

**BOARD Meeting Activity
March 10, 2021**

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AWARDS AND RECOGNITIONS

Palmer Mock Trial Team Heads to State Competition

The Palmer High School Mock Trial team advanced to the state tournament. Students recently competed over Zoom in three matches and also competed for the Southern Colorado Championship against Pueblo West.

Lawyer coaches, Norm Thom and Dave Migliaccio, volunteer their time.

The following students won special recognition:
Olivia Dalfollo-Daley - 3rd place Best Witness
Sam Kruzlik and Peter Briggs - 2nd place Best Witness
Zoe Manz-Jackson - 1st place Best Attorney

SPECIAL REPORTS

Superintendent's Report

Dr. Thomas provided an update on the Return to Learn Plan.

Legislative Update

Deputy Superintendent/Chief Financial Officer Mr. Glenn Gustafson discussed the following legislative matters:

- School Finance Matters
- Initial Bill Work

Superintendent's Report to the Board- Policies

Dr. Thomas presented a report on the following policies and regulations, which were recently reviewed by the Board of Education's Policy Committee. It was determined that no significant revisions were required at this time.

KBE, Relations with Parent Organizations/Associations, is an endorsement by the Board for the purpose of the parent-teacher associations/organizations in the District.

KDDA, Media Relations, Press Releases, Conferences and Interviews, establishes the Superintendent or Chief Communications Officer as the news media liaison. This policy was updated to refer to the Chief Communications Officer by the correct title. Regulation KDDA-R was also updated to refer to the Chief Communications Officer by the correct title, in addition to rewording the paragraph about students with special needs, and the use of person-first language.

KHB, Advertising in Schools/District, was reviewed by the Board's Policy Committee, and only one minor change is recommended: changing "separately within each level" to "within each school by the principal." This revision clarifies who has the authority to enter into these "less than \$1000" contracts.

KHE, Political Solicitations in Schools/District, prohibits political campaigning on District/School property, unless certain exceptions exist.

FF, Naming of District Facilities, Properties and Assets, establishes the procedures to be followed when naming District facilities, properties and assets.

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 February 24, 2021, regular 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 March 10, 2021, Personnel Recommendations, as submitted by the administration.

Policy GBGG, Staff Leave - Health Families & Workplaces Act (HFWA)

The Board of Education adopted Policy GBGG, Staff Leave-Healthy Families & Workplaces Act (HFWA).

Policy AE, Accountability/Commitment to Accomplishment, Regulation AE-R-1, District Accountability Committee, and AE-R-2, School Accountability Committees

The Board of Education approved the revised versions of AE, Accountability/Commitment to Accomplishment, AE-R-1, District Accountability Committee (By-Laws), and AE-R-2, School Accountability Committees (Minimum Requirements for SAC By-Laws).

ACTION ITEMS

Contract Awards - Replace Track and Field at Garry Berry Stadium

Kris Odom, Executive Director Procurement and Contracting and Travis Whitley, FOTC Project Manager provided the following information:

The track and football field at Garry Berry Stadium have reached their useful lives. The track has had several repairs over the past few years for major crack (trip hazard) issues. The field has drainage issues that "float" the field, pooling water during heavy rains, which leads to turf "wrinkling" and safety concerns. The track and field are heavily used by D11 schools and through community rentals.

The proposed project will remove the existing track and field and replace with synthetic turf and track. Extensive market research has produced a highly successful source from the Colorado BOCES Cooperative Agreement. FieldTurf, has solid references which all gave supportive reviews of successful project performance and results. If approved, FieldTurf would begin to perform June 7, 2021, with a completion date of August 30, 2021. The proposed not-to-exceed contract value is \$2,046,552 and is based on worst case of uncertain drainage conditions and existing subgrade material conditions.

The Board of Education approved contract C2021-1022 for an amount not-to-exceed \$2,046,552 and award the contract to FieldTurf USA, Inc. Contract performance will begin June 7, 2021 and end August 30, 2021.

Contract Awards - Install New Air Conditioning and HVAC Upgrades at Madison Elementary School

Kris Odom, Executive Director, Procurement and Contracting and James Warren, FOTC Project Manager provided the following information:

Madison Elementary School needs heating and ventilation upgrades, as well as a new air conditioning system.

The district issued a competitive solicitation and using best value source selection procedures, selected Olson Plumbing and Heating Co. as the best value proposal. The work includes replacing boilers, circulating pumps, associated heating equipment, installing a chiller plant and related equipment and connections so that the entire building has air conditioning. The Contractor will replace air handling equipment, duct work, and exhaust fans. Finally, they will upgrade the Building Automation System that reports temperature conditions to the mechanical shop and allows settings to be controlled remotely by District staff at the Facilities Operations Transportation Center (FOTC).

Upon contract award, the contractor will order long lead time equipment in order to start renovations as soon as school ends. The contract completion date is July 31, 2021.

The Board of Education approved contract C2021-1035 in the amount of \$2,015,491 and award to Olson Plumbing and Heating Company with a completion date of July 31, 2021.

Budget Transfer, Appropriations, and FTE Approvals

Deputy Superintendent David Engstrom & Global Education Facilitator Claudette Murtha provided the following information:

The request for \$48,526.00 in General Fund Contingency Transfer is intended to cover the personnel costs associated with the launch of the Dual Language Immersion Program at Roger's Elementary in the fall of 2021. The funding request will cover one additional FTE in the form of a bilingual/bi-literate assistant principal to work with the current principal at Roger's Elementary. The request at this time is for necessary planning, hiring, professional development, curriculum development and work with the consultant and Global Education Facilitator and the current Roger's Elementary principal.

