



Building Bright Futures

Revised AGENDA

REGULAR BUSINESS MEETING
BOARD OF EDUCATION

6 p.m. August 23, 2007
Board Room

Jefferson County School District R-1
1829 Denver West Dr., Bldg. 27
Golden, Colorado

Our mission: To provide a quality education that prepares all children for a successful future.

STUDY/DIALOGUE SESSION: At 5 p.m., the Board of Education will meet in the Seminar Room to receive an overview of a research review related to compensation completed by the Rose Community Foundation.

1. **PRELIMINARY**

- a. **CALL TO ORDER – 6:00 p.m. – Board Room**
- b. **WELCOME TO AUDIENCE**
- c. **PLEDGE OF ALLEGIANCE**
- d. **ROLL CALL**
- e. **APPROVE AGENDA**

ACTION

INFORMATION 2. **HONORS & RECOGNITION**

INFORMATION 3. **BOARD AND SUPERINTENDENT COMMENTS**

4. **PUBLIC AGENDA**

- a. **CORRESPONDENCE:** Public correspondence received by the Board is presented on page 5 of the background material, and is available for public viewing.
- b. **PUBLIC COMMENT:** At this time the Board listens to the community's issues of concern. Board members or staff will respond during this meeting or at a later time. We listen with respect and ask those who address the Board to do the same. In order to respect all persons addressing the Board, we request that

the audience not applaud individual speakers and that issues, rather than personalities, be addressed. Any resident or staff member of the district who has signed up on the public comment roster may speak. There is a time limit per person.

If there are a number of speakers commenting on the same topic this evening, we ask that remarks be consolidated and new thoughts or concepts shared. It is not the number of people who address the Board that leads to better decision-making, rather the content of your presentation. So, we respectfully ask that you do not repeat the same message of an earlier speaker. If there are four or more people who wish to address the Board on the same side of the same topic, the Board will allow 10 minutes for that view to be heard. All those who sign up must accompany the speaker to the front of the Board room. We respectfully ask that you do not repeat the same message, but rather present varying concepts on the same theme. Thank you.

5. CONSENT AGENDA

ACTION

- a. **MONITORING REPORT – STAFF EVALUATION (EL-5), Pages 8-29:** It is the Superintendent's recommendation that the Board of Education approves the monitoring report on EL-5, Staff Evaluation, as shown in memorandum BA-07-173 in the background material.

ACTION

- b. **BOARD POLICY FOR STUDY EL-5, STAFF EVALUATION, Pages 30-31:** It is the Superintendent's recommendation that the Board of Education accepts for study executive limitation policy EL-5, Staff Evaluation, as recommended in memorandum BA-07-174 in the background material.

ACTION

- c. **BOARD POLICY FOR STUDY EL-1, GLOBAL EXECUTIVE CONSTRAINT, Pages 32-33:** It is the Superintendent's recommendation that the Board of Education accepts for study executive limitation policy EL-1, Global Executive Constraint, as recommended in memorandum BA-07-013/2 in the background material.

ACTION

- d. **BOARD POLICY FOR STUDY EL-4, STAFF COMPENSATION, Pages 34-35:** It is the Superintendent's recommendation that the Board of Education accepts for study executive limitation policy EL-4, Staff Compensation, as recommended in memorandum BA-07-019/2 in the background material.

- ACTION
- e. **NOVEMBER 6, 2007 – INTERGOVERNMENTAL AGREEMENT WITH JEFFERSON COUNTY (EL-1, GLOBAL EXECUTIVE CONSTRAINT), Page 36:** It is the Superintendent's recommendation that the Board of Education approves the intergovernmental agreements between the school district and the Jefferson County clerk and recorder for the mailing of notices for and conduct of the November 6, 2007 regular biennial election, as recommended in memorandum BA-07-201 in the background material.
- ACTION
- f. **NOVEMBER 6, 2007 – INTERGOVERNMENTAL AGREEMENT WITH BROOMFIELD COUNTY (EL-1, GLOBAL EXECUTIVE CONSTRAINT), Page 37:** It is the Superintendent's recommendation that the Board of Education approves the intergovernmental agreement between the school district and the Broomfield County clerk and recorder for the mailing of notices for and conduct of the November 6, 2007 regular biennial election, as recommended in memorandum BA-07-202 in the background material.
- INFORMATION
- g. **EXPULSION OF STUDENTS (EL-16, TREATMENT OF STUDENTS), Page 38:** As noted in memorandum BA-07-006 in the background material, the Superintendent will submit a detailed summary of expulsion documents to the Board of Education prior to the meeting.
- ACTION
- h. **EMPLOYMENT (EL-3, STAFF TREATMENT), Pages 39-46:** The Superintendent recommends that the Board of Education approves the employment of personnel, as presented in memorandum BA-07-002/6 in the background material.
- ACTION
- i. **ADMINISTRATIVE APPOINTMENTS (EL-3, STAFF TREATMENT), Pages 47-51:** The Superintendent recommends that the Board of Education approves the administrative appointments as presented in memorandum BA-07-003/5 in the background material.
- ACTION
- j. **RESIGNATIONS/TERMINATIONS (EL-3, STAFF TREATMENT), Pages 52-55:** It is the Superintendent's recommendation that the Board of Education approves the resignations, terminations and reinstatements of personnel, as outlined in memorandum BA-07-008/6 in the background material.
- INFORMATION
- k. **SUPPLEMENTAL FUNDS – ARVADA MIDDLE SCHOOL, CAMPBELL ELEMENTARY, HACKBERRY HILL ELEMENTARY, STOTT ELEMENTARY, WARDER ELEMENTARY – CITY OF ARVADA (EL-7, FINANCIAL**

ADMINISTRATION), Page 56: It is the Superintendent's recommendation that the Board of Education is informed of the grant award of \$14,620 to Arvada Middle School and Campbell, Hackberry Hill, Stott and Warder Elementary Schools from the City of Arvada Matching Grant program, as identified in memorandum BA-07-167 in the background material.

INFORMATION

1. **SUPPLEMENTAL FUNDS – INDIAN EDUCATION – U.S. DEPARTMENT OF EDUCATION (EL-7, FINANCIAL ADMINISTRATION), Page 57:** It is the Superintendent's recommendation that the Board of Education is informed of the award of \$153,889 to Jeffco Schools' Indian Education program from the U.S. Department of Education, as identified in memorandum BA-07-168 in the background material.

INFORMATION

- m. **SUPPLEMENTAL FUNDS – CAREER DEVELOPMENT – COLORADO COMMUNITY COLLEGE CARL PERKIN'S (EL-7, FINANCIAL ADMINISTRATION), Page 58:** It is the Superintendent's recommendation that the Board of Education is informed of the continuing award of \$494,263 to Jeffco's Career Development program from the Colorado Community College System Carl Perkin's basic formula grant, as identified in memorandum BA-07-169 in the background material.

INFORMATION

- n. **SUPPLEMENTAL FUNDS – COMPASS MONTESSORI GOLDEN – BOETTCHER FOUNDATION (EL-7, FINANCIAL ADMINISTRATION), Page 59:** It is the Superintendent's recommendation that the Board of Education is informed of the grant award of \$75,000 to Compass Montessori Golden from the Boettcher Foundation, as identified in memorandum BA-07-170 in the background material.

INFORMATION

- o. **SUPPLEMENTAL FUNDS – STUDENT SERVICES – ROCKY MOUNTAIN CENTER (EL-7, FINANCIAL ADMINISTRATION), Page 60:** It is the Superintendent's recommendation that the Board of Education is informed of the year two award of \$147,099.77 to Jeffco Student Services from the Rocky Mountain Center for Health Promotion and Education, as identified in memorandum BA-07-171 in the background material.

INFORMATION

- p. **SUPPLEMENTAL FUNDS – TITLE I PART C, MIGRANT EDUCATION – COLORADO DEPARTMENT OF EDUCATION (EL-7, FINANCIAL ADMINISTRATION), Page 61:** It is the Superintendent's recommendation that the Board of Education is informed of the award of \$682,795 in Title I Part C funds from the Colorado Department of Education to support

Migrant Education, as identified in memorandum BA-07-172 in the background material.

ACTION

- q. **DONATION-PEIFFER ELEMENTARY (EL-7, FINANCIAL ADMINISTRATION), Page: 62:** It is the Superintendent's recommendation that the Board of Education approves the donation to Peiffer Elementary School in the amount of \$16,000 as outlined and presented in memorandum BA-07-191 in the background material.

ACTION

- r. **APPROVAL OF MINUTES:** The minutes of the meetings of June 12, 14 and July 12, 2007 are presented for approval.

INFORMATION

- s. **AWARD OF CONTRACT: FIRE RESTORATION/REPAIRS TO WEBER ELEMENTARY (EL-8, ASSET PROTECTION), Page 64:** It is the Superintendent's recommendation that the Board of Education is informed of the funds expended to restore/repair Weber Elementary School as a result of the fire, as identified in memorandum BA-07-165/2 in the background material.

ACTION

- t. **RESOLUTION – AMENDMENT TO SUPPLEMENTAL RETIREMENT PLAN, Pages 65-70:** It is the Superintendent's recommendation that the Board of Education adopts the resolution approving the supplemental retirement pension plan as amended and restated effective September 1, 2007, as identified in memorandum BA-07-194 in the background material.

6. ENDS DEVELOPMENT AND MONITORING AGENDA

ACTION

- a. **REPORT ON STUDENT ACHIEVEMENT DURING 2006-2007 AND STRATEGIC PLAN OBJECTIVE 1, (ENDS 1, ALL CHILDREN ARE PREPARED FOR A SUCCESSFUL FUTURE), Page 63:** It is the Superintendent's recommendation that the Board of Education receives a summary of the results, an overview of district assessment work aligned with Strategic Plan objective 1 presented by Debbie Backus, chief academic officer, and Carol Eaton, executive director of Assessment and Research, Department for Learning and Educational Achievement, and discusses how this work supports Board Ends policies, as shown in memorandum BA-07-192 in the background material.

ACTION

7. **DEVELOP NEXT AGENDA:** The Board will discuss the September 6 regular meeting agenda and August study session.

8. ADJOURNMENT

Reasonable accommodation will be provided *upon request* for persons with disabilities. If you have a disability, please notify the Board of Education Office, 303-982-6800, at least three days prior to the meeting about special arrangements that may allow you to fully participate in this meeting.

CORRESPONDENCE – August 23, 2007

c-07-088	Liz Keating BFR
c-07-089	Karen Goldman Columbine Memorial
c-07-090*	Greg & Michele Petruska School issue
c-07-091*	Tina Yuthye Student issue
c-07-092*	Tina Yuthye Student issue
c-07-093	Mary Sharon Wells Notice of retirement
c-07-094	Roger Kuehn Summer football
c-07-095*	Walter & Cece Fichtner C: Board
c-07-096*	Steve Harvey response
c-07-097*	Cindy Kirby Student issue
c-07-098	Dean Reeves Building use
c-07-099*	Fred T. Gonzales c: Board
c-07-100	Connie Wolfe school issue
c-07-101*	Student Legislation
c-07-102	Cindy-Lou LoCricchio Building use fee
c-07-103	Jackie Fenno School fees
c-07-104	Karen & Jim Schmoker Athletic Field

Note: Letters addressed to the Board of Education that contain the name of a student or involve a personnel issue are not available to the public (unofficial). The Board does not respond to anonymous letters or letters that are copied to the Board but not addressed to the Board.

**BOARD OF EDUCATION
STUDY/DIALOGUE SESSION AGENDA ITEM**

CONTROL NUMBER: BSD-07-023

BOARD MEETING: Thursday, August 23, 2007

TOPIC: Rose Foundation Study

PRESENTING STAFF: Cindy Stevenson
Phil Gonring
Paul Harstad
JCEA Executive Board

PURPOSE:

For the Board of Education to receive an overview of a research review related to compensation completed by the Rose Foundation.

BACKGROUND:

The Board of Education received information on the district's work with the Rose Community Foundation on March 16, 2007.

SUBMITTED: Cynthia Stevenson *CMS*

DATE: August 13, 2007

APPROVED: Cynthia Stevenson *CMS*

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-173

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Executive Limitation Monitoring Report -- EL 5, Staff Evaluation

ACTION

PERTINENT FACTS:

1. On June 15, 2000 the Board of Education adopted the policies of the new governance model.
2. An important component of the Policy Governance Model is Policy GP 6, Annual Work Plan.
3. The 2006/2007 school year monitoring report for Executive Limitation 5, Staff Evaluation, is scheduled for August, 2007.
4. Executive Limitation Monitoring Report EL 5, Staff Evaluation, is included in background material.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the monitoring report on executive limitation policy, EL-5, Staff Evaluation.

ORIGINATOR: Amy Weber

AWW

DATE: August 13, 2007

Lorie B. Gillis

LBG

APPROVED:

Cynthia Stevenson

CMS

Policy Governance Monitoring Report

To: Board of Education

From: Amy Weber, Executive Director Human Resources
Lorie B. Gillis, Chief Financial Officer

Date: August 23, 2007

Re **EL-5 Staff Evaluation**

I certify this information to be accurate as of the close of business, ~~August 17, 2006~~ AUGUST 23, 2007. Board executive limitation policy 5 was not revised at its last monitoring in August 2004.

With respect to evaluation of employees, the Superintendent shall not cause nor allow an evaluation system that does not link employee performance with achievement of the Board's *Ends* policies and compliance with the Board's *Executive Limitations* Policies. Accordingly, the Superintendent may not:

- 1. Fail to develop and administer an evaluation system for licensed/certified personnel that is designed to:**
 - a. Improve Instruction**
 - b. Enhance the implementation of curricular programs**
 - c. Measure professional growth, development and performance**
 - d. Document unsatisfactory performance and provide remediation as appropriate**
 - e. Link teacher performance with multiple measures of student performance**

The evaluation system for licensed staff members in Jefferson County is based on the state statute that requires an evaluation system for licensed employees to meet the following purposes:

- serve as the basis for the improvement of instruction
- enhance the implementation of programs of curriculum
- serve as measurement of the professional growth and development of certificated (licensed) personnel
- serve as the measurement of satisfactory performance for individual certificated (licensed) personnel
- serve as documentation for an unsatisfactory performance dismissal proceeding
- measure the level of performance of all certificated (licensed) personnel within the school district.

(22-9-102 and 106(d), C.R.S.)

The stated purposes of the evaluation system in Colorado require that school districts create a system that includes both performance standards and evaluation processes that improve the performance of licensed staff members. Below is a description of how the system in Jefferson

County meets the requirements of Executive Limitation 5 (EL5) and the state statutory requirements.

The standards and criteria for evaluation of licensed staff members are the clear statement of performance expectations for teachers, principals, assistant principals, licensed central administrators, and professional/technical employees. Changes in the administrative evaluation criteria are made each year. During the ~~2005-2006~~ 2006-2007 school year, the evaluation standards and criteria for all teachers including counselors, library media specialists, special education teachers, resource teachers and curriculum coordinators were unchanged from the ~~2005-2006~~ 2006-2007 school year.

Those performance expectations that relate directly to improving instruction, to implementing curricula, and to measuring professional growth are listed below.

a. Improve Instruction (Ends Policies 1, 2, 3, and 5)

Licensed administrators were evaluated on the following standards that are related to improving instruction.

Standard 1: The administrator leads a team committed to quality service which is focused on and supportive of learning.

