson Cooper

[illegible]

Grady Capen

1 May 2024

Employee's Signature

Date _____

Supervisor's Signature

Date _____

Date

Lake County School District
328 West 5th Street
Leadville, CO 80461

RESOLUTION NO. 24-22 -Revised

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes an increase in the 2023-2024 Funds as follows:

Fund 26-The Center

Lake County Early Care and Education Fund
(New acquisition-additional money received)

\$66,000.00

Total \$66,000.00

Miriam Lozano, Secretary

John Baker, President

Dated Revised: May 13, 2024

**Lake County School District
328 West 5th Street
Leadville, CO 80461**

RESOLUTION NO. 24-24

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes an increase in the 2023-2024 Funds as follows:

Fund 10-General Fund

Newcomer Funding
(New acquisition)

\$75,000.00

Fund 22-Grant Fund

Easi Cohort VII
(New acquisition)

\$80,000.00

Fund 22-Grant Fund

CLSD Supplemental Award
(Additional Funds)

\$392,031.00

Fund 26-The Center

Stabilization/ New provider success 2024 bonus funding
(New acquisition)

\$7,023.00

Total \$554,054.00

Miriam Lozano, Secretary

John Baker, President

Dated: May 13, 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: NA
TIME ALLOTTED ON AGENDA: 10 minutes
ATTACHMENTS: 1

RE: Vehicle Surplus Auction, Presentation

TOPIC SUMMARY

Background: The Lake County School District auto insurance policy renews July 1st. It is ideal to remove any vehicles that the District plans to sell ahead of the renewal date.

Topic for Presentation: There are two vehicles that have been identified to offer for sale via a closed bid surplus auction.

- 1) 2013 Polaris Brutus HD
- 2) 2011 International Bus

**Lake County School District
328 West 5th Street
Leadville, CO 80461
719-486-6800**

RESOLUTION NO. 24-25

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes the following items to be declared as “surplus property”:

- 1) 2011 International 65 passenger bus, 85,635 miles, Vin# 4DRBUAAN0BB326221
- 2) 2013 Polaris Brutus HD PTO 577 hours, 1844 miles.

The district will be conducting a sealed bid surplus auction for each of these two vehicles.

Miriam Lozano, Secretary

John Baker, President

Dated: May 13, 2024

2024 Vehicle Surplus Auction

2013 Polaris Brutus HD. This UTV is equipped with a Yanmar diesel engine. It has a bump bed, PTO with hydrostatic transmission. This is a 4x4 unit with heat and A/C. It also has the following implements. Snow blower, sweeper brush/angle broom, and a plow blade. These all measure about 66".

Mileage: 1844

Engine Hours: 576.8



2011 International
65 passenger bus
85635 miles
Brake System not building air





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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Mary Jelf
MEMO PREPARED BY: Mary Jelf
INVITED GUESTS: Katie Pongrekun, Tanya Lenhard
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.

Updates since last month's report include:

- Current enrollment is 9 children and families.
- Recruitment continues and more applications are in process.
- Notes on the nature of services provide insight.
- Wait list will be built up.
- Socialization events are attended and enjoyed.



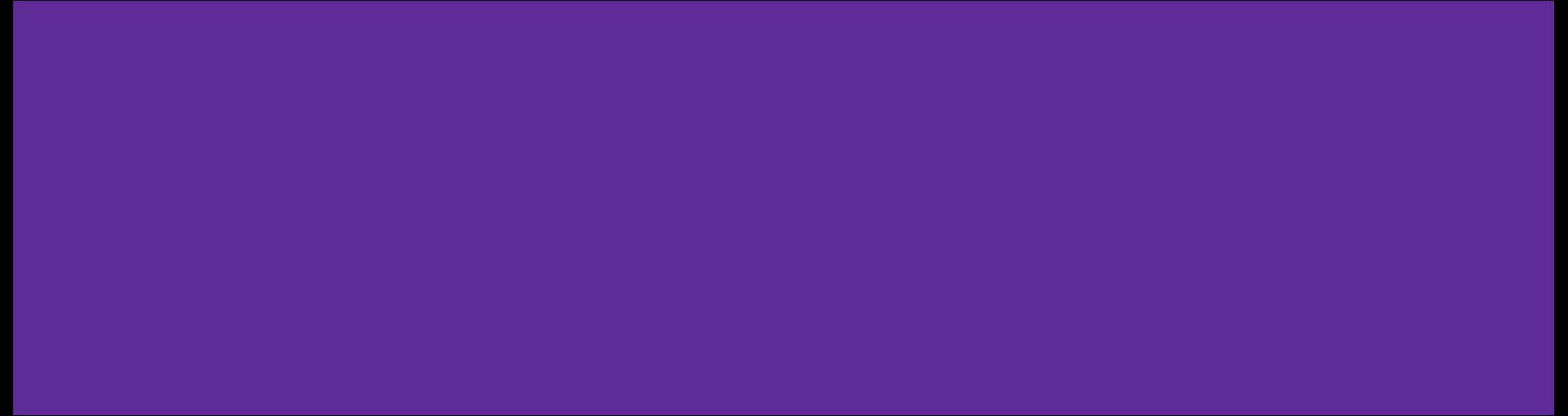
Full Enrollment Initiative - *Update*

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

- Current enrollment is 9 children and families.
- Recruitment continues and more applications are in process.
- Notes on the nature of services provide insight.
- Wait list will be built up.
- Socialization events are attended and enjoyed.

Proposed Budget FY 2025

Toward Budget Adoption - June 10, 2024



Outlook on FY25 Revenue



Student Enrollment Projection

High - Med - Low

FUNDED PUPIL COUNT	State		Low	Medium	High
FY25 October FTE Count (minus on-line)- enter line V5	843.0	Estimated FY25 FTE	823	843	863
FY24 October FTE Count - enter line V13	873.0		873.0	873.0	873.0
FY23 October FTE Count - enter line V14	900.0		900.0	900.0	900.0
FY22 October FTE Count - enter line V15	925.5		925.5	925.5	925.5
FY21 October FTE Count - enter line V15.1	932.0		932.0	932.0	932.0
AVERAGED FUNDED PUPIL COUNT - enter the greater of line FC1 or	894.7		890.7	894.7	898.7
			890.7	894.7	898.7
		Variance from FY24	(36.9)	(32.9)	(28.9)
		% Variance from FY24	-4%	-4%	-3%

*Currently planning to use the Medium number for budget planning for adoption.

