

**BOARD Meeting Activity
March 22, 2023**

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EXECUTIVE SESSION

The Board of Education convened into executive session to discuss negotiations per C.R.S. 24-6-402(4)(e)] particular matter: Interest-Based Bargaining (IBB) and Meet and Confer.

AWARDS AND RECOGNITIONS

Doherty Student Qualifies for National Program Oral Interpretation (POI) Meet

Senior Anika Barr earned 2nd place at the Colorado National Speech and Debate Association (NSDA) meet for her entry into Program Oral Interpretation. POI is a ten-minute memorized speech where students take selections from poetry, prose, and drama then and put them together to create a unifying message. Anika's piece is about respect for women and is called "If I Had a Daughter." She performed her piece first for several judges, and then again for a three-judge panel, after making the finals. After placing at the NSDA Qualifying Meet, Anika is now qualified for the 2023 National Speech & Debate Tournament to be held in Phoenix this June.

D11 Students Selected as Part of the All-State Orchestra

Coronado High School student Michael Kula and Doherty High School students Sam Rollence, Matthew Fox, and Daniel Kaminski were chosen after a rigorous audition process, and they represent the best of the best in their chosen instrument. After attending concerts, sectionals, and rehearsals with master teachers and clinicians in their field, they performed a final concert showcasing their hard work, talent, and skills on February 4, 2023, at the CSU Griffin Concert Hall. All-State Orchestra is sponsored by Colorado State University and is open to 10th – 12th-grade students that are part of their school Orchestra program and complete the required audition requirements.

13 D11 Theatre Arts Students Named ThesCon Superiors

The 58th Annual Colorado ThesCon Conference took place at the Denver Convention Center December 1-3, 2022. The purpose of the ThesCon conference is to promote and strengthen theatre arts in education through invigorating theatrical experiences. Students at the conference had the chance to participate in senior college auditions and train with some of the country's leading professionals in Acting, Directing, Playwriting, and Technical Theatre. Students and teachers attended workshops, local and professional performances, and competed in Individual

Events, One Acts, and the Improv Frenzy through the three days of the conference. With a performance track and a technical theatre track, all aspects of theatre education were highlighted.

D11 Participants included:

- Coronado High School - Director: Erin Ambroz. Students: Corri Redinger (Musical IE), Wren Fortier (Musical IE), Milo Rigotti (Stage Management)
- Doherty High School – Director: Ryan Reed. Students: Anika Barr (MT Solo), Jordan Dixon (MT Solo), Rigby Millie Harding (MT Solo), Reagan Ridenour & Alea Ludvik (MT Duet), Autumn Otradovec & Quinn Shaelyn Malmstrom (MT Duet), and Haley Schumacher (Senior Scholarship Winner - \$20,000)
- Mitchell High School – Director: Lindsay Goodwin. Students: Mia Royer (Lighting Design), and Megan Briggs (Solo Acting)

D11 Student Wins State DECA Champion in Financial Consulting

Doherty High School student Richie Hauser, with guidance from Advisor Bruce Cole, has earned the State DECA Champion title in Financial Consulting. There were over 3100 students at state DECA in 2023. In addition to this much-deserved honor, Richie is invited to compete at The DECA International Career Development Conference (ICDC) where over 20,000 high school students, teacher-advisors, and business professionals will gather in Orlando, FL in late April.

SCHOOL SPOTLIGHT – FREEDOM ELEMENTARY

Freedom Elementary Principal Rochelle Williams presented information on some of the many things they do at Freedom such as robotics, coding, math, and reading, and shared some of the strategies they use to implement these programs.

SPECIAL REPORTS

Superintendent's Report

Superintendent Michael Gaal highlighted extended learning and tutoring throughout the district, CTE pathway opportunities, and spotlighted teachers from West, Midland, Audobon, and Adult and Family Education in his report.

Board Members' Reports

The Board members reported on their various activities.