- Criteria 1: Accomplishes school/department goals
- Criteria 2: Has clearly defined decision making processes that align with the District's CDM standards
- Criteria 3: Exercises good judgment and takes responsibility for actions
- Criteria 4: Leads and implements necessary change
- Criteria 5: Fulfills responsibilities related to the District Strategic Plan and demonstrates commitment to a District perspective
- Criteria 6: Communicates effectively with staff, community, students, and District personnel.
- Criteria 7: Leads and/or participates in teamwork at the school, community, area, and District levels

Standard 3: The administrator is a continuous learner who encourages and supports the personal and professional development of self and others.

- Criteria 1: Demonstrates personal commitment to continuous improvement
- Criteria 2: Expects and promotes professional development among others that promotes district and/or school/department goals.
- Criteria 3: Implements effective professional development that supports the district direction within the school/department

Standard 4: The administrator organizes and manages the human and financial resources to create a safe and effective working and learning environment consistent with federal, state, and district approved policies, procedures, statutes, and contracts.

Criteria 3: Conducts and coordinates the supervision and performance appraisal of staff so that student learning and/or quality service are improved

Standard 5A: The administrator models and sets high standards for both student and staff performance which lead to improved student achievement.

Criteria 1: Assumes responsibility for, and initiates action for, instructional improvement

Criteria 2: Gathers and analyzes data on student achievement and sets meaningful goals based on that data

Criteria 3: Provides leadership in translating student achievement data into classroom instructional practices to increase student achievement

Criteria 4: Administrator insures school maintains accredited designation

Licensed teachers were evaluated on the following performance areas and standards related to instructional improvement.

Performance Area: Professional Preparation and Growth

Standard 2: The school professional plans, supports, and prepares for the teaching/learning experience.

- Designs learning support opportunities consistent with District and school goals and objectives
- Participates in self-evaluation of own teaching performance
- Develops relevance between subject matter and life applications
- Plans for student differences, including IEP and 504 Plan accommodations and modifications
- Sets high but attainable standards of achievement
- Promotes higher level thinking skills
- Selects appropriate methods, materials, and strategies
- Organizes lesson materials for effective use during lesson

Performance Area: Professional Techniques

Standard 1: The school professional uses effective teaching strategies.

- Communicates clear learning expectations to students
- Uses effective methods to encourage student learning
- Establishes relevancy by integrating subject matter
- Uses techniques that make learning enjoyable
- Uses available technology appropriate to the learning experience
- Organizes time effectively for maximum student learning

Standard 2: The school professional applies principles of teaching/learning that enhance student achievement.

- Uses data from assessments (classroom, district, state, and national) to monitor student achievement and adjust instruction accordingly
- Uses grading, intervention, and instructional practices designed to help all students achieve high learning standards
- Plans instruction based upon current research related to best practices in education

Performance Area: Professional Conduct

Standard 2: The school professional adheres to Colorado State law and District school board policy as it pertains to responsibilities of school staff.

- Participates in implementation of District and school policies, goals, and objectives

School counselors were evaluated on the following performance areas and standards related to instructional improvement.

Performance Area: Professional Techniques

Standard 1: The school counselor uses effective strategies in the following developmental domains: academic, career, and personal/social.

- Supports the successful transition of students from each grade level within the school system and into the next phase of their lives
- Communicates and models the value that learning is lifelong process
- Helps students understand expectations for behavior and learning
- Supports the teaching/learning experience consistent with the district and school goals and objectives
- Promotes higher level thinking skills among students

Performance Area: Human Resources

Standard 2: The school counselor recognizes and promotes the potential of each student to be successful in the school experience.

- Encourages students to reach their academic potential

Library Information Specialists were evaluated on the following performance areas and standards related to instructional improvement.

Performance Area: Professional Preparation And Growth

Standard 1: The library information specialist uses current district curriculum and content standards in instruction.

- Demonstrates knowledge of current district and school goals and objectives
- Demonstrates current knowledge of information literacy standards
- Demonstrates awareness of current curriculum and content standards

Standard 2: The library information specialist plans, supports, and prepares for the teaching/learning experience.

- Collaborates in the design of learning support opportunities consistent with district and school goals and objectives
- Develops relevance between subject matter and life applications
- Selects appropriate methods, materials, and strategies to accommodate for student differences
- Organizes lesson materials for effective use

Performance Area: Professional Techniques

Standard 1: The library information specialist uses effective teaching strategies.

- Communicates clear learning expectations to students
- Uses effective methods to encourage student learning
- Encourages interdisciplinary learning
- Uses techniques to engage the learners
- Promotes and models the effective use of changing technology with students and staff

SERS staff were evaluated on the following performance areas and standards related to instructional improvement.

Performance Area: Professional Preparation And Growth

Standard 2: The school professional supports the use of current district curriculum and school goals and objectives.

- Demonstrates knowledge and understanding of current district curriculum and school goals and objectives
- Selects, designs, and prepares appropriate methods, materials, and strategies, consistent with district standards and school goals/objectives

Performance Area: Professional Techniques

Standard 2: The school professional applies principals of learning and intervention processes that enhance student achievement.

- Plans, writes, and delivers meaningful IEP goals and objectives that address a student's identified needs
- Sets and effectively communicates clear standards and expectations for student learning and behavior
- Adjusts and modifies methods and strategies to accommodate individual student needs
- Uses techniques based upon current research related to best practices in education

Resource teachers and curriculum coordinators were evaluated on the following performance areas and standards related to instructional improvement.

Performance Area: Professional Preparation and Growth

Standard 1: The professional uses current district curriculum and content standards in instruction.

- Demonstrates knowledge of current district and school goals and objectives
- Demonstrates current knowledge of subject matter

Standard 2: The professional plans, supports, and prepares for the teaching/learning experience for students and adults.

- Designs learning support opportunities consistent with district and school goals and objectives
- Plans for student differences
- Sets high but attainable standards of achievement
- Promotes higher level thinking skills
- Selects appropriate methods, materials, strategies, and resources

Performance Area: Professional Techniques

Standard 1: The professional uses effective teaching strategies.

- Communicates clear learning expectations
- Organizes time effectively for maximum learning

b: Enhance the Implementation of Curricular Programs (Ends Policies 1, 2, 3, 5)

Licensed administrators were evaluated on the following standards and criteria related to implementation of curricular programs.

Standard 1: The administrator leads a team committed to quality service which is focused on and supportive of learning.

Criteria 4: Leads and implements necessary change

Criteria 5: Fulfills responsibilities related to the district Strategic Plan and demonstrates commitment to a district perspective

Standard 4: The administrator organizes and manages the human and financial resources to create a safe and effective working and learning environment consistent with federal, state, and district approved policies, procedures, statutes and contracts.

Criteria 3: Conducts and coordinates the supervision and performance appraisal of staff so that student learning and/or quality service are improved

Standard 5A: The administrator models and sets high standards for both student and staff performance which lead to improved student achievement.

Criteria 1: Assumes responsibility for, and initiates action for, instructional improvement

Criteria 3: Provides leadership in translating student achievement data into classroom instructional practices to increase student achievement

Standard 5B: The administrator models and sets high standards for district programs and services which support student achievement. (Applied to central departments and services.)

Criteria 1: Gathers and analyzes data on district/department program effectiveness and efficiency, sets meaningful goals based on the data, and verifies program improvement

Criteria 2: Provides leadership for the development, implementation, and management of department goals aligned with the district Strategic Plan

Criteria 4: Administrator insures successful completion of department/division Strategic Plan targets

Licensed teachers were evaluated on the following performance areas and standards related to implementation of curricular programs.

Performance Area: Professional Preparation and Growth

Standard 1: The school professional uses current District curriculum and content standards in instruction.

- Demonstrates knowledge of current district and school goals and objectives
- Demonstrates current knowledge of subject matter

Standard 2: The school professional plans, supports, and prepares for the teaching/learning experience.

- Participates in staff development opportunities to maintain current knowledge of research related to best practices

Performance Area: Professional Techniques

Standard 1: The school professional uses effective teaching strategies.

- Establishes relevancy by integrating subject matter
- Uses available technology appropriate to the learning experience

School counselors were evaluated on the following performance areas and standards related to the implementation of curricular programs.

Performance Area: Professional Preparation And Growth

Standard 1: The school counselor implements the current district comprehensive guidance and counseling program.

- Demonstrates knowledge of the district comprehensive guidance and counseling program and its standards and competencies in the areas of:
Guidance curriculum, individual planning, responsive services, system support

- Demonstrates knowledge of current guidance and counseling research, trends, and best practices at the national, state, and local level

Library information specialists were evaluated on the following performance areas and standards related to the implementation of curricular programs.

Performance Area: Professional Techniques

Standard 2: The library information specialist collaborates with staff to enhance student achievement.

- Provides opportunities for flexible scheduling of library information specialist (LIS) and the library information center (LIC) for research and instructional activities
- Works with classroom teachers to integrate information literacy standards with content standards
- Uses knowledge of LIC collection to plan/support instruction with teachers

Performance Area: Library Media Management

Standard 1: The library information specialist develops and maintains a collection of resources to support learning as outlined in the content standards and in compliance with the district selection policy.

- Selects, develops, and maintains information sources cooperatively with the school staff and students to support the school's curriculum and goals
- Efficiently manages the budget for the acquisition of library media services, resources and supplies
- Provides access to information and ideas within the school and beyond

SERS staff were evaluated on the following performance areas and standards related to the implementation of curricular programs.

Performance Area: Professional preparation and growth

Standard 2: The school professional supports the use of current district curriculum and school goals and objectives.

- Demonstrates the knowledge and understanding of current district curriculum and school goals and objectives
- Selects, designs, and prepares appropriate methods, materials, and strategies, consistent with district standards and school goals/objectives.
-

Performance Area: Professional Techniques

Standard 1: The school professional uses effective assessment and intervention strategies.

- Provides continuous assessment of student needs through appropriate judgment in selection, administration, and interpretation of formal/informal evaluation measures
- Applies and utilizes effective intervention strategies consistent with IEP goals and objectives and district content standards
- Develops intervention strategies that allow student to apply subject content to their own lives

Resource teachers and curriculum coordinators were evaluated on the following performance areas and standards related to the implementation of curricular programs.

Performance Area: Curriculum Management Leadership

Standard 1: The curriculum coordinator effectively manages the work of the content team.

- Plans and manages budget
- Plans and facilitates team meetings
- Organizes and monitors the scope and sequence of the project team's work

Standard 2: The curriculum coordinator effectively leads the work of the content team.

- Develops and promotes the vision and long-range goals of the content team
- Coordinates with, supports, and leads the work of instructional services collaboratively with directors and the Chief Academic Officer
- Represents the content team on district state, and when possible, national committees
- Provides regular communication to principals and district leadership on the progress of the content team's endeavors

c: Measure Professional Growth, Development and Performance

Licensed administrators were evaluated on the following standards and criteria related to professional growth, development, and performance.

Standard 3: The administrator is a continuous learner who encourages and supports the personal and professional development of self and others.

Criteria 1: Demonstrates personal commitment to continuous improvement

Criteria 2: Expects and promotes professional development among others that promotes district and/or school/department goals

Criteria 3: Implements effective professional development that supports the district direction within the school/department

Licensed teachers were evaluated on the following performance areas and standards related to professional growth, development, and performance.

Performance Area: Professional Preparation and Growth

Standard 1: The school professional uses current District curriculum and content standards in instruction.

- Demonstrates knowledge of current District and school goals and objectives
- Demonstrates current knowledge of subject matter

Standard 2: The school professional plans, supports, and prepares for the teaching/learning experience.

- Participates in staff development opportunities to maintain current knowledge of research related to best practices in instruction
- Participates in self-evaluation of own teaching performance

School counselors were evaluated on the following standards and criteria related to professional growth, development, and performance.

Performance Area: Professional Preparation and Growth

Standard 2: The school counselor plans and prepares for the guidance and counseling experience

- Participates in staff development opportunities to maintain current knowledge of best practices in counseling
- Participates in self-evaluation of individual counseling skills and performance that support the school guidance and counseling program
- Demonstrates knowledge of human growth and development
- Uses data collected from staff, students, and parents to improve the school guidance and counseling program

Library information specialists were evaluated on the following standards and criteria related to professional growth, development, and performance.

Performance Area: Professional Preparation And Growth

Standard 2: The library information specialist plans, supports, and prepares for the teaching/learning experience.

- Participates in staff development opportunities to maintain current knowledge of research related to library services, technology, and best practices in instruction
- Participates in self-evaluation of own teaching performance

SERS staff were evaluated on the following standards and criteria related to professional growth, development, and performance.

Performance Area: Professional Preparation and Growth

Standard 3: The school professional participates continuously in self-evaluation of professional growth and performance

- Evaluates effect of own intervention on student growth
- Participates in staff development opportunities to maintain current knowledge of research and technology related to professional discipline/assignment

Resource teachers and curriculum coordinators were evaluated on the following standards and criteria related to professional growth, development, and performance.

Performance Area: Professional Preparation And Growth

Standard 2: The professional plans, supports, and prepares for the teaching/learning experience for students and adults.

- Participates in staff development opportunities to maintain current knowledge of research related to best practices in instruction
- Participates in self-evaluation of own performance and work

Support for the Board of Education Ends Policies 1, 2, 3, and 5

All of the above standards and criteria support the Board of Education Ends Policies 1, 2, 3, and 5 through the following connections:

- Educational professionals who meet the evaluation standards and criteria are current in their subject matter. Research supports the connection between teachers who are knowledgeable in their content areas and increased student achievement.
 - Educational professionals who meet the evaluation standards are using effective teaching strategies in their content areas and supporting student achievement in the standards related to their content.
 - Principals who are providing the instructional leadership described in the evaluation standards are supporting teachers and students in the achievement of standards.
- d. Document unsatisfactory performance and provide remediation as appropriate.

Licensed Classroom Teachers and Other Licensed Instructional Staff

The evaluation system for teachers and other instructional staff includes only two overall ratings:

- Meets or Exceeds District Standards
- Does not Meet District Standards

Teachers and other instructional staff members who do not meet standards are placed on a remediation plan. Before remediation, the evaluation system provides for ongoing documentation and timely notification of performance problems through a Letter of Expectations. The following information is included on the Jeffco Web Site.

The letter of expectations is designed to identify and address concerns before they become part of the official evaluation document. At any time in the evaluation process, if the evaluator has concerns regarding a teacher's performance, the evaluator can implement a letter of expectations. In the letter of expectations, the performance expectations are to be stated in writing clearly and specifically for the teacher (whether T, P, or NP). The teacher is given a reasonable time to meet the expectations before any standard or area can be marked "does not meet" on the formal evaluation form. If an action plan for growth or letter of expectations has been in effect for a reasonable time and the teacher has failed to meet the performance standards, a "does not meet" can be marked during the formal evaluation process.

The Jefferson County website also includes specific steps for developing a letter of expectations and moving into a remediation plan. The website also contains sample letters of expectations. The location on the Jeffco website may be accessed through the Administrators' Human Resources Employee Relations homepage, the evaluation homepage, and remediation.

Once a teacher or other instructional staff member does not meet standards, then a remediation plan is developed. The remediation process for instructional staff members provides the teacher with a minimum of 90 days to complete a remediation plan.

Following a remediation plan, an instructional staff member must be evaluated. Unsatisfactory performance is defined as follows and can lead to a recommendation for dismissal.

If overall performance is unsatisfactory in one or more of the performance standards related to classroom teaching or if a teacher repeatedly demonstrates significant deficiencies in performance areas not related to classroom teaching, a teacher's overall evaluation may be considered unsatisfactory.