Projected FY25 Formula Funding

October Count	894.7
Per Pupil Funding	\$12,732.12
Total Formula Funding	\$11,391,428

Anticipated change for FY25

Projected Declining Enrollment by 32.7

Increased Per Pupil Funding \$1,394.64

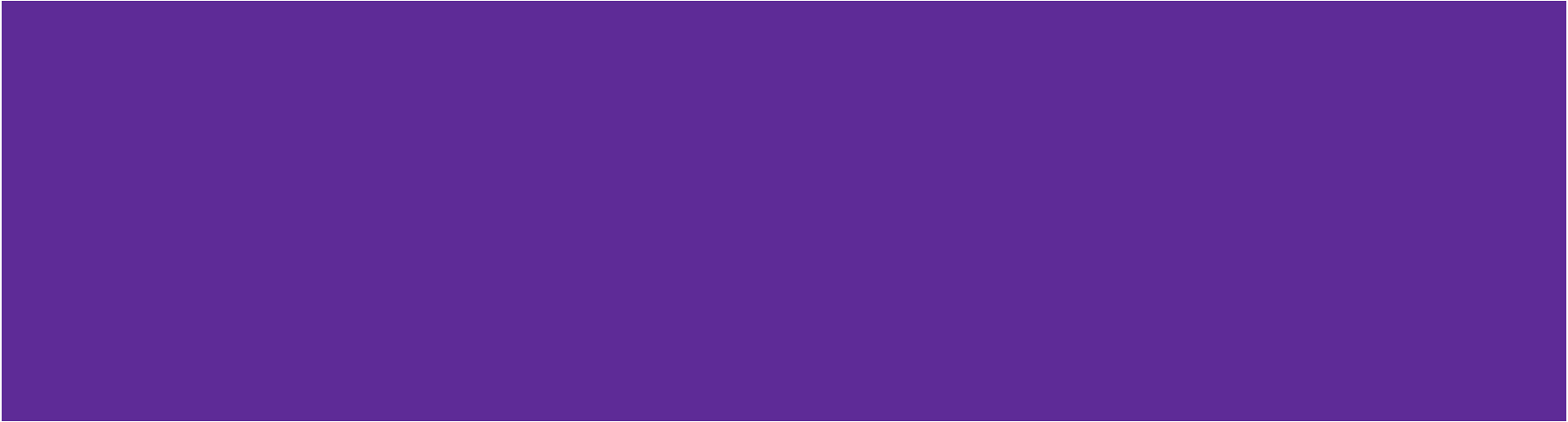
Total Formula Increased by \$877,046 (includes small rural schools)

General Fund Total Revenue Change from Jan Revised Budget: \$398,251

General Fund Total Revenue Change after transfers (health, food service, cap projects): -\$151,226

Adjustments to Expenditures made: \$151,226 (includes additional expenses and reductions of expenses)

Proposed Budget for FY25



The Uniform Budget Summary - Proposed for FY25

2024-25 UNIFORM BUDGET												
Lake County School District R-1 District Code: 1510 DRAFT FY25 ORIGINAL BUDGET May 13, 2024 Projected Funded Pupil FTE: 894.7	Object Source	10 General Fund	19 Preschool and Kindergarten	21 Food Service	22 Governmental Designated Grants Funds	23 Athletic & Activity Fund	(26-29) Other Special Revenue	31 Bond Redemption	41 Capital Project Fund	43 Capital Reserve Capital Projects	64 Health Insurance Reserve Fund	TOTAL
Beginning Fund Balance (Includes All Reserves)		2,528,397	0	-			100,000	3,169,023	0	393,250	-	6,190,670
Revenues												
Local Sources	1000 - 1999	11,093,062	0.00	31,000	9,933	332,054	539,905	1,904,148	-	0.00	2,201,843	16,111,945
Intermediate Sources	2000 - 2999	33,100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	33,100
State Sources	3000 - 3999	2,260,252	325,000.00	207,334.00	399,202.00	0.00	0.00	0.00	0.00	0.00	0.00	3,191,788
Federal Sources	4000 - 4999	460,172	0.00	543,275.00	340,820.00	0.00	791,926.00	0.00	0.00	0.00	0.00	5,203,574
Total Revenues		13,846,586	325,000	781,609	3,817,336	332,054	1,331,831	1,904,148	-	-	2,201,843	24,540,407
Total Beginning Fund Balance and Reserves		16,374,983	325,000	781,609	3,817,336	332,054	1,431,831	5,073,171	-	393,250	2,201,843	30,731,077
Total Allocations To/From Other Funds	5600,570 0,5800	-	-								-	-
Transfers To/From Other Funds	5200 - 5300	(549,477)		230,000						169,001	150,476	-
Other Sources	0, 5500,590 0,5990,								-		-	-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And		15,825,506	325,000	1,011,609	3,817,336	332,054	1,431,831	5,073,171	-	562,251	2,352,319	30,731,077
Total Expenditures		13,297,109	325,000	1,011,609	3,817,336	332,054	1,331,831	1,676,628	-	87,886	2,352,319	24,231,772
APPROPRIATED RESERVES												-
Other Reserved Fund Balance	0840	2,023,397	-	-	-		100,000	3,396,543		40,200	-	5,560,140
Other Restricted Reserves (932X)	0840		-	-	-		-	-		437,050	-	437,050
Reserved Fund Balance (9100)	0840	-	-	-	-		-	-		-	-	-
District Emergency Reserve (9315)	0840	-	-	-	-		-	-		-	-	-
Reserve for TABOR 3% (9321)	0840	505,000		-	-		-	-		-	-	505,000
Reserve for TABOR - Multi-Year Obligations (9322)	0840	-	-	-	-		-	-		-	-	-
Total Reserves		2,528,397	-	-	-	-	100,000	3,396,543	-	477,250	-	6,502,190
Total Expenditures and Reserves		15,825,506	325,000	1,011,609	3,817,336	332,054	1,431,831	5,073,171	-	565,136	2,352,319	30,733,962

UNIFORM BUDGET SUMMARY TEMPLATE	FY25	FY24	
	May '24 Draft	Original	Jan 29 Revised
	10 General Fund	10 General Fund	10 General Fund
Beginning Fund Balance (Includes All Reserves)	2,528,397	2,943,168	2,890,978
Revenues			
Local Sources	11,093,062	11,914,896	11,097,518
Intermediate Sources	33,100	20,000	82,000
State Sources	2,260,252	1,198,265	1,798,143
Federal Sources	460,172	296,231	470,674
Total Revenues	13,846,586	13,429,392	13,448,335
Total Revenue (R) minus Total Expenditure (E)	549,477	-365,744	-73,581
Total Beginning Fund Balance and Reserves	16,374,983	16,372,560	16,339,313
Total Allocations To/From Other Funds			
Transfers To/From Other Funds	-549,477	-686,879	-289,000
Other Sources			
Available Beginning Fund Balance & Revenues (Plus	15,825,506	15,685,681	16,050,313
Total Expenditures	13,297,109	13,795,136	13,521,916
APPROPRIATED RESERVES			
Other Reserved Fund Balance (9900)	2,023,397	1,385,545	2,023,397
Other Restricted Reserves (932X)			
Reserved Fund Balance (9100)		-	
District Emergency Reserve (9315)		-	
Reserve for TABOR 3% (9321)	505,000	505,000	505,000
Reserve for TABOR - Multi-Year Obligations (9322)		-	
Total Reserves	2,528,397	1,890,545	2,528,397
Total Expenditures and Reserves	15,825,506	15,685,681	16,050,313
Total Ending Fund Balance	2,528,397	1,890,545	2,528,397
(R) minus (E) minus Transfers To/From Other Funds	0	-1,052,623	-362,581

