

THOMPSON SCHOOL DISTRICT

BOARD OF EDUCATION

MEETING AGENDA

August 17, 2011

800 South Taft Avenue, Loveland, Colorado 80537

“The Thompson School District will be a school district that empowers, challenges and inspires students, faculty, staff, parents, school leaders and community members to learn, achieve, and excel.”

Empower to Learn – Challenge to Achieve – Inspire to Excel

BOARD OF EDUCATION

Lola Johnson (Vice President) 2473 Chama Court Loveland, CO 80538 ljohnsonr2jboard@aol.com	Director District A 970-669-8838 Term Expires 2011
Janice Marchman 1118 Centennial Drive Loveland, CO 80538 janice.marchman@thompsonschoools.org	Director District B 970-203-0382 Term Expires 2011
Sharon Olson (Secretary) 904 West 5 th Street Loveland, CO 80537 sharon.olson@thompsonschoools.org	Director District E 970-669-3297 Term Expires 2013
Leonard Sherman 600 Crescent Drive Loveland, CO 80538 leonard.sherman@thompsonschoools.org	Director District F 970-667-3807 Term Expires 2013
Lucille Steiner (President) 7401 Streamside Drive Fort Collins, CO 80525 lucille.steiner@thompsonschoools.org	Director District C 970-204-9008 Term Expires 2011
Karen Stockley (Treasurer) 316 Bothun Road Berthoud, CO 80513 karenstockley@att.net	Director District G 970-532-7031 Term Expires 2011
Leslie Young 3890 North Monroe Loveland, CO 80538 leslie.young@thompsonschoools.org	Director District D 970-203-4084 Term Expires 2011

SUPERINTENDENT'S CABINET

Ron Cabrera, Ph.D. ron.cabrera@thompsonschoools.org	Superintendent of Schools 970-613-5013
Judy Skupa, Ph.D. judy.skupa@thompsonschoools.org	Deputy Superintendent 970-613-5026
Michael Jones michael.jones@thompsonschoools.org	Assistant Superintendent of Human Resources/School Support 970-613-5081
Steve Towne stephen.towne@thompsonschoools.org	Chief Financial Officer 970-613-5051
Wes Fothergill wes.fothergill@thompsonschoools.org	Director of Communications and Community Resources 970-613-6086
Erv Klein erv.klein@thompsonschoools.org	Director of Instructional Support/Technology Services 970-613-5158
Annette Overton annette.overton@thompsonschoools.org	Director of Quality Performance 970-613-6165
Shana Garcia (Secretary to BOE) shana.garcia@thompsonschoools.org	Executive Assistant to Superintendent 970-613-5013

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Meeting Agenda REVISED
800 South Taft Avenue, Loveland, CO
August 17, 2011

0.0 *WORK SESSION – 5:30 P.M.

- | | | |
|-----|--|------------|
| 0.1 | MLO/Bond Discussion | 40 Minutes |
| 0.2 | Loveland Classical Schools Contract – Grade 9 Enrollment | 20 Minutes |
| 0.3 | Culture of Excellence - Foothills Application Update | 20 Minutes |

1.0 OPENING OF REGULAR MEETING – 7:00 P.M.

- 1.1 Call to Order / Roll Call / Pledge of Allegiance / Mission Statement

2.0 ADOPTION OF AGENDA

3.0 APPROVAL OF MINUTES

- 3.1 August 1, 2011 Special Meeting; August 3, 2011 Regular Meeting; August 8, 2011 Special Meeting/Study Session

4.0 PUBLIC PARTICIPATION

- 4.1 Board and Superintendent Reports
4.2 Introductions/Recognitions
4.3 Public Comments

5.0 ACTION ITEMS

- 5.1 ****Consent Agenda**
- 5.1.1 Approval of Personnel/Extra Duty/Coaching Recommendations
 - 5.1.2 Approval of Gifts/Donations to District
 - 5.1.3 Approval of Thompson Valley High School Aquatic Center Boiler Replacement
 - 5.1.4 Approval of Stansberry Elementary School Boiler Replacement
 - 5.1.5 Approval of Board Policy Revisions
AE – Accountability/Commitment to Accomplishment
AECA – School Accountability Reports
AED – School District Accreditation
 - 5.1.6 Approval of Board Policy Revisions
DJA – Purchasing Authority
DJB/DJC – Purchasing Procedures/Petty Cash
 - 5.1.7 Approval of Board Policy Revisions
JP – Student Donations, Gifts, and Solicitations
KHA – Public Solicitations/Fund Drives
- 5.2 Approval of Board Policy Revisions
JICDD – Violent and Aggressive Behavior
- 5.3 Approval of Intergovernmental Agreements for District Participation in 2011 Coordinated Election

**This time is reserved for the Board to receive information and to discuss issues introduced by Board members and the superintendent. No Board action on substantive matters is taken at the work session. As is the case at the regular business meeting, the Board may vote to go into executive session to discuss and/or receive information on particular matters as authorized by C.R.S. § 24-6-402(4).*

***The Board president will ask if any members of the Board or the audience wish to speak on any issues listed on the consent agenda. If so, these items will be removed from the consent grouping and considered immediately after consent grouping. For all items remaining on the consent agenda, adoption of the consent agenda will be considered as adoption of staff recommendations furnished.*

6.0 DISCUSSION ITEMS

- | | | |
|-----|--------------------------------------|----------------|
| 6.1 | 2010-11 District Discipline Report | 20 Minutes |
| 6.2 | Mill Levy Override/Bond Referendum | 20 Minutes |
| 6.3 | Monthly Financial Report – July 2011 | Written Report |

ADDITIONAL 6.4 LOVELAND CLASSICAL SCHOOLS NINTH GRADE ENROLLMENT

7.0 FUTURE AGENDA ITEMS AND REQUESTS FOR INFORMATION

8.0 ADJOURNMENT

**This time is reserved for the Board to receive information and to discuss issues introduced by Board members and the superintendent. No Board action on substantive matters is taken at the work session. As is the case at the regular business meeting, the Board may vote to go into executive session to discuss and/or receive information on particular matters as authorized by C.R.S. § 24-6-402(4).*

***The Board president will ask if any members of the Board or the audience wish to speak on any issues listed on the consent agenda. If so, these items will be removed from the consent grouping and considered immediately after consent grouping. For all items remaining on the consent agenda, adoption of the consent agenda will be considered as adoption of staff recommendations furnished.*

ACTION ITEM 3.1

Approval of Meeting Minutes

Date: August 17, 2011

Submitted by: Shana Garcia, Assistant Secretary to the Board

Recommendation: That the Board approve the meeting minutes as written or amended.

The following minutes are attached for Board review:

- August 1, 2011 Special Meeting
- August 3, 2011 Regular Meeting
- August 8, 2011 Special Meeting/Study Session

These minutes are not a transcription of what was said by each individual Board member rather they are recordings of what was done at the meeting [Robert's Rules of Order, §47]. However, individual comments that were specifically requested to be included are noted under "For the Record."

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting Minutes
August 1, 2011

The Board of Education of the Thompson School District met August 1, 2011 at the Administration Building, 800 South Taft Avenue, Loveland, Colorado.

OPENING OF MEETING

President Lucille Steiner called the special meeting to order at 6:33 P.M.

Board Members Present:

Janice Marchman, Director District B
Sharon Olson, Director District E
Leonard Sherman, Director District F
Lucille Steiner, Director District C
Karen Stockley, Director District G
Leslie Young, Director District D

Board Members Absent (Excused):

Lola Johnson, Director District A

Thompson School District Staff Present:

Dr. Ron Cabrera, Superintendent of Schools
Dr. Judy Skupa, Deputy Superintendent
Michael Jones, Assistant Superintendent of Human Resources/School Support
Wes Fothergill, Director of Communication and Community Resources
Dennis Rastatter, Director of Student Support Services

Topics Discussed

- ◆ District Discipline Policies, Regulations, and Practices

Audience Participants

Monica Bauer, Paula Migenhardt, Leonard McKee, John Bass, Brenda Peacock, Tonya Wahlert, Naomi Krokowski, Alyssa Peacock, Michelle Bowman, Holly Rogers, Gage Crispe, Cara Gerler, Joyce Cauffman, Dorcas Sampson

No action was taken on any of the topics.

ADJOURNMENT

Janice Marchman moved to adjourn the special meeting. Karen Stockley seconded. The motion carried by unanimous consent at 8:52 P.M.

Respectfully Submitted,

Lucille Steiner, President, Board of Education

Sharon Olson, Secretary for the Board of Education

Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on _____ .

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Regular Meeting Minutes
August 3, 2011

The Board of Education of the Thompson School District met August 3, 2011 at the Administration Building, 800 South Taft Avenue, Loveland, Colorado. The Board held a work session to discuss the following:

- Book Study – The Element
- Mill Levy Override/Bond Discussion
- Loveland Classical Schools Enrollment Update
- Board Candidate Question and Answer session
- Update August 1, 2011 Board Special Meeting Next Steps

No Board action was taken on any these topics.

1.0 OPENING OF MEETING

President Lucille Steiner called the regular meeting to order at 7:01 P.M.

Board Members Present:

Lola Johnson, Director District A
Janice Marchman, Director District B
Sharon Olson, Director District E
Leonard Sherman, Director District F
Lucille Steiner, Director District C
Karen Stockley, Director District G
Leslie Young, Director District D

Board Members Absent (Excused):

None

Thompson School District Staff Present:

Dr. Ron Cabrera, Superintendent of Schools
Dr. Judy Skupa, Deputy Superintendent
Michael Jones, Assistant Superintendent of Human Resources/School Support
Steve Towne, Chief Financial Officer
Wes Fothergill, Director of Communication and Community Resources
Shana Garcia, Assistant to Superintendent/Assistant Secretary to Board of Education

President Steiner led the audience in the Pledge of Allegiance. Leslie Young read the mission statement.

2.0 ADOPTION OF AGENDA

Leonard Sherman moved that the Board adopt the agenda as presented. Sharon Olson seconded.

The motion carried by unanimous roll call vote: Lola Johnson, yes; Janice Marchman, yes; Sharon Olson, yes; Leonard Sherman, yes; Lucille Steiner, yes; Karen Stockley, yes; Leslie Young, yes.

3.0 APPROVAL OF MINUTES

Leonard Sherman moved that the Board approve the June 15, 2011 regular meeting minutes. Leslie Young seconded.

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Regular Meeting Minutes
August 3, 2011

The motion carried by unanimous roll call vote: Lola Johnson, yes; Janice Marchman, yes; Sharon Olson, yes; Leonard Sherman, yes; Lucille Steiner, yes; Karen Stockley, yes; Leslie Young, yes.

4.0 PUBLIC PARTICIPATION

4.1 Board and Superintendent Reports

Dr. Cabrera reported on the following items:

- District leadership have returned/working in buildings
- Visited Ferguson High School staff
- Early Childhood registration began today
- Introduced new administrators and shared personal background: Karen Hanford – English Language Acquisition Administrator; Tiffany Miller – Conrad Ball Middle School Assistant Principal; Deanna Dykstra – Loveland High School .5 Assistant Principal; Marc Heiser – Loveland High School Assistant Principal; Tom Texeira – Mountain View High School .5 Assistant Principal
- District 2011 CSAP results evidenced growth

In July, Lucille Steiner and Sharon Olson represented the Board of Education at a Colorado Press Association luncheon.

4.2 Introduction of Administrators and Teachers

Dr. Skupa recognized the administrators and teachers in the audience.

4.3 Public Comments

None

5.0 ACTION ITEMS

5.1 Consent Agenda

5.1.1 Approval of Personnel/ Extra Duty/Coaching Recommendations

5.1.2 Approval of Gifts/Donations to District

5.1.3 Approval of Coyote Ridge Elementary School Classroom Expansion Contract Award

Lola Johnson moved that the Board approve consent agenda item 5.1.1 through 5.1.3 . Leonard Sherman seconded.

Lola Johnson recognized the gifts/donations to the District.

Dr. Cabrera mentioned the contract award amount for the Coyote Ridge Elementary School classroom expansion was substantially under projections.

The motion carried by unanimous roll call vote : Lola Johnson, yes; Janice Marchman, yes; Sharon Olson, yes; Leonard Sherman, yes; Lucille Steiner, yes; Karen Stockley, yes; Leslie Young, yes.

5.2 Approval of Call for Nominations – Board of Education Director Districts A, B, C, D, G

The Board of Education of Thompson School District in the Counties of Boulder, Larimer and Weld, State of Colorado, called for nomination of candidates for

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Regular Meeting Minutes
August 3, 2011

school directors to be placed on the ballot for the coordinated school election to be held on Tuesday, November 1, 2011.

At this election, five directors will be elected representing Director Districts A, C, D and G, for four-year terms, and Director District B for a two-year term. To be qualified, a candidate must have been a registered elector and a resident of the school district for at least twelve consecutive months before the election, and a resident of the director district which will be represented. A person is ineligible to run for school director if he or she has been convicted of committing a sexual offense against a child.

A person who desires to be a candidate for school director shall file a written notice of intention to be a candidate and a nomination petition in accordance with law.

Sharon Olson moved that the Board approve the call for nominations. Leonard Sherman seconded.

The motion carried by unanimous roll call vote : Lola Johnson, yes; Janice Marchman, yes; Sharon Olson, yes; Leonard Sherman, yes; Lucille Steiner, yes; Karen Stockley, yes; Leslie Young, yes.

6.0 DISCUSSION ITEMS

6.1 2011-12 District Master Plan

The master plan committee (MPC) is a long-standing, citizen-based committee that acts as an advisory group to the Board of Education. Their focus is on the district's facilities and the continuous improvement of educational environments for all students and staff. Each year, the MPC reviews and revises the facility master plan making 2011-12 the sixteenth report by this group. On behalf of the MPC, Kate Browne, facilitator for the MPC, presented an executive summary of the report and answered questions from the Board.

Highlights of the presentation included:

- Details of 2010-11 investigations and resulting viewpoints of MPC
- Incorporation of 2010-11 findings of the MPC
- Description of potential capital project prioritization matrix that aligns with policy recommendations from Colorado Association of School Boards
- Specific recommendations to Board
 - Maintain current practices around:
 - Conserving resources
 - Expanding early childhood program district-wide
 - Using 2009 capacity audit data when considering changes to instruction, boundaries or facility use
 - Evaluating educational specifications annually to reflect best practices
 - Investigating better use of existing space
 - New areas of focus to address concerns include:
 - Setting aside funds within capital reserve budget for replacement and repair of major infrastructure and asset components
 - Differentiating specific uses of capital reserve funds

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- Reviewing BEST audit and establishing baseline for prioritizing future capital reserve projects
- Establishing formal capital reserve funds request process using empirical data
- Requiring measurable improvement of energy efficiencies in all buildings
- Increasing communication related to status of deferred maintenance projects at sites
- Within each facility profile a summary of previously identified unmet capital needs has been added as an initial correlation to BEST audit results

Board/Staff Discussion

The following topics were discussed:

- Appreciate correlation to Vision 2020
- Clarification of factors associated with priority matrix
- Utilization of solar/wind power
- Green team/sustainability
- Replacement of modulars in poor condition
- Clarification of recommended reserve usage
- State facilities audit findings – well in excess of available capital reserve funding
- Investment in buildings needed or lack of preventative maintenance issues will create failure

6.2 2011 CSAP Results

Dr. Nathan Balasubramanian, director of accountability and accreditation, presented highlights of 2011 CSAP data that included:

- District consistently scores above state in all four content areas
- Three year trend for sub group data in four content areas – economically disadvantaged, Hispanic, ELL, IEP
- District reading, writing, math, science scores vs. state by grade
- More disaggregated data will be provided at August 8, 2011 Board study session

Board/Staff Discussion

The following topics were discussed:

- Board request for cohort progression data
- Board request for district data comparison to neighboring districts
- Board requested disaggregated data for elementary combination classes

6.3 Potential Mill Levy Override/Bond Referendum Discussion

The Board of Education and district administration have had prolonged dialogue about the effects of the Colorado K-12 education funding upon the Thompson School District, especially as it affected the 2011 -12 district budget. Topics included:

- Reduced revenue from state has greatly affected district general fund, causing excessive use of reserves, cuts to operational services and maintenance, cuts to employee positions, and reduction in educational programming

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Board of Education Regular Meeting Minutes
August 3, 2011**

- Projected forecast for 2012 - 13 school year is also bleak, with a projected starting deficit of nearly \$9 million
- Consideration of how to reduce spending by continued program, operational, and personnel cuts, but also, what avenues might be pursued to generate revenues that differ from school finance act legislation
 - Possible solicitation of grant monies and exploration of potential mill levy override to address educational programming and instruction and/or bond referendum to address deferred maintenance needs that now require more immediate attention

At the June 15, 2011 Board of Education meeting, the Board directed the superintendent and staff to form an exploratory committee to determine the feasibility of a potential mill levy override and/or bond referendum. Wes Fothergill, director of communication and community resources, provided an update on progress to date and next steps that included:

- June 23/30 - community members met to discuss district budget issues
- July 15 - district sent letter to staff and select community members stating current/projected district financial conditions
- July 21/22 – district sent budget update newsletter to active voter households
- July 28/29 – district sent MLO/Bond feedback survey to active voter households
- Citizen’s committee becoming active
- Survey results will provide indicators to assist the Board in decision making

Board/Staff Discussion

The following topics were discussed:

- Board receiving feedback from community
- No decision has been made to place items on 2011 ballot

6.4 2010-11 School Year Attendance Report

A written report regarding the 2010-11 school year attendance was provided to the Board for review. Dr. Skupa, deputy superintendent, and Dr. Margaret Crespo, director of secondary schools, were in attendance to answer questions.

Board/Staff Discussion

The following topics were discussed:

- Board requested data be disaggregated by grade level and male/female
- Potential attendance policy revisions and review of best practices
- Middle school attendance increases – direct contact and attendance contracts
- District attendance goal is 95%

6.5 Thompson Valley High School Aquatic Center Boiler Replacement

A written report regarding the TVHS aquatic center boiler replacement was provided to the Board for review. Michael Jones, assistant superintendent of HR and school support, and Jay Earl, bond administrator, were in attendance to answer questions.

Board/Staff Discussion

The following topics were discussed:

- Clarification of boiler life cycle replacement and redundancy
- Clarification of value engineering method
- Extensive catalogue of life cycle data

6.6 Stansberry Elementary School Boiler Replacement

A written report regarding the SES boiler replacement was provided to the Board for review. Traci B urnnett, director of materials and procurement, was in attendance to answer questions.

6.7 Board Policy Revisions

AE – Accountability/Commitment to Accomplishment

AECA – School Accountability Reports

AED – School District Accreditation

A written report regarding the Board policy revisions listed above was provided to the Board for review. Dr. Skupa, deputy superintendent, and Dr. Nathan Balasubramanian, director of account ability and a ccreditation, were in attendance to answer questions.

Board/Staff Discussion

The following topics were discussed:

- Clarification of statutory requirements around membership appointment and financial accountability
- Further policy revision needed to clarify responsibilities of school accountability committees at charter schools – report to district Board or charter school Board
- Clarification of contract between district Board and state Board - statutory

6.8 Board Policy Revisions

DGA – Purchasing Authority

DJB/DJC – Purchasing Procedures/Petty Cash

A written report regarding the Board policy revisions listed above was provided to the Board for review. Traci Burtnett, director of materials and procurement, was in attendance to answer questions.

Board/Staff Discussion

The following topics were discussed:

- Clarification of purchasing minimum for requiring bid process
- Clarification of contract dollar amounts requiring Board approval

6.9 Board Policy Revisions

JP – Student Donations, Gifts, and Solicitations

KHA – Public Solicitations/Fund Drives

A written report regarding the Board policy revisions listed above was provided to the Board for review. Dr. Skupa, deputy superintendent, was in attendance to answer questions.