Licensed Administrators

According to the differentiated scheduling of teacher evaluation, the majority of our high performing teachers will be evaluated every three years. In contrast, because administrative/professional technical compensation is connected to evaluation, members of the administrative and professional technical staff are evaluated every year. The overall ratings for administrators include the following:

- Does Not Meet One or More District Standards
- Meets District Standards
- Exceeds in One or More District Standards

The statistics on evaluation ratings are as follows.

	<u>2004-2005</u>
• Does not meet one or more district standards	2 (.4%)
• Meets all standards	23 (7.6%)
• Exceeds in one or more standard	278 (92.0%)

All Jefferson County Administrators and professional technical employees have been evaluated during the ~~2005-2006~~ 2006-2007 school year. The deadline to complete evaluations was extended until the end of September ~~2005~~ 2006, to allow for the alignment of student achievement data to goals. (CSAP results are not available until August.) Once all Administrative evaluations are processed, Human Resources will obtain statistical data from the evaluations and provide further analysis.

At any time a letter of expectation(s) may be used with administrative and professional technical staff. However, it is not required and licensed administrators are expected to complete a remediation plan in 45 days. In addition, according to District Policy GCKB, administrative staff can be reassigned at the discretion of the superintendent for the benefit of the school community or department. This provision allows the district to reassign unsuccessful administrative staff members to a position more suited to their skills without proceeding through dismissal proceedings.

e. Link Teacher Performance with Multiple Measures of Student Performance

Licensed administrators were evaluated on the following standards and criteria that link to multiple measures of student performance.

Standard 5A: The administrator models and sets high standards for both student and staff performance which lead to improved student achievement.

- Criteria 1: Assumes responsibility for, and initiates action for, instructional improvement
Criteria 2: Gathers and analyzes data on student achievement and sets meaningful goals based on that data
Criteria 3: Provides leadership in translating student achievement data into classroom instructional practices to increase student achievement
Criteria 4: Administrator insures school maintains accredited designation

Administrative and professional technical staff members do not receive automatic compensation increases. The base compensation is increased based on the evaluation rating. In addition, administrators and professional technical employees do not receive steps and/or levels in their compensation. Rather than steps and/levels administrators and professional technical employees receive variable compensation that is directly connected to the achievement of increases in CSAP scores, school accreditation status, and to achievement of specific strategic plan goals. Administrators who meet or exceed these goals will earn up to 2% of their salary. After the 2% is allocated to those who have met their goals, the remaining amount of the variable pay budget for administrators is equally distributed to all administrators and professional/technical employees who meet or exceed their evaluations standards. Goals for 2003-2004 were differentiated according to job type. Administrators and professional technical employees do not receive automatic steps and levels. All their variable compensation is dependent upon student achievement, school accreditation status, and achievement of specific strategic plan goals.

The standards and criteria for teachers that were piloted in 2000-2001 and implemented in 2001-2002 are more specific in their connections to student achievement. The following areas, standards, and criteria relate to measuring student success.

Performance Area: Professional Techniques

Standard 2: The school professional applies principles of teaching/learning that enhance student achievement.

- Uses data from assessments (classroom, district, state, and national) to monitor student achievement and adjust instructional accordingly
- Uses grading, intervention, and instructional practices designed to help all students achieve high learning standards

School counselors were evaluated on the following performance areas and standards related to multiple measures of student achievement.

Performance Area: Professional Techniques

Standard 1: The school counselor uses effective strategies in the following development domains: academic, career, and personal/social

- Uses methods, materials, and techniques to assess and meet student needs

SERS staff were evaluated on the following performance areas and standards related to multiple measures of student achievement.

Performance Area: Professional Preparation And Growth

Standard 1: The school professional utilizes appropriate administration and interpretation of assessment tools and their results

- Demonstrates knowledge of assessment tools and practices currently used in Jefferson County Public Schools
- Demonstrates an ability to appropriately interpret assessment(s) to identify student strengths and needs and to determine eligibility for special education services

Performance Area: Professional Techniques

Standard 1: The school professional uses effective assessment and intervention strategies

- Provides continuous assessment of student needs through appropriate judgment in selection, administration, and interpretation of formal/informal evaluation measures

Resource teachers and curriculum coordinators were evaluated on the following standards and criteria related to multiple measures of student achievement.

Performance Area: Professional Techniques

Standard 2: The professional applies principles of teaching/learning that enhance student achievement.

- Understands how data from assessment (classroom, district, state, and national) is used to monitor student achievement. Designs techniques and strategies to assist teachers in adjusting instruction accordingly
- Works collaboratively to design assessment, intervention, instructional practices, and materials to help all students achieve high learning standards

2. Fail to administer an evaluation system for classified personnel

The classified evaluation system is fully developed, and classified employees are evaluated on a yearly basis by supervisors. Professional/Technical employees and classified administrators are evaluated on the same standards and criteria as licensed administrators, but supervisors have the option of designating standards and criteria as "not applicable" when they do not apply to specific job responsibilities.

During 2002-2003 a new classified job evaluation system and instrument was completed. The evaluation form ties directly to the District values and provides evaluators with criteria by which to measure the performance of the employee. The new form was piloted in schools and central locations during 2002-2003. The Pilot of the new form was successful during 2003-2004. It is currently being used across the district.

Effective June 1, 2005, a committee was formed and assigned the task of designing a classified evaluation form which is streamlined and provides greater efficiency when evaluating personnel. THIS COMMITTEE CONTINUES TO ADDRESS THIS ISSUE WITH A PROJECTED RESOLUTION DATE OF JANUARY 2007.

3. Fail to administer an evaluation system for administrative personnel that links performance with compensation.

Jefferson County has been a leader in the area of linking administrative compensation with evaluation. The system is continuously being improved by the district leadership in partnership with the Jefferson County Administrators' Association. Our administrators have demonstrated a willingness to be models for the linking of performance and compensation. All base salary increases for administrators for the ~~2005-2006~~ 2006-2007 school year were directly connected to their evaluation rating.

As stated previously in this report, the variable compensation payments for ~~2003-2004~~ 2006-2007 are directly connected to goals for all administrative and professional technical employees.

Each year the school leadership team reviews the standards and criteria for the administrator evaluation. That review is conducted to ensure that the administrator evaluation is aligned with the strategic plan, district values, and expectations for student achievement. This yearly review results in an evaluation that is aligned with leadership expectations in the district and with administrative compensation.

4. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.

The Performance Evaluation Council has prepared a report for the Board of Education that includes an assessment of the effectiveness of the evaluation system. That report is attached to this monitoring report.

Effective Processes in Evaluation

- An effective evaluation system is a combination of clear expectations and best practices in implementation. Implementation has been emphasized through mandatory evaluator training over the past ~~five~~ SIX years. All evaluators of licensed staff members attended mandatory training.

Administrators new to the district who are responsible for licensed evaluations attend “Nuts and Bolts of Evaluation in Jefferson County.” This is an ongoing effort that will be updated and evaluated yearly.

Connections to Ends Policy 4

As stated earlier, the performance standards related to instructional improvement and to curricular implementation are correlated to the achievement of the Board of Education Ends Policies 1, 2, 3, and 5. Ends Policy 4, which relates to Respectful School Environments is reflected in the standards and criteria that focus on communication and relationships with students and with community. Examples include the following:

Administrative Standards

Standard 1: The administrator leads a team committed to quality service which is focused on and supportive of learning.

Criteria 6: Communicates effectively with staff, community, students, and district personnel

Standard 2: The administrator behaves ethically and creates an environment that encourages responsibility, ethics, and citizenship in self and others.

Criteria 1: Treats everyone equitably with integrity, dignity, and respect

Criteria 2: Recognizes, respects, and appreciates human diversity and works to achieve District diversity goals in both employment and student achievement

Criteria 3: Demonstrates district values of teamwork, integrity, exemplary performance, and valuing people

Standard 4: The administrator organizes and manages the human and financial resources to create a safe and effective working and learning environment consistent with federal, state, and district approved policies, procedures, statutes and contracts.

Criteria 4: Provides a safe working and learning environment

Teaching Standards

Performance Area: Human Resources

Standard 1: The school professional recognizes and promotes acceptance of the uniqueness and individuality of each student.

- Recognizes and responds to changing emotional needs associated with growth and development
- Understands the impact of family and culture on student development, behavior, and learning
- Interacts with students with respect and dignity

- Demonstrates caring for students

Standard 2: The school professional uses effective management

- Applies expectations consistently and fairly for all students
- Promotes an environment of mutual respect among students
- Encourages student involvement in generating classroom norms

Performance Area: Professional Conduct

Standard 1: The school professional collaborates effectively with community, parents, staff, and students.

- Communicates on a regular basis with parents, staff, and students
- Responds to questions and concerns in a timely fashion

School Counselor Standards

Performance Area: Human Resources

Standard 1: The school counselor recognizes and promotes acceptance of the uniqueness and individuality of each student.

- Utilizes practices that enhance students' understanding of self in relationship to their environment
- Promotes an environment of personal and mutual respect among students
- Interacts with students with respect and dignity

Standard 2: The school counselor recognizes and promotes the potential of each student to be successful in the school experience.

- Encourages students to develop self-reliance and responsibility
- Demonstrates caring for students

Library Information Specialists

Performance Area: Human Resources

Standard 1: The library information specialist recognizes and promotes acceptance of the uniqueness and individuality of each student.

- Recognizes and responds to changing emotional needs associated with growth and development
- Interacts with students with respect and dignity
- Demonstrates caring for students

Special Education Related Services (SERS) Staff

Performance Area: Human Resources

Standard 1: The school professional recognizes and promotes acceptance of the uniqueness and individuality of each student

- Recognizes and responds to changing emotional needs associated with growth and development

- Interacts with students in a respectful, dignified, and caring manner
- Communicates expectations for student behavior that encourage diversity, self-direction, and creativity while incorporating IEP objectives

Standard 2: The school professional creates an effective environment in which to provide services

- Fosters an environment that encourages students to be self-reliant and responsible
- Makes learning and growth a positive experience by demonstrating humor and caring for students

Resource Teachers and Curriculum Coordinators

Performance Area: Human Resources

Standard 1: The professional recognizes and promotes acceptance of the uniqueness and individuality of adult learners.

- Understands, promotes, and models the components of a positive school culture
- Interacts with respect and dignity

The standards and criteria listed above are aligned with Ends Policy 4 and will contribute to the development of respectful school environments.

The standards and criteria from the evaluation of all licensed employees are aligned with Ends Policy 4 and will contribute to respectful environments.

“Make Your Voice Heard” was not administered during 2004-2005.

The goals for improvement are reflected in objective 8 of the ~~2005-2006~~ 2006-2007 strategic plan.

Conclusion

The evaluation system in Jefferson County supports the Ends Policies of the Board of Education and the achievement of district goals and targets as reflected in the Strategic Plan. All parts of the organization are consistently working on aligning all systems so that Jefferson County Schools continue to achieve critical student achievement objectives.

The Ends Policies of the Board of Education are focused on student success. Research is consistent in stating that the most important variable in student success is a well-trained, committed teacher in every classroom. The evaluation system in Jefferson County is aligned with the Ends Policies because the standards in all of the evaluation forms for instructional personnel stress student achievement, effective instruction, and positive, caring relationships with students. In addition, the evaluation standards for administrative staff focus on the qualities of effective leadership. Effective leadership is central to teacher development and to student achievement.

All licensed staff have become significantly more aware of the evaluation systems for themselves and for those they supervise. The appropriate forms are on the website and can be accessed through the community superintendent's page or Human Resources and when performance problems need to be addressed, appropriate timelines are used.

The evaluation system has improved greatly and will continue to improve and support the Ends policies of the Board of Education and the Strategic Plan the improvement is the result of new standards and criteria that clearly state the expectations for performance for licensed professionals, and increased clarity in identifying and dealing with performance problems. Lastly, ongoing training has enhanced administrators' ability to appropriately and succinctly evaluate licensed staff.

Licensed Performance Evaluation Council

Report to the Jefferson County Board of Education

August 2007

Respectfully submitted by the members of the Licensed Performance Evaluation Council:

Kathy Chandler, Principal, Green Gables Elementary

Lisa Elliott, Executive Director, JCEA

Julie Friedemann, Teacher, Green Mountain High School

Sue Gill, Director, Human Resources

Lynn Huizing, Citizen

Sheryl King, Citizen

Kathy Krieger, Principal, Dennison Elementary

Carrie Malinowski, Teacher, Deer Creek Middle

Robin Ogren, Teacher, Mortensen Elementary

Kathy Reed, Teacher, Pomona High School

Janelle Smith, Assistant Principal, North Arvada Middle

Michele Spencer, Teacher, Sierra Elementary

Priscilla Straughn, Executive Director, Department for Learning and
Educational Achievement

Tammy Weatherly, Director, Department for Learning and Educational
Achievement

Michelle Winzent, PTA

Section 1: Accomplishments of the Council

During the 2006-2007 school year, the Licensed Performance Evaluation Council accomplished the following:

- 1. Conducted training for new Administrators who evaluate licensed employees in July of 2006.**
 - Administrators attended the following evaluation training: The “Nuts and Bolts of Evaluation.” The “Nuts and Bolts” session was for administrators new to the district or new to the role of principal. Principals were introduced to the Jeffco evaluation process and the evaluation website. They worked in small groups facilitated by a master administrator. This administrator will be an evaluation mentor for their group of new administrators.
- 2. Expanded the membership of the 1338 Evaluation Council to include administrators, teachers, and community members.**
- 3. Developed a foundational belief system regarding the purpose(s) of teacher evaluation using the book Teacher Evaluation: A Comprehensive Guide to New Directions and Practices by Kenneth D. Peterson.**
- 4. Began development of a rubric for first through third year teachers based on current Jeffco standards.**

Section 2: Future Work for the Licensed Performance Evaluation Council

The Council will focus on the following for the 2007-2008 school year.

1. Second semester pilot of the evaluation rubric for probationary teachers.
2. Implement evaluation training for new administrators.
3. Develop an evaluation system for non-probationary teachers.

5.b.

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-174

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Board Policy Revision – Executive Limitation policy (EL-5), Staff Evaluation

ACTION

PERTINENT FACTS:

1. The Board of Education has requested to review executive limitation Board policies on a regular, scheduled basis with the corresponding monitoring report of that executive limitation policy. Board Governance Process policy, GP-6, Annual Work Plan, provides a schedule for regular review of monitoring reports and Board policies.
2. Board policy EL-5, Staff Evaluation, is brought forward to give the Board an opportunity to make any changes to the policy it deems necessary.
3. On July 12, the Board of Education began a review of its executive limitation policies. Revisions were made to EL-5, Staff Evaluation, to consolidate and clarify Board direction through policy language. Board values related to policy language in EL-5 will be moved to EL-3 and 4, Staff Treatment and Staff Compensation, respectively.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education accepts for 30-day study Board executive limitation policy EL-5, Staff Evaluation.