What has changed

- Transfers Out (Food Service, Capital Projects, Health Fund Allocations)
- Position Reduction Primarily Through Attrition
- Fund 10 - Significantly reduced Travel, PD and Culture Budgets
- 13% Increase to Health Insurance Budget

Update on EOY FY24

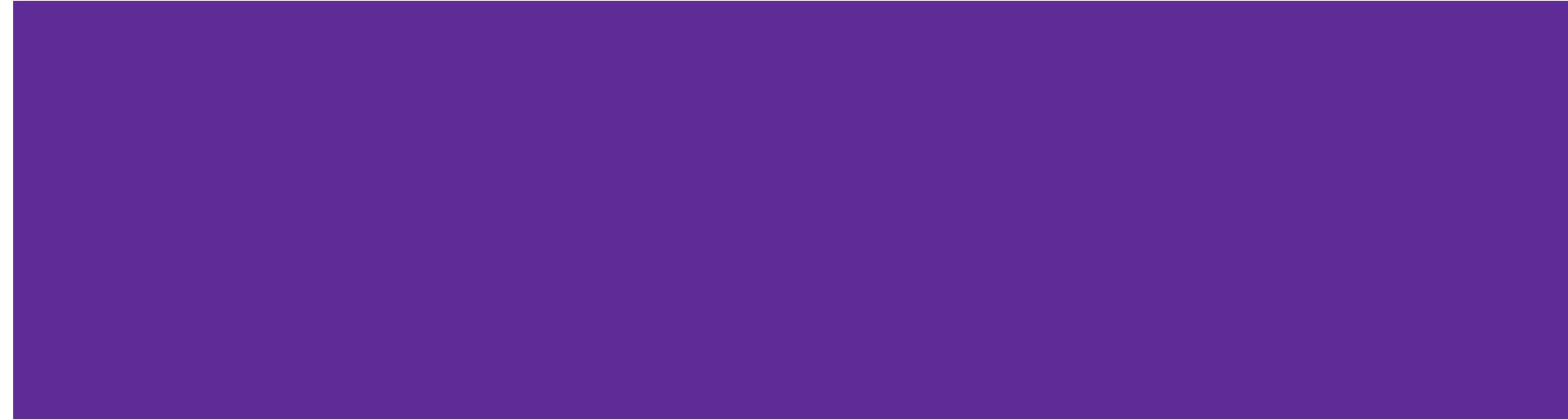


The Uniform Budget Summary - Revised FY24 January 29, 2024

FY2023-2024 SUMMARY BUDGET												
Lake County School District R-1 District Code: 1510 Revised Budget January 29, 2024 Funded Pupil FTE: 927.4	Object Source	10 General Fund	19 Preschool and Kindergarten	21 Food Service	22 Governmental Designated Grants Fund	23 Athletic & Activity Fund	(26-29) Other Special Revenue	31 Bond Redemption	41 Capital Project Fund	43 Capital Reserve Capital Projects	64 Health Insurance Reserve Fund	TOTAL
Beginning Fund Balance (Includes All Reserves)		2,890,978	100,401	-			105,722	2,942,007	0	589,732	98,958	6,727,798
Revenues												
Local Sources	1000 -	11,097,518	0.00	31,000	9,933	332,054	460,867	1,904,148	-	0.00	2,200,000	16,035,520
Intermediate Sources	2000 -	82,000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	82,000
State Sources	3000 -	1,798,143	319814.00	207334.00	399202.00	0.00	0.00	0.00	0.00	17929.00	0.00	2,742,422
Federal Sources	4000 -	470,674	0.00	543275.00	3423196.00	0.00	791944.00	0.00	0.00	0.00	0.00	5,229,089
Total Revenues		13,448,335	319,814	781,609	3,832,331	332,054	1,252,811	1,904,148	-	17,929	2,200,000	24,089,031
Total Beginning Fund Balance and Reserves		16,339,313	420,215	781,609	3,832,331	332,054	1,358,533	4,846,155	-	607,661	2,298,958	30,816,829
Total Allocations To/From Other Funds	5600,5700, 5800	-	-								-	-
Transfers To/From Other Funds	5200 -	(289,000)		230,000						59,000	-	-
Other Sources	5100,5400, 5500,5900, 5990, 5991								-		-	-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And Transfers)		16,050,313	420,215	1,011,609	3,832,331	332,054	1,358,533	4,846,155	-	666,661	2,298,958	30,816,829
Total Expenditures		13,521,916	420,215	1,011,609	3,832,331	332,054	1,358,533	1,677,132	-	294,264	2,208,158	24,656,212
APPROPRIATED RESERVES												-
Other Reserved Fund Balance (9900)	0840	2,023,397	-	-	-		-	3,169,023		-	90,800	5,283,220
Other Restricted Reserves (932X)	0840		-	-	-		-	-		372,397	-	372,397
Reserved Fund Balance (9100)	0840	-	-	-	-		-	-		-	-	-
District Emergency Reserve (9315)	0840	-	-	-	-		-	-		-	-	-
Reserve for TABOR 3% (9321)	0840	505,000		-	-		-	-		-	-	505,000
Reserve for TABOR - Multi-Year Obligations (9322)	0840	-	-	-	-		-	-		-	-	-
Total Reserves		2,528,397	-	-	-	-	-	3,169,023	-	372,397	90,800	6,160,617
Total Expenditures and Reserves		16,050,313	420,215	1,011,609	3,832,331	332,054	1,358,533	4,846,155	-	666,661	2,298,958	30,816,829

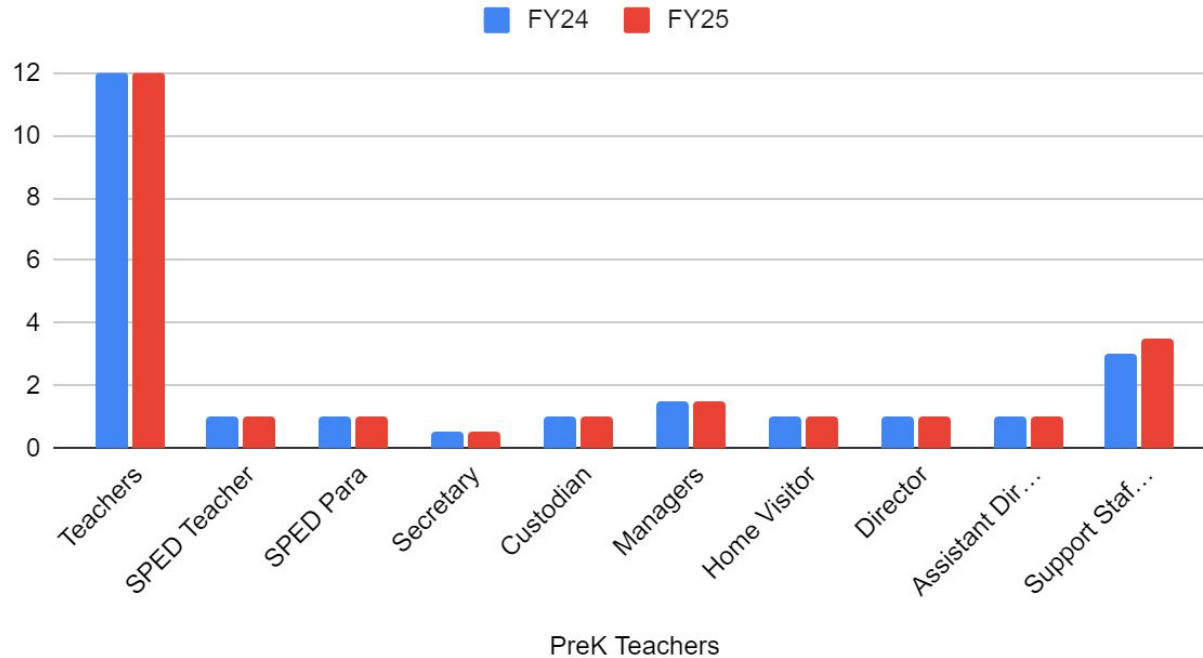
Other requested data from 4.22.24 LCSD Board meeting slides

