

PEYTON SCHOOL DISTRICT 23-Jt
BOARD OF EDUCATION
April 21, 2015
7:00 P.M.
Peyton Elementary School

I. CALL TO ORDER/PLEDGE OF ALLEGIANCE

II. ROLL CALL-Board Members present were Mr. Eckelberry, Mr. Frohbeiter, Mr. Hanks, and Mrs. Lee. Mr. Holmes was not present.

III. APPROVAL OF AGENDA-Mr. Kistler asked that we table Action Item H since Teacher Contracts are on hold until May. We are waiting for the State to release School Finance figures. The Board will need to enter into Executive Session then exit and reenter into Executive Session since one matter involves Mr. Rea and one involves Mrs. Hartbauer. A motion was made by Mr. Hanks to approve the revised Agenda. Mr. Eckelberry seconded the motion. All Members present voted "aye".

IV. APPROVAL OF MINUTES

From March 17, 2015 Minutes-Mr. Eckelberry stated that under Action Item D, the Addendum for Mr. Mattson, he would like to see the loop closed for the three-year plan. The Addendum was for April 1st, but Mr. Eckelberry would like to see it in written form. Mr. Rea did call Mr. Kistler following the March Board Meeting. Mr. Kistler will have Mr. Mattson close the item tomorrow. A motion to approve the minutes was made by Mr. Hanks and seconded by Mrs. Lee. All members present voted "aye".

V. APPROVAL OF FINANCIAL ITEMS

Mr. Eckelberry made a motion to approve the financial items. He did have questions regarding the financials that he emailed Mr. Kistler, Mr. Frohbeiter, and Mrs. Kirchner earlier in the week. Mr. Eckelberry's goal would be for no comments to be in our audit section. He believes we are going in the right way. He asked about the bank fees incurred from the payroll. Mrs. Kirchner explained the error to the Board. Mr. Eckelberry would like to see a voided check journal. Mrs. Kirchner will email this out to the Board with the financials. He does understand that the numbers provided from Monday were part of thinking process for the preliminary budget, but we should remove the CBA revenue accounts to show a more accurate picture even if it is a draft for the Board to use. He would also like to see the dates reflected on the top of the reports. Mr. Kistler said that he would change this as they work on the Preliminary Budget. Mr. Hanks seconded the motion to approve the financial items. All Members present voted "aye".

VI. COMMUNITY INPUT

- A. Certified Input regarding Teacher Salary Schedule-Tracy Pavetti addressed the Board and presented a Salary Disparity Report between Peyton and Neighboring School Districts. She stated in the past staff members have been encouraged to address the members of the Board of Education. She has tried to email the Board Members, but now feels the need to address them publically. She shared that the new salary schedule has confused everyone. The new teacher benefits the most from the new schedules. She stated our starting pay is competitive with districts like Cheyenne Mountain and Hanover. Every year we have a district wide meeting. Every year we hear that we can beat Cheyenne Mountain or Air Academy. Page one of the comparison reflects a 16 hour credit. No one comes in with a salary higher than a teacher that is currently working in the district. On the same pager under percentage difference in eight years there is a big difference. Peyton is the lowest on the schedules. Even in comparison to Hanover. She used her salary as a base, but it was across the board. She asked the Board to evaluate what is best for our students. We are competitive to begin then we decrease. When the district gave a COLA increase it was to the base salary, not the entire salary. She has talked to numerous people, and most people she has talked to at the High School are forth coming about their salaries. Mrs. Lee responded that she thinks it is something that we need to look at. Mr. Eckelberry said it something to consider after seeing Tim's Superintendents report where Texas base salaries are. Mr. Hanks had no clue that this frustration was out there. The Board needs to hear this. Mr. Hanks said that the Board has talked about better communication. The Board cannot repair anything unless they truly understand what the problem is. Mrs. Pavetti felt like a huge weight was lifted when Mr. Holmes responded to her email. She felt like there was no concern in the past. Mr. Eckelberry said that he has not able to access his email. The Board thanked her for coming. Mr. Hanks said that he would like to talk to her and would like to look into this. Mr. Hanks and Mr. Eckelberry said to please contact them. Mrs. Pavetti shared that we should look at giving money to retain teachers not just attract them. Mr. Hanks if you have not heard back from them, then please keep trying to reach us. He wants to communicate with the staff.
- B. CBA Report-Joy Morales-Cress-CBA is focusing on enrollment. They have ordered banners to post throughout Colorado Springs and Peyton. Kayleen McCabe shot a commercial promoting the school for free. Her normal charge is \$5,000. KKTV will show 50 primetime shots which begins airing May 1st. They will have them in movie theaters that should reach 100,000 per month at World Arena Theater alone. Their website has been receiving about 500 hits per week, but last week it hit 1100 which some of it could be from Veterans home publicity. They are increasing their social media. KKTV now has a link to their website. The community breakfast and BBQ were not well attended. They did have a parent interested in a