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7.0 FUTURE AGENDA ITEMS AND REQUESTS FOR INFORMATION

- ◆ Disaggregated CSAP data by cohort progression
- ◆ Disaggregated CSAP data for elementary combination classes
- ◆ District CSAP data comparison to neighboring districts
- ◆ Disaggregated attendance data by grade and male/female
- ◆ Review recommendations of master plan committee
- ◆ Review director district reboundary and statutory requirements
- ◆ Review updated information for facility utilization/repurposing of sites

8.0 ADJOURNMENT

Janice Marchman moved to adjourn the meeting. Sharon Olson seconded. The motion carried by unanimous consent at 8:30P.M.

Respectfully Submitted,

Lucille Steiner, President, Board of Education

Sharon Olson, Secretary for the Board of Education

Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on_____.

THOMPSON SCHOOL DISTRICT R2-J
Board of Education Special Meeting Minutes
August 8, 2011

The Board of Education of the Thompson School District met August 8, 2011 at the Administration Building, 800 South Taft Avenue, Loveland, Colorado.

OPENING OF MEETING

President Lucille Steiner called the special meeting to order at 2:00 P.M.

Board Members Present:

Lola Johnson, Director District A
Sharon Olson, Director District E
Leonard Sherman, Director District F
Lucille Steiner, Director District C
Karen Stockley, Director District G

Board Members Absent (Excused):

Janice Marchman, Director District B
Leslie Young, Director District D

Thompson School District Staff Present:

Dr. Ron Cabrera, Superintendent of Schools
Dr. Judy Skupa, Deputy Superintendent
Michael Jones, Assistant Superintendent of Human Resources/School Support
Dr. Nathan Balasubramanian, Director of Accountability and Accreditation
Dr. Paul Bankes, Director of Elementary Schools
Dr. Margaret Crespo, Director of Secondary Schools
Wes Fothergill, Director of Communication and Community Resources
Erv Klein, Director of ISTS
Diane Lauer, Director of Curriculum and Instruction
Annette Overton, Director of Quality Performance
Dennis Rastatter, Director of Student Support Services

Topics Discussed

- ◆ 2011 CSAP Results and Adequate Yearly Progress (AYP) Determination
- ◆ Senate Bill 191 – Educator Effectiveness Update
- ◆ Mill Levy Override/Bond Discussion
- ◆ Other

No action was taken on any of the topics.

ADJOURNMENT

Leonard Sherman moved to adjourn the special meeting. Karen Stockley seconded. The motion carried by unanimous consent at 4:45 P.M.

Respectfully Submitted,

Lucille Steiner, President, Board of Education

Sharon Olson, Secretary for the Board of Education

Shana Garcia, Secretary to Board of Education

Read and approved or corrected and approved on _____ .

ACTION ITEM 5.1.1

Approval of Personnel/Extra Duty/Coaching Recommendations

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support

Recommendation: That the Board approve the personnel/extra duty/coaching recommendations for 2011-12 as listed.

The individuals listed on the attached pages are recommended for hire, separation, leave of absence, transfer, increased or decreased appointment, extra help, extra duty, coaching and/or assignment change as indicated.

Personnel Recommendations 2011-2012 Separation/Leave

Effective	Last, First Name	Assignment - Percent	Location	Type	Reason
Administrative/Professional/Technical					
	None				
Licensed					
5/23/2011	Abrahamson, Heidi	Physical Education - 66%	Ferguson High	Non-Probationary	Resignation
5/23/2011	Haire, Sandra	Learning Center - 100%	Thompson Valley High	Non-Probationary	Resignation
5/23/2011	James, Joanne	English - 73%	Berthoud High	Non-Probationary	110 Transition-2011/2012 <i>Schedule B</i> - Retirement 2012
5/23/2011	Luster, Gary	Industrial Technology - 100%	Mountain View High	Non-Probationary	Resignation
5/23/2011 - 1/06/12	Panighetti, Gina	6th Grade Social Studies - 100%	Bill Reed Middle	Non-Probationary	Personal Leave of Absence
5/23/2011	Quirk, Cynthia	Academic Interventionist - 50%	Centennial Elementary	Non-Probationary	Resignation
1/1/2012	White, Amy T.	English - 100%	Mountain View High	Non-Probationary	Sabbatical (Paid) - Exchange Educator Interim - Australia/ New Zealand Educator Exchange Program
Classified					
5/20/2011	Azaltovic, Anne	School Bus Driver	Transportation	Regular	Resignation
5/23/2011	Benesh, Bobbi	Library Media Assistant - Secondary - 100%	Mountain View High	Regular	Resignation
5/20/2011	Cordova, Adam	Paraprofessional - ELA - 58%	Conrad Ball Middle	Regular	Resignation
5/20/2011	Cummings, Bryan	Paraprofessional - Special Needs - 75%	Walt Clark Middle	Regular	Position Eliminated
5/20/2011	Hayes, Carla	Paraprofessional - Special Needs - 100%	Walt Clark Middle	Regular	Resignation
5/20/2011	Kaylor, Corrine	Paraprofessional - Special Needs - 100%	Mary Blair Elementary	Regular	Resignation
5/19/2011	Knutson, Linda	NS Aide	Namaqua Elementary	Regular	Resignation
5/19/2011	McCauley, Tina	NS Lead Aide	Lucile Erwin Middle	Regular	Resignation
5/19/2011	Parker, Kim	NS Aide	Bill Reed Middle	Regular	Resignation
5/20/2011	Pritchett, Philip	School Bus Driver	Transportation	Regular	Resignation

Revised Personnel Recommendations 2011-2012 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Administrative/Professional/Technical					
	None				
Licensed					
8/15/2011	Alcorn, Kasi	Intensive Learning Center - Winona Elementary - 50%	Intensive Learning Center - Bill Reed Middle -50%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Baalke, Beth	Physical Education - Thompson Valley High - 72%	Physical Education & Math - Thompson Valley High - 73%	Non-Probationary	Change in Assignment - Enrollment Changes
8/15/2011	Behm, Taneal	Occupational Therapist - Ivy Stockwell Elementary - 30%	Occupational Therapist - Ivy Stockwell & Berthoud Elementary - 40%	Temporary	Increase assignment - Replacing Katie Weaver's Reduction
8/15/2011	Bonawitz, Sandi	2nd Grade - Namaqua Elementary - 100%	Kindergarten - Ponderosa Elementary - 100%	Non-Probationary	Transfer - Employee Request
8/15/2011	Bottrell, Diann	5th Grade - Centennial Elementary - 100%	4/5 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Change
8/15/2011	Bozic, Jennifer	2nd Grade - Coyote Ridge - 100%	IB Coordinator - Coyote Ridge Elementary - 50%	Non-Probationary	Decrease - Employee Request
8/15/2011	Bucko, Sarah	Science - Loveland High - 100%	Science - Loveland High - 91%	Non-Probationary	Decrease - Budget Cut
8/15/2011	Butler, Jackie	3rd Grade - Winona Elementary - 100%	2nd Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Carlson, Jackie	1st Grade - Centennial Elementary - 100%	1/2 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Reduction
8/15/2011	Carmichael, Courtney	1st Grade - Centennial Elementary - 100%	1/2 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Reduction
8/15/2011	Chandler, Julie	2nd Grade - Centennial Elementary - 100%	1/2 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Reduction
8/15/2011	Cherek, Erin	Science - Loveland High - 100%	Science - Loveland High - 91%	Non-Probationary	Decrease - Budget Cut
8/15/2011	Cockrell, Erin	Occupational Therapist - Carrie Martin & Edmondson Elementary - 100%	Occupational Therapist - Carrie Martin & Centennial Elementary - 100%	Non-Probationary	Change in Assignment
8/15/2011	Coenraad, Alexandra	ELA - Winona Elementary - 100%	1st Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Coldiron, Kirsten	Early Childhood Special Ed - Carrie Martin Early Childhood - 100%	Early Childhood Special Ed - Lincoln Early Childhood - 100%	Non-Probationary	Transfer - Employee Request
8/15/2011	Cooney, Paula	Math Teacher & Instructional Coach - Thompson Valley High - 100%	Math Teacher - Thompson Valley High - 100%	Non-Probationary	Change in Assignment - Enrollment Change
8/15/2011	Cox, Sandy	Counselor - Winona & Garfield Elementary - 100%	Counselor - Stansberry & Garfield Elementary - 100%	Non-Probationary	Change in Assignment
8/15/2011	Dalrymple, Jessica	1st Grade - Centennial Elementary - 100%	1/2 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE reduction
8/15/2011	DePew, Val	Literacy Interventionist - Edmondson Elementary - 100%	Academic Support & Literacy - Edmondson Elementary - 100%	Non-Probationary	Change in Assignment - Staff Changes

Revised Personnel Recommendations 2011-2012 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Licensed - Continued					
8/15/2011	Depperschmidt, Mary	2nd Grade - Centennial Elementary - 100%	1/2 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Reduction
8/15/2011	East, Karen	Science & International Baccalaureate - Lucile Erwin Middle - 100%	Academic Support & International Baccalaureate - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Erickson, Becky	4th Grade - Sarah Milner Elementary - 100%	2nd Grade Interventionist - Sarah Milner Elementary - 100%	Non-Probationary	Change in Assignment - Title I Funds
8/15/2011	Fisher, Melody	4th Grade - Winona Elementary - 100%	5th Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Fristed, Nathan	Physical Education & English Language Acquisition - Thompson Valley High - 100%	Intervention & Social Studies - Thompson Valley High - 100%	Non-Probationary	Change in assignment - Enrollment Change
8/15/2011	Germane, Shawn	1st Grade - Sarah Milner Elementary - 100%	4th Grade - Sarah Milner Elementary - 100%	Probationary	Change of Assignment - Enrollment Changes
8/15/2011	Gibbons, Joan	SPED - Turner Middle - 100%	SPED & 6th Grade - Turner Middle - 100%	Non-Probationary	Change in assignment - Enrollment Change
8/15/2011	Gomez, Steve	Physical Education - Loveland High - 100%	Physical Education - Loveland High - 63%	Non-Probationary	Decrease - Change in FTE Needs
8/15/2011	Gwynn, Ken	Instructional Technology Coach - Loveland High - 100%	Science & IB Science - Loveland High - 100%	Non-Probationary	Change in Assignment - Position Eliminated
8/15/2011	Herdegren, Diane	Early Childhood Special Ed - Berthoud Turner Early Childhood - 100%	Early Childhood Special Ed - Lincoln Early Childhood - 100%	Probationary	Transfer - Employee Request
8/15/2011	Howe, Elizabeth	Math Teacher & Instructional Coach - Loveland High - 100%	Math Teacher - Loveland High - 100%	Non-Probationary	Change in Assignment - Budget Cuts
8/15/2011	Imker, Rachel	Speech Language Pathologist - Ponderosa - 70%	Speech Language Pathologist - Coyote Ridge Elementary ECH - 95%	Probationary	Increase - Staff Changes
8/15/2011	Jackson, Mark	School Psychologist - Truscott Elementary & District Wide - 80%	School Psychologist - Truscott Elementary & District Wide - 100%	Non-Probationary	Increase assignment - Additional Need for Bilingual Psych Services
8/15/2011	Javernick, Ellen	2nd Grade - Garfield Elementary - 100%	Kindergarten - Garfield Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Johnson, Beth	SPED Coordinator - District Wide - 100%	Intensive Learning Center - Loveland High - 100%	Non-Probationary	Change in assignment - Replacing Mary Manion
8/15/2011	Johnson, Deb	Media Specialist - Turner Middle - 100%	Media Specialist & Computer Literacy - Turner Middle - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Jones, Lindy	1st Grade - Edmondson Elementary - 100%	Kindergarten - Edmondson Elementary - 100%	Non-Probationary	Change in Assignment - Replacing Carolyn Siefers
8/15/2011	Kaufman, Rachel	2nd Grade - Centennial Elementary - 100%	Kindergarten - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Change
8/15/2011	Kaveny, Sarah	Occupational Therapist - Ponderosa, New Vision and Lincoln Elementary - 100%	Occupational Therapist - Ponderosa Elementary - 50%	Non-Probationary	Decrease - Employee Request
8/15/2011	Kellogg, Leonard	Band - Lucile Erwin Middle - 100%	Band & Orchestra - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Klagge, Jennifer	Science - Thompson Valley High - 54%	Science - Bill Reed Middle - 75%	Non-Probationary	Increase - FTE Decrease at TVHS
8/15/2011	Kline, Susan	Early Childhood Special Ed - Edmondson Early Childhood - 100%	Early Childhood Special Ed - Berthoud Turner Early Childhood - 100%	Non-Probationary	Transfer - Employee Request

Revised Personnel Recommendations 2011-2012 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Licensed - Continued					
8/15/2011	Laugel, Stephanie	3rd Grade - Van Buren Elementary - 100%	3rd Grade - Coyote Ridge Elementary - 100%	Non-Probationary	Change in Assignment - Replacing Alyssa Reines
8/15/2011	Logan, Kelsie	Kindergarten - Sarah Milner Elementary - 100%	3rd Grade - Sarah Milner Elementary - 100%	Probationary	Change in Assignment - change in Building Needs
8/15/2011	Logan, Michelle	Instructional Coach & Computer Literacy - Lucile Erwin Middle - 100%	Instructional Coach, Computer Literacy, Family & Consumer Sciences, & Instructional Technologist - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - RIF Process
8/15/2011	Lux, Kristi	Kindergarten - Coyote Ridge Elementary - 100%	Kindergarten - Coyote Ridge Elementary - 50%	Non-Probationary	Temporary Decrease - Employee Request
8/15/2011	McCarthy, Theresa	Social Studies - Lucile Erwin Middle - 100%	Resource - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - RIF Process
8/15/2011	McCluskey, Catherine	Gifted and Talented - Garfield Elementary - 50%	Gifted and Talented - Garfield Elementary - 33%	Non-Probationary	Change in Assignment - Decrease in GT Needs
8/15/2011	McElroy, Ryan	Social Studies - Loveland High - 100%	Social Studies - Mountain View High - 100%	Non-Probationary	Change in Assignment
8/15/2011	McKinney, Dana	1st Grade - Winona Elementary - 100%	3rd Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	McWhorter, Patricia	5th Grade & Literacy - Stansberry Elementary - 59%	5th Grade & Literacy - Stansberry Elementary - 50%	Non-Probationary	Change in Assignment - FTE Reduction
8/15/2011	Melton, Lenoir	Learning Center - Loveland High - 100%	Learning Center - Loveland High - 50%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Mills, Mindy	Occupational Therapist - Mary Blair & Namaqua Elementary - 80%	Occupational Therapist - BF Kitchen & Namaqua Elementary - 80%	Non-Probationary	Change in Location
8/15/2011	Munoz, Edith	Science - Loveland High - 100%	Interventionist - Loveland High - 100%	Non-Probationary	Change in Assignment - RTI Needs
8/15/2011	Muth, Deborah	Interventionist - Truscott Elementary - 100%	2nd Grade - Truscott Elementary - 100%	Probationary	Change in Assignment - Replacing Shari Gladis on LOA
8/15/2011	Myers, Leanna	Psychologist - Lincoln & Mary Blair Elementary - 100%	Psychologist - Mary Blair & Sarah Milner Elementary - 100%	Probationary	Change in Assignment - Staff Changes
8/15/2011	Newby, Kristina	Speech Language Pathologist - Berthoud (70%) & Big Thompson Elementary (30%)	Speech Language Pathologist - Berthoud (60%) & Big Thompson (40%) Elementary	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Nino, Jesse	Dean of Students - Thompson Valley High - 100%	Physical Education - Thompson Valley High - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	O'Connell, Karyn	Early Childhood - Madison - 50%	Early Childhood - Madison & Berthoud Turner Early Childhood - 75%	Probationary	Transfer - Employee Request (25% Temporary)
8/15/2011	Offerman, Kim	5th Grade - Centennial Elementary - 100%	4/5 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	Perry, Sheila	Academic Support/ Intervention - Namaqua Elementary - 80%	2nd Grade - Namaqua Elementary - 100%	Non-Probationary	Increase - Building Need
8/15/2011	Pfau, Susie	Occupational Therapist - Cottonwood Plains Elementary & Early Childhood - 40%	Occupational Therapist - Cottonwood Plains, Cottonwood Plains Early Childhood, & Ponderosa Elementary - 60%	Non-Probationary	Increase - Staff Changes
8/15/2011	Pierce, Anne	Speech Language Pathologist - Winona Elementary - 50%	Speech Language Pathologist - Stansberry Elementary - 50%	Non-Probationary	Change in Location
8/15/2011	Pond, Jennifer	Kindergarten - Truscott Elementary - 100%	Kindergarten - Truscott Elementary - 85%	Non-Probationary	Decrease - FTE decrease
8/15/2011	Raney, Robert	4th Grade - Centennial Elementary - 100%	3rd Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Roth, Rob	PBIS Coach - 100%	Psychologist & Counselor - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Staff Changes

Revised Personnel Recommendations 2011-2012 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Licensed - Continued					
8/15/2011	Rutherford, Lisa	School Psychologist - Namaqua & Edmondson Elementary - 100%	School Psychologist & Intern Supervisor - Namaqua, BF Kitchen, and District Wide - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Sanchez, James	Dean of Students - Loveland High - 100%	Social Studies - Loveland High - 100%	Non-Probationary	Change in Assignment - Position Eliminated
8/15/2011	Sargent, Cindy	4th Grade - Centennial Elementary - 100%	4/5 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	Schump, Denise	Language Arts & Social Studies - Lucile Erwin Middle - 100%	Social Studies - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Schweitzer, Margaret	5th Grade - Centennial Elementary - 100%	4/5 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	Shimek, Paul	Math & Science - Lucile Erwin Middle - 100%	Math - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Southard, Tom	Social Studies & Math - Lucile Erwin Middle - 100%	Social Studies - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Spratt, Laura	3rd Grade - Berthoud Elementary - 100%	3rd Grade - Berthoud Elementary - 50%	Non-Probationary	Decrease - Employee Request
8/15/2011	Stockley, Teresa	All Day Kindergarten - Centennial Elementary - 100%	1/2 day Kindergarten - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Stringer, Chastity	Math & Science - Lucile Erwin Middle - 100%	Math - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Strough, Michele	1st Grade - Winona Elementary - 100%	3rd/4th Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Sweeney, Holly	4th Grade - Centennial Elementary - 100%	4/5 Grade - Centennial Elementary - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	Van Horn, Quinn	Instructional Technologist - Thompson Valley High - 100%	Instructional Technologist & Coach - Thompson Valley High - 100%	Non-Probationary	Change in Assignment - FTE Decrease
8/15/2011	Van Tress, Curt	6th Grade - Lucile Erwin Middle - 100%	3rd Grade - Garfield Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	VanderWall, Emily	Early Childhood Special Ed - Monroe Early Childhood - 100%	Early Childhood Special Ed - Berthoud Elementary Early Childhood - 100%	Non-Probationary	Transfer - Employee Request
8/15/2011	Vinzant, Deidra	Art - Mountain View High - 100%	Art - Mountain View High - 54%	Non-Probationary	Decrease - Employee Request
8/15/2011	Von Holten, Juanice	Parent Involvement TOSA & Interventionist - Winona Elementary - 100%	1st Grade - Winona Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Von Lintel, Jennifer	School Counselor - BF Kitchen Elementary - 50%	School Counselor - BF Kitchen Elementary - 65%	Probationary	Increase - Additional Title I FTE
8/15/2011	Walker, Chad	Physical Education - Thompson Valley High - 100%	Physical Education - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Wallen, Patricia	5th Grade - Carrie Martin Elementary - 100%	2nd Grade - Garfield Elementary - 100%	Non-Probationary	Change in Assignment - Employee Request
8/15/2011	Weaver, Katie	Occupational Therapist - Berthoud & Edmondson Elementary - 70%	Occupational Therapist - Berthoud & Edmondson Elementary - 60%	Non-Probationary	Decrease - Employee Request
8/15/2011	West, Matt	Social Studies & Language Arts - Lucile Erwin Middle - 100%	Language Arts - Lucile Erwin Middle - 100%	Non-Probationary	Change in Assignment - Staff Changes
8/15/2011	Willits, Sarah	Speech Language Pathologist - Winona Elementary - 50%	Speech Language Pathologist - Mary Blair Elementary - 50%	Non-Probationary	Change in Location
8/15/2011	Wond, Annabel	Kindergarten Teacher & Instructional Coach - Coyote Ridge Elementary - 100%	Kindergarten Teacher - Coyote Ridge Elementary - 100%	Probationary	Change in Assignment - Staff Changes
8/15/2011	Wright, Sally	2nd Grade - Namaqua Elementary - 100%	4th Grade - Namaqua Elementary - 100%	Non-Probationary	Change in Assignment - Building Need
8/15/2011	Youngbert, Angie	School Psychologist - Centennial & Sarah Milner Elementary - 80%	School Psychologist - Centennial & Lincoln Elementary - 80%	Non-Probationary	Change in Assignment - Staff Changes