5.7.2024



Overall .5

PreSchool LCES School Staffing FY24 to FY25



LCES PK Position Changes

Reduction:

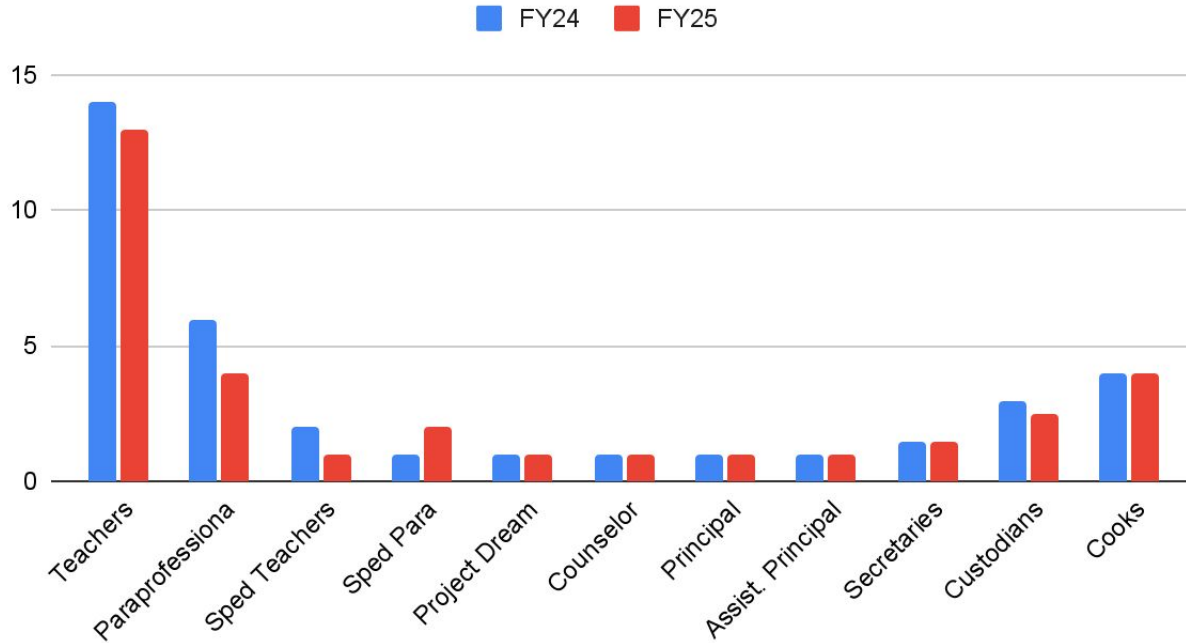
- Health Manager

Increase:

- .5 Health Para
- ERSEA Manager

Overall -3.5

Lake County Elementary School K-2 Staffing FY24 to FY25



LCES K-2 Position Changes

Reduction:

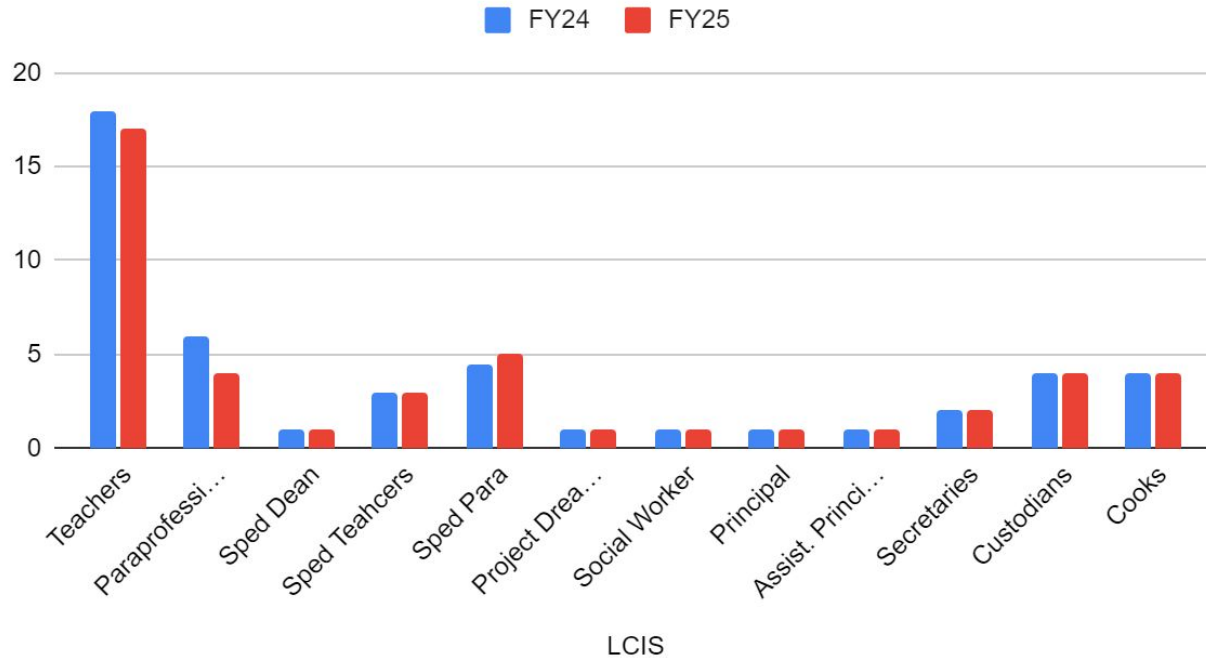
- 2nd Grade Classroom
- STEM Para
- ELD Para
- SPED Teacher
- .5 Custodial

Increase:

- SPED Para

Overall -2.5

Lake County Intermediate School Staffing FY24 to FY25



LCIS Position Changes

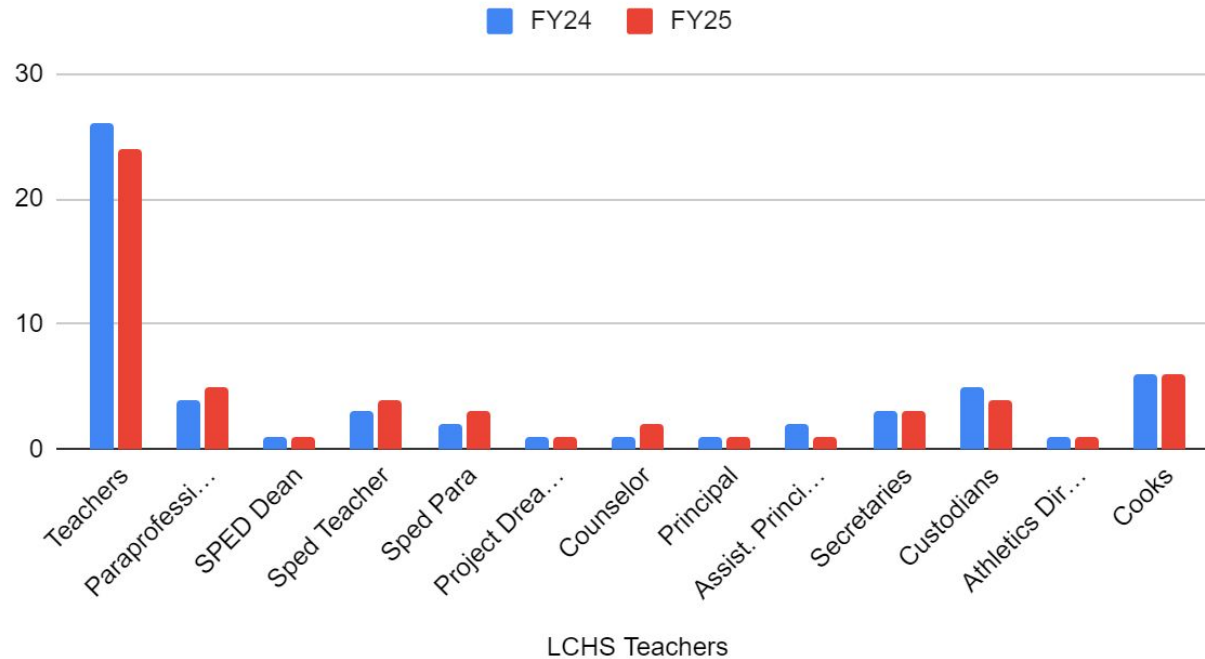
Reduction:

- Certified to Para (language)
- Health Para
- Behavior Para

Increase:

- .5 SPED Para

Lake County High School Staffing FY24 to FY25



Overall 0

LCHS Position Changes

Reduction:

- Math Teacher
- Social Studies Teacher
- Health Teacher (to counselor)
- Assistant Principal
- Custodian

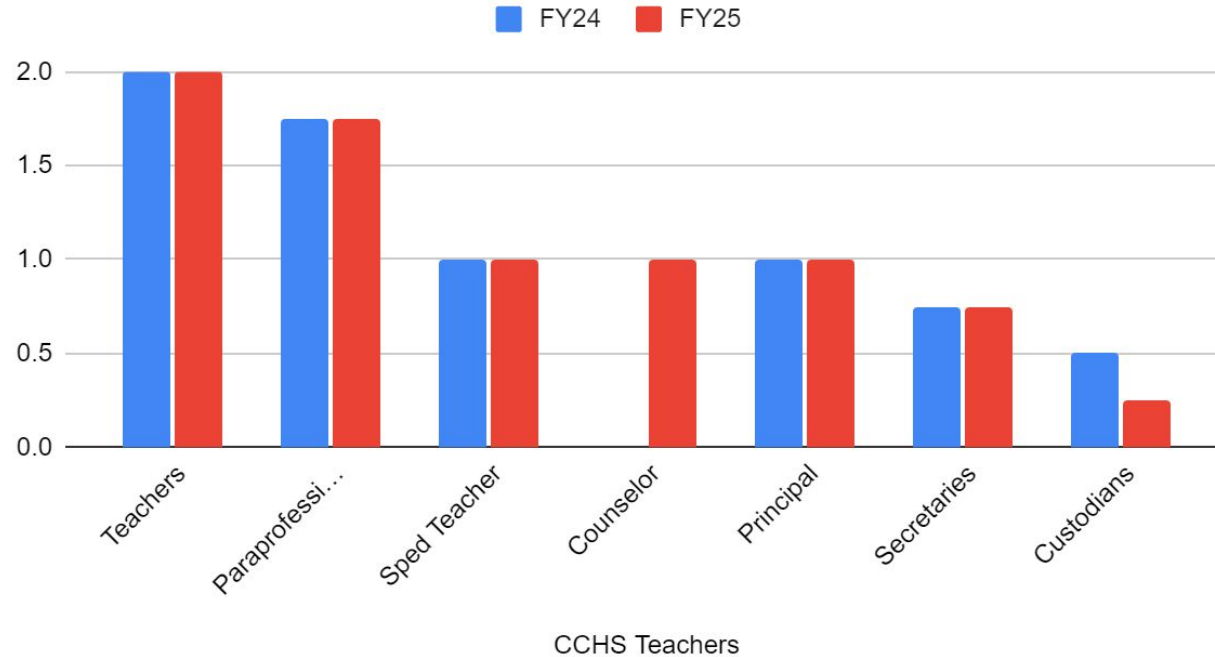
Increase:

- SPED Teacher
- SPED Para
- Counselor (grant)
- Internship para to Teacher
- Behavior Para

Next Year: 4Math, 4ELA, 3Science, 3 Social Studies

Overall .75

Cloud City High School Staffing FY24 to FY25



CCHS Position Changes

Reduction:

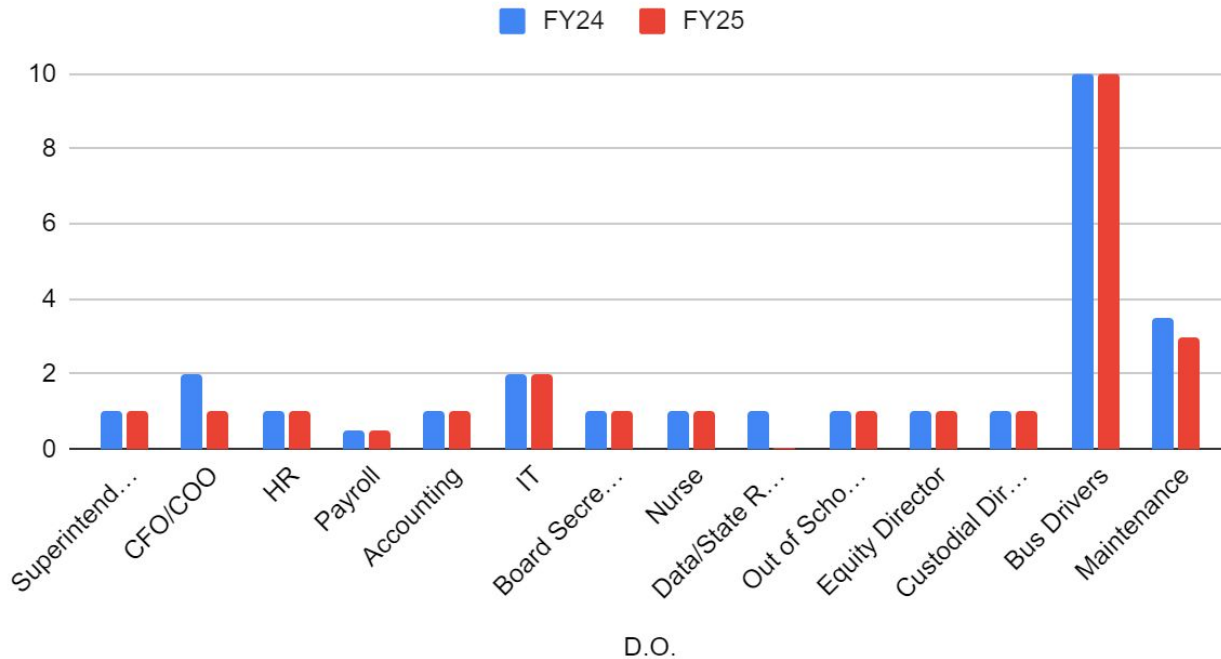
- .25 Custodian

Increase:

- Counselor (grant)

Overall -2.47

District Staffing FY24 to FY25



District Position Changes

Reduction:

- COO
- .97 Data analyst
- .5 Maintenance

Increase:

New Hire Completion/Retention - past 3 years

*So sorry; I mistakenly copied 2022-2023 twice! Here's the 2021-2022 data!

Full Time New Hire Employee Group	# of new hires	Year of Hire	Finished hire year	return for following year	still here on 04/08/2024
Classified	20	2021-2022	14	12	9
AFSCME	12	2021-2022	10	8	4
Certified	17	2021-2022	15	12	11
Admin	1	2021-2022	1	1	0
District Other	3	2021-2022	2	2	0
Total:	53		42	35	24
*new hire is new to our district; doesn't include internal transfers					

FY23-24 staffing changes since January

LCES: 3 - health para, interim director, ELD para - all being covered internally

LCIS: 3 - SpEd teacher, Classroom Teacher, SpEd Para - all being covered internally or with substitutes

LCHS: 2-ELD Teacher, ELD Para - being covered with substitutes or internally

CCHS: 0

DO: 2 - MLC Director, District Wide Substitute- not filled; covered internally as needed

Transpo: 0

Cooks: 1 - filled with 1 cook

Custodian/Maintenance: 2 - filled with 2 custodians

Projecting for 2024-2025 Scattergram (April):

Certified Resignations received for 2024-2025:

- BA+24, Row I
- BA, Row B
- MA+16, Row E
- BA+8, Row B
- BA, Row H
- BA+64, Row K

Certified New Hires confirmed for 2024-2025:

- MA, Row E
- MA, Row H
- BA, Row A
- BA, Row A

Policy Type: Governance Process

Board Member Conflict of Interest

Public office is a trust created by the confidence the electorate reposes in the integrity of local government officials for the common good and for the benefit of the people. A conflict of interest arises when a public officer is unable to devote complete loyalty and singleness of purpose to the general public interest.

It is the intent of this policy to protect the public trust placed in directors of this school district. For purposes of this policy, the Board declares that a conflict of interest is a personal, pecuniary interest that is immediate, definite and demonstrable.

1. A Board member who has a personal or private interest in a matter proposed or pending before the Board shall disclose such interest to the Board, shall not vote on it and shall not attempt to influence the decisions of other Board members in voting on the matter.

However, if a Board member has complied with statutory disclosure requirements by voluntarily notifying the secretary of state of interest in the matter, the member may vote if participation is necessary to obtain a quorum or otherwise enable the Board to act. If a member votes under these circumstances, the member shall state for the record the fact and summary nature of the potential conflict of interest.

The written disclosure to the secretary of state shall list as applicable the amount of the member's financial interest, the purpose and duration of any services rendered, compensation received for services or such other information necessary to describe the interest.

2. The Board considers it a conflict of interest for a Board member to also be employed by the district with the exception of part-time, occasional or seasonal positions, including but not limited to athletic/activities coaches, substitutes in any area and/or temporary positions. Any board member so hired shall be compensated in the same manner as would any other person providing such services. If the Board makes a determination that such employment presents minimal opportunity for a conflict of interest said conflict will be avoided by an abstention of the board member from discussion or action relating directly or indirectly to the Board Member's employment.
3. This policy does not prohibit any employee of Lake County School District from seeking a position on the Board of Education but does prohibit any change in the contract position.
4. The Board shall not enter into any contract with any of its members or with a firm or corporation in which a member has a financial interest unless one or more of the following apply:

- a. The contract is awarded to the lowest responsible bidder based on competitive bidding procedures.
 - b. The merchandise is sold to the highest bidder at a public auction.
 - c. The transaction involves investing or depositing money in a financial institution which is in the business of loaning money or receiving money.
 - d. If, because of geographic restrictions, the district could not otherwise reasonably afford the contract because the additional cost to the district would be greater than 10 percent of the contract with the interested member or if the contract is for services that must be performed within a limited time period and no other contractor can perform the services.
 - e. If the contract is one in which the Board member has disclosed a personal interest and is one on which the member has not voted or has voted as allowed in state law following disclosure to the secretary of state and to the Board.
 - f. Except as described herein, a Board member shall not be a purchaser at any sale or a vendor for any purchase made by the district.
5. A Board member may request an advisory opinion from the secretary of state concerning issues relating to personal conduct and potential conflict of interest.
6. A Board member must avoid conflict of interest with respect to his or her fiduciary responsibility. Accordingly, a Board member may not:
- a. Disclose or use confidential information acquired in the course of official duties to further substantially personal financial interests.
 - b. Accept a gift of substantial value or substantial economic benefit tantamount to a gift of substantial value which would tend to improperly influence a reasonable person in that position or which the Board member knows or should know is primarily for the purpose of a reward for official action taken (The phrase "economic benefit tantamount to a gift of substantial value" includes a loan at a rate of interest substantially lower than the prevailing commercial rate and compensation received for private services rendered at a rate substantially exceeding the fair market value).
 - c. Engage in a substantial financial transaction for private business purposes with a person whom the Board member supervises in the course of official duties.
 - d. Perform an official act which directly and substantially confers an economic benefit on a business or other undertaking in which the Board member has a substantial financial interest or is engaged as a counsel, consultant, representative or agent.
7. It is permissible for a Board member to receive:

- a. Campaign contributions and contributions in kind which are reported in accordance with state law.
 - b. An occasional nonpecuniary gift which is insignificant in value.
 - c. A nonpecuniary award publicly presented by a nonprofit organization in recognition of public service.
 - d. Payment or reimbursement for actual and necessary expenditures for travel and subsistence for attendance at a convention or other meeting at which the Board member is scheduled to participate.
 - e. Reimbursement for or acceptance of an opportunity to participate in a social function or meeting which is not extraordinary when viewed in light of the position.
 - f. Items of perishable or nonpermanent value including but not limited to meals, lodging, travel expenses or tickets to sporting, recreational, educational or cultural events. Tickets to these events may have to be reported in accordance with the public official disclosure law.
 - g. Payment for speeches, appearances or publications reported in accordance with the public office disclosure law.
8. It is not considered a breach of conduct for a Board member to:
- a. Use school facilities and equipment to communicate or correspond with constituents, family members or business associates.
 - b. Accept or receive a benefit as an indirect consequence of transacting school district business.