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 8, 2023, regular board meeting and March 15, 2023, special meeting minutes. All minutes are available in BoardDocs through the Board of Education District website, after approval by the Board of Education.

Policy GCFA, Hiring of Instructional Staff/Portability of Nonprobationary Status

The Board of Education approved Policy GCFA, Hiring of Instructional Staff/Portability of Nonprobationary Status.

ACTION ITEMS

Personnel Recommendations - March 22, 2023

The Board of Education approved the revised Personnel Recommendations for March 22, 2023.

Contract Awards: Charter School Modification to Extend the Terms for Community Prep School
Area Superintendent for Charters and Alternative Schools Dr. Scott Mendelsberg provided information on the contract award.

Per Board Policy LBD, Relations with Charter Schools, and the Board-approved Annual Performance Review (APR) criteria for charter schools, each year that a charter school achieves a 90% or higher overall APR score, the school is eligible for a one-year extension of the existing contract term, subject to Board approval by resolution. The APR summarizes the charter school's cumulative performance, compliance data, and provides a means to differentiate among charter schools by performance in the following areas: (1) academic performance and accreditation status, (2) financial accountability, (3) governance, and (4) school operations.

Community Prep School received an overall APR rating of 91% for the 2021-22 school year. The school has a current five-year charter contract that originated on July 1, 2015. An extension of one year will move their current term end date to June 30, 2025. This will be the fifth and final APR extension the school has earned. Per Policy LBD, extensions will not exceed a total 10-year contract period before a renewal application and a full contract renewal are required.

The Board of Education approved Resolution 2023-23, Community Prep School, to extend the terms of Contract C2016-0001 by one year to end June 30, 2025.

FY 2023-24 Benefits Insurance Committee Plan Design and Premium Recommendations

Director of Risk Related Activities Jessica Reijgers provided information regarding the District's Benefits Insurance Committee (BIC) request for approval of its recommended FY2023-24 Health Plan Vendor and premium recommendations and continuation with current ancillary plan providers.

At the request of the Board of Education, in November 2022, the BIC, administration, and USI Insurance Services considered various health plan vendors through a robust Request For Proposal (RFP) process focused on affordability, enhanced plan designs, and long-term plan viability for Colorado Springs School District 11 and its employees.

District 11 faces several challenges including rising health care costs, increased utilization, budget, aging employee population, health care reform mandates, and encouraging members to actively participate in managing their health. This recommendation continues to encourage employees to manage their health, and choice of a health plan and premium and offers many value-added benefits, including increased behavioral health benefits.

The Board of Education approved FY2023-24 Health Plan Vendor (Kaiser Permanente), premium recommendation (Option 3), and continuation with the current ancillary plan providers Delta Dental, EyeMed VisionCare, Sun Life Financial, and Rocky Mountain Reserve as recommended by the District's Benefits Insurance Committee (BIC).

Contract Award: Employee Health Care Contract C2024-0001 with Kaiser Permanente
Interim Chief Operations Officer Kris Odom and Director of Risk Related Activities Jessica Reijgers provided background and information on the contract award.

At the October 26, 2022, Board of Education (BOE) regular board meeting, the BOE asked the Benefits Insurance Committee (BIC) to explore a Request for Proposal (RFP) for a Health Plan. In response to that, the District partnered with USI Insurance Services to complete the RFP.

The stated RFP outcomes are:

1. an efficient and reliable claims administrator
2. a dedicated service team-focused on high-value healthcare
3. PeakMed Direct Primary Care incorporated as a standard benefit
4. lower overall cost to the District and employees on their contributions
5. improved plan designs to include lower deductibles, out of pockets, and other plan enhancements
6. dual options: employees can elect plans based on plan design and premium rather than qualifying through the Health Promotion Program

Through the RFP process, USI invited 24 vendors to respond to the RFP. Fourteen vendors responded to the RFP. USI brought forward seven responsive/responsible vendor proposals to the District Executive Team. The Executive Team evaluated and narrowed it down to the top three finalists who participated in a finalist interview process. The BIC voted to recommend Kaiser Permanente as the new health plan partner.