home school connection, so they are looking at vocational training for half a day-half then the student would do core homeschool classes other half of day. It would give them half time PPR. They have several upcoming events listed on the handout sheet. They had great publicity in Pueblo Chieftain last week. KOAA did a two minute story on the Pueblo facility which mentioned Peyton networking. Their enrollment goal is 150. Adjustments will need to be made to the budget if that goal is not met. Amy, one of their former students, was hired to share her story. She talks with counselors and teen court. They have sent emails to D12, D49, D3, D2, and D20 to discuss vocational education for their students during summer. Jake goes out on Fridays to provide information to students. Their budget has been submitted to the Peyton School Board for final approval. The big event for May is Veterans' Home Project Kickoff on May 2nd. Scott Tipton, Cynthia Coffman, and many honored military will be attending including Tuskegee Airmen. They are anticipating around 500 attending the event. Please join us in Walsenburg at 5:30 for food and entertainment.

Persons desiring to insure that they have an opportunity to be heard concerning items not on the agenda should **properly request** to be placed on the agenda and should be available at 6:00 p.m. Persons wishing to be heard concerning items on the Board Agenda shall notify the chairman of the Board of their desire just prior to the "Call to Order" of the Board Meeting. When that item comes up for discussion the Board Chairman will recognize those desiring to comment.

VII. SUPERINTENDENT'S REPORT

More great news from the Woods Manufacturing world: Dean had a meeting with Oregon State University and they are coming to San Antonio. They are excited about what we are doing and want to meet with us, not only to support the program, but also to see how the partnership will lead students go to OSU.

I spoke to Elder Construction and they feel they can get their work done, either by the end of May, or early June. The electric portion has just finished Regional's approval. Dean and I are meeting with the Dust Collection people in San Antonio and we'll have a better idea of timelines by next week.

I attended the job fairs in Greeley and Fort Collins and while we were able to talk to some good candidates, I'm not happy with the number of teachers moving through the aisles. I think other states are feeling the same affect, as it seems that more out of state school districts are coming to Colorado to hire their teachers. It is difficult to recruit staff when Texas is sitting directly across the aisle and are offering \$48,000 for a starting teacher.

I will be sitting down with the principals and then Lorna/Brent to set summer work and coordinate the schedules. Mr. Mattson and Mr. Hanks worked on the Peyton Woods Manufacturing Programs. They will be taking to San Antonio with them. They will also take them to Las Vegas.

VIII. BOARD REQUESTS AND REPORTS

A. Building Reports

High School- Enrollment- 319

KNOWLEDGE BOWL

Peyton placed 3rd in the Knowledge Bowl competition at Colorado College this past Friday. They will have some t-shirts made up.

UPCOMING

4/24—Prom

4/28—ACT Testing for Juniors in the old building

5/6—Spring Concert, 6:30 (This is a change from last month's report)

5/7-5/8—Drama performance of "Annie"

5/14—8th Grade class trip to Elitch Gardens

5/18—Academic Awards, 6:30

5/23—Graduation Ceremony, 10:00am

Elementary School-Student Enrollment is 288. They added 6 students. The nurse interview was cancelled because the applicant withdrew her application. Tim has talked to BOCES about a half-day nurse. Mrs. Hartbauer wanted to personally thank Bob Robbins for taking students and teachers to the Middle School for their transition meeting. Ms. Pavetti, Mrs. Chase, Miss Irwin and Mr. Trice did a good job of balancing the information and putting the fear factor into their presentations. Thank you to Courtney Gatti who is working on grants to use Reflex Math for memorization of math facts. She received a grant last year. She and Marlys did a phone interview and have asked two different places for grants. Pearson is sending a representative to us Monday for a Social Studies program. Mrs. Hartbauer has been able to reduce price from \$30,000 to \$20,000 for K-5 plus a 6th grade teacher's edition. It does cover 6 years. Text books and workbooks are one. The end of year schedule was presented to the Board. Mr. Eckelberry asked if Pearson that we are purchasing textbooks are the same one involved in PARCC testing. Yes, but they are independent of the PARCC testing.

B. District Advisory Report

Elementary Report –April Meeting was a good meeting. They have received 47 responses for Survey Monkey thus far and are hoping to have results to Board next month.

