

**Minutes of the Adams 12 Five Star Schools Special Board of Education Meeting  
Held at 1500 E. 128th Avenue, Thornton, CO 80241  
May 24, 2017**

**A. OPENING ITEMS**

1. Call to Order – 5:21 p.m.
2. Roll Call - All Board members were present.
3. Approval of Agenda

Motion by Mr. Batz, second by Ms. Mitchell, to approve the agenda as stated.

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.

Nays: Non. Motion carried 5-0.

4. Executive Session

Motion by Mr. Jennings, second by Mr. Batz, to recess for an executive session to receive legal advice and discuss negotiations matters regarding the District's withdrawal from the Adams County Board of Cooperative Education Services (BOCES) / Rocky Mountain Risk Insurance Group (RMRIG) pursuant to Board Policy 2.0 General Operating Limitations and C.R.S. § 24-6-402(4)(b) and C.R.S. § 24-6-402(4)(e); and to discuss real estate matters regarding the sale of property pursuant to Board Policy 2.5 Asset Protection and C.R.S. § 24-6-402(4)(a).

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.

Nays: None. Motion carried 5-0.

RECESSED 5:23 P.M.

The Board discussed the sale of property for 20 minutes and it discussed the District's withdrawal from the Adams County Board of Cooperative Education Services (BOCES) / Rocky Mountain Risk Insurance Group (RMRIG) for 39 minutes in executive session.

RECONVENED 6:23 P.M.

**B. WORK STUDY SESSION**

1. Board Statement Regarding Transparency and Accountability - Ms. Plomer confirmed general consensus of the Board with her proposed statement regarding transparency surrounding the new position of having a board member married to the recently elected president of the district's education association.
2. Events Update - Brian Batz will attend the Future Ready Schools Institute on July 13-14 at Skyview High School in the St. Vrain Valley School District. District administration will also attend.
3. Graduation Requirements - Priscilla Straughn, Chief Academic Officer, Janette Walters, Executive Director of Secondary Schools, Katie Romero, Horizon High School Counselor and Matt Schmidt, Principal of Pathways presented information to the Board regarding the projected cost/facility needs for seven classes at the high school level for all 9th grade students. Board needs to take action on Credit Requirements and the Competency Plan by the end of June 2017. Decision around the Capstone and Diploma pieces can go into next year. The superintendent expressed interest in further analysis regarding space requirements to allow students to take seven classes.
4. Superintendent Update - Time did not allow for this item.

**C. REPORTS, UPDATES AND INFORMATION**

1. Pledge of Allegiance

## 2. Board of Education Comments, Recognition, Awards and Vision

Certified Educator of the Year - Board members, Superintendent Gdowski and Lori Goldstein, District Twelve Education Association (DTEA) President recognized Amy Rehberg, English Language Learner Teacher at Horizon High School as the the 2017 Adams 12 Certified Educator of the Year. They also recognized finalists Eric Fengler - 6th grade Social Studies Teacher at Rocky Top Middle School, Teresa Kajiwarra - Instructional Coach at Silver Creek and Eagleview Elementary Schools, Melissa Kooi - Kindergarten Teacher at Woodglen Elementary, and Juanita Laramie-Eaton - School Psychologist at Vantage Point High School and Crossroads Middle. The first Certified Educator of the Year award presented by the District and DTEA received 65 nominations from certified staff across the district based on the three strategies in the Five Star Schools' plan for student success: creating multiple pathways for learning; striking a "just-right" balance of empowerment and accountability; and building strong community relationships.

Mr. Batz reported attending:

- the Thornton High School Senior Recognition Night noting it was a unique opportunity for graduates to celebrate with family and friends at their school. He expressed his belief that these types of events should provide a photo keep for students and families and indicated he took pictures of all students recognized and gave them to Principal Skrobella to disseminate.
- a 6th grade STEM Launch PBL regarding technology and how it affects empathy and indicated it was important that students were aware of the effects.
- a Thornton Baseball Association game which involved alot of students from the District and indicated its good to see students working together and competing.
- the Century Middle School Awards Ceremony.
- District graduations and indicated how impressed he is with the group of students coming out of Adams 12 who will eventually lead the country.

Ms. Lockley acknowledged this being her favorite time of year with seeing the accomplishments of graduating seniors, reviewing Capstone projects, and the celebrations of students' learning and accomplishments across the District. She applauded the work of instructors, support staff, administrators and everyone involved in all aspects of serving Adams 12 kids.

Mr. Jennings reported attending seven graduations so far and indicated greeting and congratulating students is the best part of being a board member. He recognized that for the first time in his tenure all board members were able to attend every graduation, noting it is not common in large school districts and is a point of pride for the community.