Revised Personnel Recommendations 2011-2012 Assignment Change/Transfer/Increase/Decrease

Effective	Last, First Name	Current Assignment-Location-Percent	New Assignment-Location-Percent	Type	Reason
Classified					
7/27/2011	Erickson, Angie	Lead Custodian - Elementary - Support Services Center - 100%	Lead Custodian - Elementary - Mary Blair Elementary - 100%	Regular	Transfer - Replacing Richard Daniels
8/18/2011	Giroux, Tresa	Paraprofessional - Special Needs - Carrie Martin Elementary - 100%	School Health Office Assistant - Namaqua Elementary - 76%	Regular	Transfer - Replacing Shirley Browning
8/1/2011	Goltz, Patricia	Accounting Technician - Financial Services - 100%	Accounting/Budget Specialist - Financial Services - 100%	Regular	Assignment Change - Replacing Liane Honda-Davis
7/18/2011	Kirkland, Paul	School Year Custodian - Bill Reed Middle - 100%	Custodian - 260 Days - Facilities Services - 100%	Regular	Assignment Change - Replacing Matthew Reimer
7/15/2011	Kittinger, Larry	Custodian - 260 Days - Truscott Elementary - 50%	Custodian - 260 Days - Transportation - 50%	Regular	Transfer - Replacing David Strong
8/15/2011	Krokowski, Naomi	Paraprofessional - ECH Classroom - Madison Early Childhood - 50%	Paraprofessional - ECH Classroom - Carrie Martin Early Childhood - 100%	Regular	Increase - Additional Position
7/14/2011	Martinez, Andrew	Custodian - 260 Days - Lucile Erwin Middle School - 100%	Custodian - 260 Days - Facilities Services - 100%	Regular	Transfer - Replacing Twannette Kurle
8/15/2011	Milliken, Nancy	Library Media Assistant - Elementary - Coyote Ridge Elementary - 50%	Library Media Assistant - Elementary - Coyote Ridge Elementary - 100%	Regular	Increase - Additional Position
8/15/2011	Moellenberg, Marcia	Library Media Assistant - Elementary - Sarah Milner Elementary - 75%	Library Media Assistant - Elementary - Sarah Milner Elementary - 100%	Regular	Increase - Additional Position
8/18/2011	Shuler, Kathy	Paraprofessional - Special Needs - Berthoud Elementary - 100%	Paraprofessional - Special Needs - Lincoln Elementary - 100%	Regular	Transfer - Administrative Transfer
8/18/2011	Wall, Kari	Paraprofessional - Special Needs - Namaqua Elementary - 80%	Paraprofessional - Special Needs - Namaqua Elementary - 100%	Regular	Increase - Additional Position
8/18/2011	Wilhite, Misty	Paraprofessional - Special Needs - Loveland High - 50%	Paraprofessional - Special Needs - Loveland High - 100%	Regular	Increase - Additional Position
8/18/2011	Winklepleck, Kevin	School Technology Facilitator - 50%/ Library Media Assistant - Elementary - 50% - Coyote Ridge Elementary	School Technology Facilitator - Coyote Ridge Elementary - 50%	Regular	Assignment Change - Building Needs
8/18/2011	Young, Shannon	Paraprofessional - Special Needs - Walt Clark Middle - 75%	Paraprofessional - Special Needs - Walt Clark Middle - 100%	Regular	Increase - Additional Position

Personnel Recommendations 2011-2012 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Administrative/Professional/Technical					
	None				
Licensed					
8/15/2011	Anderson, Bobby	Language Arts & Instructional Coach - 100%	Mountain View High	Probationary	New Hire - Replacing Cindy Loughman and Marcia Davis
8/15/2011	Clanton, Jessica	Social Worker - 100%	HOPE (Ferguson High)	Probationary	Rehire - Non Renew - Replacing Sarah Vaughn
8/15/2011	Cook, Lindsay	2nd Grade - 100%	Coyote Ridge Elementary	Probationary	New Hire - Replacing Jennifer Bozic
8/15/2011	Dale, John	Mathematics - 100%	Thompson Valley High	Probationary	New Hire - Replacing Zach Stall
8/15/2011	DeWall, Michael	Learning Center - 100%	Thompson Valley High	Probationary	Rehire - RiFed Employee Replacing Gabriel Rishel
8/15/2011	Donahue, Jacob	Mathematics - 100%	Loveland High	Probationary	Rehire - Replacing Sid Kramer
8/15/2011	Ehresman, Lanette	Music - 16%	Mary Blair Elementary	Temporary	Rehire - Non-Renew
8/15/2011	Felix, Laura	Early Childhood Speech Language Pathologist - 50%	Ponderosa Elementary	Probationary	Rehire - RIFed Employee
8/15/2011	Frisch, Erin	Academic Intervention Specialist - 100%	Truscott Elementary	Temporary	New Hire - Replacing Deb Muth
8/15/2011	Hamand, Ashley	Early Childhood - 100%	District Wide - Carrie Martin	Temporary	New Hire - Additional Position
8/15/2011	Herston, Debra	Mathematics - 100%	Mountain View High	Probationary	New Hire
8/15/2011	Jepson, Stephanie	2nd Grade - 100%	Coyote Ridge Elementary	Probationary	Rehire - Non-Renew
8/15/2011	Kile, Tiffany	2nd Grade - 100%	Berthoud Elementary	Temporary	Rehire - Non-Renew - Replacing Joyce Fried LOA
8/15/2011	Luedke, Melissa	Early Childhood - Occupational Therapist - 75%	District Wide - Early Childhood	Probationary	New Hire - Replacing Liz Andreae/ Deb Passantino
1/1/2012	Manks, David	English - 100%	Mountain View High	Temporary	Replacing Amy I. White - Sabbatical (Unpaid) Exchange Educator Interim - Australia/ New Zealand Educator Exchange Program
8/15/2011	Miles, Kristen	Early Childhood Special Ed - 100%	Ponderosa Early Childhood	Probationary	Rehire - RIFed Employee
8/15/2011	Morrison, Christine	English Language Acquisition - 20%	Lucile Erwin Middle	Temporary	Rehire - Non-Renew Replacing Sigrid Petersen
8/15/2011	Neibauer, Matt	4th Grade - 100%	Coyote Ridge Elementary	Probationary	New Hire - Replacing Sarah Weaver

Personnel Recommendations 2011-2012 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Licensed Continued					
8/15/2011	Nichols, Jennifer	3rd Grade - 100%	Coyote Ridge Elementary	Probationary	New Hire
8/15/2011	Norrdin, Christopher	World Language - French - 90%	Mountain View High	Probationary	Rehire - Non Renew - Replacing Gretchen Brookes
8/15/2011	Patterson, Ashlea	School Psychologist - 100%	Con Ball Middle & Ferguson High	Probationary	New Hire - Replacing Christopher Reed
8/15/2011	Randinitis, Karen	English Language Acquisition - 80%	Ponderosa & Winona Elementary	Probationary	New Hire - Replacing Theresa Rozeski
8/15/2011	Reynolds, Miranda	5th Grade - 100%	Truscott Elementary	Probationary	New Hire - Replacing Cathy Watkins
8/15/2011	Saccardi, David	Music/Orchestra - 78%	Loveland High & Bill Reed Middle	Probationary	New hire - Replacing Aaron Vogel
8/15/2011	Sprain, Ruth	Instructional Coach - 50%	Coyote Ridge Elementary	Temporary	Rehire - Replacing Cara Watada/ Annabel Wond
8/15/2011	Torrez, Roger	Interventionist - 69%	Ponderosa Elementary	Temporary	Rehire - Non-Renew
8/15/2011	Willard, Anna	Counselor - 60%	Thompson On-Line & Thompson Valley High	Probationary	New Hire
8/15/2011	Wooden, Cortney	Orchestra - 34%	Lucile Erwin Middle	Temporary	New Hire
Licensed Substitutes					
8/1/2011	Bosworth, Kaylee				
8/1/2011	Everett, Antoinette				
8/1/2011	Kilkus, Susan				
8/1/2011	Mazzei, Jessica				
8/1/2011	McReynolds, Kevin				
8/1/2011	Messec, Jordan				
8/1/2011	Nichols, Jennifer				
8/1/2011	Searle, Ada				
8/1/2011	Tanner, Sandra				
8/1/2011	Walton, Denise				
8/1/2011	Whitcomb, Travis				

Personnel Recommendations 2011-2012 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Classified					
8/18/2011	Bellino, Sarah	Classroom Aide - 100%	Namaqua Elementary	Temporary	New Hire - Additional Position
8/15/2011	Brown, Lydia	Faculty Assistant - 50%	Conrad Ball Middle	Regular	Rehire
8/18/2011	Dekkers, Gretchen	Paraprofessional - Special Needs - 100%	Thompson Valley High	Regular	New Hire - Replacing Anthony Aveta-Giangrasso
8/15/2011 - 5/25/2012	Doman, Juliann	Speech Language Pathology Assistant - 50%	District Wide	Temporary	Rehire
8/18/2011 - 5/24/2012	Enerson, Jayne	Classroom Aide - Learning Center - 100%	Berthoud Elementary	Temporary	Rehire
8/15/2011	Fuller, Dorothy	Faculty Assistant - 50%/ In-House Suspension Monitor - 50%	Conrad Ball Middle	Regular	Rehire
8/18/2011	Hall, Virginia	Interpreter/ Tutor - Hearing Impaired - 100%	District Wide	Regular	New Hire - Additional Position
8/15/2011 - 5/25/2012	Hume, Paul	Prevention Specialist - Parent Outreach - 60%	District Wide	Temporary	Rehire
8/15/2011 - 5/25/2012	Johnson, Katie	Speech Language Pathology Assistant - 100%	District Wide	Temporary	Rehire
8/18/2011 - 5/24/2012	Klein, Karen	LPN - 100%	Berthoud Elementary	Temporary	New Hire - Additional Position
8/15/2011	Lewis-Jessup, Cynthia	Library Media Assistant - Elementary - 100%	Berthoud Elementary	Regular	New Hire - Replacing Dortha McCollum
8/15/2011	Lods, Cindi	Faculty Assistant - 50%/ In-House Suspension Monitor - 50%	Conrad Ball Middle	Regular	Rehire
7/20/2011	Lopez, Mary	Secretary - Department/ Director - 100%	Transportation	Regular	New Hire - Replacing Cyndi Hawk
8/15/2011 - 5/25/2012	Major, Gloria	Prevention Specialist - Parent Outreach - 100%	District Wide	Temporary	Rehire
8/18/2011 - 5/24/2012	Marshall, Elizabeth	Classroom Aide - 57%	Stansberry Elementary	Temporary	Rehire
8/15/2011 - 5/25/2012	Myers, Michelle	Prevention Specialist - Parent Outreach - 80%	District Wide	Temporary	Rehire
8/18/2011 - 5/24/2012	Paul, Jolene	Classroom Aide - Learning Center - 100%	BF Kitchen Elementary	Temporary	Rehire
8/16/2011	Prindiville, Lindena	Paraprofessional - ECH Classroom - 100%	Monroe Early Childhood	Regular	Rehire - Replacing Michelle Collins

Personnel Recommendations 2011-2012 New Hire

Effective	Last, First Name	Assignment-Percent	Location	Type	Reason
Classified - Continued					
8/18/2011 - 12/23/2011	Ramchander, Jana	Prevention Specialist - CAPS - 40%	Learning Services	Temporary	Rehire
8/18/2011	Renteria, Stephanie	Campus Monitor - 100%	Conrad Ball Middle	Regular	Rehire
8/8/2011	Shengle, Dawna	Technologist I - 100%	ISTS	Regular	Rehire - Replacing Bonnie Robbins
8/18/2011	Solis, John	Interpreter/ Tutor - Hearing Impaired - 100%	District Wide	Regular	New Hire - Replacing Mary Tom
8/18/2011 - 5/24/2012	Sugar-Johnson, Melissa	Prevention Specialist - Truancy - 50%	District Wide	Temporary	Rehire
8/18/2011	Taylor, Britni	Paraprofessional - Intensive Learning Center	Namaqua Elementary	Regular	Rehire
Classified Substitutes					
8/1/2011	Foss, Tracy				
8/1/2011	Sewell, Velma Ann				
8/1/2011	Smith, Jillian				
8/1/2011	Statucki, Darleen				
8/1/2011	Vaughan, Kathy				
8/1/2011	Walker, Beverly				
8/1/2011	Widner, Devon				

Revised 2011-12 Extra Duty/Coaching Contracts

	Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Turner Middle School						
TU	Band	1	Farus	Paul	9	1
TU	Drama -1	1	McMahon	Julianne	9	1
TU	Drama - 2	1	McMahon	Julianne	9	1
TU	Knowledge Bowl	1	Ross	Jack	10	7
TU	Jazz Band	1	Smith	Ryan	10	1
TU	Orchestra	1	Farus	Paul	9	1
TU	Publications	1	Solomon	Christopher	8	10
TU	Spelling Bee	1	McMahon	Julianne	10	1
TU	Student Council	1	Ramos	Serina	9	3
TU	Talented and Gifted	1	Bartman	Carrie	10	1
TU	Vocal Music	1	Latchaw	Paula	9	10
TU	Math, Engineering, Science Achievement Advisor	1	Ross	Jack	9	7
TU	Curriculum Coordinator	1	Solomon	Christopher	7	3
TU	Curriculum Coordinator	1	Renzelman	William	7	1
TU	Curriculum Coordinator	1	Fuerniss	Janet	7	1
TU	Curriculum Coordinator	1	Drake	Vicki	7	3
TU	Curriculum Coordinator	1	Sechrist	Christine	7	1
TU	Team Leader	0.5	Friedline	Erin	6	1
TU	Team Leader	0.5	Sechrist	Christie	6	10
TU	Team Leader	0.5	Renzelman	William	6	1
TU	Team Leader	0.5	Fuerniss	Janet	6	10
TU	Team Leader	1	Rector	Stephanie	6	10
TU	Team Leader	1	Meyer	Lori	6	1
TU	Team Leader	1	Johnston	Deborah	6	10
TU	Volleyball Head	1	Smith	Ryan	6	1
TU	Volleyball Asst	0.5	Murtagh	Margaret	8	1
TU	Volleyball Asst	1	Farus	Paul	8	1
TU	Volleyball Aide	1	Murtagh	Margaret	10	1
TU	Intr/Cross Country Head	1	Ramos	Serina	7	2
TU	Intr/Cross Country Aide - FLOATING	0	Freidline	Erin	10	1
TU	Wrestling Head	1	Bennett	Justin	6	2
TU	G Basketball Head	1	Olivas	Tara	6	1
TU	G Basketball Asst	0.5	Munoz	Bryce	8	1
TU	G Basketball Asst	0.5	Murtagh	Margaret	8	1
TU	G Basketball Asst	1	Hunn	David	8	7
TU	G Basketball Aide	1	Murtagh	Margaret	10	1
TU	G Basketball Aide	1	Munoz	Bryce	10	1
TU	B Basketball Head	1	Kaufman	Stanley	6	10
TU	B Basketball Asst	0.5	Olivas	Tara	8	2
TU	B Basketball Asst	0.5	Munoz	Bryce	8	1
TU	B Basketball Asst	1	Smith	Ryan	8	5
TU	B Basketball Aide	1	Olivas	Tara	10	2
TU	B Basketball Aide	1	Munoz	Bryce	10	1
TU	B & G Track Head	1	Kaufman	Stanley	6	10
TU	B & G Track Asst	1	Leonard	Kristina	8	9
TU	B & G Track Asst	1	Munoz	Bryce	8	1
TU	B & G Track Asst	1	Murtagh	Margaret	8	1
TU	B & G Track Aide	1	Gonzales	Kevin	10	2
TU	B & G Track Aide	1	Bennett	Justin	10	1
TU	B & G Track Aide - FLOATING	1	Smith	Ryan	10	3
TU	Intramural/Activities Coord	1	Kaufman	Stanley	6	4
TU	Athletic Director	1	Kaufman	Stanley	1	10

Revised 2011-12 Extra Duty/Coaching Contracts

Position	FTE	Last Name	First Name	Level	Step
		2011-12	2011-12		
Conrad Ball Middle School					
CB Band	1	Massey	Michele	9	1
CB Drama - 1	0.5	Dudley	Natalie	9	3
CB Drama - 1	0.5	Heiser	Sandy	9	1
CB Drama - 2	1	Cochran	Lesli	9	1
CB Geography Bee	1	Vair	Kendra	10	2
CB Math, Engineering, Science Achievement Advisor	1	Navidad	Eduardo	9	2
CB Orchestra	1	Massey	Michele	9	5
CB Publications	1	Cochran	Lesli	8	1
CB Jazz Band	1	Massey	Michele	10	1
CB Spelling Bee	1	Miller	Tanya	10	8
CB Vocal Music	1	Massey	Michele	9	5
CB Curriculum Coordinator	1	Berry	Toni	7	10
CB Curriculum Coordinator	1	Platkus	Lisa	7	6
CB Curriculum Coordinator	1	Vair	Kendra	7	1
CB Curriculum Coordinator	1	Dudley	Natalie	7	4
CB Curriculum Coordinator	1	Navidad	Eduardo	7	1
CB Team Leader	0.75	Brungardt	Matthew	6	1
CB Team Leader	0.75	Barnes	Alyssa	6	1
CB Team Leader	0.75	Massey	Sharon	6	1
CB Team Leader	0.75	Cochran	Lesli	6	7
CB Team Leader	0.75	Dudley	Natalie	6	3
CB Team Leader	0.75	Gilbert	Lynn	6	10
CB Team Leader	0.75	Graham	Robert	6	1
CB Team Leader	0.75	Brown	Brian	6	1
CB Volleyball Asst	1	Renteria	Stephanie	8	7
CB Volleyball Asst	1	Varos	Linda	8	1
CB Volleyball Aide	1	Luthman	Gene	10	1
CB Intr/Cross Country Head	1	Brown	Brian	7	4
CB B & G Swimming Head	1	Vair	Kendra	6	4
CB B & G Swimming Asst	1	Navidad	Eduardo	8	2
CB Wrestling Asst	1	Kliner	Calvin	8	1
CB G Basketball Head	1	Renteria	Stephanie	6	3
CB B Basketball Asst	1	Richardson	Adarthus	8	1
CB B & G Track Asst	1	Miller	Tanya	8	7
CB B & G Track Aide	1	Simonds	Greg	10	1
CB B & G Track Aide	1	Simonds	Greg	10	1
CB Intramural/Activities Coord	1	Luthman	Gene	6	10
Athletic Director	1	Luthman	Gene	1	10