ORIGINATORS: Helen Neal 

DATE: August 13, 2007

APPROVED: Cynthia Stevenson 

Policy Executive Limitations (EL-5)

STAFF EVALUATION

Adopted: June 15, 2000
Revised: August 16, 2004

SEPTEMBER 27, 2007
Monitoring Method: Internal
Monitoring Frequency: Annual – August

~~With respect to evaluation of employees, the superintendent shall not cause nor allow an evaluation system that does not link employee performance with achievement of the Board's *Ends* policies and compliance with the Board's Executive Limitations policies. Accordingly, the superintendent may not:~~

- ~~1. Fail to develop and administer an evaluation system for licensed/certificated personnel that is designed to:
 - a. Improve instruction.
 - b. Enhance the implementation of curricular programs.
 - c. Measure professional growth, development and performance.
 - d. Document unsatisfactory performance and provide remediation as appropriate.
 - e. Link teacher performance with multiple measures of student performance.~~
- ~~2. Fail to administer an evaluation system for classified personnel.~~
- ~~3. Fail to administer an evaluation system for administrative personnel that links performance with compensation.~~
- ~~4. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.~~

Monitoring Report Indicators:

~~List all documents received by Board of Education within reporting period; report on data collected, processes used, actions taken, analysis of data/situation, current and/or ongoing programs demonstrating movement toward the executive limitation (including “meets and exceeds” data, state standards, description on evaluation processes, strategic plan, make your voice heard, 1338 data).~~

LEGAL REFS.:

C.R.S. 22-9-101 et seq. (Licensed Personnel Performance Evaluation Act)

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-013/2

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Board Policy Revision – Executive Limitation policy (EL-1),
Global Executive Constraint

ACTION

PERTINENT FACTS:

1. The Board of Education has requested to review executive limitation Board policies on a regular, scheduled basis with the corresponding monitoring report of that executive limitation policy. Board Governance Process policy, GP-6, Annual Work Plan, provides a schedule for regular review of monitoring reports and Board policies.
2. On June 14, Board policy EL-1, Global Executive Constraint, was brought forward to give the Board an opportunity to make any changes to the policy it deemed necessary.
3. On July 12, the Board of Education began a review of its executive limitation policies. Revisions were suggested to EL-1, Global Executive Constraint.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves revisions to Board executive limitation policy EL-1, Global Executive Constraint.

ORIGINATORS: Helen Neal *HN*

DATE: August 13, 2007

APPROVED: Cynthia Stevenson *CS*

Policy Executive Limitations (EL-1)

GLOBAL EXECUTIVE CONSTRAINT

Adopted: June 15, 2000
Revised: ~~August 16, 2004~~

AUGUST 23, 2006
Monitoring Method: Internal
Monitoring Frequency: Annual – June

The superintendent shall not cause or allow any practice, activity, decision or organizational circumstance, which is either unlawful, unsafe, imprudent, in violation of ~~Board policy or~~ commonly accepted business and professional ethics.

Monitoring Report Indicators:

~~List all documents received by Board of Education within reporting period; report on data collected, processes used, actions taken, analysis/interpretation of data/situation, current and/or ongoing programs demonstrating movement toward the executive limitation.~~

5.d.

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-019/2

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Board Policy Revision – Executive Limitation policy (EL-4), Staff Compensation

ACTION

PERTINENT FACTS:

1. The Board of Education has requested to review executive limitation Board policies on a regular, scheduled basis with the corresponding monitoring report of that executive limitation policy. Board Governance Process policy, GP-6, Annual Work Plan, provides a schedule for regular review of monitoring reports and Board policies.
2. On June 14, Board policy EL-4, Staff Compensation, was brought forward to give the Board an opportunity to make any changes to the policy it deemed necessary.
3. On July 12, the Board of Education began a review of its executive limitation policies. Revisions were suggested to EL-4, Staff Compensation.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves revisions to Board executive limitation policy EL-4, Staff Compensation.

ORIGINATORS: Helen Neal *HN*

DATE: August 13, 2007

APPROVED: Cynthia Stevenson *CS*

Policy Executive Limitations (EL-4)

STAFF COMPENSATION

Adopted: June 15, 2000
Revised: August 14, 2003

AUGUST 23, 2007
Monitoring Method: Internal
Monitoring Frequency: Annual – June

With respect to employment compensation and benefits for employees, consultants and contract workers, the superintendent shall not cause or allow jeopardy to the fiscal integrity or public image of the district. Accordingly, the superintendent may not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent or guaranteed employment.
3. Enter into agreements with employee groups that commit revenues for a period of time in excess of one year without provision for reopening the portion of the agreement relating to salary and benefits.
4. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year.
5. Fail to develop and implement salary schedules and pay plans for licensed/certificated personnel that:
 - a. Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience. Condition salary increments upon evidence of the continued professional growth of the teacher. Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or they may not be retained on the staff.
 - b. Assure finances are available to provide the appropriate level of increase in compensation at the time of administrator promotion.
- ~~6. Fail to explore effective means of linking teacher compensation to performance.~~
- ~~7. Fail to develop and implement pay plans for administrative personnel that link compensation with performance.~~
- ~~8. Fail to develop and implement pay plans for classified employees that link compensation with performance.~~
9. Establish or change pension/retirement benefits levels.
10. Accept or allow employees of the district to accept compensation for outside activities while on Jefferson County School District (JCSD) time.
11. Fail to require that any remuneration/honorariums received by employees for services provided, with superintendent approval, on JCSD time, be turned over to the district.
12. Fail to ensure timely monitoring and discussion of negotiations progress for each employee group prior to settlement.

Monitoring Report Indicators:

~~List all documents received by Board of Education within reporting period; report on data collected, processes used, actions taken, analysis of data/situation, current and/or ongoing programs demonstrating movement toward the executive limitation (including negotiations actions, attract/retain issues/activities).~~

LEGAL REFS.:

- C.R.S. 22-32-110 (5) (salaries/benefits subject to reopening)
- C.R.S. 22-63-202 (teacher employment contracts and RIF)
- C.R.S. 22-63-401 through 403 (teacher compensation)

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-201

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: November 6, 2007 – Intergovernmental Agreement with Jefferson County (EL-1)


ACTION

PERTINENT FACTS:

1. The District and the Jefferson County Clerk and Recorder have determined that it is in the best interests of the residents of Jefferson County to cooperate and contract concerning the election to be held on November 6, 2007.
2. State statutes provide that the County Clerk and Recorder and the District shall enter into an agreement for the administration of their respective duties concerning the conduct of the coordinated election and mailing of notices relating to the election.
3. The election will be a mail ballot election as provided by statutes.
4. School legal counsel has reviewed the proposed contracts for Board approval.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the intergovernmental agreements between the school district and the Jefferson County Clerk and Recorder for the mailing of notices for and conduct of the November 6, 2007 regular biennial election.

ORIGINATORS: Helen Neal 

DATE: August 13, 2007

APPROVED: Cynthia Stevenson 

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-202

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: November 6, 2007 – Intergovernmental Agreement with Broomfield County (EL-1)

ACTION

PERTINENT FACTS:

1. The District and the Broomfield County Clerk and Recorder have determined that it is in the best interests of the residents of Broomfield County to cooperate and contract concerning the election to be held on November 6, 2007.
2. State statutes provide that the County Clerk and Recorder and the District shall enter into an agreement for the administration of their respective duties concerning the conduct of the coordinated election and mailing of notices relating to the election.
3. The election will be a precinct ballot election as provided by statutes.
4. School legal counsel has reviewed the proposed contracts for Board approval.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the intergovernmental agreement between the school district and the Broomfield County Clerk and Recorder for the mailing of notices for and conduct of the November 6, 2007 regular biennial election.

ORIGINATORS:

Helen Neal *HN*

DATE: August 13, 2007

APPROVED:

Cynthia Stevenson *CS*

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-006
BOARD MEETING OF: Thursday, August 23, 2007
SUBJECT: Expulsion of Students –
EL 16 Treatment of Students

INFORMATION

PERTINENT FACTS:

1. The Board of Education per policy BSL 3, Delegation to the Superintendent, has authorized the Superintendent to expel students for cause in accordance with policy JKDA/JKEA.
2. In accordance with Policy EL 16, Treatment of Students, the following has occurred:
 - A hearing has been held to receive testimony on the expulsion of a student at Bear Creek K-8, Creighton Middle, Dunstan Middle, Ken Caryl Middle, Wheat Ridge Middle (2), Golden High School and Lakewood High School.
 - A Release and Waiver regarding the expulsion of a student has been signed by the parents of a student at Patterson Elementary, Powderhorn Elementary, Carmody Middle (2), Moore Middle and D'Evelyn Jr/Sr High School.
 - Notifications of the Decision to Expel have been forwarded to the parents of a student at Arvada Middle, Bell Middle (2), Carmody Middle (3), Ken Caryl Middle (2), Columbine High School, Green Mountain High School and Wheat Ridge High School (2).

SUPERINTENDENT'S RECOMMENDATION: That the Superintendent will submit a detailed summary of expulsion documents to the Board of Education prior to the meeting.

ORIGINATOR: John Peery  **DATE:** July 5, 2007

APPROVED: Cynthia Stevenson 

5.h.

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-002/6

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Employment (EL3)

ACTION

PERTINENT FACTS:

1. In accordance with Board Policy EL3, Staff Treatment, the following is being presented to the Board of Education for approval.
2. Three hundred six (306) licensed positions have been offered.
3. Thirty-two (32) classified positions have been offered.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the employment of personnel as outlined above and in the background of the agenda.

ORIGINATOR:

Amy Weber *AWW*

DATE: August 13, 2007

Lorie B. Gillis *LBG*

APPROVED:

Cynthia Stevenson *CS*

2. Licensed Employees

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Agard	Kathryn	Teacher, Secondary	Lakewood Senior	08/16/2007
Akin	Rhonda	Teacher Librarian	Kullerstrand Elementary	08/13/2007
Alley	Cassandra	Teacher, Secondary	Lakewood Senior	08/16/2007
Anderson	Crystal	Teacher, Elementary	Bear Creek Elementary	08/16/2007
Anderson	Julie	Teacher, Elementary	Colorow Elementary	08/16/2007
Anderson	Nancy	Teacher, Elementary	Blue Heron Elementary	08/16/2007
Andres	Suzanne	Teacher, Secondary	Moore Middle	08/16/2007
Anneberg	Roy	Teacher, Elementary	Westgate Elementary	08/16/2007
Annest	Stephen	Teacher, Secondary	Ralston Valley Senior	08/16/2007
Aplet	Rhonda	Teacher, Elementary	Russell Elementary	08/16/2007
Arniotes	Alexa	Teacher, Elementary	Vanderhoof Elementary	08/16/2007
Arteaga	Christopher	Teacher, Elementary	Eiber Elementary	08/16/2007
Auell	Megan	Teacher, PC/EH	Eiber Elementary	08/16/2007
Aukland	Craig	Teacher, Secondary	Chatfield Senior	08/16/2007
Bailiff	Brandi	Teacher, PC/EH	Fairmount Elementary	08/16/2007
Baldwin	Jennifer	Teacher, SIED	Drake Middle	08/16/2007
Baros	Barbara	Teacher, Elementary	Molholm Elementary	08/16/2007
Bateman	Robin	Teacher, PC/EH	Standley Lake Senior	08/16/2007
Bay	Jami	Teacher, Elementary	West Jefferson Elementary	08/16/2007
Bay-Fowler	Cathryn	Teacher, Elementary	Meiklejohn Elementary	08/16/2007
Beams	Keith	Teacher, Secondary	D'Evelyn Junior/Senior	08/16/2007
Bell	Laurie	Teacher Librarian	Westgate Elementary	08/13/2007
Belter	Diane	Teacher, Elementary	Bear Creek Elementary	08/16/2007
Bendinelli	Kerri	Teacher, Elementary	Fremont Elementary	08/16/2007
Benefield	Bryan	Teacher, Elementary	Adams Elementary	08/16/2007
Bennett	Melissa	Teacher, Elementary	Patterson Elementary	08/16/2007
Benson	Alicia	Teacher, Elementary	Fitzmorris Elementary	08/16/2007
Bentz	Kyle	Teacher, Secondary	Warren Occupational Tech.	08/16/2007
Berg	Daniel	Teacher, SIED	Exceptional Student Services	08/16/2007
Bergman	Rosemary	Teacher, Elementary	Marshdale Elementary	08/16/2007
Bernall	David	Teacher, Secondary	Pomona Senior	08/16/2007
Bizarro	Jeanmarie	Speech/Lang. Pathologist	Prospect Valley Elementary	08/16/2007
BonDurant	Amber	Teacher, Elementary	Fitzmorris Elementary	08/16/2007
Bonner	Gail	Teacher Librarian	West Jefferson Middle	08/13/2007
Bowen	Amanda	Teacher, Secondary	Columbine Senior	08/16/2007
Branch	Francheska	Teacher Librarian	Colorow Elementary	08/13/2007
Brennan-Combs	Luree	Teacher, Elementary	Shaffer Elementary	08/16/2007
Bretches	Becky	Teacher, Elementary	Lawrence Elementary	08/16/2007
Briggs	Elizabeth	Teacher, Secondary	Wheat Ridge Middle	08/16/2007
Brown II	Joseph	Teacher, Elementary	Rooney Ranch Elementary	08/16/2007
Brunsdon	Elizabeth	Teacher, Elementary	Foothills Elementary	08/16/2007
Bunch	Julie	Teacher, Title I	Eiber Elementary	08/16/2007
Burcham	Shannon	Teacher, Elementary	Normandy Elementary	08/16/2007
Burkard	Cassandra	Teacher, Elementary	Coronado Elementary	08/16/2007
Byers	Bridget	Teacher, Elementary	Green Mountain Elementary	08/16/2007
Cain	Megan	Teacher, Elementary	Zerger Elementary	08/16/2007
Campe	Allison	Teacher, Secondary	Arvada West Senior	08/16/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Capener	Natalie	Teacher, Secondary	Falcon Bluffs Middle	08/16/2007
Capp	Julie	Teacher, Elementary	Mortensen Elementary	08/16/2007
Carruthers	Sara	Teacher, PC/EH	Stevens Elementary	08/16/2007
Carter	Sherry	Teacher, Secondary	Wheat Ridge Middle	08/16/2007
Ceriani	Barbara	Teacher, Elementary	Green Gables Elementary	08/16/2007
Chiarelli	Sandra	Teacher, Elementary	Allendale Elementary	08/16/2007
Chitze	Miranda	Teacher, Secondary	Alameda Senior	08/16/2007
Christensen	Michelle	Teacher, PC/EH	Arvada Senior	08/16/2007
Chumacero	Katherine	Inst. Coach Bilingual	Foster Elementary	08/16/2007
Clark	David	Teacher, Title I	Molholm Elementary	08/16/2007
Clark	Sarah	Teacher, Elementary	Governor's Ranch Elem.	08/16/2007
Cleveland	Kellie	Teacher, Elementary	Ute Meadows Elementary	08/16/2007
Comerci	Benjamin	Teacher, Elementary	Green Mountain Elementary	08/16/2007
Conley-Baillargeon	Leslie	Teacher, Elementary	Peck Elementary	08/16/2007
Conner	Jane	Teacher, Multi. Disabilities	Miller Special	08/16/2007
Cook	Jeffrey	Teacher, Secondary	Arvada West Senior	08/16/2007
Corelli	Jennifer	Teacher, Special Ed.	Child Find/Preschool Svcs.	08/16/2007
Cornelius	Krista	Elementary Bilingual/ESL	Edgewater Elementary	07/23/2007
Cox	Kathryn	Teacher, Elementary	Russell Elementary	08/16/2007
Cox	LeeAnn	Area Coordinator	Exceptional Student Services	08/16/2007
Cravens	Karen	Teacher, Elementary	Van Arsdale Elementary	08/16/2007
Crock	Jesse	Teacher, Elementary	Westridge Elementary	08/16/2007
Damitz	Jessica	Teacher, Elementary	Ralston Elementary	08/16/2007
Davis	Jani	Teacher, Elementary	Stott Elementary	08/16/2007
Davis	Polly	Teacher, Elementary	Westridge Elementary	08/16/2007
Davis	Van	Teacher, Secondary	Green Mountain Senior	08/16/2007
Dean	Michele	Teacher, PC/EH	Evergreen Senior	08/16/2007
DeMont	Kristina	Teacher, Elementary	Bergen Meadow Elementary	08/16/2007
Detlefsen	Laura	Instructional Coach, Elem	DLEA	08/16/2007
Detman	Catherine	Teacher, Elementary	Marshdale Elementary	08/16/2007
Devine	Rebecca	Social Worker	Wheat Ridge Middle	08/16/2007
Devore	Misty	Teacher, Challenge	North Arvada Middle	08/16/2007
Dewey	Nicholas	Teacher, Secondary	Green Mountain Senior	08/16/2007
Dockerty	Katherine	Teacher Librarian	Zerger Elementary	08/13/2007
D'Orazio	Marcella	Inst..Coach Bilingual	Lumberg Elementary	08/16/2007
Dorsey	Dawn	Teacher, Secondary	Creighton Middle	08/16/2007
Dowell	Amy	Teacher, Elementary	Coronado Elementary	08/16/2007
Draeger	Michelle	Teacher, Secondary	Ken Caryl Middle	08/16/2007
Duff	Michele	Teacher, Secondary	Evergreen Senior	08/16/2007
Duncan	Linda	Teacher, Secondary	North Arvada Middle	08/16/2007
Dunham	Cara	Teacher, Challenge	Eiber Elementary	08/16/2007
Dunkle	Marcie	Teacher, Elementary	Eiber Elementary	08/16/2007
Ebert	Justin	Teacher, Elementary	Lumberg Elementary	08/16/2007
Ebert	Kristine	Teacher, Elementary	Bear Creek Elementary	08/16/2007
Ebright	Shawn	Teacher, SIED	Sobesky Academy 6-12	08/16/2007
Eckerman	Anita	Occupational Therapist	Child Find/Preschool Svcs.	08/16/2007
Elder	Courtney	Teacher, Secondary	Dakota Ridge Senior	08/16/2007
English	Danielle	Teacher, Elementary	Peck Elementary	08/16/2007
Erholtz	Brandy	Teacher, PC/EH	Evergreen Senior	08/16/2007
Fairless	Nicole	Teacher Librarian	Warder Elementary	08/13/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Fassbinder	Crystal	Teacher, Elementary	Warder Elementary	08/16/2007
Fibbe	Benjamin	Teacher, Secondary	Ralston Valley Senior	08/17/2007
Filutze	Erin	Teacher, Secondary	Ken Caryl Middle	08/16/2007
Fine	Melissa	Teacher, Secondary	Golden Senior	08/16/2007
Fischer	Alicia	Teacher, Title I	Deane Elementary	08/16/2007
Frank	Toni	Teacher, Elementary	Campbell Elementary	08/16/2007
Gagnier	Isabelle	Teacher, Secondary	Alameda Senior	08/16/2007
Garramone	Lynette	Teacher, SLIC	Columbine Senior	08/16/2007
Gerhard	Betty	Teacher, Elementary	Kyffin Elementary	08/16/2007
Gillespie	Catherine	Teacher, Elementary	Mitchell Elementary	08/16/2007
Gillette	Denise	Teacher, SIED	North Arvada Middle	08/16/2007
Golden	Nancy	Teacher, Elementary	Adams Elementary	08/16/2007
Goodman	Justin	Teacher, Secondary	Drake Middle	08/16/2007
Goodwine	Eric	Teacher, Elementary	Lawrence Elementary	08/16/2007
Govert	Rachel	Teacher, Elementary	Stein Elementary	08/16/2007
Graves	William	Teacher, Secondary	Golden Senior	08/16/2007
Gregersen	Arlene	Teacher Librarian	Fitzmorris Elementary	08/13/2007
Greiner	Suzanne	Teacher, Secondary	Moore Middle	08/16/2007
Hallein	Yashka	Teacher, Secondary	Warren Occupational Tech.	08/16/2007
Halsey	Bryan	Teacher, Secondary	Columbine Senior	08/16/2007
Hamelin	Regina	Teacher, Elementary	Maple Grove Elementary	08/16/2007
Hardy	Richard	Teacher, Secondary	Green Mountain Senior	08/16/2007
Hare	David	Psychologist	Allendale Elementary	08/16/2007
Harmon	Kathleen	Teacher, Elementary	Shelton Elementary	08/16/2007
Harris	Carolyn	Teacher, PC/EH	Wheat Ridge Middle	08/16/2007
Harris	Gina	Teacher, Elementary	Welchester Elementary	08/16/2007
Hartney	Diana	Teacher, Elementary	Campbell Elementary	08/16/2007
Heaviland	Charles	Teacher, Elementary	Bear Creek Elementary	08/16/2007
Heck	Nancy	Teacher, Elementary	Lasley Elementary	08/16/2007
Heffelman	Lianne	Teacher, Secondary	Pomona Senior	08/16/2007
Heidmous	Tanya	Teacher, Special Ed.	Child Find/Preschool Svcs.	08/16/2007
Henson	Kate	Teacher, Elementary	Green Gables Elementary	08/16/2007
Hepner	Jeffrey	Teacher, Elementary	Eiber Elementary	08/16/2007
Higley	Stephanie	Teacher, Elementary	Zerger Elementary	08/16/2007
Hill	Karrie	Teacher, Elementary	Shaffer Elementary	08/16/2007
Hofsetz	Deborah	Elementary Bilingual/ESL	Lumberg Elementary	08/16/2007
Hogenkamp	Nancy	Physical Therapist	Child Find/Preschool Svcs.	08/16/2007
Holden	Kristen	Teacher Librarian	Parmalee Elementary	08/13/2007
Hook	Amy	Teacher, Elementary	Bergen Valley Elementary	08/16/2007
Houser	Mary	Teacher, Title I	Edgewater Elementary	07/23/2007
Hovinen	Gabrielle	Teacher, Elementary	Fitzmorris Elementary	08/16/2007
Jacobsen	Theresa	Teacher, Secondary	Golden Senior	08/16/2007
Jefson	Joyce	Teacher, Elementary	Wilmot Elementary	08/16/2007
Jesse	Bryan	Counselor	Conifer Senior	08/15/2007
Johnson	Todd	Teacher, Elementary	Bear Creek Elementary	08/16/2007
Jones	Shirley	Teacher, Elementary	Normandy Elementary	08/16/2007
Joseph	Lorraine	High School ESL	Jefferson Senior	08/16/2007
Keith	Gary	Teacher, Secondary	Ken Caryl Middle	08/16/2007
Kemper	Brooks	Teacher, Elementary	West Woods Elementary	08/16/2007
Kenner	Katherine	Teacher, Elementary	Semper Elementary	08/16/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Kline	Aida	Teacher, Elementary	Edgewater Elementary	08/16/2007
Koch	Holly	Teacher, Secondary	Chatfield Senior	08/16/2007
Kraft	Natalie	Teacher, Secondary	Ken Caryl Middle	08/16/2007
Kruse	Christine	Teacher, Elementary	Green Mountain Elementary	08/16/2007
Lager	Christopher	Teacher, Elementary	Pleasant View Elementary	08/16/2007
Lautenschlager	Kristin	Teacher, SIED	Normandy Elementary	08/16/2007
Lawson	Nikole	Teacher, Secondary	Summit Ridge Middle	08/16/2007
Layman	Stephen	Counselor	Bear Creek Senior	08/15/2007
Lee	Heather	Teacher, Elementary	Mitchell Elementary	08/16/2007
Lehman	Kelley	Teacher, Elementary	Parmalee Elementary	08/16/2007
Lehman	Megan	Teacher, Elementary	Wilmore-Davis Elementary	08/16/2007
Leisenring	Leanna	Teacher, Elementary	Stober Elementary	08/16/2007
Lindeman	Sheri	Teacher, Secondary	Pomona Senior	08/16/2007
Loecke	Carla	Teacher, Elementary	Colorow Elementary	08/16/2007
Lofaso	Alejandro	Teacher, Elementary	Molholm Elementary	08/16/2007
Lovell	Mary	Teacher, Elementary	Ute Meadows Elementary	08/16/2007
Lumley	Brianna	Teacher, Elementary	Shaffer Elementary	08/16/2007
Mack	Susan	Teacher, Elementary	Adams Elementary	08/16/2007
Maes	Lisa	Teacher, Secondary	Carmody Middle	08/16/2007
Malone	Mary	Teacher, Elementary	Lawrence Elementary	08/16/2007
Martens	Laurelee	Teacher, Elementary	Allendale Elementary	08/16/2007
Martin	Deborah	Teacher, Elementary	Bergen Meadow Elementary	08/16/2007
Martin	Heather	Teacher, Secondary	Standley Lake Senior	08/16/2007
Martin	Molly	Teacher, Elementary	Elk Creek Elementary	08/16/2007
Martin	Suzanne	Teacher, Elementary	Zerger Elementary	08/16/2007
Marvin	Jenna	Teacher, Elementary	Meiklejohn Elementary	08/16/2007
Maunu	Chris	Teacher, Secondary	Arvada West Senior	08/16/2007
McCarthy	Shelly	Teacher, Secondary	Lakewood Senior	08/16/2007
McCormick-Forster	Maureen	Teacher, Elementary	Sierra Elementary	08/16/2007
McCreedy	Kimberly	Teacher, Elementary	Blue Heron Elementary	08/16/2007
McDowell	Meghan	Teacher, Elementary	Foster Elementary	08/16/2007
McGrenaghan	Linda	Occupational Therapist	Child Find/Preschool Svcs..	08/16/2007
Mckenzie	Trevor	Teacher, PC/EH	Arvada West Senior	08/16/2007
McKinney	Jacquelyn	Teacher, Secondary	Jeffco Open Secondary	08/16/2007
Meine	Rebecca	Title I Bilingual/ESL	Foster Elementary	08/16/2007
Merlo	Kelly	Teacher, Elementary	South Lakewood Elementary	08/16/2007
Micho	Annette	Teacher, Secondary	Arvada Senior	08/16/2007
Miller	Blair	Teacher, Elementary	Parmalee Elementary	08/16/2007
Miller	Carol	Teacher, Elementary	Westgate Elementary	08/16/2007
Miller	Jennifer	Teacher, Elementary	Marshdale Elementary	08/16/2007
Miller	Jessica	Teacher, Secondary	Green Mountain Senior	08/16/2007
Mitchell	Kristin	Teacher, Elementary	Welchester Elementary	08/16/2007
Mitchell	Laurel	Occupational Therapist	Child Find/Preschool Svcs.	08/16/2007
Monroe	Jill	Teacher, Secondary	Bell Middle	08/16/2007
Montemayor	Vanessa	Teacher, Secondary	Arvada Senior	08/16/2007
Mortell	Jeannine	Teacher, Secondary	Standley Lake Senior	08/16/2007
Mossholder	Brenda	Teacher, Elementary	Peck Elementary	08/16/2007
Murphy	Adelaide	Teacher, Elementary	Kendrick Lakes Elementary	08/16/2007
Murphy	Keri	Teacher, Secondary	Summit Ridge Middle	08/16/2007
Murphy	Leigh	Middle School ESL	Drake Middle	08/16/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Najera	Carmen	Teacher, Title I	Foster Elementary	08/16/2007
Nance	Afton	Teacher, Secondary	Arvada Senior	08/16/2007
Newhart	Kimberly	Teacher, Elementary	Lawrence Elementary	08/16/2007
Newlun	Andrea	Teacher, PC/EH	Summit Ridge Middle	08/16/2007
Newman	Jo	Speech/Lang. Pathologist	Edgewater Elementary	08/16/2007
Nigut	Judy	Teacher, Elementary	Colorow Elementary	08/16/2007
Oberst	Rhea	Teacher, Elementary	Edgewater Elementary	08/16/2007
Oelschlager	Amy	Teacher, Elementary	Kyffin Elementary	08/16/2007
Offerson	Aspin	Teacher, Secondary	Evergreen Middle	08/16/2007
O'Flaherty	Stephanie	Teacher, Elementary	Stober Elementary	08/16/2007
Oppenlander	Stephanie	Teacher, Elementary	Adams Elementary	08/16/2007
Orlandi	Joseph	Teacher, Title I	Wheat Ridge Middle	08/16/2007
O'Rourke	Stephen	Teacher, Elementary	Secrest Elementary	08/16/2007
Orr	Dawn	Elementary ESL	Thomson Elementary	08/16/2007
Osborne	Gwen	Teacher, Elementary	Lasley Elementary	08/16/2007
Ourganian	Janell	Counselor	Bell Middle	08/15/2007
Packard	Debora	Teacher, Secondary	Arvada Senior	08/16/2007
Patterson	Elif	Teacher, Secondary	Conifer Senior	08/16/2007
Patterson	Neil	Teacher, PC/EH	Columbine Senior	08/16/2007
Paulson	Heidi	Teacher Librarian	Stevens Elementary	08/13/2007
Pengelly	Minda	Teacher Librarian	North Arvada Middle	08/13/2007
Perry-Daly	Jennifer	Teacher, Secondary	Long View High School	08/16/2007
Phenna	Alisa	Teacher, Elementary	Hackberry Hill Elementary	08/16/2007
Piper-Bell	Gerianne	Teacher, Special Ed.	Child Find/Preschool Svcs.	08/16/2007
Poeschl	Leanne	Teacher, Elementary	Deane Elementary	08/16/2007
Polk	Chandra	Teacher, PC/EH	Secrest Elementary	08/16/2007
Powell	Alison	Occupational Therapist	Exceptional Student Services	08/16/2007
Powis	Elizabeth	Teacher, Elementary	Adams Elementary	08/16/2007
Pratt	Robert	Teacher, Secondary	Creighton Middle	08/16/2007
Probasco	Amy	Teacher, Elementary	Kyffin Elementary	08/16/2007
Rackowski	Dawn	Teacher, Title I	Stein Elementary	08/16/2007
Ragon	Lisa	Counselor	Arvada West Senior	08/16/2007
Reed	Lisa	Teacher, Secondary	Evergreen Middle	08/16/2007
Reed	Victoria	Teacher, Elementary	Fremont Elementary	08/16/2007
Reel	Molly	Teacher, Secondary	Conifer Senior	08/16/2007
Reik	Deborah	Teacher, Elementary	Elk Creek Elementary	08/17/2007
Reitz	Virginia	Teacher, Elementary	Prospect Valley Elementary	08/16/2007
Reynolds	Robin	Teacher, PC/EH	Elk Creek Elementary	08/16/2007
Richards	Kimberly	Teacher, Secondary	O'Connell Middle	08/16/2007
Robinson	Janis	Teacher, Secondary	Arvada Senior	08/16/2007
Rosen	Jennifer	Social Worker	Swanson Elementary	08/16/2007
Rosset, Jr.	Ronald	Teacher, Secondary	Standley Lake Senior	08/16/2007
Rossi	Adrienne	Instructional Coach, Middle	DLEA	08/16/2007
Rossi	Alexandra	Teacher, Elementary	Pennington Elementary	08/16/2007
Rotman	Amy	Teacher, Elementary	Warder Elementary	08/16/2007
Runge	Breanne	Teacher, Elementary	Stony Creek Elementary	08/16/2007
Russ	Carla	Teacher, Elementary	Maple Grove Elementary	08/16/2007
Sage	Shannon	Teacher, Elementary	West Woods Elementary	08/16/2007
Sanchez	Anne	Teacher, Elementary	Adams Elementary	08/16/2007
Sandoval III	Jose	Teacher, Title I	Edgewater Elementary	08/16/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Sandusky	Douglas	Teacher, Secondary	Conifer Senior	08/16/2007
Sawyer	Kristine	Teacher, Elementary	Allendale Elementary	08/16/2007
Schaefer	Amy	Teacher, Elementary	Van Arsdale Elementary	08/16/2007
Schlie	Nancy	Psychologist	Sobesky Academy 6-12	08/16/2007
Schmelzer	Susan	Teacher, Elementary	Sheridan Green Elementary	08/16/2007
Schneider	Noel	Teacher, Elementary	Adams Elementary	08/16/2007
Schock	Karen	Teacher, Elementary	Lasley Elementary	08/16/2007
Scobell	Rachelle	Teacher, Secondary	Lakewood Senior	08/16/2007
Seidel	Karina	Teacher, PC/EH	Stein Elementary	08/16/2007
Seidler	Jessica	Teacher, Elementary	Lasley Elementary	08/16/2007
Sexton	Holly	Teacher, Elementary	Coronado Elementary	08/16/2007
Sexton	Meredith	Teacher, Elementary	Bradford Intermediate	08/16/2007
Shaulis	Christine	Teacher, Elementary	Parmalee Elementary	08/16/2007
Shilling	Joan	Teacher, Elementary	Marshdale Elementary	08/16/2007
Shirley	Kelley	Teacher, Elementary	Martensen Elementary	08/16/2007
Shomaker	Judith	Teacher, Secondary	Ken Caryl Middle	08/16/2007
Smith	Betsy	Teacher, Multi. Disabilities	Miller Special	08/16/2007
Smock	Bryan	Teacher, PC/EH	Golden Senior	08/16/2007
Snow	Janet	Teacher, Elementary	Secrest Elementary	08/16/2007
Snyder	Patricia	Teacher, Elementary	Meiklejohn Elementary	08/16/2007
South	Amber	Teacher, Secondary	Pomona Senior	08/16/2007
Spiegler	Susan	Teacher, Elementary	Fitzmorris Elementary	08/16/2007
Spooner	Kayne	Teacher, Secondary	Evergreen Senior	08/16/2007
Spurlin	Matthew	Teacher, Secondary	Dakota Ridge Senior	08/16/2007
Stern	Kristen	Teacher, Elementary	Kendallvue Elementary	08/16/2007
Stolper	Carolyn	Speech/Lang. Pathologist	Miller Special	08/16/2007
Stotts	Brian	Teacher, Secondary	Conifer Senior	08/16/2007
Sullice	Renee	Teacher, Secondary	Wheat Ridge Senior	08/16/2007
Talley	Laurie	Teacher, Elementary	Meiklejohn Elementary	08/16/2007
Taylor	Angela	Teacher, PC/EH	Shelton Elementary	08/16/2007
Thompson	Kimberly	Teacher, Elementary	Wilmore-Davis Elementary	08/16/2007
Torres	Fawn	Teacher, Title I	Molholm Elementary	08/16/2007
Treichler	Susan	Teacher, PC/EH	Sheridan Green Elementary	08/16/2007
Triolo	Amanda	Teacher, Elementary	Eiber Elementary	08/16/2007
Urban	Lisa	Teacher, Secondary	Dakota Ridge Senior	08/16/2007
VanNoy	Christopher	Teacher, SIED	Sobesky Academy 6-12	08/16/2007
Von Feldt	Erin	Counselor	Green Mountain Senior	08/15/2007
Waage	Julie	Teacher, Secondary	McLain High School	08/16/2007
Wacker	Michael	Teacher, Elementary	Ute Meadows Elementary	08/16/2007
Walker	Dolores	Therapist Physical	Child Find/Preschool Svcs.	08/16/2007
Walker	Erin	Teacher, Secondary	Chatfield Senior	08/16/2007
Wall	Lindsey	Teacher, Elementary	Shaffer Elementary	08/16/2007
Wells	Lindsay	Teacher, Elementary	Kendrick Lakes Elementary	08/16/2007
Westergard	Lyn	Teacher, Elementary	Prospect Valley Elementary	08/16/2007
White	Mary	Teacher, Elementary	Patterson Elementary	08/16/2007
Whiteside	Polly	Teacher Librarian	Jefferson Senior	08/13/2007
Wiemers	Anne	Teacher, Elementary	Hackberry Hill Elementary	08/16/2007
Wigle	Amy	Teacher, Elementary	Peiffer Elementary	08/16/2007
Williams	Alexia	Teacher, Title I	Deane Elementary	08/16/2007
Williams	Kathy	Teacher Librarian	Kyffin Elementary	08/13/2007

