



*Building Bright Futures*

## OFFICIAL MINUTES

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REGULAR MEETING  
BOARD OF EDUCATION

September 4, 2014  
Board Room

Jeffco Public Schools  
1829 Denver West Dr., Bldg. 27  
Golden, Colorado

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

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### 1. Study/Dialogue Session

#### 1.01 Location: Board Room, Education Center

The meeting was videostreamed live.

#### 1.02 Proposed Model on Compensation

**PURPOSE:** For the Board to further discuss requested information regarding funding of the teacher compensation proposal presented to the Board at its meeting on August 28, 2014.

**DISCUSSION:** Dan McMinimee, superintendent, clarified his reasons for rejecting the recommendation of the Fact Finder. Amy Weber, chief human resources officer, and Lorie Gillis, chief financial officer, presented information on the proposed compensation model noting: precision in numbers is related to the short timeframe allowed for staff to research the model; the evaluation system has many moving parts (rubric, online forms, process, scoring system, student data) and is a work in progress since 2008; last year was the Senate Bill 191 'hold harmless' year regarding non-probationary status and assumptions regarding that message with its tie to pay.

Board discussion covered the \$38,000 base pay, the level of the salary cap when teachers receive a stipend instead of a raise in pay, inter-rater reliability, lack of research data that this compensation model will retain/attract highly effective teachers, the quick turn-around on information from staff and for board to review, all effective teachers receiving a raise as industry works, and salary schedule data.

Motion #1 (Motion to Accept Compensation Model): Upon motion by Mr. Witt, second by Ms. Williams, the Board of Education voted to accept the proposed teacher compensation model and to review 'overmarket' proposals and the remaining points of the Tentative Agreement at the September 18 meeting.

Motion by Mr. Witt, second by Ms. Williams  
Final Resolution: Motion Carries  
Yea: Mr. Newkirk, Ms. Williams, Mr. Witt  
Nay: Ms. Dahlkemper, Ms. Fellman,

#### 1.03 Board Attorney Work

**PURPOSE:** For the Board to discuss the scope of work for the board attorney and past eight months of work with the Board of Education.

**DISCUSSION:** Brad Miller, board attorney, reviewed his work in three areas: time and billing, communications and contact, and special role. Examples of his work included involvement in superintendent transition, employee negotiations, Colorado Open Records Act (CORA) requests, looking ahead at renewal of agreements with the Jefferson County Education Association (JCEA), new charter school applications, a process to review new compensation models, issues with assessments and state requirements.

Board discussion covered invoices showing billed hours and requesting information on the work for those hours, difference between board attorney and district legal counsel, hiring status of the chief legal counsel, board secretary use of board attorney with correspondence responses and the lack of transparency in the hire of Mr. Miller.

Motion #2 (Motion to Renew Contract): Upon motion by Mr. Newkirk, second by Mr. Witt, the Board of Education voted to retain Brad Miller as board attorney for another 12 months on the current contract.

Motion by Mr. Newkirk, second by Mr. Witt  
Final Resolution: Motion Carries  
Yea: Mr. Newkirk, Ms. Williams, Mr. Witt  
Nay: Ms. Dahlkemper, Ms. Fellman

Motion #3 (Subordinate Motion to Table): Upon motion by Ms. Fellman, second by Ms. Dahlkemper, the Board of Education failed to table the motion to retain Mr. Miller for another 12 months.

Motion by Ms. Fellman, second by Ms. Dahlkemper  
Final Resolution: Motion Fails  
Yea: Ms. Dahlkemper, Ms. Fellman  
Nay: Mr. Newkirk, Ms. Williams, Mr. Witt

The Board of Education took a break at 6:40 p.m.

## **2. Preliminary**

### **2.01 Call to Order: 6:30 p.m.**

A regular meeting was called to order at 6:51 p.m. by Ken Witt, President of the Board of Education, in the Board Room, Education Center, 1829 Denver West Dr., Golden, Colorado, Thursday, September 4, 2014. No break was taken.

### **2.02 Welcome to Audience**

### **2.03 Pledge of Allegiance**

### **2.04 Roll Call**

Roll call indicated that the Board was present in its entirety – Ken Witt, President; Julie Williams, First Vice President; Lesley Dahlkemper, Second Vice President; John Newkirk, Secretary and Jill Fellman, Treasurer. Dan McMinimee, Superintendent, represented the administration.

### **2.05 Approve Agenda**

Motion #4 (Motion to Add Agenda Item): Upon motion by Ms. Williams, second by Mr. Newkirk, the Board of Education voted to add Discussion agenda item 7.03, Committee to Study Common Core, PARCC and AP U.S. History, for five minutes of discussion.

Motion by Ms. Williams, second by Mr. Newkirk  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Mr. Newkirk, Ms. Williams, Mr. Witt  
Nay: Ms. Fellman

Motion #5 (Motion to Approve Agenda as Revised): Upon motion by Mr. Newkirk, second by Ms. Williams, the Board of Education approved the agenda for the regular business meeting of September 4, 2014, as revised with the removal of Consent agenda item 5.01, Monitoring Report 6, Financial Administration, to the Discussion agenda item 7.02, for five minutes of discussion.

Motion by Mr. Newkirk, second by Ms. Williams  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

### **3. Honors, Recognition and School Reports**

#### **3.01 OELS Foundation**

Shannon Hancock, executive director of the Outdoor Lab Schools Foundation, Josh Timon, Foundation board co-chair, and other members of the Outdoor Lab Foundation, presented Superintendent Dan McMinimee with a check for \$349,700 raised in support of the continuation of the Outdoor Lab School experience for Jeffco 6<sup>th</sup> graders at Mt. Evans and Windy Peak schools.

