

**BOARD Meeting Activity**  
**April 8, 2020**

**The BOARD Meeting Activity is not the official report of the Board of Education meetings. Minutes of meetings are available in future Board of Education agendas and from Maricela Hidalgo, Secretary to the Board of Education, 520-2004.**

To access links to supporting documentation for any item in the Board Report, please see the corresponding agenda at <http://www.boarddocs.com/co/d11/Board.nsf/Public>, click on the meetings tab, click on the meeting date, and click “view agenda.” Items within the agenda may be hyperlinked to additional information (for example, Personnel Recommendations); click on the hyperlink to access the documentation for that item.

Motion to Amend Policy and Proceed Virtually

The Board waived the policy procedure requirements specified in Board Policy BG, School Board of Education Policy Process, and temporarily approved the proposed revised Policy BE, allowing the Board to meet remotely through the end of the 2019/2020 school year.

**AWARDS AND RECOGNITIONS**

**Holmes Student Headed to FBLA National Leadership Conference**

At the State Future Business Leaders of America (FBLA) competition, Sam Ford, eighth grade student at Holmes Middle School, took first place in CompSci and Coding, qualifying him for the National competition. In June, Sam will head to Salt Lake City, where the best and brightest of FBLA and PBL will convene to compete in leadership events, share their successes, and learn new ideas about shaping their career future through workshops and exhibits.

**Mitchell Students Shine at HOSA - Future Health Professionals State Leadership Conference**

Recently, Mitchell High School students competed in the HOSA - Future Health Professionals State Leadership Conference, at which there were over 1,100 competitors. The Mitchell students did very well, with Miranda Baumgarten, Mariona Ibañez, Emely Medrano, and Jessica Thorburn placing second in Public Service Announcement; Gaby Gil placing third in Clinical Specialty; and Jazmine Grajeda and Kadence Lewis placing third in Forensic Science.

**SPECIAL REPORTS**

Superintendent's Report

Dr. Thomas provided an update on distance learning.

Legislative Update

Deputy Superintendent Glenn Gustafson provided an update on the state's current economic condition.

**CONSENT ITEMS**

### Approval of Board Meeting Minutes

Certified copies of the Board of Education's official minutes may be obtained from the Records Management Center. The cost of copying will be borne by the requester, per Board Policy BEDG.

The Board of Education approved the minutes of the March 11, 2020, regular board meeting and March 18, 2020, special board meeting. All minutes are available in BoardDocs through the Board of Education District website, after approval by the Board of Education.

### Personnel Recommendations

The Board of Education approved the April 8, 2020, Personnel Recommendations, as submitted by the administration.

### Policy IKF, Graduation Requirements

The Board of Education adopted the revised version of IKF, Graduation Requirements, and the accompanying Regulations IKF-R-1, IKF-R-2, and a new Exhibit, IKF-E.

### Policy EGAD, Copyright Compliance

The Board of Education adopted the revised version of Policy EGAD, Copyright Compliance.

### Instructional Materials and Secondary Courses Approval

The Board of Education approved the instructional materials, new and/or amended secondary courses.

## **ACTION ITEMS**

### Contract Awards - Mitchell High School Parking Lot Improvements (Phase II)

Kris Odom, Executive Director Procurement and Contracting, presented the following background summary:

Over two years ago, district staff identified that the Mitchell High School parking lot needed repair. The first phase (southern lot) improvements were designed, competed, awarded, and completed in 2018. Funding is now available to complete the northern portion of the lot, as phase two. This phase includes: earthwork, milling, curb and gutter reconfiguration and replacement, paving, parking lot lighting, and landscape improvements.

The District contracted with engineering professionals to prepare designs, and then posted a Request for Proposals, to obtain company qualifications and competitive pricing through Bonfire's "strategic sourcing platform." The evaluation team, including functional experts in the Facilities Department, reviewed and scored all five proposals submitted. Trax Construction, Inc. received the highest technical score and provided a thorough approach and comparable pricing; the team selected them as the best value for this project. Pending Board of Education approval, the work will begin by May 27, 2020 (at the latest) and be substantially complete by July 31, 2020. The project will be totally complete by mid-August, before the start of the 2020-2021 school year, for full use by students, staff, and community members. This will add a fresh look to the Mitchell campus. It will provide a quality parking surface, better traffic flow, and greater

parking lot safety.