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Willis	Kristin	Teacher, Elementary	Vanderhoof Elementary	08/16/2007
Wilson	Rachel	Teacher, Elementary	Parr Elementary	08/16/2007
Wood III	Rex	Teacher, Secondary	Lakewood Senior	08/16/2007
Wrenshall	Linda	Teacher, Hearing Disability	Vivian Elementary	08/16/2007
Yasoni	Graciela	Teacher, Secondary	Wheat Ridge Senior	08/16/2007
Youngs	Tamara	Teacher, Elementary	Stober Elementary	08/16/2007
Zarlengo	Anna	Teacher, Elementary	Normandy Elementary	08/16/2007
Zarlengo	Laura	Teacher, Secondary	Pomona Senior	08/16/2007
Zgabay	Melanie	Teacher, Elementary	Dennison Elementary	08/16/2007

3. Classified Employees

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Start Date</u>
Andreatta	Mauricia	Food Service Worker	Food and Nutrition Services	05/29/2007
Bassett	Diane	Bus Driver	North Transportation	05/14/2007
Beck	David	Pavement/Equipment	Facilities Svs. Maintenance	05/14/2007
Beghtel	Frank	Bus Driver	Central Transportation	05/07/2007
Bell, Sr.	Kenneth	Custodian	Custodial Services	06/18/2007
Berry	Patricia	Custodian	Custodial Services	07/02/2007
Boh	April	Dispatcher	Safety and Security	05/14/2007
Calderon	Jason	Part-Time Custodian	Custodial Services	04/23/2007
Clark	Curtis	Custodian	Custodial Services	06/25/2007
Counce	Jeremy	Custodian	Custodial Services	07/02/2007
Dunlap	Eric	Custodian	Custodial Services	07/02/2007
Fjugstad	Nancy	Food Service Worker	Food and Nutrition Services	05/21/2007
Garcia	Rodriguez	Part-Time Custodian	Custodial Services	06/18/2007
Genova	Kyle	Custodian	Custodial Services	07/02/2007
Gonzales	Marlene	Food Service Worker	Food and Nutrition Services	07/23/2007
Hutchings	Daniel	Custodian	Custodial Services	06/04/2007
Knapik	Sheri	Food Service Worker	Food and Nutrition Services	05/29/2007
Lindeman	Eric	Custodian	Custodial Services	05/21/2007
Mulvaney	Kristin	Secretary	Everitt Middle	06/01/2007
Newberg	Debra	Secretary	Slater Elementary	05/29/2007
Nuanes	Donna	Bus Driver Assistant	Central Transportation	05/21/2007
Osterberg	Rhonda	Secretary	Hutchinson Elementary	05/29/2007
Reininger, Jr.	Gary	Part-Time Custodian	Custodial Services	06/04/2007
Rogers	Esther	Custodian	Custodial Services	06/18/2007
Rons	Michael	Electrician	Facilities Svs. Maintenance	05/29/2007
Ryan	Brenden	Bus Driver Assistant	Central Transportation	05/28/2007
Sahl	Kevin	Structural	Facilities Svs. Maintenance	05/29/2007
Stwalley	Randall	Security Patrol Officer	Safety and Security	07/09/2007
Waller	Sarah	Custodian	Custodial Services	06/25/2007
Walling	Jason	Custodian	Custodial Services	06/04/2007
Wolf-Ekblad	Sienna	Analyst	Student Data Services	06/18/2007
Zhurba	Vicktor	Part-Time Custodian	Custodial Services	05/15/2007

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-003/5

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Administrative Appointments (EL3)

ACTION

PERTINENT FACTS:

1. In accordance with Board Policy EL3, Staff Treatment, the following is being presented to the Board of Education for approval.
2. Eleven (11) school based administrative positions have been offered.
3. Seven (7) central based administrative/professional technical positions have been offered.
4. Twenty-four (24) school based administrative positions have been recommended for a transfer.
5. Ten (10) central based administrative/professional technical positions have been recommended for a transfer.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the administrative appointments as outlined above and in the background of the agenda.

ORIGINATOR: Amy Weber

AWW

DATE: August 13, 2007

Lorie B. Gillis

LBG

APPROVED:

Cynthia Stevenson

CMS

	<u>Effective Date</u>
2. SCHOOL BASED ADMINISTRATIVE POSITIONS	
A. Senior High School Principal Harrison, Patrick - Evergreen	07/17/2007
B. Middle School Principal Pell, B.J. – Wheat Ridge Middle	07/19/2007
C. Elementary School Principals Lynn, Judy – Semper McReynolds, Danae - Wilmot Stansbury, Michelle - Devinney	07/25/2007 07/25/2007 08/01/2007
D. Senior High School Assistant Principals Allen, Amy – Bear Creek Hedges, William – Bear Creek Somers, Kenneth – Chatfield	08/06/2007 08/06/2007 08/06/2007
E. Elementary School Assistant Principals D’Orazio, John – Molholm Woodland, Wendy – Powderhorn	08/02/2007 08/02/2007
F. Option School Assistant Principal Carlassare, Mary – D’Evelyn	08/06/2007
3. CENTRAL BASED ADMINISTRATIVE/PROFESSIONAL TECHNICAL POSITIONS	
A. Manager, Copier Program/Equipment Repair Craig, Michael	06/18/2007
B. Assistant Director, Career and Technical Education Del Ponte, Renie	07/25/2007
C. Director, Exceptional Student Services Gentry, Lynn	07/16/2007
D. Executive Director, Grants/Entitlements Munro, Laura	07/02/2007
E. Specialist, Media Communication Services Reeves, Melissa	06/16/2007
F. Architect, Wide Area Network Vyce, Bryan	07/02/2007
G. Manager, Development Weissenbuehler, Matthew	07/09/2007

Background Information

ALLEN, AMY: 2000, M.A., Texas A&M Commerce, Commerce, Texas. 2001-present, Mountain Vista High School, Highlands Ranch, Colorado.

CARLASSARE MARY: 2005, M.Ed., University of Phoenix, Denver, Colorado. 2004-present, Heritage High School, Littleton, Colorado.

CRAIG, MICHAEL: 1984, A.A., Electronic Technical Institute, Denver, Colorado. 1986-present, Toshiba Business Solutions Colorado, Denver, Colorado.

DELPONTE, RENIE: 1995, PHD, Loma Linda University, Loma Linda, California. 1999-present, Red Rocks Community College, Lakewood, Colorado.

D'ORAZIO, JOHN: 1995, M.A., Immaculata University, Immaculata, Pennsylvania. 2002-present, Denver Public Schools, Denver, Colorado.

GENTRY, LYNN: 2000, Ph.D., The Union Institute, Cincinnati, Ohio. 2004-present, Montrose Schools, Montrose, Colorado.

HARRISON, PATRICK: Retired Jeffco Schools employee.

HEDGES, WILLIAM: 1992, M.Ed., Plymouth State College, Plymouth, New Hampshire. 2005-present, Mesa Ridge High School, Colorado Springs, Colorado.

LYNN, JUDY: 1982, M.A., University of Colorado at Boulder, Boulder, Colorado. 2004-present, ACS Hillingdon International School, Hillingdon, England.

MCREYNOLDS, DANNAE: 1992, M.A., University of Northern Colorado, Greeley, Colorado. 2004-present, Cherry Creek School District, Greenwood Village, Colorado.

MUNRO, LAURA: 1997, M.A., University of Colorado Denver, Denver, Colorado. 2005-Aurora Public Schools, Aurora, Colorado.

PELL, B.J.: Retired Jeffco Schools employee.

REEVES, MELISSA: 2001, B.A., University of Arizona, Tucson, Arizona. 2007-present, Aurora Public Schools, Aurora, Colorado.

SOMERS, KENNETH: 2000, B.A., University of Notre Dame, Notre Dame, Indiana. 2005-present, Life Skills Center Alternative High School, Colorado Springs, Colorado.

STANSBURY, MICHELLE: Retired Jeffco Schools employee.

VYCE, BRYAN: 2006-present, Carl Corporation, Denver, Colorado.

WEISSENBUHLER, MATTHEW: 1987, B.A., Wartburg College, Waverly, Iowa. 2004-Present M.C.D. Holdings, Inc., Denver, Colorado.

WOODLAND, WENDY REY: 1999, B.A., University of Texas, San Antonio, Texas. 2007–present,
Miller Junior High, San Marcos, Texas.

	<u>Effective Date</u>
4. SCHOOL BASED ADMINISTRATIVE TRANSFERS	
A. Middle School Principal	
Pugnetti, Rodney – Arvada	07/19/2007
B. Elementary School Principals	
de la Garza, John – Stony Creek	07/25/2007
Goldberg, Ari – Leawood	07/25/2007
Sultze, Celeste – Edgewater	07/09/2007
Throckmorton, Rita – Vivian	07/25/2007
Zambrano, Annette – Governor’s Ranch	07/25/2007
C. Senior High School Assistant Principals	
Alexandridis, Debra – Lakewood	08/06/2007
Broer, Chad – Chatfield	07/25/2007
Capron, Scott – Arvada	08/06/2007
DeAndrea-Austin, Michele – Arvada	08/06/2007
Delafosse, Jackie – Conifer	07/25/2007
Geise, Andrew – Pomona	08/06/2007
Keller, Kimberlee – Dakota Ridge	08/06/2007
Torr, Donald – Bear Creek	07/25/2007
Vecqueray, Glenn – Alameda	07/25/2007
West, Bruce – Lakewood	07/25/2007
D. Middle School Assistant Principals	
Brown, Rebecca – Deer Creek	07/30/2007
Huff, Turina – Mandalay	07/30/2007
Huwa, Loren – O’Connell	07/30/2007
Singh, David – Dunstan	07/30/2007
Stewart, Heather – O’Connell	08/06/2007
Zapotoczny, Andrew – Wheat Ridge	08/06/2007
E. Elementary Assistant Principals	
Fischer, Janace – Lumberg	08/02/2007
Olmores, Nancy – Stevens	08/06/2007

Effective
Date

5. CENTRAL BASED ADMINISTRATIVE/PROFESSIONAL TECHNICAL TRANSFERS

- | | |
|--|------------|
| A. Administrator on Special Assignment
Acevedo-Barron, Angelique | 07/25/2007 |
| B. Director, Employment Services
Baker, James | 07/01/2007 |
| C. Manager, Construction Project
Clopton, Paul | 06/15/2007 |
| D. Assistant Director, Exceptional Student Services
Franklin, Lisa | 07/25/2007 |
| E. Administrator on Special Assignment
Newman, Kenlyn | 07/25/2007 |
| F. Assistant Director, Multicultural Student Services
Reyes-Quinonez, Linda | 07/25/2007 |
| G. Administrator on Special Assignment – Student Online
Rubin, Audie | 07/25/2007 |
| H. Director, I-2a
Schwartz, Luann | 07/01/2007 |
| I. Administrator on Special Assignment – DLEA
Stobaugh, Angel | 07/25/2007 |
| J. Assistant Director, Athletics and Activities
Waryan, Kent | 07/25/2007 |

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-008/6

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Resignations/Terminations (EL3)

ACTION

PERTINENT FACTS:

1. In accordance with Board Policy EL3, Staff Treatment, the following is being presented to the Board of Education for approval.
2. Six (6) administrative resignations have been received.
3. Twenty-nine (29) licensed resignations have been received.
4. Six (6) licensed terminations have been received.
5. Fifty-two (52) classified resignations have been received.
6. Fourteen (14) classified terminations have been received.
7. Five (5) administrative leave resignations have been received.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the resignations/terminations of personnel as outlined above and in the background of the agenda.