#### **3.02 PTA Schools of Excellence: Elk Creek, Pennington elementary schools**

Ryan Lucas, principal, Elk Creek Elementary and Sandy Craig, principal, Pennington Elementary, were recognized for receiving the National PTA Schools of Excellence certification.

### **4. Public Agenda Part One**

#### **4.01 Correspondence – September 4, 2014**

Public correspondence received by the Board of Education was made available for public viewing.

#### **4.02 Public Comment (Agenda Related)**

Jean Adler, Littleton – regarding Agenda item 1.02, Proposed Compensation Model.

Tony Hughes, Golden – regarding Agenda item 1.02, Proposed Compensation Model.

Gail Martin and Stephanie Leija – regarding employment.

Lorraine Bowen, Arvada – regarding Agenda item 1.02, Proposed Compensation Model.

David Baxter, Bill Hogenkamp, Nancy Hogenkamp, Mike Clark – regarding Agenda item 1.02, Proposed Compensation Model.

Bob Giusto, Lakewood – regarding Agenda item 1.02, Proposed Compensation Model.

Donna Jack, Judy Merkel, Roberta Sutton, Carole Jeffery, Damien Turpin, Dee Hoffman, Ed Sutton – regarding Colorado Association of School Boards (CASB).

Julie Friedemann, Denver – regarding Agenda item 1.02, Proposed Compensation Model.

### **9.01 Public Comment Part Two**

Donna Jack, Carole Jeffery, Roberta Sutton – regarding putting PARCC assessments on hold.

## **5. Consent Agenda**

Motion #6 (Motion to Approve Consent Agenda as Revised): Upon motion by Mr. Newkirk, second by Ms. Fellman, the Board of Education approved the Consent agenda as revised: 5.01, Employment (EL-3, Staff Treatment); 5.02, Administrative Appointments (EL-3, Staff Treatment); 5.03, Resignations/Terminations (EL-3, Staff Treatment); 5.04, Supplemental Funds Notification: September, 2014; 5.05, Contract Renewal: Staples Office Supplies (District Wide); 5.06, Charter School Application – Alexandria School of Innovation (EL-13, Charter Schools Application and Monitoring) and 5.07 Charter School Application – Golden View Classical Academy (EL-13, Charter Schools Application and Monitoring).

Motion by Mr. Newkirk, second by Ms. Fellman

Final Resolution: Motion Carries

Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

## **6. Ends Discussion**

### **6.01 2015/2016 Budget Development Process**

Lorie Gillis, chief financial officer and Lorri Dugan, director, Budget and Treasury, presented the Board of Education with an overview of the proposed recommendations for the 2015/2016 Budget Development Process.

## **7. Discussion Agenda**

### **7.01 Colorado Association of School Boards Resolutions and Delegate Selection (GP-1)**

Motion #6 (Motion to Appoint CASB Representative): Upon motion by Ms. Williams, second by Mr. Witt, the Board of Education voted to appoint John Newkirk to represent Jeffco Schools Board of Education at the CASB Fall Conference and Delegate Assembly in September and the CASB Annual Conference in December.

Motion by Ms. Williams, second by Mr. Witt

Final Resolution: Motion Carries

Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

### **7.02 Monitoring: EL-6, Financial Administration**

Motion #5 (Motion to Approve Monitoring Report): Upon motion by Ms. Fellman, second by Ms. Dahlkemper, the Board of Education voted to approve the monitoring report on Board executive limitation policy, EL-6, Financial Administration.

Motion by Ms. Fellman, second by Ms. Dahlkemper  
Final Resolution: Motion Carries  
Yea: Ms. Dahlkemper, Ms. Fellman, Mr. Newkirk, Ms. Williams, Mr. Witt

### **7.03 Committee to Study Common Core, PARCC and AP History**

Motion by Ms. Williams, second by Mr. Newkirk, to appoint a committee to study Common Core, PARCC assessments and Advance Placement United States History. Motion was withdrawn at the request of Mr. Witt who proposed Ms. Williams bring a resolution to the agenda of the special meeting of September 18, 2014.

No vote was taken.

## **8. Policy Work**

### **8.01 Policy Review: GP-10, Board Member Financial Disclosure**

The Board of Education reviewed Board governance process policy GP-10, Board Member Financial Disclosure. No revisions were offered.

### **8.02 Policy Review: GP-12, Board Committee Principles**

The Board of Education reviewed Board governance process policy GP-12, Board Committee Principles. No revisions were offered.

## **9. Public Agenda Part Two**

### **9.01 Public Comment (Not on Agenda)**

See Public Comment Part Two under 4.02

## **10. Develop Next Agenda**

### **10.01 Board Work Calendar**

### **10.02 Special and Regular Meetings of September 18 and October 2, 2014**

The Board of Education discussed its work calendar and special and regular meetings of September 18 and October 2, 2014.

## **11. Adjournment**

There being no further business to come before the Board, the meeting was adjourned at 9:29 p.m. The next regular meeting of the Board of Education is scheduled for October 2, 2014.

  
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Amy Rogers, Recording Secretary

Approved and entered in the proceedings of the district on October 2, 2014.

  
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Secretary of the Board of Education

  
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President of the Board of Education