Policy Type: Governance Process**School Board Member Financial Disclosure**

Board members are required by law to disclose certain items received in connection with serving on the Board. If Board members receive such items, they must file a report with the county clerk and recorder on forms supplied by the secretary of state. Such reports must be filed on or before January 15, April 15, July 15 and October 15 of each year, and shall cover the period since the last report. The report must contain the name of the person from whom the reportable item was received, its value and the date of receipt. Board members who do not receive any items that must be reported are not required to file a report.

1. Items which must be reported include the following:

- a. Any money received including a loan, advance or guarantee of a loan with a value of \$25 or more.
- b. Any gift of any item of real or personal property other than money with a value of \$50 or more.
- c. Any loan of real or personal property if the value of the loan is \$50 or more. "Value of the loan" means the cost saved or avoided by the Board member by not borrowing, leasing or purchasing comparable property from a source available to the general public.
- d. Any payment for a speech, appearance or publication.
- e. Tickets to a sporting, recreational, educational or cultural event with a value of \$50 or more for a single event or a series of tickets to sporting events of a specific team during a season or to cultural events of a specific company with a total value of \$100 or more.
- f. Payment of or reimbursement for actual and necessary expenses for travel and lodging for attendance at a convention or other meeting at which the Board member or candidate for the Board is scheduled to participate unless the payment for such expenditures is made from public funds or from the funds of any association of public officials or public entities such as the Colorado Association of School Boards (CASB).

2. The financial disclosure need not include the following:

- a. A contribution or contribution in kind that already has been reported pursuant to the Fair Campaign Practices Act.

- b. Any item of perishable or nonpermanent value including meals unless such item is required to be reported under paragraph 1. e. above.
 - c. A nonpecuniary award publicly presented by an organization in recognition of public service.
 - d. Payment of or reimbursement for actual or necessary expenses for travel and lodging for attendance at a convention in which the individual is scheduled to participate if the payment or reimbursement is made from public funds or from the funds of any association of public officials or public entities such as CASB.
 - e. Payment of salary from employment including other government employment.
- 3. To avoid misunderstanding about the value of an item, the donor must furnish the Board member with a written statement of the dollar value of the item when it is given.
 - 4. Board members who do not receive any reportable items are not required to file a report.

Policy Type: Governance Process

Process for Addressing Board Member Violations

The Board and its members are committed to faithful compliance with the provisions of the Board's policies. In the event of a member's violation of policy, the Board will seek remedy by the following process:

- a. First, conversation in a private setting between the member in question and the Board president or other individual member.
- b. Second, discussion in a work session between the member in question and the full Board.
- c. Third, public censure of the member in question.

Policy Type: Governance Process

Development of New Board Policy

It is the Board's responsibility to develop governing policy. A systematic, predictable means of developing policy will promote community, school, parent and student involvement in policy decisions of the Board and encourage careful and well informed decision making by the Board. Accordingly, the Board will develop new policy or substantially revise existing policy as follows:

1. Informal Introduction:

Any new policy concept may be introduced, informally by any person, during the public comment portion of the Board meeting. The policy concept may be discussed by the Board at that time, scheduled for in depth discussion at a Board workshop or referred to staff for further drafting. No formal action will be taken on informal policy proposals.

2. Formal Introduction:

Prior to consideration, all new or revised policies must be submitted to the Board in writing:

- a. A Board member may introduce a new or revised policy if the Board member has notified the Board President in sufficient time so that the proposed policy can be placed on the agenda and each Board member can be provided a copy of the policy.
- b. A community member, student, parent, staff member, teacher or administrator may seek introduction of a new or revised policy by discussing it with a Board member or giving it to a Board member in writing. The Board member may then at his or her discretion introduce it as provided above.

3. First Reading:

Any policy that is formally introduced pursuant to paragraph 2 above, shall be given a "first reading" by the Board at the scheduled time on the agenda. After the first reading, the Board will entertain discussion to those attending the meeting.

If the policy fails to meet with the approval of a majority of the Board, it will be eliminated from further discussion. The policy may be redrafted and resubmitted for another first reading.

If the policy with or without amendments, meets with approval of a majority of the Board it will be placed on the agenda for the next monthly business meeting under "action items."

4. Second Reading:

A policy that is placed on the agenda as an action item pursuant to paragraph 3 above shall receive a second reading. After the reading, the Board will entertain discussion to those attending the meeting.

5. Adoption:

After the second reading, upon motion and second, the policy may be adopted, with or without amendments, by approval of a majority of the Board. If extensive or controversial amendments are necessary as determined by the Board President, the policy will be rescheduled as an action item, as amended, for the next monthly business meeting of the Board and will receive another reading pursuant to paragraph 4 above.

6. Form of Readings:

Readings may be aloud or silent, at the discretion of the President. Copies of the proposal will be provided for those attending the meeting.

Any portion of this policy may be waived by a majority vote of the Board for good cause or in case of emergency.

Policy Type: Governance Process

Public Participation at School Board Meetings

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

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

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

Members of the public are encouraged to exercise their rights to free speech responsibly. Specifically, the Board reminds members of the public that school-age children may be present, and that Board and School District meetings shall model the respectful behavior that we teach our students. The Board encourages the discussion of all personnel matters be conducted in executive session.

The Board president shall be responsible for recognizing all speakers who shall properly identify themselves, for maintaining proper order, and for adherence to any time limits set. Questions asked by the public may be referred to the superintendent or the superintendent's designee for consideration and later response.

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

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

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

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

Policy Type: Board/Superintendent Relationship

Global Governance-Management Connection

The Board's sole connection to the operational organization of the school district is the Superintendent.

Policy Type: Board/Superintendent Relationship

Unity of Control

Only motions officially passed by the Board acting as a whole are binding on the Superintendent.

Accordingly:

1. Decisions or instructions of individual Board members, officers or committees are not binding on the Superintendent except in rare instances when the Board has specifically authorized such exercise of authority.
2. Individual Board members, when requesting information, shall forward all such requests to the Superintendent.
3. In the case of Board members or committees requesting information or assistance without Board authorization, the Superintendent can refuse such requests that require, in the Superintendent's opinion, a material amount of staff time or resources or that are disruptive or unreasonable.