Revised 2011-12 Extra Duty/Coaching Contracts

	Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Lucile Erwin Middle School						
LU	Spelling Bee	1	Dwelle	Heather	10	1
LU	Band	1	Massey	Russell	9	3
LU	Geography Bee	1	Stringer	Chastity	10	3
LU	Jazz Band	0.5	Massey	Russell	10	2
LU	Jazz Band	0.5	Kellogg	Leonard	10	10
LU	Latinos Unified in Community	1	Morales	Esperanza	9	1
LU	Publications	1	West	Matthew	8	6
LU	Math, Engineering, Science Achievement Advisor	1	Marshall	Jacob	9	3
LU	Curriculum Coordinator	1	Zeigler-Logan	Michelle	7	1
LU	Curriculum Coordinator	1	Elwood	Janet	7	3
LU	Curriculum Coordinator	1	Garner	Cinnamon	7	1
LU	Team Leader	1	Kaup	Deramie	6	1
LU	Team Leader	1	Bridges	Mary Beth	6	10
LU	Team Leader	1	Marshall	Jacob	6	1
LU	Team Leader	0.5	Dwelle	Heather	6	1
LU	Team Leader	0.5	Rosier	Amy	6	1
LU	Team Leader	0.5	Smith	Janice	6	8
LU	Team Leader	0.5	Southard	Thomas	6	1
LU	Team Leader	1	Hewett	Linda	6	3
LU	Team Leader	1	Varrella	Jennifer	6	1
LU	Team Leader	1	Prindiville	Jill	6	1
LU	Volleyball Head	0.5	Robinowitz	Caitlin	6	1
LU	Volleyball Head	0.5	King	Whitney	6	1
LU	Volleyball Asst	0.5	Robinowitz	Caitlin	8	3
LU	Volleyball Asst	0.5	King	Whitney	8	1
LU	Volleyball Asst	1	Knutson	Kyle	8	3
LU	Volleyball Aide	1	Ratschkowsky	Katelyn	10	1
LU	Volleyball Aide	1	Duke	Jobi	10	1
LU	B & G Swimming Head	1	Helfrich	Anthony	6	7
LU	B & G Swimming Asst	0.5	McConnell	Jessie	8	1
LU	Wrestling Head	1	Garcia	James	6	5
LU	Wrestling Asst	1	Encinias	Santos	8	5
LU	G Basketball Asst	1	Bren	Timothy	8	6
LU	G Basketball Asst	1	Shimek	Paul	8	9
LU	G Basketball Aide	1	Stringer	Chastity	10	1
LU	G Basketball Aide	1	Dwelle	Heather	10	2
LU	B Basketball Head	1	Bren	Timothy	6	3
LU	B Basketball Asst	1	Edwards	Donald	8	6
LU	B Basketball Aide	1	Southard	Thomas	10	2
LU	B Basketball Aide	1	West	Matthew	10	2
LU	B & G Track Head	1	Zeigler-Logan	Michelle	6	3
LU	B & G Track Asst	1	Bren	Timothy	8	6
LU	Intramural/Activities Coord	1	Hewett	Linda	6	1
LU	Athletic Director	1	Hewett	Linda	1	1

Revised 2011-12 Extra Duty/Coaching Contracts

Position	FTE	Last Name	First Name	Level	Step
		2011-12	2011-12		
Walt Clark Middle School					
WC Spelling Bee	1	Pfeiffer	Linda	10	5
WC Band	1	Crisman	Andrew	9	10
WC Jazz Band	1	Crisman	Andrew	10	10
WC Orchestra	1	Kreutz	Robert	9	10
WC Web Leader	1	Cruickshank	Jaymie	10	1
WC Math, Engineering, Science Achievement Advisor	1	Miller	Solomon	9	1
WC Vocal Music	1	Crisman	Andrew	9	10
WC Curriculum Coordinator	1	Kreutz	Robert	7	5
WC Curriculum Coordinator	1	Erickson	Scott	7	10
WC Curriculum Coordinator	1	Wittstruck	Dylan	7	2
WC Curriculum Coordinator	1	Vinal	Karen	7	6
WC Curriculum Coordinator	1	Croft	Dianna	7	1
WC Team Leader	0.62	Myers	Amanda	6	3
WC Team Leader	0.62	Croft	Dianna	6	10
WC Team Leader	0.62	Kimball	Patricia	6	5
WC Team Leader	0.62	Cruickshank	Jaymie	6	4
WC Team Leader	0.62	Vinal	Karen	6	8
WC Team Leader	0.62	Weinland	Cheryl	6	10
WC Team Leader	0.62	Olson	Darin	6	2
WC Team Leader	0.62	Bebout	Christine	6	2
WC Volleyball Head	1	King	Kandis	6	4
WC Volleyball Asst	1	Woodcock	Kendra	8	1
WC Volleyball Aide	1	Woodcock	Deanna	10	1
WC Intr/Cross Country Head	1	Arrington	Robert	7	6
WC B & G Swimming Head	1	Strait	Maria	6	9
WC B & G Swimming Diving Asst	0.5	Jackl	Elyse	8	2
WC Wrestling Head	1	Smith	Matthew	6	4
WC Wrestling Asst	0.5	Chavez	Alan	8	2
WC Wrestling Asst	0.5	Miller	Solomon	8	4
WC G Basketball Head	1	Custer	Chad	6	8
WC G Basketball Asst	1	Kelly	Paul	8	5
WC G Basketball Aide	1	Brown	Lori	10	1
WC B Basketball Head	1	Dyer	Timothy	6	5
WC B Basketball Asst	1	Custer	Chad	8	8
WC B Basketball Asst	1	Kelly	Paul	8	5
WC B Basketball Aide	1	Smith	Matthew	10	1
WC B & G Track Head	1	Arrington	Robert	6	6
WC B & G Track Asst	1	Miller	Solomon	8	1
WC B & G Track Asst	1	Custer	Chad	8	1
WC B & G Track Aide	1	Dickens	Lisa	10	6
WC B & G Track Aide	1	Smith	Matthew	10	1
WC Intramural/Activities Coord	1	Sharp	John	6	3
WC Athletic Director	1	Sharp	John	1	6

Revised 2011-12 Extra Duty/Coaching Contracts

	Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Bill Reed Middle School						
BR	Band	1	Penny	Diane	9	1
BR	Math Counts	1	Riott	Sharla	10	2
BR	Drama - 1	1	Mohler	Robert	9	10
BR	Geography Bee	1	Riott	Sharla	10	2
BR	Jazz Band	1	Penny	Diane	10	1
BR	Spelling Bee	1	Olson	Peggy	10	1
BR	Orchestra	1	Vogel	Aaron	9	2
BR	Student Council	1	Helfrich	Karen	9	2
BR	Vocal Music	1	Butler	Kimberly	9	1
BR	Curriculum Coordinator	1	Riott	Sharla	7	1
BR	Curriculum Coordinator	1	May	Douglas	7	10
BR	Curriculum Coordinator	1	Cox	Joshua	7	1
BR	Curriculum Coordinator	1	Schlagel	Jennifer	7	2
BR	Curriculum Coordinator	1	Kingdom	Kathleen	7	1
BR	Team Leader	1	McDonough	Melanie	6	5
BR	Team Leader	1	Christensen	Heidi	6	2
BR	Team Leader	1	Rideout	Jacquelyn	6	10
BR	Team Leader	1	Menken-Baca	Debra	6	10
BR	Team Leader	1	Ausenhus	David	6	1
BR	Team Leader	1	Porzycki	Leanne	6	1
BR	Volleyball Head	1	Mayo	Tiffany	6	1
BR	Intr/Cross Country Head	1	Christensen	Kris	7	1
BR	Intr/Cross Country Aide	1	Sanders	Carolyn	10	1
BR	B & G Swimming Head	1	Helfrich	Karen	6	5
BR	B & G Swimming Diving	0.5	Hall	Elyse	8	2
BR	B & G Swimming Asst	1	Mullinix	Mitchel	8	1
BR	G Basketball Head	1	Christensen	Heidi	6	3
BR	G Basketball Asst	1	Rogich	Steven	8	2
BR	G Basketball Aide	1	Karas	Jeff	10	1
BR	B Basketball Head	1	Specketer	Lance	6	5
BR	B Basketball Asst	1	Rogich	Steven	8	3
BR	B Basketball Asst	1	Christensen	Heidi	8	1
BR	B & G Track Head	1	Christensen	Kris	6	4
BR	B & G Track Asst	1	Christensen	Heidi	8	7
BR	Intramural/Activities Coord	1	Cox	Joshua	6	1
BR	Athletic Director	1	Cox	Joshua	1	1

Revised 2011-12 Extra Duty/Coaching Contracts

Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Berthoud High School					
BT Band	1	Farus	Paul	1	1
BT Spirit - Fall Head	1	Martin	Anita	4	7
BT Spirit - Winter Head	1	Martin	Anita	4	7
BT Spirit - Fall Asst	1	Martin	Tiffany	7	4
BT Spirit - Winter Asst	1	Martin	Tiffany	7	4
BT Drama Head - 1	1	James	Joanne	6	7
BT Drama Head -2	1	Latchaw	Paula	6	10
BT Drama Asst - 1	1	Latchaw	Robert	8	10
BT Drama Asst - 2	1	Latchaw	Robert	8	10
BT Forensics	1	Morrison	Christine	2	1
BT Career and Technology Student Organization	1	Sommerfeld	Robert	6	1
BT Future Business Leaders of America	1	Lobdell	Keith	6	1
BT Family, Career and Community Leaders of America	1	Warton	Amber	6	1
BT Junior Class	1	Peterson-Benke	Diana	7	10
BT Math, Engineering, Science Achievement Advisor	1	Domenico	Kristal	6	6
BT Student Council	0.5	Skoric	Kimberly	2	1
BT Vocal Music	1	Latchaw	Paula	3	10
BT Yearbook	1	Lobdell	Keith	7	1
BT Journalism	1	Skoric	Kimberly	7	10
BT Latinos Unified in Community	1	Fiene	Joan	6	7
BT National Honor Society	1	Ballard	Jane	8	9
BT Observatory	1	Kindt	Scott	1	6
BT Choir Accompanist	1	Underwood	Lois	6	10
BT Orchestra	1	Farus	Paul	6	1
BT Dept Chair - Fine Arts	1	Quick	Jennifer	8	8
BT Dept Chair - Business	1	Lobdell	Keith	8	1
BT Dept Chair - Foreign Language	1	Fiene	Joan	8	4
BT Dept Chair - Industrial Arts	1	Sommerfeld	Robert	8	1
BT Dept Chair - Physical Education	1	Diffendafer	Troy	8	2
BT Dept Chair - Language Arts	1	Peterson-Benke	Diana	6	10
BT Dept Chair - Math	1	Dennis	Toni	6	2
BT Dept Chair - Science	1	Ballard	Jane	6	3
BT Dept Chair - Social Studies	1	Gonzales	Ann	6	2
BT Dept Chair - Student Services	1	Eklund	Kim	6	6
BT Volleyball Head	1	Agho	Daisha	2	3
BT Volleyball Asst	1	Shupe	Bethany	5	2
BT Volleyball Asst	1	Schinke	Kayla	5	1
BT Softball Head	1	Klocek	Richard	3	6
BT Softball Asst	1	Alba	Teresa	6	3
BT Football Head	1	McGinn	Dan	1	10
BT Football Asst	1	Mathena	Rusty	4	10
BT Football Asst	1	Schultz	Colby	4	9
BT Football Asst	1	Lanter	Jeremy	4	7
BT Football Asst	1	Diffendaffer	Troy	4	10
BT Football Asst	0.5	Lanter	Link	4	1
BT Football Asst	0.5	Friede	Michael	4	5
BT B Soccer Head	1	Barron	John	2	1
BT B Golf Head	1	King	Michael	6	6
BT B & G Cross Country Head	1	Ranweiler	Curtis	3	5
BT B & G Cross Country Asst	1	Leonard	Kristina	6	4
BT Wrestling Head	1	Pickert	Scott	2	10
BT Wrestling Asst	1	Carron	William	5	2
BT G Basketball Head	1	Earl	Randy	1	10
BT G Basketball Asst	1	Kennard	Ryan	4	4
BT G Basketball Asst	1	Jones	Jessica	4	1
BT G Basketball Asst	1	Morland	Douglas	4	5
BT B Basketball Head	1	Scheck	Peter	1	6
BT B Basketball Asst	1	Justice	Robert	4	5
BT G Tennis Head	1	Mathiesen	David	4	10
BT G Tennis Asst	1	Vitasek	Leigh	6	1
BT G Soccer Head	1	Barron	John	2	1
BT G Golf Head	1	King	Michael	6	6
BT Baseball Head	1	Kouns	Robert	2	1
BT B & G Track Head	1	Schultz	Colby	1	2
BT B & G Track Asst	0.5	Agho	Daisha	4	2
BT B & G Track Asst	0.5	Lanter	Link	4	1
BT B & G Track Asst	1	Ranweiler	Curtis	4	1
BT B & G Track Asst	1	Lanter	Jeremy	4	3
BT B & G Track Asst - FLOATING	1	Santos	Emilio	4	8

Revised 2011-12 Extra Duty/Coaching Contracts

		Last Name	First Name		
Position	FTE	2011-12	2011-12	Level	Step
Loveland High School					
LO Band	1	Arau	Matthew	1	9
LO Band Asst	1	Vogel	Aaron	7	4
LO Band Asst	0.5	Vogel	Aaron	7	4
LO Career and Technology Student Organization	0.5	Larson	Anne	6	1
LO Career and Technology Student Organization	0.5	Burke	Scott	6	4
LO Drama Head - 1	1	Caikowski	Colleen	6	9
LO Drama Head - 2	1	Garner	John	6	8
LO Drama Head - 3	1	Harrington	Steven	6	5
LO Family, Career and Community Leaders of America	1	Kuntz	Sheila	6	9
LO Video/Production	1	Causer	Brian	7	1
LO Junior Class	1	Larson	Anne	8	2
LO Knowledge Bowl	1	Morrison	Gregory	7	2
LO Math, Engineering, Science Achievement Advisor	1	Brown	Benjamin	6	10
LO Math, Engineering, Science Achievement Advisor - Dist	0.5	Deason	George	6	5
LO Orchestra/Musical	1	Vogel	Aaron	3	2
LO Spirit - Fall Head	1	David	Diane	4	1
LO Spirit - Fall Asst	1	Bridges	Lori	7	1
LO Spirit - Winter Asst	1	Bridges	Lori	7	1
LO Spirit - Winter Head	1	David	Diane	4	1
LO Student Council	1	Jantz	Jennifer	2	4
LO Vocal Music	1	Garner	John	3	8
LO Yearbook	1	Richie	Wendy	7	8
LO Odyssey of the Mind	1	Halvorsen	Sandra	8	3
LO National Honor Society	1	Morrison	Gregory	8	4
LO Dept Chair - Fine Arts	1	Robinson	Jami	8	4
LO Dept Chair - Business	1	Asche	Janese	6	1
LO Dept Chair - Foreign Language	1	Theisen	Toni	6	6
LO Dept Chair - Music	1	Arau	Matthew	8	2
LO Dept Chair - Industrial Arts	1	Burke	Scott	8	7
LO Dept Chair - Consumer Family	1	Kuntz	Sheila	8	1
LO Dept Chair - Language Arts	1	Linville	Caroline	5	10
LO Dept Chair - Math	1	Howe	Elizabeth	6	4
LO Dept Chair - Physical Education	1	Thompson	Wendy	6	5
LO Dept Chair - Science	0.5	Lange	Craig	6	3
LO Dept Chair - Science	0.5	Halvorsen	Sandra	6	3
LO Dept Chair - Social Studies	1	Garcia	Gilbert	6	9
LO Dept Chair - Guidance	1	Guernsey	Carolyn	6	10
LO Dept Chair - Special Education	1	Bernhardt	Stephanie	6	1
LO Dept Chair - Advanced Studies	1	Nachtrieb	Glenda	6	6
LO Volleyball Head	1	Rolwes	Karrie	2	1
LO Volleyball Asst	1	Smith-Debord	Sonja	5	6
LO Volleyball Asst	1	Kamoske	Kyle	5	1
LO Softball Head	1	Felton	Michael	3	5
LO Softball Asst	1	Hollweg	Daniel	6	1
LO G Gymnastics Head	1	Thompson	Wendy	3	10
LO Football Head	0.17	Poovey	John	1	10
LO Football Head	0.83	Durrant	Timothy	1	1
LO Football Asst	1	Steele	Jamie	4	10
LO Football Asst	1	Jeffries	Allan	4	5
LO Football Asst	1	Dubois	James	4	10
LO Football Asst	1	Creech	Thomas	4	1
LO Football Asst	1	Cook	Roger	4	6
LO Football Asst - FLOATING	1	Ouimet	Ronald	4	1
LO Football Asst	1	Lease	Travis	4	1
LO B Soccer Head	1	Arthur	Chad	2	3
LO B Soccer Asst	1	McElroy	Ryan	5	3
LO B Golf Head	1	Stephens	William	6	1
LO B & G Cross Country Head	1	Jones	Timothy	3	5
LO G Swimming Head	1	King-Schleiger	Sharra	3	2
LO G Basketball Head	1	Michael	Christopher	1	7
LO G Basketball Asst	1	Laner	Jesse	4	5
LO G Basketball Asst	1	Clark	Aaron	4	1
LO G Basketball Asst	1	Gelhaus	Zachary	4	1
LO B Basketball Head	1	Gliko	Reese	1	1
LO B Basketball Asst	1	Causer	Brian	4	3
LO B Basketball Asst	0.66	Engelking	Matthew	4	3
LO B Basketball Asst	0.66	Zuehlke	Ethan	4	1
LO B Basketball Asst	0.66	Macon	Gerald	4	1
LO G Tennis Head	1	Allison	Benjamin	4	4
LO G Tennis Asst	1	Diaz	Bobby Jr.	6	1
LO G Soccer Head	1	McElroy	Ryan	2	2
LO G Golf Head	1	Schneiter	Douglas	6	10
LO B & G Track Head	1	Quere	Paul	1	10
LO Baseball Head	1	Marshall	Jacob	2	1

Revised 2011-12 Extra Duty/Coaching Contracts

Position	FTE	Last Name	First Name	Level	Step
		2011-12	2011-12		
Thompson Valley High School					
TV Band	1	Pippin	Robert	1	7
TV Band Asst	1	Hofmeier	Anthony	7	1
TV Distributed Education Clubs of America	1	Murray	Donald	6	3
TV Drama Head - 1	1	Tjardes-Garcia	Jill	6	6
TV Drama Head - 2	1	Tjardes-Garcia	Jill	6	6
TV Drama Head - 3	1	Romano	Andrea	6	1
TV Drama Asst - 1	1	Garner	John	8	1
TV Drama Asst - 2	1	Haldeman	Catherine	8	2
TV Future Business Leaders of America	1	Hart	Lindsay	6	6
TV Family, Career and Community Leaders of America	1	Hruby	Cynthia	6	10
TV Flag Team	1	Matuzek	Kelsi	7	1
TV Forensics	1	Lutz	Daniel	2	10
TV Journalism	1	Osier	Loris	7	6
TV Junior Class	1	Eisele	Bryan	8	3
TV Knowledge Bowl	1	Eisele	Bryan	7	9
TV Orchestra	1	Kreutz	Robert	3	10
TV Spirit - Fall Head	1	Ogden	Nikki	4	3
TV Spirit - Winter Head	1	Ogden	Nikki	4	3
TV Spirit - Fall Asst	0.5	Malcolm	Alyssa	7	1
TV Spirit - Fall Asst	0.5	Kamrath	Alysia	7	1
TV Spirit - Winter Asst	0.5	Malcolm	Alyssa	7	1
TV Spirit - Winter Asst	0.5	Kamrath	Alysia	7	1
TV Student Council	1	Tjardes-Garcia	Jill	2	1
TV Yearbook	1	Peck	Selene	7	9
TV National Honor Society	0.5	Marcus	Adrienne	8	1
TV National Honor Society	0.5	Juergensen	Misti	8	1
TV Dept Chair - Business	1	Hart	Lindsay	6	3
TV Dept Chair - Fine Arts	1	Devine	Cordelia	6	5
TV Dept Chair - Foreign Language	1	Parkhurst	Kelley	6	1
TV Dept Chair - Guidance	1	Knittel	Bernadine	6	2
TV Dept Chair - Industrial Arts	1	Miller	Michael	6	2
TV Dept Chair - Language Arts	0.5	Osier	Loris	5	5
TV Dept Chair - Math	0.5	Hanson	Tom	5	5
TV Dept Chair - Physical Education	1	Ayers	Kristin	6	10
TV Dept Chair - Science	0.5	Cooley	Jon	5	1
TV Dept Chair - Science	0.5	Jackson	Jason	5	1
TV Dept Chair - Social Studies	1	Porzycki	Robert	5	4
TV Dept Chair - Special Education	1	Carson	Kimberly	6	8