Ms. Mitchell:

- expressed her enthusiasm for the opportunity to participate in graduations and indicated hearing students speak highly of staff and the support they've received brings her full circle as to why she serves on the Board . She also acknowledged the unique traditions and culture of each school's graduation ceremony and how they reflect the students', staff's and community's values.
- recognized a recent meeting of the Adams 12 Community Action Network, lauded the group as a valuable way to learn about funding and how the school district works and encouraged greater participation.
- reported attending the STEM lab groundbreaking and remarked it gave the school and students an opportunity to shine and show what STEM Lab and the Adams 12 STEM programs are all about. She noted that Representative Faith Winter shared the energy efficiency aspects going into the design of the school with construction workers at the school that morning and Governor Hickenlooper signed a bill on energy efficiency at the school in the afternoon.
- reported another class of enthusiastic Leadership Academy graduates and noted the word is out about the program as the class for 2017-2018 is already full.

Ms. Plomer

- acknowledged the excitement of families at graduation and the importance of the occasion to students.
- also encouraged involvement in the Adams 12 CAN and directed folks to Adams12CAN.org and the Facebook page Adams12Can. She indicated this group was instrumental in the campaign and is now looking to education forums for next year.
- expressed her excitement about the level of interest in the Leadership Academy from people across the District to learn about Adams 12.
- reported participating in an Adams County Youth Initiative (ACYI) data meeting regarding their survey that looks at health and risk behaviors. She indicated ACYI is working to

streamline its surveying of students to get at the information that will help districts meet kids' social and emotional needs, and understand the issues and challenges they face in order to better direct resources.

- Read the following statement from the Board addressing transparency.

"We congratulate Dave Lockley and the rest of the District Twelve Educators Association (DTEA) elected leadership. We, the Adams 12 Board of Education, are in a new position of having a board member that is married to the recently elected president of our educators association. We want to let people know publicly that the Board is committed to being transparent and accountable as we move forward with the new relationship. In this spirit, at our last meeting we reviewed board policies and state statutes with our legal counsel and have found there's no law prohibiting this kind of arrangement.

With regard to specific votes or decisions, we have agreed to a system (found in our by-laws) where board member concerns may be brought to legal counsel for advice and will be addressed on a case-by-case basis. Our primary focus and priority is always doing what is best for the students of Adams 12 and we will continue to work collaboratively with DTEA and all of our stakeholders to make Adams 12 the best it can be."

Superintendent Gdowski reported having his best last day of school since he was 10 years old. It started at McElwain Elementary where he recognized Laurie Gaudreault, PE Teacher who received the National Award for Outstanding Leadership in the Physical Education Arena. He acknowledged this has generated attention from a third party who has donated money to the American Heart Association, donated \$1,000 to establish a scholarship for a senior interested in become a PE Teacher, and donated a robot to STEM Launch. He then witnessed the presentation of four bicycles to students with perfect attendance. He acknowledged the bikes were purchased by Principal Justina Carney and her husband and is another example of staff who dip into their own pockets to do things that are extra for kids and families. He then went to STEM Launch where his son, previously a special needs student in preschool at Woodglen Elementary, who because of the support, nurturing and outstanding efforts of staff and teachers throughout his education has continually grown and now as a 5th grader received three awards. The Superintendent praised staff's competence, generosity and investment in Adams 12 students.

3. IBS Update - Lori Goldstein, DTEA President and Mark Hinson, Chief Human Resource Officer reported that the IBS Team concluded negotiations at its May 4, 2017 meeting and reviewed changes to the Certified Master Agreement agreed to by the IBS Team. Ms. Goldstein indicated DTEA members ratified the contract with 95% support and recognized the hard work of the IBS Team and the increased productivity of the evolved negotiations process evidenced by the number of changes. Mr. Hinson indicted the IBS Process has served the District well and expressed his appreciation for the participation of Board members and the Superintendent. Ms. Plomer commented that getting into the nitty gritty and whole story aspect of making decisions makes her a better board member and better equipped to make decisions that can seem just policy oriented. She also acknowledged the retirements of Ms. Goldstein and Mr. Hinson and thanked them for their contributions to the process. Superintendent Gdowski highlighted the willingness of the IBS Team to address compensation earlier in the process, indicating it is a healthy sign of the investment in the team, and a positive indication of leadership from the Board, Association and Administration and the collective "we're in this together" mind set exhibited throughout the District. Mr. Batz lauded the IBS process for the freedom of speech and emotion it promotes, the consideration of all ideas and opinions and the notion that we're all in this together. He acknowledged disagreements along the way but indicated all were happy with the process.

#### 4. General Public Comment

Lyanne Terada of Louisville, and Horizon High School teacher addressed the Board regarding the Seal of Bi-literacy.

Amy Stice-Nevins and Charline King of Thornton and Heidi Farfel of Brighton spoke regarding Glacier Peak Elementary School's specials programming.

Josh Bastian of Thornton and Graduation Guidelines Committee member addressed the Board regarding the work of the committee.

## **D. BOARD BUSINESS**

### **1. Minutes**

Motion by Mr. Batz, second by Mr. Jennings, to approve the minutes of the regular board meetings of April 5, 2017, April 19, 2017 and May 3, 2017 and the Special Board meeting of April 18, 2017 as presented.

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.

Nays: None. Motion carried 5-0.