Policy Type: Board/Superintendent Relationship

Accountability of the Superintendent

The Superintendent is the Board's only link to the operational organization of the school district; all authority and accountability of staff, as far as the Board is concerned, is considered to be the responsibility of the Superintendent.

Accordingly:

1. The Board will never give instructions to persons who report directly or indirectly to the Superintendent.
2. The Board will refrain from formally evaluating any staff other than the Superintendent; however, this shall not prevent the Board, in exercising its legal responsibilities, from making, exercising or considering judgments regarding staff members.
3. The Board will view successful Superintendent performance as organizational accomplishment of the Board's *District Priorities* policies and compliance with the Board's *Staff/Superintendent Guidelines* policies.

Policy Type: Board/Superintendent Relationship

Delegation to the Superintendent

The Board will instruct the Superintendent through written policies which prescribe the organizational ends to be achieved and describe organizational situations and actions to be avoided, allowing the Superintendent to use any reasonable interpretation of these policies.

Accordingly:

1. The Board will develop policies instructing the Superintendent to achieve certain results for certain recipients at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels and will be called *District Priorities* policies.
2. The Board will develop policies which limit the latitude the Superintendent may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels and they will be called *Staff/Superintendent Guidelines* policies.
3. As long as the Superintendent uses any reasonable interpretation of the Board's *District Priorities* and *Staff/Superintendent Guidelines* policies, the Superintendent is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities.
4. The Board may change its *District Priorities* and *Staff/Superintendent Guidelines* policies, thereby shifting the boundary between Board and Superintendent domains. By doing so, the Board changes the latitude of choice given to the Superintendent. However, as long as any specified delegation of authority is in place, the Board will respect and support any reasonable interpretation of its policies.

Policy Type: Board/Superintendent Relationship

Monitoring Superintendent Performance

Superintendent Job performance will be monitored systematically and rigorously against the only Superintendent Job expectations: organizational accomplishment of Board's *Strategic Policies* and organizational operation within the boundaries established in the Board's *Staff/Superintendent Guidelines* policies.

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information that does not contribute to this purpose is not considered monitoring data.
2. Monitoring fulfills the Board's responsibility of overseeing management of the school district's major systems. More specific information is contained in the Management Oversight policy.
3. The Board will acquire monitoring data on *Strategic Policies* and *Staff/Superintendent Guidelines* policies by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses compliance information to the Board.
 - b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies.
 - c. By direct Board inspection, in which the Board assesses compliance with the appropriate policy criteria.
4. In every case, the standard for compliance shall be whether the Superintendent has reasonably interpreted the Board policy being monitored. The Board will make the final determination as to whether a Superintendent interpretation is reasonable.
5. All policies which instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but ordinarily will depend on the following schedule and method, as described in the Oversight Calendar, see SP-4C-1, SP-4C-2 and SP-4C-3.
6. In conjunction with the conclusion of the Board's annual planning cycle, each January the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data derived during the year from monitoring Board policies on Strategic Policies and Superintendent/Staff Guideline. A written evaluation document will be prepared by

the Board. The Superintendent will have the opportunity to review the document with the Board in executive session. The report will be signed by the Superintendent and the president of the Board.

The evaluation document will consist of:

- a. A summary of the data derived throughout the year from monitoring the Board's policies on *Strategic Policies* and *Staff/Superintendent Guidelines*.
- b. Conclusions relative to whether each end has been achieved or whether reasonable progress has been made toward its achievement.
- c. Conclusions relative to whether the Superintendent has properly operated within the boundaries established in the Superintendent/Staff Guideline policies.

Nothing in this policy will be construed to imply in any manner the establishment of any personal rights not explicitly established by statute, Board policy or contract. All employment decisions regarding the Superintendent remain within the sole and continuing discretion of the Board.

Policy Type: Board/Superintendent Relationship

Monitoring Superintendent Performance

In Board Policies the Board has set forth areas in which they wish to evaluate the superintendent. By focusing on these areas to evaluate the superintendent the board has prioritized these areas. This document serves as a mechanism to bring those systems together. Each year as part of the Superintendent's evaluation the strategic plan and oversight documents will be updated and then this document will be updated to match those documents. This document clarifies the Board's expectations for the Superintendent's performance on a yearly basis.

Lake County School District Strategic Plan GOALS

1. Ensuring 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 and career-ready

LITERACY IMPROVEMENT (ACHIEVEMENT & GROWTH)	ACHIEVEMENT GAP CLOSING	MATH IMPROVEMENT (ACHIEVEMENT & GROWTH)
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LONG TERM GOAL: LCSD WILL BE ACCREDITED WITH DISTINCTION BY 2025 AS MEASURED BY THE STATE PERFORMANCE FRAMEWORK RELEASED IN AUGUST/SEPTEMBER OF 2026.

2. Providing all students with engaging learning opportunities
Rigor and engagement are everywhere

EXPEDITIONARY
LEARNING
FIELDWORK
DEVELOPMENT

ENGAGING & MEANINGFUL
INSTRUCTIONAL PRACTICES

STUDENT PORTFOLIO SHOWCASES RIGOR & ENGAGEMENT

LONG TERM GOAL: BY 2025, 100% OF STUDENTS WILL SHOWCASE INDIVIDUALIZED, ENGAGING AND RIGOROUS WORK AND ACADEMIC GROWTH ACROSS MULTIPLE SCHOOL YEARS THAT ALIGNS TO STUDENT PERSONAL GOALS AND (CAREER) INTERESTS AND DEMONSTRATE PROFICIENCY IN STATE STANDARDS AS SHOWCASED IN A STUDENT PORTFOLIO.

3. Creating a space that is safe, inclusive, and welcoming for all
Diversity and culture make us better

SCHOOLS OF CHOICE

BUILDING SAFETY STANDARDS

EQUITY ACTION PLAN

LONG TERM GOAL: By 2025, 85% of parents with children attending LCSD or eligible to attend LCSD who completed the school climate survey will express satisfaction with their child(ren)'s enrolled or eligible to enroll school in response to the following question: Is your child's current school your first choice for your child?

By 2025, 95% of students in grades 5-12 attending LCSD who completed the school climate survey will express satisfaction with their school in response to the following question: Is your current school the best school for you?

4. Planning and executing the capital and human capital investments that will make our district better We plan for the future		
STAFF RETENTION & RECRUITMENT	FACILITIES MASTER PLAN DUST OFF	
LONG TERM GOAL: By 2025, LCSD will have met the facility related goals as defined within the “2023 Master Plan Dustoff” for the corresponding year. By 2025, 95% of staff employed with LCSD who completed the culture and climate survey will express satisfaction with LCSD as an employer in response to the following question: Is LCSD your first choice for employment? By 2025, 100% of supervisors within LCSD will express satisfaction with LCSD employees in response to the following question: Are the employees of LCSD meeting the needs of the organization to fulfill our strategic plan/goals?		