The Board of Education approved one additional FTE for an assistant principal to work with Roger's Elementary current principal in the launch of the Dual Language Immersion Program in August 2021.

Budget Transfer, Appropriations, and FTE Approvals

Deputy Superintendent David Engstrom & Global Education Facilitator Claudette Murtha provided the following information:

The request for \$17,084 in General Fund Contingency Transfer is intended to cover the personnel costs associated with the launch of the Dual Language Immersion Program at Roger's Elementary in the fall of 2021. The funding request will cover one additional FTE in the form of a bilingual/bi-literate administrative assistant to the current Roger's staff and to the new assistant principal that will support the new Dual Language Immersion Program. This request is necessary for planning, hiring, and professional development, communications, and more that need to happen prior to the 2021/22 school year. The Dual Language Immersion program will begin with at least 1 kindergarten and 1 first grade class at Rogers Elementary. This request will facilitate the quick planning process for this spring to successfully launch this program in August 2021.

The Board of Education approved the request for one FTE in the form of an administrative assistant to support the current Roger's staff and the new assistant principal for the Dual Language Immersion Program at Roger's Elementary School.

Budget Transfer, Appropriations, and FTE Approvals

Spark Online Academy Principal Julie Johnson, provided the following information:

In October 2020, the board approved the opening of a fully dedicated online school to launch in August 2021 and hired a principal to engage in the pre-opening planning process. Marketing and enrollment began in February bringing increased demands of time and tasks related to planning and enrollment activities beyond the workflow capacity of the principal alone. Adding funds for a 1.0 ESP FTE (Administrative Assistant) to begin in this planning year will accommodate carrying out accurate and efficient enrollment processes, high-quality customer service, and efficiencies in the broad scope of planning details necessary for a successful school launch.

The Board of Education approved one FTE for a full-time administrative assistant for Spark Online Academy which will open in August 2021.

Facilities Master Plan

Capital Program Manager Josh Chism and Cooperative Strategies Susan Miller and David Sturtz provided the following information:

Over the course of the past twelve months, the district along with Cooperative Strategies has worked to develop a long-term Facilities Master Plan to address the facilities' needs, as well as address the declining enrollment challenge that currently faces the district. The presentation included the recommendations as developed by the Steering Committee and the community.

The Board of Education approved the Facilities Master Plan as defined in the presentation dated March 10, 2021.

Resolution 2021-27, Diversity and Equity in Education Month - April

Education is a basic human right which should nurture fair treatment and respect towards all others regardless of disability, race, creed, color, language, gender, gender identity or expression, sexual orientation, national origin, religion, ancestry, or socio-economic status; prevent attitudes of fear and intolerance; and enhance inclusion for all into citizenship, work, democratic political processes, and other areas of social and cultural participation. The Colorado Springs School District 11 Board of Education recognizes the value of diversity for enriching and strengthening our educational environment and preparing our students to become good citizens and workers in an increasingly pluralistic and global society, and encourages the District to continue efforts to build healthy and diverse teaching and learning environments.

The Board of Education adopted Resolution 2021-27, recognizing Diversity and Equity in Education.

Resolution 2021-28, Month of the Military Child

April is designated as the Month of the Military Child, underscoring the important role military children play in the armed forces community. Sponsored by the Department of Defense Military Community and Family Policy, the Month of the Military child is a time to applaud military families and their children for the daily sacrifices they make and the challenges they overcome. Colorado Springs School District 11 joins communities and districts across the nation to commemorate and celebrate our military families.

School Liaison for Peterson AFB Victoria Henderson, thanked the Board for their support and adoption of the Month of the Military Child resolution.

The Board of Education adopted Resolution 2021-28, Month of the Military Child.

NON-ACTION ITEMS

FY 2021-22 Benefits Insurance Committee Plan Design and Premium Recommendations

Jessica Reijgers, Employee Benefits and Wellness Manager provided the following information.

The District's Benefits Insurance Committee (BIC) requested approval of its recommended FY2021-22 health and vision rate recommendations, vision plan design recommendations, and continuation with current providers, including the BEST health trust.

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.

Several challenges in District 11 include: 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.

The 3% health insurance premium increase (which the district pays 75% and the employee pays 25%) will require a \$1.1 million transfer from the General Fund to the Risk/Benefits fund in order to "buy-down" the premium increase to a more reasonable number. Employees are still feeling the impact of last year's premium increase and plan design changes. Year to date benefit plan costs are projected to be \$8 million less than the prior year (-26%). Medical inflation and continued increase in plan utilization and increasing Rx costs warrant a small premium increase.

The Board agreed to move the item to action on the April 14 regular meeting.

BOARD MEMBER REPORTS

Board members reported on their various activities.

FUTURE MEETING/WORK SESSIONS

The Board of Education will meet on the following dates:

Wednesday, April 7, Work Session, 4:00 p.m., Video Conference

Wednesday, April 14, Regular Board Meeting, 4:00 p.m., Boardroom (with Executive Session)

ADJOURNMENT

The meeting was adjourned at 9:26 p.m.