2. Long Range Planning and Advisory Committee Presentation - LRPAC members Maura Devine and Linda Hartman reviewed the need for the 2016 bond, what the bond included and LRPAC's roles of accountability and oversight, and planning and advisory. They provided an update on the status of spending of bond funds and the timeline for bond projects. LRPAC members Tiffany Anderson and Lori Goldstein discussed Planning and Advisory which included review of the public boundary process and timeline. They also reviewed the committee's successes, challenges and next steps. Clarification provided regarding the role of LRPAC as bond oversight vs. long range planning indicated that was not clear and there has been discussion of dividing into subcommittees to allow for a deeper dive into both areas with opportunity to come together quarterly as a full committee. This would require greater membership on the committee that includes additional skill sets and representation from the whole district. Superintendent Gdowski foresaw future work of the committee including the small school dilemma and CTE expansion.

3. Proposed Financial Plan and Budget for Fiscal Year 2017-2018 - Suzi DeYoung, Chief Financial Officer presented the proposed budget as required by state statute. Public comment regarding the budget will be received by the Board at its June 7, 2017 regular meeting and the Board will act on the budget at its June 21, 2017 regular meeting.

4. Finance and Audit Committee Charter - Suzi DeYoung presented a proposed for an Adams 12 Finance and Audit Committee (FAC). This would be an adhoc Board committee that would assist the Board in fulfilling its fiscal oversight responsibilities. The committee would focus on financial reporting, the audit process, and systems of internal controls. The FAC would differ from the District Accountability Committee (DAC) Budget Spending Priorities Committee as it would focus on internal and external reporting. The Committee would begin meeting in September or October with an initial charge of working with the external auditor on the 2016-17 Comprehensive Annual Financial Report (CAFR) and going through the audit process with CliftonLarsonAllen LLP. Committee members would be expected to have a basic understanding of financial reporting and finances and would be identified through an application process to assure qualified members. It was recommended the committee have no more than 9 members and it will include a Board liaison. Superintendent Gdowski indicated this type of committee structure exists in most school districts our size and smaller. Further information will be provided for Board discussion at the June 7, 2017 meeting.

## **E. CONSENT AGENDA**

### **1. Joint Motion**

Motion by Mr. Batz, second by Jennings, to approve Consent Agenda items E-2 and E-3 presented in the May 24, 2017 agenda.

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.

Nays: None. Motion carried 5-0.

### **2. Personnel Actions**

Approved the Personnel Actions as presented and the addendum to the personnel actions provided on May 24, 2017:

- (a) Resignations and Terminations
- (b) Transfers and Reassignments
- (c) Employment
- (d) Leaves of Absence.

### 3. School and District Selected Instructional Materials

Adopted the instructional materials presented by the Learning Services Department and recommended by the Superintendent.

## **F. MONITORING REPORTS**

### 1. Draft Internal Monitoring Report: Operating Limitations Policy 2.2 Treatment of Staff

Board members provided feedback regarding the format of the monitoring report given the use of a new survey to provide data. Discussion indicated Question #1 for statement 2.2.2 on p. 5 does not correlate, specific to "retaliation" and speciific to the interpretation with regard to the comfort level of sharing feedback. Board members expressed interest in receiving information that would give them a better sense of the scale and trends within the District, more subgroup data about elementary, middle and high school levels and a distribution of data points over the curve, trend data over time and significant differences between small district results vs. large district results at the national level. The comprehensive list of questions will be sent to the Board members to assist in determining correlation to Board policy and members will provide feedback to the Superintendent or Mr. Hinson by March 31st. Staff will discuss reporting of elemetnary, middle and high school data and where schools fit in comparison to other schools and nationally. Board members expressed more interest in analysis than compliance at this point and the Superintendent will revise interpretations to measure year to year improvement in the final monitoring report which will be brought to the June 21, 2017 meeting.

### 2. Internal Monitoring Report: Operating Limitations Policy 2.4 Financial Condition and Activities

Motion by Mr. Jennings, second by Ms. Plomer, to acknowledge that the Board has received a monitoring report as of May 24, 2017, for the period July 1, 2016 through March 31, 2017, of the Superintendent concerning Board Policy 2.4 Financial Condition and Activities and finds the superintendent's interpretations are reasonable and supported by data that is relevant, justified and complete.

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.  
Nays: None. Motion carried 5-0.

### 3. Internal Monitoring Report: Operating Limitations Policy 2.8 Management Planning

Motion by Ms. Mitchell, second by Mr. Jennings, to acknowledge that the Board has received a monitoring report as of May 24, 2017, for the period July 1, 2016 through June 30, 2017, of the Superintendent concerning Board Policy 2.8 Management Planning and finds the superintendent's interpretations are reasonable and supported by data that is relevant, justified and complete.

Ayes: Batz, Jennings, Lockley, Mitchell, Plomer.  
Nays: None. Motion carried 5-0.

## **G. FUTURE AGENDA ITEMS**

1. Calendar - Agenda items regarding graduation requirements and the monitoring report of Operating Limitations Policy 2.2 Treatment of Staff will be added to the June 7, 2017 Board meeting.

## **H. ADJOURNMENT**

The meeting was adjourned at 10:43 p.m.

**Approved by the Board of Education at its regular meeting of June 7, 2017.**