The contract award is a Fully-Insured health care model that has a large network including Centura, UHealth, and PeakMed. While offering lower deductibles, lower copays, lower out-of-pocket, and lower RX copays. The next steps would include an open enrollment beginning April 24 - May 5 via online, and in-person information sessions available at various District locations and provider locations during this period.

The Contract performance will begin July 1, 2023 - June 30, 2024, with the option to renew annually through the BIC recommendation process to the Board of Education.

The Board of Education approved contract C2024-0001 with Kaiser Permanente and Resolution 2023-24 to provide healthcare insurance beginning July 1, 2023.

Budget Transfer, Appropriations, and FTE Approvals

There were no Budget Transfers, Appropriations, or FTE Approvals.

Policy LC - Research Projects, Studies, and Experiments

Director of Policy Dr. Gregory B. Ecks presented this policy to the Board as a non-action item at the February 8, and March 8, 2023, regular meetings.

Policy LC - Research Projects, Studies, and Experiments is being revised to update research procedures, protocols, and parent/guardian consent. Additional revisions include changes to District departments responsible for policy implementation.

The Board of Education adopted Policy LC 3.0 - Research Projects, Studies, and Experiments as revised.

NON-ACTION ITEMS

Policy FF - Naming of District Facilities, Properties, and Assets

Director of Policy Dr. Gregory B. Ecks provided the requested updated revisions to include revisions to the naming process and contain new language on time requirements associated with nominations.

This policy was discussed during the February 8, 2023, regular board meeting, presented as a non-action item at the February 22, 2023, regular board meeting, and postponed at the March 8 regular meeting.

The Board agreed to move this item to consent at the April 12 regular meeting.

2023-2024 Preliminary Budget Development Assumptions (PBDA)

Senior Executive Director of Financial Services Laura Hronik provided a presentation regarding the Preliminary Budget Development Assumptions.

Each year before preparing the proposed budget document, the Budget and Planning Office provides preliminary budget information (PBDA) to the Board of Education for approval. The preliminary budget guides the Superintendent for the FY 23-24 budget preparation in advance of the release of the FY 23-24 proposed budget by May 31, 2023. In addition, the PBDA provides a snapshot of next year's budget outlook that helps communicate the District's school finance challenges and opportunities to the community and staff.

This item will be discussed at the April 5 work session and come as action at the April 12 regular meeting.

Academic Master Plan; International Baccalaureate (IB) Primary Years Programme (PYP)

Central Area Superintendent Bryan K. Relich and Steele Elementary Principal Ryan Capp provided a presentation on the IB pathway for Steele Elementary.

To determine which elementary schools would provide the best pathway and opportunity for students within the alignment of the current International Baccalaureate (IB) Primary Years Programme at Palmer High School and North Middle School, D11 completed a review through the Academic Master Plan. Elementary schools within the North Middle School feeder system were reviewed during this process. The review process included looking at current school sites that feed North Middle School via neighborhood enrollment and reviewing the possible interest of the school staff and the communities to ensure strong levels of support and commitment for

the program, letters of support from parents, community members, and community partners, and an in-person interview which included staff, parents, community partners, and students. This included a District Accountability Committee presentation on Thursday, March 16, 2023.

Steele Elementary School was recommended as the pathway site for the International Baccalaureate Primary Years Programme.

This item will come as action on the April 12 regular meeting.

CALENDAR REVIEW

President Melpakam reviewed the following dates:

Spring Break: March 27-31

Wed., April 5, 2023, Work Session, 4:00 p.m., boardroom

Wed., April 12, 2023, Regular Meeting, 4:00 p.m. executive session, reconvene at 5:30 p.m., boardroom

Thurs., April 13, 2023, BOE Townhall, 6:00 p.m., Mitchell High School

ADJOURNMENT

The meeting was adjourned at 10:03 p.m.