ORIGINATOR: Amy Weber

AWW

DATE: August 13, 2007

Lorie B. Gillis

LBG

APPROVED:

Cynthia Stevenson

CMS

2. Administrative Resignations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Aguilera	Christina	Director	Environmental Services	08/04/2007	Personal
O'Connor	Larry	Director	Exceptional Student Svcs.	06/30/2007	Personal
Schmedeke	Robert	Director	Pupil Transportation	07/13/2007	Other Position
Schulte	Edward	Manager	IT Printing	06/30/2007	Retirement
Stark	Robert	Director	Gifted and Talented	06/29/2007	Retirement
Stecklein	Mary	Director	Career Development	06/30/2007	Retirement
Walsh	Susan	Architect Coordinator	Facilities Planning/Design	07/06/2007	Other Position

3. Licensed Resignations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Adams	Denis	Teacher, Secondary	Jefferson Senior	06/05/2007	Moving
Byler	Justen	Teacher, Secondary	Dakota Ridge Senior	08/16/2007	Other Position
Claydon	Megan	Teacher, Title I	Slater Elementary	06/08/2007	Personal
Congello	Kim	Teacher, Secondary	Drake Middle	08/16/2007	Personal
Fitzgerald-Riker	Maureen	Teacher, Elementary	Belmar Elementary	08/16/2007	Moving
Garcia	Lilia	Teacher, Elementary	Stein Elementary	06/16/2007	Personal
Gray	Sue	Teacher, Elementary	Mortensen Elementary	09/01/2007	Other Position
Harmel	Kimberly	Social Worker	Columbine Senior	08/16/2007	Other Position
Hart	Jean	Teacher, Preschool	Child Find	08/16/2007	Personal
Hassett	Gena	Teacher, Elementary	Prospect Valley Elem.	08/16/2007	Personal
Herbers	Chad	Teacher, Secondary	Evergreen Middle	08/16/2007	Other Position
Hochmuth	Kristin	Middle School ESL	Wheat Ridge Middle	08/16/2007	Personal
Johnson	Suzanne	Teacher, Elementary	Green Mountain Elem.	08/16/2007	Other Position
Jacobson-Speedy	Sharon	Teacher, Secondary	Creighton Middle	06/01/2007	Other Position
LaGrone	Paula	Teacher, PC/EH	Stony Creek Elementary	08/16/2007	Personal
Mann	Christine	Teacher Librarian	Stony Creek Elementary	08/16/2007	Personal
McCluskey IV	Harry	Teacher, Secondary	Jefferson Senior	08/16/2007	Personal
McNamara	Elsebeth	Teacher, Secondary	Green Mountain Senior	08/16/2007	Other Position
Mullins	Jessica	Teacher, Secondary	Conifer Senior	08/16/2007	Personal
Mulvey	Erika	Counselor	Ken Caryl Middle	08/16/2007	Personal
Puccini	Shanti	Teacher, Secondary	Columbine Senior	05/10/2007	Personal
Renzullo	Christopher	Teacher, Secondary	Bell Middle	08/16/2007	Moving
Sexton	Stephanie	Teacher, Elementary	Edgewater Elementary	08/16/2007	Other Position
Sims	Randi	Teacher, Secondary	Conifer Senior	06/04/2007	Personal
Smith	Judith	Teacher, Secondary	Jeffco Open Secondary	08/16/2007	Personal
Thornburg	Dianne	Teacher, Elementary	Ralston Elementary	08/16/2007	Personal
Urban	Lisa	Teacher, Secondary	Pomona Senior	08/16/2007	Personal
Walsh	Mary	Teacher, PC/EH	Colorow Elementary	07/01/2007	Personal
Weinberg	Teresa	Teacher Librarian	Arvada Middle	08/16/2007	Moving

4. Licensed Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Conley	Anne	Instructional Coach	Arvada West Senior	07/01/2007	End Temp. Emp.
Cullen	Jenelle	Teacher, Elementary	Bear Creek Elementary	08/16/2007	Failure to Return
Garr	Katherine	Teacher, Elementary	Blue Heron Elementary	08/16/2007	Failure to Return
Honeycutt	Jennifer	Teacher, PC/EH	Stein Elementary	08/16/2007	Failure to Return

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Pless	Aimee	Teacher, Secondary	D'Evelyn Junior/Senior	08/16/2007	Failure to Return
Scheitler	Lucille	Nurse	Homebound/Health Svc.	07/01/2007	End Temp. Emp.

5. Classified Resignations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Adams	Venice	Bus Driver	Central Transportation	06/06/2007	Personal
Akard	Cynthia	Facility Manager	Custodial Services	06/30/2007	Retirement
Barr	Jeffrey	Campus Supervisor	Ralston Valley Senior	07/16/2007	Personal
Beichley	Samuel	Custodian	Custodial Services	06/16/2007	Personal
Bielak	Joseph	Custodian	Custodial Services	08/01/2007	Retirement
Blaskovich	Kati	Para-Educator	Wilmore-Davis Elem.	06/02/2007	Personal
Bryant	Douglas	Technician	Environmental Services	06/13/2007	Personal
Burnett	Bethany	Para-Educator	Sobesky Academy 6-12	06/02/2007	Personal
Cantrall	Rory	Specialist	IT Service Desk	06/30/2007	Retirement
Carmack	Penny	Specialist	Budget	06/30/2007	Retirement
Casey	Lynette	Specialist	Budget	06/30/2007	Retirement
Cisan	Deborah	Campus Supervisor	Conifer Senior	07/23/2007	Personal
Eden	Keith	Facility Manager	Custodial Services	06/30/2007	Retirement
Ellis	Dolores	Lead Food Service	Food & Nutrition Svcs.	07/23/2007	Personal
Erickson	Lorraine	Part-Time Custodian	Custodial Services	06/02/2007	Personal
Fonceca	Joe	Facility Manager	Custodial Services	08/01/2007	Retirement
Fry	Cynthia	Secretary	Shelton Elementary	08/16/2007	Personal
Garin	Constance	Para-Educator	Lakewood Senior	05/19/2007	Personal
Goates	Deana	Food Service Worker	Food & Nutrition Svcs.	06/01/2007	Personal
Harris	Douglas	Campus Supervisor	Chatfield Senior	05/25/2007	Personal
Hawthorn	Jessie	Tutor, Instructional	Alameda Senior	05/26/2007	Personal
Hooper	Colleen	SWAP Specialist	Jeffco Transition Svcs.	06/05/2007	Personal
Jiron	Valerie	Part-Time Custodian	Custodial Services	08/04/2007	Personal
Joosten	Lyle	Facility Manager	Custodial Services	08/01/2007	Retirement
Kemper	David	Custodian	Custodial Services	06/16/2007	Personal
Kirkland	Raymond	Shop Foreman	Fleet Management Svcs.	08/01/2007	Retirement
Knox	Jerome	Custodian	Custodial Services	05/21/2007	Personal
Linthicum	Virginia	Bus Driver Assistant	West Transportation	07/31/2007	Personal
Marino	Valerie	Custodian	Custodial Services	06/30/2007	Retirement
Moller	Kevin	Custodian	Custodial Services	06/01/2007	Personal
Montoya	Juan	Security Patrol Officer	Safety & Security	08/01/2007	Personal
Moore	James	Custodian	Custodial Services	07/14/2007	Retirement
Moreno	Billy	Custodian	Custodial Services	06/02/2007	Personal
Morris	Lindsey	Dispatcher	Safety & Security	06/16/2007	Personal
Nicoloff	Patricia	Food Service Worker	Food & Nutrition Svcs.	06/01/2007	Personal
Plakke	Kari	Para-Educator	Patterson Elementary	06/02/2007	Personal
Puga	Eduardo	Part-Time Custodian	Custodial Services	07/14/2007	Personal
Quick	Colleen	Food Service Worker	Food & Nutrition Svcs.	07/16/2007	Personal
Rago	Lija	Tutor, Instructional	Arvada West Senior	06/02/2007	Personal
Rivas	Henry	Part-Time Custodian	Custodial Services	06/16/2007	Personal
Romito	Thomas	Technician	Facilities Management	09/01/2007	Retirement
Stones Jr.	Vernon	Facility Manager	Custodial Services	06/30/2007	Retirement
Tremblay	Donna	Food Service Worker	Food & Nutrition Svcs.	06/01/2007	Personal
Trujillo	Richard	Area Grounds Worker	Landscaping Services	08/01/2007	Retirement

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Valdiviezo	Carlos	Part-Time Custodian	Custodial Services	06/28/2007	Personal
Vanderschaaf	Candace	Secretary	Devinny Elementary	08/16/2007	Personal
VanTrump	Devon	Part-Time Custodian	Custodial Services	06/16/2007	Personal
Waller	Sarah	Custodian	Custodial Services	07/26/2007	Personal
Wiebesiek	Benjamin	Food Service Worker	Mt. Evans Outdoor Lab	06/16/2007	Personal
Wieder	Sandra	Technician	Human Resources	06/16/2007	Personal
Woodward	Sallie	Bus Driver	South Transportation	04/19/2007	Personal
Zepp	Jarod	Part-Time Custodian	Custodial Services	07/21/2007	Personal

6. Classified Terminations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Burke	Lynn	Para-Educator	Hutchinson Elementary	08/16/2007	End Temp. Emp.
Day Susan Eliminated		Technician, Library	Columbine Senior	08/16/2007	Position
Herrin Eliminated	Mary	Tutor, Instructional	Vivian Elementary	05/16/2007	Position
Hershey	Lisa	Billing Specialist	Facilities Management	07/13/2007	Performance
Hoskins Eliminated	Brenda	Para-Educator	Drake Middle	06/01/2007	Position
Kula	Carla	Para-Educator	Shaffer Elementary	06/02/2007	End Temp. Emp.
LaBorde	Andrew	Warehouse Worker	Food & Nutrition Svcs.	06/01/2007	Dismissal
Lani	Tamara	Head Custodian	Custodial Services	05/17/2007	Dismissal
Miller	Pamela	Para-Educator	Bradford Intermediate	06/02/2007	End Temp. Emp.
Pilarski Eliminated	Susan	Technician, Library	Standley Lake Senior	08/16/2007	Position
Sutley Eliminated	Cherie	Para-Educator	Creighton Middle	06/02/2007	Position
Tollefson	Olaf	Bus Driver	Central Transportation	06/06/2007	Death
Vidas	Thomas	Custodian	Custodial Services	07/27/2007	Failure to Report
Weitzel	Laurie	Tutor, Instructional	Peck Elementary	07/16/2007	End Temp. Emp.

7. Administrative Leave Resignations

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>	<u>Reason</u>
Hickey	Richard	Chief Operating Officer	Support Services Mgmt.	07/01/2007	Personal
Koons	James	Manager	IT Admin. Tech. Support	08/11/2007	Personal
Myskiw	Diane	Executive Director	Chief Information Office	08/11/2007	Personal
Nichols	Phillip	Manager	Human Resources	07/01/2007	Personal
Robertson	April	Para-Educator	Sobesky Academy 6-12	07/10/2007	Personal

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-167

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

INFORMATION

PERTINENT FACTS:

In accordance with Policy EI-7, the Administration will bring grants to the Board for approval when:

- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This grant falls under Items A and C.
2. The Board is hereby notified that the City of Arvada awarded five schools a total of \$14,620 from the City's Matching Grant Program. The program aligns with Strategic Plan Objectives 7, which ensures all students and staff members have safe, respectful, and orderly school environments that increase student achievement.
3. These funds will provide for playground and outdoor environmental education facility improvement projects. The following schools were awarded: Hackberry Hill Elementary - \$4,000, Arvada Middle School - \$1,000, Warder Elementary - \$4,000, Stott Elementary - \$1,620, and Campbell Elementary – \$4,000.
4. The schools are required to match these funds to complete their projects.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the award of \$14,620.00 from the City of Arvada's Matching Grant Program to the above listed schools.

ORIGINATORS: Laura Munro



DATE: July 23, 2007

Debbie Backus



APPROVED:

Cynthia Stevenson



BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-168

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

INFORMATION

PERTINENT FACTS:

In accordance with Policy EL-7, the Administration will bring grants to the Board for approval when:

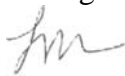
- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This grant falls under Items A, B and C.
2. The Board is hereby notified that the district received its per pupil allocation of \$153,889 from the U.S. Department of Education to meet the educational needs of 755 identified American Indian, Alaska Native and Native Hawaiian students enrolled in Jeffco Schools. The program aligns with Strategic Plan Objective 2, which ensures all students with special needs demonstrate achievement of academic content standards through appropriate services, instruction, and assessment.
3. To meet the challenging state and district standards, identified students will receive tutoring, will attend school with perfect or near perfect attendance, and engage in activities that will help them to excel in their learning. Parents will participate in the creation of the students Individualized Learning Plan (ILP) and increase their attendance at the Parent Advisory Committee meetings.
4. All students involved will be assessed regarding standards progress including standardized test scores. The Parent Advisory Committee will review assessment results.
5. Deborah Esquibel Hunt, Program Coordinator, manages the project.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the award of \$153,889 from the U.S. Department of Education to Jeffco's Indian Education Program.

ORIGINATORS: Laura Munro



DATE: July 23, 2007

Debbie Backus



APPROVED:

Cynthia Stevenson



BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-169

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

INFORMATION

PERTINENT FACTS:

In accordance with Policy EL-7, the Administration will bring grants to the Board for approval when:

- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This grant falls under Items A, B and C.
2. The Board is hereby notified that the District's Career Development Office has been awarded continuing funds of \$494,263 from the Colorado Community College System's Carl Perkins Basic Formula Grant. This program aligns with Strategic Plan Objective 3, which ensures students and instructional personnel use curricula, assessments, and the tools of technology aligned with district content standards as the basis for the teaching and learning process.
3. The funds will be used to improve the Career and Technical Education (CTE) programs in Jeffco Schools in business and marketing education by integrating academic and technical standards, expanding the use of technology in CTE programs, offering professional development for teachers, and linking secondary and post-secondary programs.
4. Surveys and the comparison of data via SASI and CE135 reports will measure the program.
5. The district will not be required to continue this project after funding ends.
6. Renie DelPonte, Assistant Director of Career Development, is the Project Manager.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the continuing award of \$494,263 from the Colorado Community College System Carl Perkin's Basic Formula Grant to Career Development.

ORIGINATORS:

Laura Munro



DATE: July 17, 2007

Debbie Backus



APPROVED:

Cynthia Stevenson



BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-170

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

INFORMATION

PERTINENT FACTS:

In accordance with Policy EL-7, the Administration will bring grants to the Board for approval when:

- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This item falls under Items A and C.
2. Compass Montessori – Golden Campus received \$75,000 from the Boettcher Foundation. This project aligns with Strategic Plan Objective #7, which ensures all students and staff members have safe, respectful, and orderly school environments that increase student achievement.
3. This grant will allow Compass to continue their expansion. The funds will be used to expand the elementary classrooms and provide a safe outdoor learning environment, while also providing high school students with a new math/science/technology center along with a fully equipped science laboratory.
4. There will be no obligation to the District to continue the project after funding ends.
5. Katy Meyers, Head of Compass Montessori-Golden, will manage the project.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the \$75,000 awarded to Compass Montessori - Golden from the Boettcher Foundation.