The Board of Education approved contract C2020-1023 in the amount of \$1,100,195.71 and awards this contract to Trax Construction Inc. The contract completion date for this effort is July 31, 2020.

#### Contract Award District Wide Educational Furniture Standard

Kris Odom, executive director Procurement and Contracting, provided the following background:

The District desires to have a standardized furniture option for all educational furniture. Additionally, the District intends to develop a furniture replacement plan and annual budget. This will follow the District Academic and Facilities Master Plans and on or about June 30, 2021.

This contract was competed using full and open procedures to request proposals. The evaluation team had a small group who read and evaluated all proposals received. There was a larger evaluation group, comprised of various stakeholders across the District, who visited several existing school sites, as well as vendor showcases, to touch and feel various proposed furniture offerings in use at other districts along the Front Range. After evaluating the functionality, the fit, the quality, past performance and pricing, the team selected OfficeScapes as the best value offering for the District.

This contract is an indefinite delivery, indefinite quantity contract that has a guaranteed minimum contract quantity of \$1,000,000 and an estimated contract maximum of \$5,000,000. Funds for the guaranteed minimum have been identified and include the furniture for the Tesla Middle and High School relocation to the Longfellow campus and the kindergarten grant, which is estimated at \$852,000. If fully executed, this contract will end June 30, 2030.

The Board of Education approved an Indefinite Delivery Indefinite Quantity contract C2020-0086 for a period up to ten years.

#### Budget Transfers, Appropriations and FTE Approvals

There were no Budget Transfers, Appropriations and FTE Approvals.

#### Resolution 2020-30, National Volunteer Week - April 19-25, 2020

National Volunteer Week will be celebrated the week of April 19-25, 2020. It is a time for School District 11 to recognize the efforts of over 20,000 volunteers who contribute, in service to others, over \$30,662,940.00 (based on 2018-2019 data at \$14.00 per hour). Individual schools are encouraged to appreciate and recognize the individuals who volunteer with their students. Administration encourages all citizens to participate in the celebration of National Volunteer Week, April 19-25, 2020.

The Board of Education approved Resolution 2020-30, recognizing the week of April 19-25, 2020, as National Volunteer Week.

Resolution 2020-31, Executive Professionals Week, April 20-24, 2020

Executive professionals are essential and vital to School District 11 and the State's educational system. In recognition, the Board of Education is proclaiming the week of April 20 – April 24, 2020, as Executive Professionals Week in District 11.

The Board of Education adopted Resolution 2020-31, recognizing April 20-24, 2020 as Executive Professionals Week in District 11.

Resolution 2020-32, Distracted Driving Awareness Month

The Board of Education adopted Resolution 2020-32, in support of Distracted Driving Awareness Month.

Unified District Improvement Plan

Deputy Superintendent David Engstrom provided the following information at the March 11, regular board meeting as a Non-Action item:

The Education Accountability Act of 2009 requires each Colorado district and school to create an annual improvement plan. The Colorado Department of Education (CDE) has developed a unified improvement planning template and processes to support schools and districts in their performance management efforts. The unified improvement planning template has been designed to meet state, federal, and program accountability requirements.

The Unified District Improvement Plan (UDIP) is designed around four areas: Performance Data Analysis, Root Cause Analysis, Major Improvement Strategies and Action Steps, and Progress Monitoring Targets and Benchmarks. The UDIP is designed to be a multi-year plan. The plan was developed in a collaborative process with district leadership and aligns with the District's Strategic Plan. It has been reviewed by the District Accreditation Committee and will be reviewed by the District Accountability Committee. The submission deadline to CDE is April 15, 2020.

The Board of Education approved the Unified District Improvement Plan as presented.

Policy GDJ, Education Support Professional Assignments and Transfers

Director of Records, Katherine Ritchie Rapp presented the following information:

Policy GDJ, Education Support Professional Assignments and Transfers, discusses the types of transfers for Education Support Professionals (ESP) in the District.