Revised 2011-12 Extra Duty/Coaching Contracts

	Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Thompson Valley High School Cont.						
TV	Volleyball Head	1	Fristed	Nathan	2	2
TV	Volleyball Asst	1	Camp	Heather	5	1
TV	Softball Head	1	Rutherford	Bryon	3	10
TV	Softball Asst	1	Freed	Brittney	6	2
TV	Softball Asst	1	McMahon	Julianne	6	3
TV	B Soccer Head	1	Hammen	Chase	2	3
TV	B Soccer Asst	1	Habig	Dirk	5	1
TV	G Gymnastics Head	1	Madere	Jana	3	1
TV	Football Head	1	DeWall	Michael	1	5
TV	Football Asst	1	Smith	Matthew	4	1
TV	Football Asst	1	Dewall	Robert	4	1
TV	Football Asst	1	Quinn	Lorr	4	3
TV	Football Asst - FLOATING	1	Alles	Luke	4	1
TV	Football Asst	1	Stall	Zachary	4	2
TV	Football Asst	1	Gates	Dale	4	1
TV	B Tennis Head	0.5	Grossanickle	Nathan	4	1
TV	B Tennis Head	0.5	Klagge	Jay	4	6
TV	B Tennis Asst	1	Thompson	Andrew	6	4
TV	B Golf Head	0.5	Wall	Jan	6	10
TV	B Golf Head	0.5	Juergensen	Daniel	6	10
TV	B & G Cross Country Head	1	Norton	Matthew	3	5
TV	B & G Cross Country Asst	0.5	Ayers	Kristin	6	4
TV	Wrestling Head	1	Juergensen	David	2	10
TV	Wrestling Asst	1	Gerrard	Steven	5	5
TV	Wrestling Asst	1	Hoepfner	Simon	5	8
TV	G Swimming Head	1	Changstrom	Kayli	3	2
TV	G Swimming Diving Asst	1	McCrary	Amon	6	5
TV	G Swimming Asst	1	Fristed	Nathan	6	2
TV	G Basketball Head	1	Walker	Chad	1	3
TV	G Basketball Asst	1	Berrert	Barry	4	1
TV	G Basketball Asst	1	Schroder	Danielle	4	1
TV	B Swimming Head	1	Changstrom	Kayli	3	2
TV	B Swimming Diving Asst	0.5	McCrary	Amon	6	2
TV	B Swimming Asst	0.5	Fristed	Nathan	6	2
TV	B Basketball Head	1	Robinson	Josh	1	1
TV	B Basketball Asst	1	Pisano	Ryan	4	1
TV	B Basketball Asst	1	Leon	Benjamin	4	1
TV	B Basketball Asst	1	Arrington	Robert	4	8
TV	G Tennis Head	1	Lacock	William	4	7
TV	G Tennis Asst	1	Thompson	Andrew	6	4
TV	G Golf Head	1	Wall	Jan	6	10
TV	B & G Track Head	1	Norton	Matthew	1	6
TV	B & G Track Asst	1	Williams	Ryan	4	9
TV	B & G Track Asst	1	Crumb	Douglas	4	6
TV	B & G Track Asst	1	Rutherford	Todd	4	1
TV	B & G Track Asst - FLOATING	1	Kugler	Kristen	4	1
TV	Baseball Head	1	Denning	Jay	2	5
TV	Baseball Asst	0.84	Gerrard	Steven	5	5
TV	Baseball Asst	0.5	Hardy	Lane	5	3
TV	Baseball Asst	0.33	Kelly	Bruce	5	2
TV	Baseball Asst	0.33	Raabe	Chad	5	2
TV	B Lacrosse Head	1	Medesti	Richard	3	3
TV	B Lacrosse Asst	1	Cantwell	William	7	1
TV	B Lacrosse Asst	1	Gaines	John	7	1
TV	G Lacrosse Head	1	Melahn	Elizabeth	3	2
TV	G Lacrosse Asst	1	Huss	Kurtis	7	1
Dance - DW						
TV	Dance - Fall - DW	1	Crumb	Rehannon	4	3
TV	Dance - Winter - DW	1	Crumb	Rehannon	4	3
TV	Asst Dance - Fall - DW	1	Randall	Christin	7	2
TV	Asst Dance - Winter - DW	1	Randall	Christin	7	2

Revised 2011-12 Extra Duty/Coaching Contracts

		Last Name	First Name		
Position	FTE	2011-12	2011-12	Level	Step
Mountain View High School					
MV Band	1	Toews	Peter	1	9
MV Distributed Education Clubs of America	1	Dillman	David	6	3
MV Career and Technology Student Organization	1	Frayar	Thomas	6	4
MV Drama Head - 1	1	Fremaint	Karla	6	6
MV Drama Head - 2	1	Forman	Philip	6	1
MV Drama Head - 3	1	Fremaint	Karla	6	3
MV Drama Asst - 1	1	Eberle	Robert	8	10
MV Drama Asst - 2	1	Forman	Philip	8	1
MV Drama Asst - 3	1	Forman	Philip	8	1
MV Future Busniess Leaders of America	1	Palko	Jeremie	6	4
MV Family, Career and Community Leaders of America	1	Ulmer	Laura	6	1
MV Junior Class	1	Brownhill	Jennifer	7	8
MV Latinos Unified in Community	1	Aringdale	Todd	6	1
MV Orchestra/Musical	1	Toews	Peter	3	9
MV Vocal Music	1	Forman	Philip	3	3
MV Choir Accompanist	1	Condit	Carol	6	3
MV Dept Chair - Business	1	Palko	Jeremie	8	2
MV Dept Chair - Consumer Family	1	Maestas	Amanda	8	1
MV Dept Chair - Fine Arts	1	Toews	Peter	6	1
MV Dept Chair - Foreign Language	1	Burgueno	Janet	6	5
MV Dept Chair - Guidance	1	Videll	Linda	6	1
MV Dept Chair - Math	1	Moore	David	6	1
MV Dept Chair - Physical Education	1	Swayze	Steven	6	10
MV Dept Chair - Science	1	Mayes	Bart	6	1
MV Dept Chair - Social Studies	1	Smela	Brian	6	3
MV Dept Chair - Special Education	1	Griess	Ericka	6	1
MV Volleyball Head	1	Jensen	Lonna	2	1
MV Volleyball Asst	1	Frederick	Jamie	5	1
MV Volleyball Asst	1	Renzelman	Rachel	5	1
MV Volleyball Asst	1	Wilson	Kaitlyn	5	1
MV Softball Head	1	Felton	Randall	3	2
MV Football Head	1	Mayes	Bart	1	10
MV Football Asst	1	Klatt	Andrew	4	3
MV Football Asst	0.5	Hurr	Benjamin	4	5
MV Football Asst	1	Burch	Steven	4	1
MV Football Asst	0.5	Carson	Brian	4	7
MV Football Asst	0.5	Hogue	Tracy	4	1
MV Football Asst	1	Palko	Jeremie	4	3
MV Football Asst	1	Luster	Gary	4	8
MV Football Asst	1	Klatt	Jason	4	9
MV Football Asst	0.5	Yearous	Philip	4	1
MV B Tennis Head	1	Beard	Kevin	4	5
MV B Soccer Head	1	Hugenot	Charles	2	1
MV B Soccer Asst	1	Weedin	Alex	5	4
MV B Golf Head	1	Hunn	David	6	10
MV B & G Cross Country Head	1	Clark	Kevin	3	4
MV B & G Cross Country Asst	1	Riel	Jacy	6	2
MV Wrestling Head	1	Barker	Scott	2	10
MV Wrestling Asst	1	Palko	Jeremie	5	3
MV G Swimming Head	1	Bird	Nicole	3	2
MV G Soccer Head	1	Gardner	Kimberly	2	2
MV G Golf Head	1	Hunn	David	6	10
MV Baseball Head	1	Smela	Brian	2	5
MV Baseball Asst - FLOATING	1	Klatt	Jason	5	10
MV B & G Track Head	1	Clark	Kevin	1	4

Revised 2011-12 Extra Duty/Coaching Contracts

		Last Name	First Name		
Position	FTE	2011-12	2011-12	Level	Step
Special Education					
672 SE Special Ed Liaison	1	Kaveny	Sarah	6	1
672 SE Special Ed Liaison	1	Hartman	Barbara	6	3
672 SE Special Ed Liaison	1	Olson	Darin	6	6
672 SE Special Ed Liaison	1	Fuller	Nicole	6	1
672 SE Special Ed Liaison	1	Stern	Jennifer	6	1
672 SE Special Ed Liaison	1	Carson	Kimberly	6	9
672 SE Special Ed Liaison	1	Gerhard	Amy	6	3
672 SE Special Ed Liaison	1	Buck	Ronda	6	2
672 SE Special Ed Liaison	1	Griess	Ericka	6	2
672 SE Special Ed Liaison	1	Rutherford	Lisa	6	1
672 SE Special Ed Liaison	1	Schmitt	Roberta	6	1
672 SE Special Ed Liaison	1	McCarville	Della	6	1

Curriculum Representative - DW

SA Curr. Representative	1	Sherman	William	7	1
SA Curr. Representative	1	Patrick	Lora	7	5
SA Curr. Representative	1	Asche	Janese	7	1
SA Curr. Representative	1	Wharton	Amber	7	7
SA Curr. Representative	1	Fraye	Thomas	7	1
SA Curr. Representative	0.5	Harding	Susan	7	1
SA Curr. Representative	0.5	Kreutz	Robert	7	1
SA Curr. Representative	1	Fertitta	Dawn	7	1
SA Curr. Representative	1	Stringer	Chastity	7	1
SA Curr. Representative	1	Ziegler-Logan	Michelle	7	1
SA Curr. Representative	1	Barrett	Carin	7	2
SA Curr. Representative	1	Theisen	Toni	7	10

Elementary Sponsors

BE 108 Student Council	0.25	Fraley	Beth	10	1
BE 108 Student Council	0.25	Jones	Robert	10	1
BE 108 Student Council	0.25	Kincaid	Janet	10	1
BE 108 Student Council	0.25	Spratt	Laura	10	1
BF 106 Student Council	1	Malterud	Jodi	10	3
CE 110 Student Council	0.5	Schweitzer	Margaret	10	10
CE 110 Student Council	0.5	Sargent	Cynthia	10	10
GA 112 Student Council	1	Cox	Sandra	10	1
IS 115 Student Council	0.5	Doak	Tamara	10	1
IS 115 Student Council	0.5	Shutt	Karen	10	1
LI 118 Student Council	1	Pawlowski	Brandi	10	1
MB 121 Student Council	1	Beitler	Karen	10	10
NQ 127 Student Council	1	Rutherford	Lisa	10	1
TC 130 Student Council	0.5	Gronkund	Leticia	10	1
TC 130 Student Council	0.5	Modlich	Judy	10	2
BE 108 Lead Teacher	0.5	Rude	Debra	10	5
BE 108 Lead Teacher	0.5	Westbrook	Cindy	10	2
BF 106 Lead Teacher	1	Wride	William	10	3
CE 110 Lead Teacher	0.5	Quirk	Cynthia	10	1
CE 110 Lead Teacher	0.5	Schweitzer	Margaret	10	9
GA 112 Lead Teacher	1	Larson	Jane	10	1
IS 115 Lead Teacher	1	Book	Dean	10	7
LE 119 Lead Teacher	1	Santamaso	Cindy	10	10
LI 118 Lead Teacher	0.5	O'Brien	Michael	10	8
LI 118 Lead Teacher	0.5	Mathre	Susan	10	1
MB 121 Lead Teacher	0.5	Templeton	Jessica	10	1
MB 121 Lead Teacher	0.5	Messervey	Marc	10	10
NQ 127 Lead Teacher	1	Bonawitz	Sandra	10	10
ST 128 Lead Teacher	1	Kuxhausen	Karen	10	3
TC 130 Lead Teacher	1	Bessey	Todd	10	4

Revised 2011-12 Extra Duty/Coaching Contracts

	Position	FTE	Last Name 2011-12	First Name 2011-12	Level	Step
Curriculum						
SA	On-Line HS Coordinator	1	Ziegler-Logan	Michelle	1	3
SA	Media Department Head - Sec.	0	Frei	Jill	6	1
SA	Media Department Head - Elem.	0	Mai	Theresa	6	1
Early Childhood Sponsors						
	Madison EC Site Director - Ig	1	Buchholtz	Stacy	5	1
E5	Berthoud EC Site Director - sm	1	Kline	Susan	8	1
E1	Edmondson EC Site Director - Ig	1	Cole	Nancy	5	1
E2	Sarah Milner EC Site Director - sm	1	Hoffstetter	Mary	8	3
E3	Carrie Martin EC Site Director - sm	1	Hamand	Ashley	8	1
E6	Lincoln EC Site Director - sm	1	Coldiron	Kirstin	8	3
E0	Coyote Ridge EC Site Director -sm	1	Miller	Karin	8	2
E8	Monroe EC Site Director - Ig	1	Gerhard	Amy	5	3
E4	Ponderosa EC Site Director - sm	1	Carpenter	Betty	8	1
	Cottonwood Plains EC Site Director - sm	1	Gregg	Leah	8	1
	Berthoud Elem EC Site Director	1	Vanderwall	Emily	8	1
Athletic Trainer						
BT	Athletic Trainer	1	Hunt	Autumn	1	2
LO	Athletic Trainer	1	Metcalfe	Jessica	1	1
TV	Athletic Trainer	1	Jacobson	Lindsay	1	2
MV	Athletic Trainer	1	Frei	Nicholas	1	4
Elem. Curriculum Liaison						
SA	Elementary Curriculum Liaison	0.5	Endres	Jessica	7	3
SA	Elementary Curriculum Liaison	0.5	Hawkinson	Stephanie	7	5
SA	Elementary Curriculum Liaison	1	Lucero	Debra	7	2
SA	Elementary Curriculum Liaison	1	Kincaid	Janet	7	7
SA	Elementary Curriculum Liaison	1	Jones	Robert	7	5
SA	Elementary Curriculum Liaison	1	Cunningham	Cory	7	6
SA	Elementary Curriculum Liaison	1	Elliott	Julie	7	1
SA	Elementary Curriculum Liaison	1	Bottrell	Dianne	7	3
SA	Elementary Curriculum Liaison	1	Hawkins	Margaret	7	7
SA	Elementary Curriculum Liaison	1	Riffle	Sherri	7	2
SA	Elementary Curriculum Liaison	0.5	Howard	Alane	7	1
SA	Elementary Curriculum Liaison	0.5	Geraghty	Angela	7	1
SA	Elementary Curriculum Liaison	1	Stanczyk	Patricia	7	3
SA	Elementary Curriculum Liaison	1	Buirgy	Mary	7	1
SA	Elementary Curriculum Liaison	1	Jones	Lindy	7	4
SA	Elementary Curriculum Liaison	1	Dench	M. Kathleen	7	6
SA	Elementary Curriculum Liaison	1	Thomas	Carol	7	1
SA	Elementary Curriculum Liaison	1	Vincent	Angelika	7	1
SA	Elementary Curriculum Liaison	1	Davies	Robyn	7	3
SA	Elementary Curriculum Liaison	1	Tacha	Leatrice	7	3
SA	Elementary Curriculum Liaison	1	Mikucki	Leslee	7	6
SA	Elementary Curriculum Liaison	0.5	Beckett	Lara	7	3
SA	Elementary Curriculum Liaison	0.5	Royer	Ann	7	4
SA	Elementary Curriculum Liaison	1	Beyers	Stephanie	7	1
SA	Elementary Curriculum Liaison	1	Augusto	Julie	7	1
SA	Elementary Curriculum Liaison	0.5	Wright	Sally	7	5
SA	Elementary Curriculum Liaison	0.5	Rowland	Bonnie	7	1
SA	Elementary Curriculum Liaison	1	Gerlach	Violet	7	1
SA	Elementary Curriculum Liaison	1	Anderson	Jamie	7	7
SA	Elementary Curriculum Liaison	1	Grafel	Deborah	7	4
SA	Elementary Curriculum Liaison	1	Buckley	Kyle	7	1
HAZ - MAT						
BR	HAZ - MAT	1	Kingdom	Kathleen		\$750
CB	HAZ - MAT	1	Luthman	Gene		\$750
LU	HAZ - MAT	1	Kauffman	Beth		\$750
TU	HAZ - MAT	1	Cox	Suzanne		\$750
WC	HAZ - MAT	1	Erickson	Scott		\$750
BT	HAZ - MAT	1	Kindt	Scott		\$ 1,000
LO	HAZ - MAT	1	Hansen	Kari		\$ 1,000
MV	HAZ - MAT	1	Mayes	Bart		\$ 1,000
TV	HAZ - MAT	1	Halvorsen	Douglas		\$ 1,000

ACTION ITEM 5.1.2

Approval of Gifts/Donations

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools

Recommendation: That the Board approve the following gift/donation and authorize a letter of appreciation be sent to the donor.

<u>RECIPIENT</u>	<u>DONATION</u>	<u>DONATOR</u>
Thompson Valley High School	\$5,000 – Baseball field improvements	John Skinner 3140 Kyle Circle Loveland, CO 80537

ACTION ITEM 5.1.3

Approval of Thompson Valley High School Aquatic Center Boiler Replacement

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Stephen Towne, CFO

Recommendation: That the Board approve the contract award for replacement of the swimming pool boilers at the Thompson Valley High School Hewson Aquatic Center to Atlas Industrial for \$150,500.

Facilities services staff worked with materials and procurement staff to release an invitation to bid solicitation to select a contractor to provide labor, equipment and materials to replace the pool boiler equipment at Hewson Aquatic Center at Thompson Valley High School.

This bid package was released and distributed to prospective service providers on July 12, 2011. A legal notice was printed in the Loveland Reporter Herald and the Daily Construction Journal. Nine prospective contractors attended a mandatory pre-bid conference held on July 27. Sealed bid proposals were accepted until Tuesday, August 9, 2011. Four sealed bids were received. Bid tabulation results are as follows:

Atlas Industrial, Longmont	\$150,500
Wray Plumbing & Heating, Fort Collins	\$165,500
JCor Mechanical, Golden	\$169,380
Corman Mechanical, Evans	\$192,270

The successful contractor shall furnish all labor, materials and equipment necessary to remove and replace the existing gas-fired boiler with two high-efficiency condensing vertical boilers and associated combustion air and intake ducts, fans, vents, flues, natural gas piping and pool piping for satisfactory contract performance, in accordance with industry standards. The project includes other miscellaneous construction work normally associated with major swimming pool boiler replacement.

Completion of the project is anticipated by October 21, 2011. All work will be performed as per contract documents that require a district accepted insurance requirement certificate and 100% payment and performance bond.

Funding for this purchase is committed from the 2005 bond budget. Traci Burtnett, director of materials and procurement, will be in attendance to answer questions.

ACTION ITEM 5.1.4

Approval of Stansberry Elementary School Boiler Replacement

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Michael Jones, Assistant Superintendent of HR and School Support
Stephen Towne, CFO

Recommendation: That the Board approve the contract award for replacement of the mechanical system boiler equipment at Stansberry Elementary School to Wray Plumbing & Heating for \$137,500.

Facilities services staff worked with materials and procurement staff to release an invitation to bid solicitation to select a contractor to provide labor, equipment and materials to replace the mechanical system boiler at Stansberry Elementary School.