C. BOCES Report-no report

IX. ACTION ITEMS-start at 8:27

- A. Board Charges to DAC-Mr. Eckelberry asked if we could do a survey of staff and community regarding CBA and the Woods Program. Would it help to encourage participation in DAC? Felipe stated that they have tried in the past to have meetings at different times and so far nothing has worked. Mr. Eckelberry would like to see what the community response is to the new programs. Is that a line item we can add to the proposed DAC charges for 2015-2016? Val Mullenax said that it should involve the entire district. Mr. Hanks thinks we need to talk to the community and that this is one of the avenues we could use, but what could we develop? It should be separate from DAC, but DAC can be part of the input. Mr. Hanks replied that we have to find some way to make people not feel awkward about completing things like Survey Monkey. Mrs. Pavetti stated that she does not know what to share about the Woods Program or CBA. Mr. Hanks how do we communicate our vision about these programs and communicate it with everyone? Mrs. Pavetti recommended emailing parents. Mr. Frohbeiter said that there is a core group that is involved in everything. Mr. Hanks replied we need to keep trying to reach community. Mr. Hanks stated that we need to inform our teachers, so they can help to educate our community. Mr. Hanks will keep digging because we need to get everyone on board and talking about what is happening in our district. The Board does not want the teachers to move on to other districts. He is excited about what is happening in Peyton, but if we are missing what is happening in our own backyard then we have a problem. Mr. Eckelberry made a motion to accept the DAC as revised (Line item 5-To help increase communication with staff and community). Mrs. Lee seconded the motion. All members present voted "aye".
- B. Quarterly Budget Report-Mr. Kistler discussed the 3rd Quarter Financial Report. The Board agreed to spend down \$200,000 in the General Fund. The General Fund expenditures are at 71%, so compared to last year we are on target. The Building Fund is holding tight as we try to prepare for Woods Program and CBA is trying to put in the fire system. For May, the Bond Fund will be on track since we reduced Mills. So in summary, our budget is on track. Mrs. Lee made a motion to accept the Quarterly Budget Report and Mr. Eckelberry seconded the motion. All members present voted "aye".
- C. 2015-2016 Budget Draft-The state has not determined what school funding will be. The budget is still difficult to figure out at this time. The Charter School money will be under CBA's budget. There are a lot of unknowns including Title money. The Draft budget is presented so people can ask about budget and the Board can use for it for their Work Session. Mr. Eckelberry, we need to make sure the year-to-date are the same to date 7/1/2015-6/30/16 for Revenue and Expense Reports. The CBA \$264,000 in revenue, we need to remove it. Mr. Eckelberry approved the Draft Budget as revised; Mr. Frohbeiter seconded the motion. All members present voted "aye".
- D. Final Reading of Board Policy DJ DJA-Mr. Kistler noted items in italics will need to be changed to normal type. Mrs. Lee made a motion to accept the final reading of Policy DJ DJA. Mr. Eckelberry seconded the motion. All members present voted "aye".
- E. Final Reading of Board Policy DK- Mr. Kistler noted items in italics will need to be changed to normal type. Mrs. Lee made a motion to accept the final reading of Policy DK. Mr. Hanks seconded the motion. All members present voted "aye".
- F. Non-Renewal Contracts-Mr. Kistler spoke with each person, hand delivered a letter to him or her as well as mailed a certified letter to him or her. We had three non-renewals. Mr. Hanks made a motion to accept the non-renewals and Mrs. Lee seconded the motion. All members present voted "aye".
- G. Certified Resignations-Mrs. Benko will be going to Costa Rica. We wish her well. Mr. Eckelberry accepted her resignation. Mr. Hanks seconded the motion. All members present voted "aye".
- H. 140-Day Retiree Contract Agreement was tabled. They will be discussed with Teacher Contracts.
- I. 4 Day School Week-Tim verified information from last year to complete our current application for 4 Day week with CDE. Mr. Eckelberry made a motion to accept 4 day week schedule. Mrs. Lee seconded the motion. All members present voted "aye".

Action Items-Completed at 9:06pm

X. DISCUSSION ITEMS-

- A. Coaching Resignation-Tony Goodman resigned to spend time with son who is going to Doherty. Mr. Eckelberry stated that in his letter Coach Goodman commented on the apathy of the community. It is discouraging. Mr. Hanks said that he hates to see him go.

XI. EXECUTIVE SESSION – Personnel – C.R.S. 24-6-402 (I)-A Motion to go into executive session was made by Mr. Eckelberry and was seconded by Mr. Hanks. All members present voted "aye". The Board entered Executive Session at 9:10. A Motion to exit Executive Session was made by Mr. Hanks and seconded by Mr. Eckelberry. All members present voted "aye". They exited at 9:44pm. They reentered regarding another matter at 9:45. Mr. Eckelberry motioned to exit Executive Session and was seconded by Mr. Hanks. All members present voted "aye".

Persons desiring to address the Board about personal, personnel, or items the Board considers sensitive should ***properly request** a hearing and be available at 7:00 p.m.

XII. ADJOURN

* To properly request an Executive Session Hearing or to address an item not on the agenda, the request should be made to the superintendent or his designee no later than **3:00 p.m. on the Wednesday preceding the regular Board meeting**. In order to be granted the request should include the subject matter and the name of the one person who will be addressing the Board. Persons desiring to address the Board about personal, personnel, or items the Board considers sensitive will be heard in Executive Session.

Meeting adjourned at: 10:38pm

MINUTES APPROVED May 19, 2015.