GDJ is recommended for revisions that include: deletion of the paragraph discouraging transfers if only in a position less than a year (that is no longer district practice); cleanup language in the voluntary transfer section addressing the District's online application system; and added language in the involuntary transfer section requiring a ten-day notification to the employee.

This item had been presented to the Board of Education as a Non-Action item at the November 13, 2020, regular board meeting.

The Board adopted the revised Policy GDJ, Education Support Professional Assignments and Transfers.

FY 2020-21 Benefits Insurance Committee Plan Design and Premium Recommendations

Dr. Thomas introduced the topic and turned the presentation over to Jessica Reijgers, Employee Benefits and Wellness Manager, who provided the following information:

The District's Benefits Insurance Committee (BIC) is requesting approval of its recommended FY2020-21 dental, health and long-term disability rate recommendations, health plan design recommendations, and continuation with our current providers, including BEST.

Consequent to preparing our recommendations, the BIC, the administration, the BEST Health Plan, and USI Insurance Consulting considered various plan design and premium options that allow for affordability, increased participation in wellness and the least amount of impact to Colorado Springs School District 11 and its employees.

As you are aware, we face several challenges in District 11, including rising health care costs, increased utilization, managing our benefits surplus, an aging employee population, health care reform mandates, the challenge of encouraging members to actively participate in managing their own health, and controlling costs. This year's recommendation continues to encourage employees to manage their own health by participating in the Health Promotion Program and be better consumers of health care by utilizing the most appropriate, cost effective care.

This year's plan recommendations were particularly difficult. Facing a 32 percent increased renewal option was devastating news after nearly a decade of stellar health plan results. Thankfully, our BIC has extensive knowledge and experience in these matters and has worked very hard over recent months to prepare a recommendation for the Board of Education that best balances plan design changes, premium increases, and end-user impacts. The BIC's recommendation is incorporated herein, and we are pleased to bring a solution to the Board that best balances the variety of needs and requirements.

The Board of Education adopted the Employee Benefits Insurance Committee Plan Design and Premium Recommendations.

**NON-ACTION ITEMS**

Policy GCE/GCF, Teachers and Executive/Professionals Recruiting/Hiring/Background Checks, and Policy GDE/GDF, Education Support Professionals Recruiting/Hiring/Background Checks

Dr. Thomas introduced the topic and turned the presentation over to Director of Records, Katherine Ritchie Rapp, who provided the following information:

Policy GCE/GCF, Teachers and Executive/Professionals Recruiting/Hiring/Background Checks, addresses the state requirements to be followed when hiring teachers and executive/professional employees in the District.

Policy GDE/GDF, Education Support Professionals Recruiting/Hiring/Background Checks, addresses the state requirements to be followed when hiring education support professional

(ESP) employees in the District.

Policy GCE/GCF is recommended for revisions that include removing any mention of teachers or executive/professional employees. Instead, the requirements cover all employees. This would eliminate the necessity of Policy GDE/GDF, addressing only ESP employees. The new title of GCE/GCF would be "Recruiting/Hiring/Background Checks." The regulation, GCE/GCF, is revised to also cover all employees. In addition, per state guidelines, the criminal charges resulting in termination of employment are revised to include attempt, solicitation, or conspiracy to commit any of the offenses resulting in termination.

The Board's Policy Committee recommends that the Board adopt the revised version of GCE/GCF, Recruiting/Hiring/Background Checks, and repeal Policy GDE/GDF, Education Support Professional Recruiting/Hiring/Background Checks.

The Board agreed to move this item to Consent for the April 22, regular board meeting.

#### **BOARD MEMBER REPORT / FUTURE AGENDA ITEMS/TASKS**

Board members reported on their various activities.

Dr. Thomas requested a work session on April 29, to present the Orgametrics data and a work session on May 20, to present the 5 Essentials data.

#### **FUTURE MEETINGS/WORK SESSIONS**

The Board of Education will meet on the following dates:

Wednesday, April 15, Work Session, 4:00 p.m., via videoconferencing

Wednesday, April 22, Regular Board Meeting, 4:00 p.m., Executive Session, 5:30 p.m.  
reconvene into regular board meeting, via videoconferencing

#### **ADJOURNMENT**

The meeting was adjourned at 6:27 p.m.