The bid package was released and distributed to prospective service providers on July 14, 2011. A legal notice was printed in the Loveland Reporter Herald and the Daily Construction Journal. Nine prospective contractors attended a mandatory pre-bid conference held on Wednesday, July 27, 2011. Sealed bid proposals were accepted until August 9, 2011. Three sealed bids were received. Bid tabulation results are as follows:

Wray Plumbing & Heating, Fort Collins	\$137,500
JCor Mechanical, Golden	\$144,430
Corman Mechanical, Evans	\$149,780

The successful contractor is required to remove one existing gas-fired mechanical system boiler and replace with two high-efficiency gas-fired boilers and associated combustion air and intake ducts, fans, vents, flues, natural gas piping and domestic water piping to the extent shown on plans. Project includes other miscellaneous construction work normally associated with major mechanical system boiler replacement in an elementary school building.

Completion of the project is anticipated by October 21, 2011. All work will be performed as per contract documents that require a district accepted insurance requirement certificate and 100% payment and performance bond.

Funding for this purchase is committed from the 2005 bond budget. Traci Burtnett, director of materials and procurement, will be in attendance to answer questions.

ACTION ITEM 5.1.5

Approval of Board Policy Revisions AE – Accountability/Commitment to Accomplishment AECA – School Accountability Reports AED – School District Accreditation

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Judy Skupa, Ph.D., Deputy Superintendent

Recommendation: That the Board approve the proposed revisions to the Board policies listed below.

In 2009, the Education Accountability Act changed the way the state of Colorado accredited its districts and the way local districts accredited their schools. The recommended changes to Board Policies AE, AECA, and AED are based upon sample policy language from the Colorado Association of School Boards and place these policies in alignment with the Education Accountability Act.

Board Policy AE - Accountability/Commitment to Accomplishment

The recommended changes to AE align the powers and duties of district and school accountability committees as outlined in statute (C.R.S. 22-11-302). Suggested language has been included specifying the recommendations of school accountability committees at district charter schools.

Board Policy AECA - School Accountability Reports

This policy is recommended for deletion as passage of the Education Accountability Act removed all previous laws regarding school accountability including AECA School Accountability Reports (SARS).

Board Policy AED - School District Accreditation

The recommended changes to AED align accreditation requirements and processes to statute (C.R.S. 22-11-302).

Dr. Nathan Balasubramanian, director of accountability and accreditation, will be in attendance to answer questions.

ACCOUNTABILITY/COMMITMENT TO ACCOMPLISHMENT

The Board accepts its ultimate responsibility for the academic accomplishments of district students. Consistent with this responsibility and as required by law, the Board shall adopt and maintain an accountability process to measure the adequacy and efficiency of the educational program.

All district accountability committee meetings and school accountability committee meetings shall be open to the public. Meeting notices for district accountability committee meetings shall be posted in the same place and manner as notices of Board meetings. Notices for school accountability committee meetings shall be posted ~~in~~ by the school at least one week in advance. ~~All meeting notices shall be sent to the local news media.~~

In accordance with state law, the Board shall appoint members of the district accountability committee. School accountability members shall be appointed by the school principal. The district accountability committee and school accountability committees shall have those powers and duties prescribed by state law. The Board and the district accountability committee shall, at least annually, cooperatively determine the areas and issues, in addition to budget issues, that the district accountability committee shall study and the issues on which it may make recommendations to the Board.

District Accountability Committee

The district accountability committee shall have the following powers and duties:

1. Recommend to the Board priorities for spending school district funds. The district accountability committee will consult in a substantive manner with school accountability committees in making its recommendations. The Board shall consider these recommendations in adopting the school district budget each fiscal year.
2. Advise the Board concerning preparation and annual submittal of recommendations regarding the contents of the district's unified improvement plan.
3. Annually review each school's unified school improvement plan and make recommendation for the accreditation of each school. In advising and preparing the recommendation, the district accountability committee shall consult in a substantive manner with each school's accountability committee.
4. Review charter applications and provide input to the Board prior to consideration of the charter by the Board.
5. Provide input and recommendations on an advisory basis to principals concerning the development and use of assessment tools used for the purpose of measuring and evaluating student academic growth as it relates to educator effectiveness and evaluation.
6. Advise the Board on issues related to school safety and wellness.

School Accountability Committee

Each school accountability committee shall have the following powers and duties:

1. Recommend to the principal priorities for spending school funds. The principal shall consider the school accountability committee's recommendations regarding spending.

state, federal, local, or private grants and any other discretionary funds and take them into account in formulating budget requests for presentation to the Board, if the school is a district public school, other than a charter school, or in creating the school budget if the school is a district or institute charter school. The school accountability committee for a district public school shall send a copy of its recommended spending priorities to the school district accountability committee and the Board.

2. Submit recommendations and advise the principal and superintendent in the preparation and contents of a school performance, improvement, priority improvement, or turnaround plan, whichever is applicable.
3. Submit recommendations and advise the Board in the preparation and contents of a school performance, improvement, priority improvement, or turnaround plan, if required pursuant to statute.
4. Meet monthly to discuss the school's progress toward meeting the goals of the unified improvement plan and if the actions of the school are advancing or impeding implementation of the school's unified improvement plan.
5. Provide input and recommendations on an advisory basis to the district accountability committee and district administration, **if the school is a district public school, other than a charter school, or to the governing board if the school is a district or institute charter school,** concerning school leadership, personnel, and infrastructure advancing or impeding implementation of the school performance, improvement, priority improvement, or turnaround plan, whichever is applicable, in accordance with statute and Board policy.
6. Advise and provide input to the principal on issues related to school safety and wellness.

District Accountability Committee

The Board shall appoint a district accountability advisory committee that will make recommendations to the Board relative to the accountability process. The areas of study by the committee will be determined cooperatively at least annually by the committee and the Board.

The district accountability committee shall:

1. Review the goals/objectives and plans of individual sites and make annual recommendations to the Board regarding procedures for supporting the site plans for inclusion in the district budget
2. Determine their progress toward achieving the goals of the Strategic Plan
3. After consulting with school accountability committees, make recommendations to the Board relative to priorities for expenditures of district funds
4. Provide consultation to the Board on adoption, revision, and implementation of a safe school plan

School Accountability Committee

~~The Board is committed to maintaining a strong accountability program in each school. School accountability advisory committees shall serve the purposes and functions stated in the law for both the school advisory council and the school accountability committee. School accountability advisory committees shall meet at least quarterly to:~~

- ~~1. Discuss educational performance of the school and review data for appraising the effectiveness of action plan strategies.~~
- ~~2. Discuss the means for determining whether decisions affecting the educational process are advancing or impeding student achievement in the school.~~
- ~~3. By October 1 each year, adopt building goals/objectives for the improvement of education in the building.~~
- ~~4. By October 1 each year, adopt a plan to improve educational achievement, maximize graduation rates and increase the ratings for the school=s accreditation.~~
- ~~5. Prior to the Board=s adoption of the annual budget, make recommendations to the superintendent (with copies of the recommendations sent to the district accountability committee and the Board of Education), regarding prioritization of expenditures of district moneys by the school.~~
- ~~6. Discuss safety issues related to the school environment and develop, revise, and implement a safe school plan for the school consistent with the district=s safe school plan and policies.~~

BOARD OF EDUCATION

Goals, Objectives and Plan

~~After consultation with the district accountability committee and review of recommendations made by the committee, the Board shall annually report to the public the district=s goals and objectives for the improvement of education in the district and the district=s plan to improve educational achievement, maximize graduation rates, and increase the ratings for each school=s accreditation. The report shall be made available to the public no later than December 1 of each year.~~

Accreditation Indicators

~~By December 1 each year, the Board shall disseminate a report to the taxpayers of the district and to the community regarding progress on district and school accreditation indicators. The report shall be made available to the State Board of Education, the general assembly, the governor and the public at large. Results shall be reported in a way that does not identify individual students. The report shall contain all elements required by the Education Accountability Act, a n accreditation summary, other state accreditation indicators and additional indicators which assess progress on local district goals and objectives, as set forth in Colorado State Board Education Rules and Regulations.~~

Adopted: date of manual adoption

Revised October 6, 1993

Revised August 6, 1997

Revised November 3, 1999

Revised March 20, 2002

Legal refs.: C.R.S. 22-2-117 (waivers from State Board of Education)
~~CRS 22-7-101 through 22-7-107 (Educational Accountability Act of 1971)~~
~~CRS 22-7-205 (local goals and reports)~~
~~CRS 22-7-207~~
C.R.S. 22-11-101 et seq. (Educational Accreditation Act of ~~1998~~2009)
C.R.S. 22-11-210 (public schools annual review)
C.R.S. 22-11-301 and 302 (district accountability committee)
C.R.S. 22-11-401 and 402 (school accountability committees)
~~CRS 22-32-109.1(2)(b) (Safe School reporting requirements)~~
1 CCR 301-1, Rules 2202-R-2.01 et seq. (accreditation rules)

Cross refs.: ~~ADD, Safe School Plan~~
ADA, Thompson School District Goals
AEA, Standards Based Education
~~AED, School District Accreditation~~
BDF, Advisory Committees to the Board, and sub codes
~~BGB, Policy Adoption~~
IEA*, Improvement of Instruction
~~JIC, Student Conduct, and sub codes~~
~~JK, Student Discipline, and sub codes~~
KDA, Parent Involvement in Education

This policy is recommended for deletion as it is no longer required.
SCHOOL ACCOUNTABILITY REPORTS

~~State law specifies that the state-generated school accountability reports be primarily a source of information about a public school for parents/guardians and that the information provided and language used should be easily understood by parents/guardians. The state-generated reports are also intended to be the primary reporting tool for parents/guardians regarding federal and state reporting requirements so that parents/guardians have a single, easy to understand report that informs them about the public school.~~

~~The state-generated school accountability report rates individual schools on their academic performance and growth as determined solely by student test results on the Colorado Student Assessment Program. It provides information on safety in individual schools by compiling data on safety and discipline incidents, professional experience of teachers; and the average daily attendance and the school dropout rate (secondary schools) or availability of preschool, full day kindergarten and before and after school care (elementary schools). The state-generated report also contains information regarding whether federally identified groups of students are making adequate yearly progress based upon federal benchmarks.~~

~~The Board acknowledges that the state-generated school accountability report serves an important purpose but believes it does not represent the full measure of a safe and quality education. Therefore, the Board directs the superintendent or designee to develop a school achievement profile in the fall of each year for each school. This profile is for distribution to school staff and accountability advisory committees or to parents/guardians or community members who request it. It can be accessed online, in school offices, and the assessment office.~~

~~By reviewing and analyzing the data in the school achievement profile, the school accountability advisory committee will advise and assist the building staff in creating a school effectiveness/improvement plan that will include the following:~~

- ~~1. Summary of progress on previous year's goals/targets~~
- ~~2. Documentation of compliance with school accountability advisory committee statutes and regulations~~
- ~~3. Annual building action plans for each of the goals of the district strategic plan~~
- ~~4. Summary data supporting action plans~~
- ~~5. Other building reports as required by statute~~

~~The school-generated reports cannot refute information included in the state-generated school accountability report; rather they should serve as additional or supplemental information concerning the school.~~

~~Because the Board believes that a supportive and involved public is crucial to the safety and achievement of students, it directs the superintendent to work with the Board to develop and implement a district-wide, year-round communication and reporting plan around the district strategic plan.~~

~~The Board directs each school to gather and accurately report data required by law to be reported for the state-generated school accountability report. The Colorado Department of Education is required by law to deliver the accountability reports to each public school in January of each year. Within a reasonable time from the receipt of the school accountability report, each school shall distribute the accountability report to the parents/guardians of each student enrolled in the school, the school's accountability advisory committee and to members of the public who request it.~~

~~Adopted March 20, 2002~~

~~Minor Revisions February 28, 2005~~

~~Revised June 4, 2008 (CASB-Jul)~~

~~Legal ref: C.R.S. 22-7-602 & 604.5 (alternative education campus criteria/exemption)~~

~~_____ C.R.S. 22-7-604.3 (academic growth calculation)~~

~~_____ C.R.S. 22-7-605 (report format and data reporting requirements)~~

~~C.R.S. 22-7-606 (report delivery)~~

~~C.R.S. 22-7-609 (school improvement plan or charter required for schools receiving academic rating of "unsatisfactory")~~

~~Cross ref: AE, Accountability/Commitment to Accomplishment~~

~~AED*, School District Accreditation~~

~~ILBA, Student Assessment System~~

SCHOOL DISTRICT ACCREDITATION

The Board of Education believes that its primary responsibility is to provide leadership in the area of student achievement. ~~In order to~~ To foster greater accountability and enhance improvement in student achievement in the district, the Board shall ~~enter into~~ present an accreditation ~~contract~~ plan ~~to~~ with the State Board of Education regarding district accreditation and shall accredit the schools within the district.

District Accreditation

The accreditation ~~contract shall bind~~ plan will describe how the Board ~~to~~ will manage the district and its schools to meet certain standards, ~~and goals and requirements~~ over the term of the ~~contract~~, ~~in accordance with the Education Accountability Act of 2009 and applicable State Board of Education rules.~~ At a minimum, the accreditation contract shall address the following ~~elements:~~ plan:

To support high student achievement and accountability throughout the district, the Board shall ensure the following:

- ~~1. Community involvement, including processes for engaging parents, the business community and other interested citizens within a reflective planning process.~~
- ~~2. Public disclosure of non-identifying student achievement results for students in the district.~~
- ~~3. Recognition for schools that meet or exceed accreditation indicators and assistance for schools that fail to meet such indicators.~~

The Board is also committed to improving each school's performance in the following areas:

- ~~the district's level of~~ Attainment on the four key performance indicators: student longitudinal academic growth, student achievement on statewide assessments, postsecondary and workforce readiness, and progress made on closing the achievement and growth gaps; of local achievement goals that meet or exceed the accreditation indicators.
- ~~Implementation of district content standards for student learning.~~
- ~~the district's adoption and~~ Implementation of its performance, improvement, priority improvement or turnaround plan (whichever is required based on the district's assigned accreditation category); systems of measuring student achievement and growth, including methods for improving scores of students who score below proficient in the statewide assessments.
- ~~the district's implementation of its system for accrediting its school; and~~
- ~~the district's substantial, good-faith compliance with the provisions of title 22, C.R.S. and other statutory and regulatory requirements applicable to school districts. Reduction of consistent patterns of academic achievement discrepancies in student performance related to ethnicity, gender, disability and limited English proficiency.~~

In conjunction with accreditation, the Board is committed to adopting ~~and implementing~~ content standards for student learning, achievement performance levels, systems for measuring student achievement and methods for improving student achievement.

School Accreditation

While the state accredits the district, the Board accredits the schools within the district, including district charter schools. The Board's accreditation of district schools shall emphasize attainment on

the four key performance indicators: student longitudinal academic growth, student achievement on statewide assessments, postsecondary and workforce readiness, and progress made on closing the achievement and growth gaps. Schools are also accredited on school culture and climate which includes school safety and wellness plans. The Board may adopt additional accreditation indicators and measures for district schools in all four plans; performance, improvement, priority improvement, or turnaround.

The Board directs the superintendent to develop a school accreditation process for the Board's input and approval. Such process shall be developed in accordance with the Education Accountability Act of 2009 and shall assign an accreditation category to each district school on an annual basis. The accreditation process shall also require each district school to enter into an accreditation contract with the Board that is comparable to the accreditation contract between the Board and the State Board of Education. By October 15 of each year the district shall provide the Colorado Department of Education with the accreditation category assigned to each district school

In accordance with the process required by the Education Accountability Act of 2009 and applicable State Board of Education rules, the superintendent, principals, and other district administrators shall develop a proposed school performance, improvement, priority improvement or turnaround plan for each district school. Pursuant to the Board's constitutional and statutory authority to control instruction in its schools and determine the allocation of district resources, the Board shall review and approve all school plans, regardless of whether the plan is a performance, improvement, priority improvement or turnaround plan. Each school plan shall be submitted to the Colorado Department of Education in accordance with the timeliness prescribed by applicable State Board of Education rules.

Adopted November 3, 1999
Revised March 20, 2002

Legal refs.: Colorado Constitution Article IX, Section 15, ~~of (board has control of instruction within the district) must be included in accreditation contract~~
C.R.S. 22-7-407 (adoption of content standards)
C.R.S. 22-11-101 et seq. (Educational Accreditation Act of 1998)
C.R.S. 22-11-307 (board accreditation of district schools)
C.R.S. 22-30-105 (school district organization planning process)
C.R.S. 22-30.5-104(2)(b) (district charter schools subject to accreditation by local board)
C.R.S. 22-32-109(1)(t) (board duty to determine educational program and prescribe textbooks)
C.R.S. 22-32-109(1)(mm) (board duty to adopt policy for accreditation of district schools)
C.R.S. 22-55-105 and 22-11-201 (plan for use of increased funding pursuant to Section 17,
1 CCR 301-1, Rules 2202-R-1.00 (accreditation rules)

Cross refs.: ADA, Thompson School District Goals
AE, Accountability/Commitment to Accomplishment
AEA Standards-Based Education
IEA*, Improvement of Instruction
~~IL, Evaluation of Instructional Programs~~

ACTION ITEM 5.1.6

Approval of Board Policy Revisions DJA – Purchasing Authority DJB/DJC – Purchasing Procedures/Petty Cash

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Stephen Towne, CFO

Recommendation: That the Board approve the proposed revisions to the Board policies listed below.

The Board policies relating to purchasing procedures, including established purchase authorization levels and spending levels that require competitive bidding, have not been revised since 2001. To align with current market pricing and provide efficiency in the purchasing process, the following revisions are proposed:

DJA – Purchasing Authority

These proposed revisions reflect updated spending levels that align with current market conditions for acquiring general goods and services. Job titles were updated to align with current job positions.

DJB/DJC – Purchasing Procedures / Petty Cash

These proposed revisions include updated dollar levels to reflect current pricing obtained from suppliers through informal written/fax quote and sealed bid processes. The district wants the flexibility to focus its efforts on the formal level competitive bid processes to achieve the best pricing for the district.

Similar policies and competitive bid level survey results were researched from Brighton, Boulder Valley, St. Vrain, Poudre, Adams 50, Littleton, and Douglas County school districts to ensure TSD policies are current with industry standards. These proposed revisions will assist staff to proceed with approved budget expenditures in a timely manner and complete expenditures within anticipated deadlines.

Traci Burtnett, director of materials and procurement, will be in attendance to answer questions.

This agenda item remains unchanged from the August 3, 2011 regular meeting.

PURCHASING AUTHORITY

District administrators have responsibility for the management of their units' or schools' budgets. An administrator may designate other district staff as authorizers on these budget accounts if necessary.

Authorization levels are established per requisition per budget line item as listed below. No payment for purchases will be made without the appropriate authorizer approval.

Some accounts may require authorization by two administrators due to the nature of the purchase or the source of funding.

Authorization Levels

<p><u> \$1,500</u> 5,000</p>	<p>Building Principals Director, <u>Curriculum and Instructional Delivery</u> Director, <u>Curriculum & Standards Alignment Secondary Education</u> Director, <u>Professional Development Elementary Education</u> Director, <u>Assessments Accountability and Accreditation</u> Director, <u>Athletics & Activities</u> Director, <u>Special Education Student Support Services</u> Director, Human Resources Director, <u>Financial Services</u> Director, Transportation Director, <u>Communication and Community Resources</u> Director, <u>Quality Performance</u> Manager, <u>Benefits and Risk Management</u> Assistant Director, <u>Media Services</u> Assistant Director, <u>Planning & Facility Use</u> Manager, Aquatics Facility</p>
<p><u> \$5,000</u> 10,000</p>	<p>Director, Facilities Services Director, Information Services & Technology Support Director, Nutritional Services Manager, <u>Accounting and Reporting</u></p>
<p>\$10,000</p>	<p>Director, <u>Materials and Procurement</u></p>
<p><u> \$15,000</u></p>	<p><u> </u> Director, <u>Materials and Procurement</u> <u> </u> Deputy Superintendent <u> </u> Executive Director, <u>Operational Services</u> Assistant Superintendent, <u>Human Resources and School Support</u> <u> </u> Executive Director, <u>Student Achievement Services</u> <u> </u> Executive Director, <u>Human Resources</u></p>
<p><u> \$50,000</u></p>	<p>Superintendent of Schools <u> </u> Executive Director, <u>Business Services</u> <u> </u> Chief Financial Officer</p>

Purchases totaling \$25,000 and above shall conform to Policy DJ/DJD - Purchasing, requiring formal bidding procedures, and purchases totaling \$50,000 and above shall be submitted to the Board of Education for approval.