ORIGINATORS:

Laura Munro 

DATE: July 27, 2007

Debbie Backus 

APPROVED:

Cynthia Stevenson 

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-171

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

INFORMATION

PERTINENT FACTS:

In accordance with Policy EL-7, the Administration will bring grants to the Board for approval when:

- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This grant falls under Items A and C.
2. The Board is hereby notified that Student Services received second year funds of a three year grant in the amount of \$147,099.77 from The Rocky Mountain Center for Health Promotion and Education's Tobacco Prevention Initiative. The program aligns with Strategic Plan Objective 7, which ensures all students and staff have safe, respectful, and orderly environments that increase student achievement.
3. The funds will be used to create a widespread plan leading to action, education, implementation and dissemination of Jeffco's commitment to staff and student health through tobacco prevention policy, instruction and cessation programs. The funds will be used for a full-time tobacco coordinator to create positive awareness of the district's tobacco policy, offer training to middle school science, health and physical education teachers teaching health, clinic aides, district nurses, campus supervisors and/or other Jeffco personnel. Cessation programs will be offered to students and staff.
4. The project will be evaluated by successfully training personnel, implementing components of the existing tobacco policy, and documenting success of student and staff cessation of tobacco use.
5. The district will not be required to continue this project after funding ends.
6. Vivian Johnston, Safe & Drug Free Coordinator, is the Project Manager.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the Year 2 award of \$147,099.77 to Student Services from the Rocky Mountain Center for Health Promotion & Education.

ORIGINATORS:

Laura Munro



DATE: July 27, 2007

Debbie Backus



APPROVED:

Cynthia Stevenson



BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-172

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Supplemental Funds – AWARD (EL-7)

ACTION

PERTINENT FACTS:

In accordance with Policy EL-7, the Administration will bring grants to the Board for approval when:

- A. Large amounts of funds are coming to the District (i.e., Title I, VI, etc.)
- B. Obligations are long term (i.e., funding for multiple years, or the District is asked to continue the program after funding ends), or
- C. Grants are for a dollar amount over \$10,000.

1. This grant falls under Items A, B and C.
2. The Board is hereby notified that the District's 2007-08 allocation for the Migrant Education Program, Title I, Part C is \$682,795. This allocation is based on the number of identified migrant students. The program aligns with Strategic Plan Objective 2, which ensures that students with special needs demonstrate achievement of academic content standards and receive appropriate services and instruction.
3. These funds will provide for migrant teachers to support classroom teachers in implementing best instructional practices to increase student achievement; to provide community liaisons to organize parent meetings, collaborate with community agencies and provide technical assistance with communications (interpretations and translations); provide staff development opportunities; to provide summer school, after school and intersession opportunities for approximately 400 Migrant students.
4. The project will be evaluated by an increase in the CSAP scores of Migrant students.
5. The district commits to providing the coordination of efforts of the following departments that meet regularly to serve the needs of these students: Bilingual/ESL, Migrant Education, Title I, Title II, Title III, Title V, Homeless, Even Start, HIPPIY, and Adult ESL.
6. Aldo Parra, Migrant Grant Coordinator, will serve as the Project Manager.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the award of \$682,795 in Title I, Part C funds from the Colorado Department of Education to support Migrant Education.

ORIGINATORS: Laura Munro *lm*

DATE: August 1, 2007

Debbie Backus *DB*

APPROVED: Cynthia Stevenson *CS*

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-191

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Donation – Peiffer Elementary School (EL-7, Financial Administration)

ACTION

PERTINENT FACTS:

1. In accordance with District policy and regulation, KCD/KCD-R, Public Gifts/Donations, contributions of a value in excess of \$10,000 will be presented to and acted on by the Board of Education.
2. The Board is hereby notified that donations totaling \$16,000 will be applied to Peiffer Elementary School. A Peiffer family will donate \$8,000. Liberty Mutual will match the donation.
3. The family requests that the funds, in the amount of \$16,000, are to be donated anonymously.
4. Described below is how the family would like to see the money used at Peiffer: \$8,000 – To be used for Reading, Writing, Science, and Math support (enrichment in the classrooms and extra curricular learning activities/assemblies/field trips for all grades); \$1,000 – To be used for Music education – choir support and music enhancement opportunities for students; \$200 – To be used for Art education – art/literacy learning opportunities offered before, during, and after school; \$400 – To be used for expanding Intramural opportunities at Peiffer; to offer movement clubs to students K – 6); \$200 – To be used for students in the Challenge program – additional resources and field trip/ experiential learning opportunities \$150 – To go to the Peiffer Library (books donated in the names of the children in this family, the parents, and the grandparents); \$2000 – To go to PTA (as a donation to the annual Peiffer Fun Run); \$100 – To go to the second grade team for enrichment/intervention opportunities and classroom books; \$100 – To go to the third grade team for enrichment/intervention opportunities and classroom books; \$150 – To go to the fifth grade team for enrichment/intervention opportunities and classroom books; \$500 – To be used for readers' Theatre Workshop for students (materials, additional pay for participating staff members – available to all teachers); \$500 – To be used for Math Club (materials and additional pay); \$500 – To be used for Writing Club (materials and additional pay); \$500 – To be used for Science Club (materials and additional pay); \$525 – To be used for the Peiffer Fall Book Fair - \$15 for each teacher (x 35 teachers); \$375 – To be used for the Peiffer Spring Book Sale – for students who cannot afford to buy books; \$700 – To be used for grade-level grants – teacher teams will use their discretion and will spend monies on curriculum-related student activities, programs, field trips, speakers, etc.; \$100 – To go to the Facility Manager and his staff – used as he sees fit (perhaps grounds beautification).

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education approves the donation to Peiffer Elementary School in the amount of \$16,000 as outlined.

ORIGINATORS: Robin L. Weikel
Peg Kastberg

DATE: August 13, 2007

APPROVED: Cynthia Stevenson 

6.a.

BOARD OF EDUCATION AGENDA ITEM
Ends Development and Monitoring Agenda

CONTROL NUMBER: BA-07-192

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Report on Student Achievement during 2006-2007 and Strategic Plan Objective 1 (Ends 1)

ACTION

PERTINENT FACTS:

1. Board Ends policy 1 states that “all children are prepared for a successful future.”
2. Results from the administration of all CSAP, CSAPA and CELA tests in 2006-2007 have been received by the District.
3. Results from the administration of Colorado ACT have been received.
4. The Board of Education has requested reports on the 2006-2007 Strategic Plan objectives. Objective 1 states that “we will ensure all students demonstrate achievement of academic content standards.”

SUPERINTENDENT’S RECOMMENDATION:

That the Board of Education receives a summary of these results, an overview of district assessment work aligned with Strategic Plan objective 1 presented by Debbie Backus, chief academic officer, and Carol Eaton, executive director of Assessment & Research, and discusses how this work supports Board Ends policies.

ORIGINATOR:

Carol Eaton *CE*
Debbie Backus *DB*

DATE: August 13, 2007

APPROVED:

Cynthia Stevenson *CMS*

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-165/2

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Contract Award: Fire Restoration/Repairs to Weber Elementary
EL-8, Asset Protection

INFORMATION

PERTINENT FACTS:

1. As a result of the Weber Elementary School fire, on June 14, 2007, the Board of Education authorized the director of purchasing to enter into an agreement with Colorado Fire and Flood, LL for fire restoration services.
2. In compliance with Policy *DJB, Emergency Purchases*, district administrative staff made emergency purchases to restore the school.
3. In June 2007, Yon Tanner was contacted to provide architectural and engineering services for the reconstruction. A contract in the amount of \$413,250 was negotiated.
4. On June 8, 2007, with the approval of the insurance representative district staff contacted Saunders Construction with the intent to contract with Saunders for the reconstruction.
5. Staff has negotiated a Guaranteed Maximum Price contract with Saunders Construction in the amount of \$4,302,701.
6. The insurance deductible is \$100,000 and the insurance policy will cover all expenses in excess of that amount.

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education is informed of the funds expended to restore/repair Weber Elementary School as a result of the fire.

ORIGINATOR: Lorie Gillis *LG*
Bob Smith *BS*

DATE: August 15, 2007

APPROVED: Cynthia Stevenson *CS*

BOARD OF EDUCATION AGENDA ITEM
Consent Agenda

CONTROL NUMBER: BA-07-194

BOARD MEETING OF: Thursday, August 23, 2007

SUBJECT: Approval of Amendment to the Supplemental Retirement (EL-4, Staff Compensation)

ACTION

PERTINENT FACTS:

1. The Board of Education originally approved the Supplemental Retirement Pension Plan in October, 1998.
2. The Plan has since been amended and was restated in full and approved by the Board of Education on February 16, 2007.
3. The Supplemental Retirement Committee has continued to meet and oversee the Plan and, in consultation with benefits legal counsel, is recommending additional amendments to the Plan.
4. Amendment No. 1 to the Supplemental Retirement Plan dated January 1, 2007 is submitted for Board approval. This amendment is attached and changes are summarized in the "Summary of Changes".

SUPERINTENDENT'S RECOMMENDATION:

That the Board of Education adopts the resolution approving the Supplemental Retirement Pension Plan (Pension Plan) as amended and restated effective September 1, 2007.

ORIGINATOR: Lorie Gillis



DATE: August 16, 2007

APPROVED: Cynthia Stevenson



**RESOLUTION OF THE
BOARD OF EDUCATION
OF JEFFERSON COUNTY
PUBLIC SCHOOL DISTRICT R-1**

WHEREAS, Section 10.1 of Article X of the Supplemental Retirement Pension Plan for Employees of the Jefferson County Public School District R-1, Amended and Restated, January 1, 2007 (the "Pension Plan"), permits the Board of Education of Jefferson County (the "Board"), to amend the Pension Plan from time to time;

WHEREAS, the Board wishes to adopt Amendment No. One, generally effective January 1, 2007 ("Amendment No. One"), to the Pension Plan in substantially the form attached hereto;

WHEREAS, Amendment No. One is believed to be nondiscriminatory and in conformity with provisions of Section 401(a) and other applicable provisions of the Internal Revenue Code of 1986, as amended from time to time (the "Code");

WHEREAS, the Board wishes to ratify and approve all necessary, legal and proper past actions and practices taken with respect to the administration of the Pension Plan by the proper officers of the Jefferson County Public School District R-1 (the "Employer") and their designated representatives; and

WHEREAS, the Board desires to authorize its proper officers and their designated representatives, to take all actions and to do all things necessary, legal and proper in connection with these resolutions and to effectuate these resolutions and to keep the Pension Plan, as amended by Amendment No. One, in compliance with law changes.

NOW THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The Supplemental Retirement Pension Plan for Employees of Jefferson County Public School District R-1, Amended and Restated, January 1, 2007 (the "Pension Plan"), be amended, generally effective as of January 1, 2007.
2. Amendment No. One to the Pension Plan, in substantially the form attached hereto, generally effective January 1, 2007, except as otherwise set forth therein, is hereby adopted.
3. The Board is authorized to execute forthwith Amendment No. One to the Pension Plan and to do all other acts and things necessary and proper to keep the Pension Plan in full force and effect and to make such amendments and changes, if any, as may be necessary to maintain the qualification of the Pension Plan under the applicable sections of the Code.
4. Any member of the Board is authorized to submit, or have submitted, executed, verified counterparts of Amendment No. One to the Pension Plan and this resolution to the Internal Revenue Service in support of a request for a letter of determination that the Pension Plan continues to qualify under Section 401(a) of the Code.
5. All necessary, legal and proper past actions and practices taken with respect to the administration of the Pension Plan by the proper officers of the Employer and their designated representatives, are hereby ratified and approved.
6. The proper officers of the Employer and their designated representatives are hereby authorized to take all actions and do all things necessary, legal and proper in connection

with these resolutions and to effectuate the above resolutions, and to keep the Pension Plan, as amended by Amendment No. One, in compliance with law changes with respect to the Pension Plan.

JEFFERSON COUNTY SCHOOL DISTRICT
NO. R-1

By: _____
Jane Barnes, President
Board of Education

Attest:

Scott D. Benefield, Secretary
Board of Education

**Supplemental Retirement Pension Plan
for Employees of the Jefferson County Public
School District R-1 (“Plan”)**

Summary Of Changes

GENERALLY EFFECTIVE JANUARY 1, 2007

1. Section 3.01, Credited Service – Revised, effective September 1, 2007, to align with the pay period ending dates.
2. Section 5.06(b)(iii) – Revised definition of “distributee” to include direct rollover by nonspouse beneficiary.

**AMENDMENT NO. ONE TO THE
SUPPLEMENTAL RETIREMENT PENSION PLAN FOR EMPLOYEES OF
JEFFERSON COUNTY PUBLIC SCHOOL DISTRICT R-1,
as Amended and Restated, January 1, 2007**

Pursuant to the authority of the Board of Education for the Jefferson County Public School District R-1 and the provisions of Article X, Section 10.1, of the Supplemental Retirement Pension Plan for Employees of Jefferson County Public School District R-1, as Amended and Restated, January 1, 2007 (the "Plan"), the Plan is hereby amended, generally effective January 1, 2007, except as otherwise set forth herein, as follows:

1. Article 3, Section 3.01(a) is amended in its entirety, effective September 1, 2007, to read as follows:

"3.01 Credited Service

- (a) General Rules. Credited Service shall begin on the date the Employee was first paid or entitled to payment for the performance of duties for the Board on a full time basis and end on the date an employee quits, retires, is discharged or dies. Effective September 1, 2007, if an Employee who is scheduled to work less than year round, works his or her scheduled days from the beginning to the end of a school year, such Employee shall receive credit for one year of Credited Service. If an Employee does not work from the beginning of a school year until the end of that school year, the Employee shall receive credit for a partial year of Credited Service equal to 1 multiplied by the following fraction: the number of days worked in a school year divided by the number of work days in a school year. Any Member who is scheduled to work less than year-round, who has twenty (20) years of Credited Service and is at least age fifty (50) on September 1, 2007, shall have his or her Credited Service computed under the Credited Service provisions in effect on August 31, 2007, if such service provisions will produce more Credited Service for such Member. If an Employee's Credited Service ends and recommences (in accordance with negotiated agreements, if applicable), all periods of the Employee's Credited Service shall be added together. Credited Service shall include periods of part-time and job sharing employment by the Board. Notwithstanding any other provision in the Plan, Credited Service shall be determined in accordance with the provisions of the Plan in effect on the date a person ceases to be an Employee."

2. Article 5, Section 5.06(b)(iii) is amended in its entirety, to read as follows:

- "(iii) A 'distributee' includes an Employee or former Employee. In addition, the Employee's or former Employee's surviving spouse and the Employee's or former Employee's spouse or former spouse who is the alternate payee under a qualified domestic

relations order, as defined in Section 414(p) of the Code, are distributees with regard to the interest of the spouse or former spouse. A Distributee also includes the Member's nonspouse designated beneficiary, pursuant to Section 401(a)(9)(E) of the Code. In the case of a nonspouse beneficiary, the Direct Rollover may be made only to an individual retirement account or annuity (other than an endowment contract) described in Section 408(a) or (b) of the Code ("IRA") that is established on behalf of such designated beneficiary and that will be treated as an inherited IRA pursuant to the provisions of Section 402(c)(11) of the Code. Also, in this case, the determination of any required minimum distribution under Section 401(a)(9) of the Code that is ineligible for rollover shall be made in accordance with Notice 2007-7, Q&A 17 and 18, 2007-5 I.R.B. 395. The required minimum distribution rules of Section 401(a)(9)(B) of the Code (other than clause iv thereof) apply to the transferee IRA; and

Adopted this 23rd day of August, 2007.

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

By: _____
Jane Barnes
President, Board of Education

Attest:

By: _____
Scott D. Benefield
Secretary, Board of Education