Adopted February 2, 1994
Revised June 20, 2001
Revised December 11, 2002
Revised November 17, 2004

| Cross refs.: DJ/DJD, Purchasing/Cooperative Purchasing
DJB, Purchasing Procedures

PURCHASING PROCEDURES / PETTY CASH

Purchasing Services shall strive to achieve the best price for the district while allowing the district to operate efficiently and economically. The following guidelines shall be followed:

The purchase of items over ~~\$500~~ 1,500 ~~cost~~ per item up to a cumulative total of ~~\$1500~~ 3,000 may be made by the superintendent's designees, after obtaining three telephone quotes, if reasonably available, summarized on a written document or, if desired, three written quotes may be obtained. Records will be retained for one year from date of quote. One quote should be from a local vendor if possible.

1. Purchases of items over ~~\$500~~ 1,500 ~~cost~~ per item shall be reviewed by the purchasing department staff to ensure sound purchasing procedures and adequate pricing comparisons.
2. High volume capital items will be flagged automatically through the accounting system for review by the purchasing department staff regardless of item cost.
3. The purchase of goods or services, other than professional services, over \$5,000 will not be authorized without the receipt of at least three written quotations, if reasonably available. Records will be retained for three years from date of quote. One quote should be from a local vendor if possible. Written quotations shall either be reviewed or solicited by the purchasing staff before submission to the appropriate administrator for authorization.
4. Total purchases over \$25,000 and above shall be made only after a formal bidding procedure. Public notice of the solicitation of bids shall be made in a newspaper used for publication of district notices unless the Board waives such formal bidding procedure at a public meeting. The purchasing department staff shall facilitate all formal bids. Unless otherwise provided by resolution, all contracts for \$50,000 or more shall first be authorized by the Board ~~resolution~~. The Board shall award contracts as a result of documentation provided by the superintendent or his designee. However, the Board reserves the right to reject any and all bids in whole or in part and to accept that bid which appears to be in the best interest of the district.
5. In some instances, where there is only one supplier of a specific item, the bid and price quotation procedure may be waived with the approval of the superintendent or designee after other requirements of Board policy are adequately met. All requests for purchases of a product or service from a single vendor must first be authorized by the appropriate administrator and forwarded to the superintendent or designee for approval.

When there is a request to purchase a specific product or to use a specific vendor, the following detailed information will be required:

1. Unique features of the product must be identified.
2. If there are other similar products available, the reasons must be described why those products will not meet district needs.
3. If maintenance costs are an issue, evidence of past service problems or benefits must

be obtained.

4. If service considerations are an issue, evidence of past service problems or benefits must be obtained.

Adopted prior to 1985

Revised June 6, 1988

Revised August 3, 1988

Revised April, 1992

Revised February 2, 1994

Revised June 20, 2001

Revised November 17, 2004

Cross ref: DJ/DJF, Purchasing

ACTION ITEM 5.1.7

**Approval of Board Policy Revisions
JP – Student Donations, Gifts, and Solicitations
KHA – Public Solicitations/Fund Drives**

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Judy Skupa, Ph.D., Deputy Superintendent

Recommendation: That the Board approve the proposed revisions to the Board policies listed below.

Board Policy JP – Student Donations, Gifts, and Solicitations

This policy is recommended for deletion as all language has already been included in Board policies and regulation.

Board Policy KHA – Public Solicitations/Fund Drives

These revisions include additional language that addresses student groups to provide clarity to schools around solicitations for students individually and collectively.

Dr. Judy Skupa, deputy superintendent, will be in attendance to answer questions.

This agenda item remains unchanged from the August 3, 2011 regular meeting.

This policy is recommended for deletion as the language is already included in Board policies/regulation KCD, KCD-R, and KHA
STUDENT DONATIONS, GIFTS AND SOLICITATIONS

Class Gifts to Schools

~~The policy and procedures regarding public gifts to the schools shall be followed. The principal shall give particular consideration to the practicality of the proposed gift, especially if it would require construction or the installation or rearrangement of school equipment. When pertinent, the principal should get estimates of construction, installation, maintenance and operational costs of proposed gifts from the appropriate administrative officials before deciding whether the gift is acceptable.~~

~~If the proposed gift is worth more than \$500, the principal shall complete an "Application for Acceptance" for the gift and forward it to the superintendent, who will submit the proposal to the Board of Education for acceptance.~~

Gifts to Students

~~Staff members shall not present students with gifts or privileges which could be interpreted as endowing them with a special status other than privileges earned through competition or regularly established programs or through their own academic or other school achievements.~~

School-Related Solicitation of Students

~~Soliciting money or accepting donations from students for purposes other than school activities shall be prohibited except for the following:~~

- ~~1. Student body dues~~
- ~~2. Student body solicitations for service activities initiated by students, approved by the principal and under the direct supervision of school authorities~~
- ~~3. Class or student pictures for the yearbook. Pictures may be taken in all schools annually at a time designated by the principal with the selection of the photographer at the discretion of the principal. The photographer must assume the responsibility for the details involved in the sale and distribution of the pictures.~~

~~Soliciting money, gifts or donations from individual students or groups of students such as classes, athletic groups or musical groups is prohibited. Acceptance of money or donations from these individuals or groups is prohibited.~~

~~Adopted prior to 1985; Revised March 4, 1992; Revised July 12, 2006~~

~~Cross Ref: GBEB, Staff Gifts and Solicitations
KCD, Public Gifts to the Schools
KH Public Solicitations in the Schools~~

PUBLIC SOLICITATIONS/FUND DRIVES

Solicitation of Staff Members

The district may participate in an annual, free-will offering drives during which employees are solicited directly for contributions. District fund drives shall require approval by the Board of Education.

No principal or teacher shall permit any other collection of money from school personnel in any school for any purpose, except upon written permission of the superintendent or designee.

Solicitation of Students

No student or student group (e.g., classes, athletic groups or musical groups) shall be solicited on school premises to donate funds for nonschool activities, to subscribe to publications, to work for any organization not directly under the control of school authorities, or to purchase or sell any article unless authorized by the superintendent or designee, nor shall any student be charged for any entertainment put on within the school during school hours.

School Fund Drives

The schools, including student bodies, shall not participate in general community fund drives or solicitations unless authorized by the superintendent or designee.

Adopted prior to 1985

Revised July 12, 2006

Revised September 16, 2009

Cross Refs.:

JJE,

GBEBC, Staff Gifts and Solicitations

Student Fund-Raising Activities

~~JP, Student Donations, Gifts and Solicitations~~

KHC, Distribution/Posting of Noncurricular Material to Students

ACTION ITEM 5.2

Approval of Board Policy Revisions JICDD – Violent and Aggressive Behavior

- Date:** August 17, 2011
- Submitted by:** Ronald G. Cabrera, Ph.D., Superintendent of Schools
Judy Skupa, Ph.D., Deputy Superintendent
- Recommendation:** That the Board approve the proposed revisions to Board policies JICDD – Violent and Aggressive Behavior.
-

Revisions to Board policy JICDD – Violent and Aggressive Behavior are the result of citizen concerns related to reporting and communication of disciplinary issues at district schools.

Dr. Judy Skupa, deputy superintendent, will be in attendance to answer questions.

VIOLENT AND AGGRESSIVE BEHAVIOR

The Board of Education recognizes there are certain behaviors that, if tolerated, would quickly destroy the type of learning environment to which the students and staff of the district are entitled. These behaviors, categorized as violent or aggressive, will not be tolerated and shall result in immediate action being taken by the district.

Students exhibiting violent or aggressive behavior or warning signs of future violent or aggressive behavior shall be subject to appropriate disciplinary action including suspension, expulsion and/or referral to law enforcement authorities. At the district's discretion and when appropriate, the student shall receive appropriate intervention designed to address the problem behavior. The Board shall be informed of all intervention efforts by district schools.

Students shall be taught to recognize the warning signs of violent and aggressive behavior and shall report questionable behavior or potentially violent situations to appropriate school officials. All reports shall be taken seriously.

Acts of violence and aggression shall be documented and communicated by the staff to the building principal, ~~and~~ the appropriate district level administrator, and the superintendent. The immediate involvement of the parents/guardians is also essential. Law enforcement officials shall be involved if there is any violation of law.

An act of violence and aggression is any expression, direct or indirect, verbal or behavioral, of intent to inflict harm, injury or damage to persons or property. A threat of violence and aggression carries with it implied notions of risk of violence and a probability of harm or injury.

The following behaviors are defined as violent and aggressive:

1. Possession, threat with or use of a weapon — as described in JICI, District Weapons Policy
2. Physical assault — the act of striking or touching a person or that person's property with a part of the body or with any object with the intent of causing hurt or harm
3. Verbal abuse — includes, but is not limited to, swearing, screaming, obscene gestures or threats directed, either orally (including by telephone) or in writing, at an individual, his or her family or a group
4. Intimidation — an act intended to frighten or coerce someone into submission or obedience
5. Extortion — the use of verbal or physical coercion in order to obtain financial or material gain from others
6. Bullying — the use of coercion to obtain control over another person or to be habitually cruel to another person which can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture
7. Gang activity — as described in the district's secret societies/gang activity policy
8. Sexual harassment — as described in the district's sexual harassment policy

9. Stalking — the persistent following, contacting, watching or any other such threatening actions that compromise the peace of mind or the personal safety of an individual
10. Defiance — a serious act or instance of defying or opposing legitimate authority
11. Discriminatory slurs — insulting, disparaging or derogatory comments made directly or by innuendo regarding a person's race, sex, sexual orientation, religion, national or ethnic background, disability, or gender identity or expression
12. Vandalism — damaging or defacing property owned by or in the rightful possession of another
13. Terrorism — a threat to commit violence communicated with the intent to terrorize or with reckless disregard for the risk of creating such terror or to cause serious public inconvenience, such as the evacuation of a building

Adopted June 18, 2008

Revised June 15, 2011

Legal ref.: C.R.S. 22-32-109.1 (2)(a)(X) definition of bullying

Cross refs.: JBBA, Sexual Harassment by Students or Personnel
JICDA, Code of Conduct
JICDE, Bullying Prevention and Education
JICF, Secret Societies/Gang Activity
JICI, Weapons in School

ACTION ITEM 5.3

Approval of Intergovernmental Agreements (IGAs) for District Participation in 2011 Coordinated Election

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Shana Garcia, Designated Election Official

Recommendation: That the Board approve the intergovernmental agreements with Larimer, Boulder and Weld Counties for district participation in the 2011 coordinated election, and further authorize Shana Garcia to sign the agreement documents.

The Uniform Election Code requires that these intergovernmental agreements, which set forth the terms and conditions under which the respective counties will conduct coordinated elections, be approved by the participating parties. Approval of these agreements will fulfill this requirement.

The three agreements have been reviewed and approved by the district's legal counsel.

Shana Garcia, designated election official, will be in attendance to answer questions.

INTERGOVERNMENTAL AGREEMENT FOR COORDINATED ELECTION

This Intergovernmental Agreement ("Agreement") is entered into by and between the Larimer County Clerk and Recorder ("County Clerk") and Thompson School District R2-J ("Entity"). This Agreement is made effective July 21, 2011.

WITNESSETH

WHEREAS, pursuant to C.R.S. §1-7-116(2), as amended, the County Clerk and the Entity shall enter into an agreement for the administration of their respective duties concerning the conduct of the coordinated election to be held on November 1, 2011 ("Election"); and

WHEREAS, the County Clerk and the Entity are authorized to conduct elections as provided by law;

WHEREAS, the County Clerk will conduct the Election as a "Mail ballot election" as such term is defined in the Uniform Election Code of 1992, C.R.S. Title 1, as amended ("Code") and the current Colorado Secretary of State Election Rules, as amended ("Rules");

WHEREAS, the Entity has certain ballot race(s), ballot issue(s) and/or ballot question(s) to present to its eligible electors and shall participate in this Election; and

NOW, THEREFORE, for and in consideration of the promises herein contained, the sufficiency of which is hereby acknowledged, the County Clerk and the Entity agree as follows:

ARTICLE I PURPOSE AND GENERAL MATTERS

A. Goal.

The purpose of this Agreement is to set forth the respective tasks in order to conduct the Election and to allocate the cost thereof.

B. Coordinated Election Official.

The County Clerk shall act as the "Coordinated Election Official" ("CEO") in accordance with the Code and Rules and shall conduct the Election for the Entity.

The County Clerk designates Doreen Bellfy, whose telephone number is 970.498.7941, as the "Contact Officer", to act as the primary liaison between the County Clerk and the Entity. The Contact Officer shall act under the authority of the County Clerk and shall have primary responsibility for the coordination of the Election with the Entity.

C. Designated Election Official.

The Entity designates Shana Garcia as its "Designated Election Official" ("DEO"), whose phone is 970-613-5013, cell is 970-213-4811 and fax is 970-613-5008, to act as primary liaison between the Entity and the Contact Officer. The DEO shall have primary responsibility for Election procedures to be handled by the Entity. The DEO shall act as the "designated election official" in accordance with the Code and Rules. The DEO shall be readily available and accessible during regular business hours, and at other times when notified by the Contact Officer in advance, for the purposes of consultation and decision-making on behalf of the Entity.

In addition, the DEO is responsible for receiving and timely responding to inquiries made by its voters or others interested in the Entity's election.

D. Jurisdictional Limitation.

The Entity encompasses territory within Larimer County, Colorado. This Agreement shall be construed to apply only to that portion of the Entity situated within Larimer County.

E. Term.

The term of this Agreement shall be from the date set forth above through December 31, 2011 and shall apply only to the Election.

**ARTICLE II
DUTIES OF THE COUNTY CLERK**

A. Voter Registration.

Supervise, administer and provide necessary facilities and forms for all regular voter registration sites.

B. Ballot Preparation.

1. Layout the text of the ballot in a format that complies with Code and Rules. To avoid ballot space issues, the County Clerk requests each ballot issue and ballot question are not more than 250 words.

2. The County Clerk will assign the letter and/or number of the Entity's ballot issue(s) or ballot question(s) which will appear on the ballot, and provide this assignment to the Entity.

3. Provide ballot printing layouts and text for the Entity's review and signature. If the Entity fails to provide approval by the required deadline, the content is to be considered approved.

4. Certify the ballot content to the printer(s).

5. Contract for ballots.

C. Voter Lists.

Upon request of the Entity, create and certify a list of registered voters containing the names and addresses of each elector registered to vote in the Entity.

D. Election Judges.

Appoint and compensate a sufficient number of election judges.

E. Mail Ballot and Walk-in sites.

1. Provide that mail ballot packets be mailed to every active elector and that the Election shall be conducted in accordance with C.R.S. Title 1, Article 7.5.

2. Conduct mail, accessible, and emergency voting. Coordinate the location of walk-in sites.

3. Obtain and provide all ballots and supplies necessary for mail, accessible and emergency voting together with replacement ballots and affidavits and ballots for property owners who live in another Colorado county.

4. Provide all necessary equipment, forms and supplies to conduct the Election, including electronic voting equipment.

F. Voting Jurisdiction.

Provide the Entity a street locator file, which lists the street addresses located in the Entity within the statewide voter registration system. In order for the County Clerk to provide correct ballots to the electors, it is critical that the information contained in the Entity's locator file be accurate.

G. Election Day Preparation.

1. Provide, no later than twenty days before the Election, notice by publication of a mail ballot election in accordance with C.R.S. §1-7.5-107(2.5). Such notice shall satisfy the publication requirement for all entities participating in the election pursuant to C.R.S. §1-5-205(1.4).

2. Prepare and run pre-election logic and accuracy testing and required post-election tests and audits of the voting system in accordance with C.R.S. §1-7-509 and Rules.

3. Provide necessary electronic voting equipment together with personnel and related computer equipment for pre-election logic and accuracy testing and Election day needs.

4. Conduct post-election audit of voting equipment and vote-counting equipment in accordance with C.R.S. §1-7-509 and Rules.

H. TABOR Notice.

1. If the County Clerk is responsible for preparing a TABOR notice, the County Clerk shall do so in compliance with Article X Section 20 of the Colorado Constitution and any pertinent Code and Rules.

2. Charge the Entity for all expenses for the preparation, printing, labeling and postage for the TABOR notice. Said expenses shall be prorated among all Entities participating in the TABOR notice. Such pro-ration to be based, in part, upon the number of addresses where one or more active registered voters of the Entity reside.

3. Coordinate and mail the TABOR notice not less than thirty days prior to the election in compliance with Article X Section 20 of the Colorado Constitution and any pertinent Code and Rules. The County Clerk shall determine the least cost method for mailing the TABOR notice and address the TABOR notice to "All Registered Voters" at each address in Larimer County where one or more active registered voters of the Entity reside. Nothing herein shall preclude the County Clerk from sending the TABOR Notice of the Entity to persons other than electors of the Entity if such sending arises from the County Clerk's efforts to mail the TABOR Notice at least cost.

I. Counting Ballots.

1. Conduct and oversee the ballot counting process and report the results by Entity.

2. Establish backup procedures and backup sites for ballot counting should counting equipment and/or building facilities fail. In such event, counting procedures will be moved to a predetermined site.

3. If it is determined that counting must be moved to an established backup site, all related costs shall be paid by the Entities.

J. Certifying Results.

1. Appoint, instruct and oversee the board of canvassers.

2. Certify the results of the Entity's Election within the time required by law and provide the Entity with a copy of all Election statements and certificates required under Code.

3. If a recount is called for, conduct a recount in accordance with Code.

K. Recordkeeping.

1. Pursuant to C.R.S. §1-7-802, store all Election records as required.

2. Keep an accurate account of all Election costs.

L. No Expansion of Duties.

Nothing contained in this Agreement is intended to expand the duties of the County Clerk beyond those set forth in Code or Rules.

**ARTICLE III
DUTIES OF THE ENTITY**

A. Authority.

Provide the County Clerk with a copy of the ordinance or resolution stating that the Entity will participate in the Election in accordance with the terms and conditions of this Agreement. The ordinance or resolution shall further authorize the presiding officer of the Entity or other designated person to execute this Agreement.

B. Call and Notice.

1. Publish all notices relative to the Election as required by Code, Rules, the Entity's Charter and any other statute, rule or regulation.

2. Mail notices pursuant to C.R.S. §1-7-906(2) for active registered electors who do not reside within Larimer County or counties where the Entity is located.

C. Voting Jurisdiction.

1. Review the information contained in the street locator file and certify its accuracy, as well as any changes, additions or deletions to the file. It is the Entity's responsibility to ensure that the information contained in the locator file is an accurate representation of the Entity's street indexes contained within the Entity's legal boundaries. The certification of the street locator file shall be made no later than August 5, 2011 at 5:00 p.m. to the County Clerk. If the certification is not provided by the date specified herein, the Entity may not participate in the Election.

2. Any proposed Entity not already identified by a tax authority code in the county Assessor's records, shall provide the County Clerk with a certified legal description, map and locator, identifying all "high/low" ranges for street addresses within the proposed Entity, no later than August 5, 2011 at 5:00 p.m. Once the information has been entered in the statewide voter registration system, the DEO shall review the information contained in the street locator file and shall certify its accuracy, as well as any changes, additions or deletions to the file no later than August 19, 2011 at 5:00 p.m. to the County Clerk. If the certification is not provided by the required deadline specified herein, the Entity may not participate in the Election.

D. Petitions, Preparation and Verification.

Perform all responsibilities required to certify any candidate or initiative petition to the ballot.

E. Ballot Preparation.

1. Be solely responsible for determining whether a ballot race, ballot issue, or ballot question is properly placed before the voters.

2. Pursuant to C.R.S. §1-5-203(3)(a), provide a certified copy of the ballot content (races, issues and questions) to the County Clerk as an email attachment to elections@co.larimer.co.us or on compact disc (650 MB or higher), at the earliest possible time and in any event no later than sixty days before the election, September 2, 2011 at 5:00 p.m., The ballot content must be certified exactly in the order in which it is to be printed on the ballot pages and sample ballots in the following format:

Microsoft Word '97 or a version of Microsoft Word able to be converted to Microsoft Word '97
Font Type: Arial
Font Size: 8 point
Justification: Left
All Margins: 0.5 inches

3. The certified list of ballot race(s), ballot issue(s) and/or ballot question(s) submitted by the Entity shall be final.

4. Proofread and approve the Entity's ballot content for printing within one business day of receipt from the County Clerk. The Entity shall provide a fax number and designate a person to be available for proofing and approving ballot content for printing. Due to time constraints, the Entity must provide contact information for someone who is available from 8:00 a.m. to 10:00 p.m. from September 6, 2011 until September 16, 2011, or until final approval of printing of ballots has been reached. The County Clerk agrees to keep all contact personnel informed of ballot printing status. The Entity has designated Shana Garcia, whose phone is 970-613-5013, cell is 970-213-4811 and fax is 970-613-5088.

5. Once approval has been received, the County Clerk will not make any changes to the ballot content. If the Entity fails to provide approval by the required deadline, the content is to be considered approved.

6. Provide audio recording of the proper pronunciation of any candidate name certified to the County Clerk. Please see Exhibit B.

7. The Entity shall defend and resolve at its sole expense all challenges relative to the ballot race(s), ballot issue(s) and/or ballot question(s) as certified to the County Clerk for inclusion in the Election.

F. Election Participation.

If requested by the County Clerk, provide person(s) to participate and assist in the Election process. The person(s) provided by the Entity must be registered to vote in Larimer County.

G. Property Owners.

1. Notify and provide information and materials to property owners where an eligible elector may vote at any walk-in site or make application for a mail-in ballot specific to that district to be voted on and filed with the County Clerk. C.R.S. §32-1-806, C.R.S. §1-7-104, C.R.S. §1-8-104(3)

2. The Entity shall be responsible for obtaining its property owner list(s) from the County Assessor's office in accordance with C.R.S. §1-5-304. The Entity shall provide an initial list of voters who are registered to vote in Colorado and own property within the district to the County Clerk no later than October 3, 2011, and will provide a final list of voters who are registered to vote in Colorado and own property within the district to the County Clerk no later than October 12, 2011. Both lists will be provided in either a .txt or .xls file format.

3. Electors who own property within the district in Larimer County but who reside and are registered to vote in another Colorado county may vote in person or may request a mail ballot from the County Clerk.

H. TABOR Notice.

1. If the Entity is responsible for preparing a TABOR notice for any ballot issue(s), the Entity shall do so in compliance with Article X Section 20 of the Colorado Constitution and any pertinent Code and Rules.

2. The Entity shall be solely responsible for calculating and providing to the County Clerk any fiscal information necessary to comply with TABOR. The County Clerk shall in no way be responsible for the Entity's compliance with TABOR or the accuracy of the fiscal information.

3. The process of receiving written comments relating to ballot issue(s) and summarizing such comments, as required by TABOR, is the sole responsibility of the Entity.

4. The Entity shall be solely responsible for its preparation, accuracy and the language contained therein, and shall submit such notice, including pro and con summaries and fiscal information, to the County Clerk no later than September 20, 2011 at 5:00 p.m., pursuant to C.R.S. §1-7-904. Such notice shall be provided to the County Clerk as an email attachment to elections@co.larimer.co.us or on compact disc (650 MB or higher) in the following format:

Microsoft Word '97 or a version of Microsoft Word able to be converted to Microsoft Word '97
Font Type: Arial
Font Size: 8 point
Justification: Left
All Margins: 0.5 inches

5. The certified text, summary of comments and fiscal information submitted by the Entity shall be final.

6. Proofread and approve the Entity's TABOR content for printing. The Entity shall provide a fax number and designate a person to be available for proofing and approving TABOR content for printing. Due to time constraints, the Entity must provide contact information for someone who is available from 8:00 a.m. to 10:00 p.m. from September 20, 2011 until

September 30, 2011, or until the TABOR notice is mailed. The County Clerk agrees to keep all contact personnel informed of TABOR printing status. The Entity has designated Steve Towne, whose phone is 970-613-5777, cell is 970-217-0219 and fax is 970-613-5088.

7. Once approval has been received, the County Clerk will not make any changes to the TABOR content. If the Entity fails to provide approval by the required deadline, the content is to be considered approved.

8. Pursuant to C.R.S. §1-7-906(2), the Entity shall be responsible for mailing the TABOR notice to each address of one or more active registered electors who do not reside within Larimer County.

I. Cancellation of Election by the Entity.

If the Entity resolves not to participate in the Election, notice shall be delivered in writing to the Contact Officer immediately; *provided, however that* the Entity shall not cancel after the 25th day prior to the Election, October 7, 2011, pursuant to C.R.S. §1-5-208(2). The Entity shall reimburse the County Clerk for the actual expenses incurred in preparing for the Election. If cancellation occurs after the certification deadline, full election costs may be incurred. The Entity shall provide notice by publication, as defined in Code, of cancellation of the Election and a copy of such notice shall be posted at each walk-in site, in the office of the Entity, in the office of the County Clerk, in the office of the DEO, and, if the Entity is a special district, in the office of the Division of Local Government.

**ARTICLE IV
COSTS**

A. Election Costs.

The minimum fee for election services is \$650.00.

1. The Entity's proportional share of costs shall be based on County expenditures relative to the Election and the number of electors per Entity. Costs include, but are not limited to, supplies, printing, postage, legal notices, temporary labor, rentals, and other expenses attributable to the County Clerk's administration of the Election for the Entity. The Entity shall be charged its pro-rated share of election costs for any software programs used to count voted ballots as well as pre-election and post-election maintenance and on-site technical support.

2. The Entity affirms that it has sufficient funds available in its approved budget to pay its prorated Election expenses.

3. If it is determined that counting must be moved to an established backup site, the Entity shall be charged its pro-rated share.

4. The cost of any recount(s) will be charged to the Entity, or if more than one Entity is involved in the recount, the cost will be prorated among the participating Entities.

5. Upon receipt of the invoice, pay to the County Clerk within thirty days a fee which shall be an amount determined in accordance with the formula set forth on Exhibit A. If Exhibit A cannot be completed at the time of the mailing of this Agreement, it will be provided as soon as possible.

6. The Entity shall pay any additional or unique election costs resulting from Entity delays and/or special preparations or cancellations relating to the Entity's participation in the Election.

B. TABOR Costs.

The minimum fee for TABOR services is \$350.00.

The Entity shall pay a pro-rated amount for the costs to produce and mail the TABOR notice. Such pro-ration to be based, in part, on addresses where one or more active registered electors of the Entity reside.

C. Invoice.

The County Clerk shall submit to the Entity an itemized invoice for all expenses incurred under this Agreement and the Entity shall remit to the County Clerk the total due upon receipt. Any amount not paid within 30 days after receipt will be subject to an interest charge at the lesser of 1 ½% per month or the highest rate permitted under law.

**ARTICLE V
MISCELLANEOUS**

A. Entire Agreement.

This Agreement and its Exhibits constitute the entire agreement between the parties as to the subject matter hereof and supersede all prior or current agreements, proposals, negotiations, understandings, representations and all other communications, both oral and written.

B. Indemnification.

To the extent permitted by law, each party agrees to indemnify and hold harmless the other party, its officials, officers, employees and agents from and against any and all losses, costs (including attorneys' fees), demands or actions arising out of or related to any negligent actions, errors or omissions of the indemnifying party in connection with the transactions contemplated by this Agreement.

In the event a court of competent jurisdiction finds the Election for the Entity was void or otherwise fatally defective as a result of the sole breach or failure of the County Clerk to perform in accordance with this Agreement or laws applicable to the Election, the Entity shall be entitled to recover expenses or losses caused by such breach or failure up to the maximum amount paid by the Entity to the County Clerk. The County Clerk shall in no event be liable for any expenses, damages or losses in excess of the amounts paid under this Agreement. This remedy shall be the sole and exclusive remedy for the breach available to the Entity.

No term or condition in this agreement shall constitute a waiver of any provisions of the Colorado Government Immunity Act.

C. Conflict of Agreement with Law, Impairment.

Should any provision of this Agreement be determined by a court of competent jurisdiction to be unconstitutional or otherwise null and void, it is the intent of the parties hereto that the remaining provisions of this Agreement shall be of full force and effect.

D. Time of Essence.

F. Governing Law, Jurisdiction & Venue.

This Agreement, the interpretation thereof, and the rights of the parties under it will be governed by, and construed in accordance with, the laws of the State of Colorado. The courts of the State of Colorado shall have sole and exclusive jurisdiction of any disputes or litigation arising under this Agreement. Venue for any and all legal actions arising shall lie in the District Court in and for the County of Larimer, State of Colorado.

G. Headings.

The section headings in this Agreement are for reference only and shall not effect the interpretation or meaning of any provision of this Agreement.

H. Severability.

If any provision of this Agreement is declared by a court of competent jurisdiction to be invalid, void or unenforceable, such provision shall be deemed to be severable, and all other provisions of this Agreement shall remain fully enforceable, and this Agreement shall be interpreted in all respects as if such provision were omitted.

SAMPLE
 LARIMER COUNTY
 NOVEMBER 1, 2011 - COORDINATED ELECTION
 COST PRORATION SUMMARY ESTIMATED COSTS
 EXHIBIT A

PARTICIPATING ENTITY	ELECTION	TABOR	ESTIMATE ONLY TABOR				ESTIMATE ONLY ELECTION BILLING COSTS				TOTAL ELECTION COST PER PARTICIPANT
			NUMBER OF HOUSEHOLD MAILED ESTIMATED	COST SUBJECT TO MINIMUM CHARGE \$350 \$50,000	% OF TOTAL HOUSEHOLDS FOR GENERAL COST PRORATION	BALANCE OF COSTS X % OF HOUSEHOLDS INCL. MIN	ACTUAL NUMBER OF REG VOTERS ESTIMATED	COST SUBJECT TO MINIMUM CHARGE \$650 \$813,500	% OF TOTAL REGISTERED VOTERS FOR GENERAL COST PRORATION	BALANCE OF COSTS X % OF REG VOTERS INCL. MIN & SOS	
State of Colorado (Active voters @ .70 ea.)	YES	NA	NA	NA		NA	170,000	NA	NA	\$119,000.00	\$119,000.00
Larimer County	YES	NO	0	\$0.00	0.00000%	\$0.00	170,000	NA	36.13561%	\$248,613.03	\$248,613.03
City of Loveland	YES	NO	0	\$0.00	0.00000%	\$0.00	36,900	NA	7.84355%	\$53,963.65	\$53,963.65
City of Fort Collins	YES	YES	45,525	NA	30.43115%	\$14,150.48	75,000	NA	15.94218%	\$109,682.22	\$123,832.70
Town of Johnstown	YES	NO	0	\$0.00	0.00000%	\$0.00	250	\$650	0.00000%	\$650.00	\$650.00
Town of Windsor	YES	YES	1,530	\$350.00	0.00000%	\$350.00	3,000	NA	0.63769%	\$4,387.29	\$4,737.29
Town of Berthoud	YES	NO	0	\$0.00	0.00000%	\$0.00	2,800	NA	0.59517%	\$4,094.80	\$4,094.80
Park School District R-3	YES	NO	0	\$0.00	0.00000%	\$0.00	7,250	NA	1.54108%	\$10,602.61	\$10,602.61
Thompson School District R-2J	YES	YES	35,125	NA	23.47928%	\$10,917.86	59,000	NA	12.54118%	\$86,283.35	\$97,201.21
Poudre School District R-1	YES	YES	59,000	NA	39.43850%	\$18,338.90	99,000	NA	21.04368%	\$144,780.53	\$163,119.43
Lyons Fire Protection District	YES	YES	250	\$350.00	0.00000%	\$350.00	500	\$650	0.00000%	\$650.00	\$1,000.00
Poudre Valley Fire Protection District	YES	YES	9,950	NA	6.65107%	\$3,092.75	17,500	NA	3.71984%	\$25,592.52	\$28,685.27
Rainbow Lakes Estates PID No.39	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Grayhawk Knolls PID No.43	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Terry Shores PID No.44	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Koral Heights PID No.46	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Park Hill PID No.47	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Puebla Vista Estates PID No.48	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Wagon Wheel PID No.49	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
Country Meadows GID No.17	YES	YES	100	\$350.00	0.00000%	\$350.00	200	\$650	0.00000%	\$650.00	\$1,000.00
TOTAL			152,180	\$3,500.00	100%	\$50,000.00	472,800	\$6,500	100.00000%	\$813,500.00	\$863,500.00

Cost subject to minimum charge (\$50,000-estimated cost to print/mail tabor) less the total of all minimum charges to entities (\$3,500) X percentage of total households for general cost proration for your district.

Cost subject to minimum charge (\$813,500) less the total balance of cost subject to minimum charge (\$6,500) less the total elections costs of State of Colorado (\$119,000) X percentage of total registered voters for general costs proration for your district.

EXHIBIT B
AUDIO FOR ACCUVOTE TSX UNIT

In accordance with Secretary of State Rule 10.5, all candidates shall provide an audio recording to the County Clerk no later than the last day upon which the Entity certifies the ballot content, pursuant to C.R.S. §1-5-203(3)(a). The audio recording of the candidate's name shall be recorded exactly as it is certified to the County Clerk.

To be in compliance with the above Code and Rule, the Larimer County Clerk and Recorder's office has set up a voice mailbox at 970.498.7946 that candidates will need to call to provide the correct pronunciation of their name. Upon calling the voice mailbox, they will receive instructions on recording their information, as well as, options for listening, deleting, re-recording and saving their message. Please inform candidates within your district of the necessity of recording the correct pronunciation of their name.

The Larimer County Clerk and Recorder's office will contact the Entity if pronunciation guidelines on any ballot race(s), ballot issue(s) and/or ballot question(s) are needed.

Please contact our office at 970.498.7820 if you have any questions or need additional information.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective upon the date first above written.

**LARIMER COUNTY, COLORADO
CLERK AND RECORDER**

Date: _____

Scott Dogle

NAME OF ENTITY:

Date: _____

By: _____

Entity phone number

Title of Authorized Representative
signing on behalf of Entity

Approved as to Form:

Danda K Connors
Sr. Asst County Attorney

**INTERGOVERNMENTAL AGREEMENT BY AND BETWEEN THE THOMPSON
SCHOOL DISTRICT R2-J AND THE BOULDER COUNTY CLERK AND RECORDER
FOR THE CONDUCT AND ADMINISTRATION OF THE 2011 COORDINATED
ELECTION TO BE HELD NOVEMBER 1, 2011**

PARTIES. The parties to this Intergovernmental Agreement ("IGA") are the Thompson School District R2-J (the "District"), and the County Clerk and Recorder for the County of Boulder, Colorado (the "County Clerk").

RECITALS AND PURPOSES.

WHEREAS, pursuant to section 18(2)(a) of Article XIV of the Colorado Constitution and section 29-1-203, C.R.S., the County Clerk and the District may cooperate or contract with each other to provide any function, service or facility lawfully authorized to each, and any such contract may provide for the sharing of costs, the imposition of taxes, and incurring of debt.

WHEREAS, the County Clerk and the District are authorized to conduct elections as provided by law.

WHEREAS, the General Election, to be held November 1, 2011, shall be conducted as a "Coordinated Election" as defined in the Uniform Election Code of 1992 (the Code) and the Rules and Regulations of the Colorado Secretary of State (the Rules).

WHEREAS, the County Clerk and the District have determined that it is in the best interests of the District, and its inhabitants and landowners, to cooperate and contract the Election upon the terms and conditions contained herein.

WHEREAS, the purpose of this IGA is to set forth the tasks to be completed by the County Clerk and the District to conduct and finance the Election.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Section 20 of Article X of the Colorado Constitution (TABOR Amendment) requires the production of a mailed notice (TABOR Notice) concerning tax and liability ballot issues that will be submitted to the electors of Boulder County.
2. The TABOR Notices of several jurisdictions are to be sent as a package where jurisdictions overlap (TABOR Notice Package).
3. The need to produce the TABOR Notice Package(s) requires that there be a countywide coordination of the printing and mailing of the TABOR Notice Package(s) to fulfill the requirements of the TABOR Amendment.
4. Except as otherwise provided in this IGA, the County Clerk shall act as the designated election official for the conduct of the election for the District for all matters in the Elections

5. The County Clerk designates Carlos Webb as the "Contact Officer" to act as the primary liaison or contact between the County Clerk and the District. The Contact Officer shall act under the authority of the County Clerk and shall have primary responsibility for the coordination of the election for the District and performance of obligations assigned to the County Clerk hereunder. The District designates Shana Garcia, Executive Assistant to the BOE/Superintendent, as its "Election Officer" who shall act as the primary liaison between the District, the County Clerk and the Contact Officer and who shall have primary responsibility for the management and performance of the District's obligations under this IGA. To the extent that the Code requires a "designated election official" within the District to perform tasks, the Election Officer shall act as such designated election official. Nothing herein shall be deemed or construed to relieve the County Clerk or the District's Governing Board from their official responsibilities for the conduct of the Election (as set forth in the Colorado Revised Statutes, Title 1 (the "State Statutes") or in the Secretary of State Rules for Elections (the "Rules")).
6. ***Covenants and Promise.*** In consideration of the payment by the District of the actual costs to County Clerk to conduct the election on behalf of the District and the mutual covenants and promises contained herein, the sufficiency of which is acknowledged, the parties agree as follows:
7. ***Term.*** This IGA is expressly written for the November 1, 2011 Election and is effective through November 30, 2011.
8. ***County Clerk Duties:*** The County Clerk shall perform the following duties for the election for the District:
 - (A) Notify the Secretary of State, no later than September 7, 2011 fifty-five days prior to the election of the intent to conduct the Coordinated Election as a mail ballot election. Pursuant to State Statute, the notification shall include a proposed plan for conducting the mail ballot election, which shall be based on the standard plan adopted by the Secretary of State. In accordance with 1-7.5-106, within fifteen days of its receipt of the mail ballot plan, the Secretary of State shall approve or deny the written plan.
 - (B) Pursuant to Section 9(B) of this IGA, upon receipt of the certified ballot text provided by the District, County Clerk will create the layout of the text of the ballot in a format that complies with Colorado Election Law. The ballot text, as received by the District must be satisfactory to the Clerk. Furthermore, no content changes by the District shall be allowed after the September 2, 2011 certification of the ballot, without the approval of the County Clerk or as directed by the County Clerk. The County Clerk will provide the District with a copy of the draft ballot for the District's review along with any instructions for modifications to the ballot layout and the time period within which the District must return the modified ballot to the County Clerk. If modifications are made by the District, the County Clerk will review the changes upon receipt from the District

Once the District has made all changes to the ballot layout as required by the County Clerk and the ballot is in 'final draft form,' the ballot text will be laid out by the County Clerk and will be submitted to the District for final review, proofreading, and approval before the County Clerk authorizes the printing of the ballots. The District shall return the 'final draft form ballot' proofs on or before September 2, 2010 the sixtieth day before the election.

- (C) The County Clerk will not accept any ballot layouts that include graphs, tables, charts or diagrams of any kind.
- (D) Identify and contract with a reliable vendor ("Vendor") to prepare and print the mail ballots; prepare a mail ballot packet for each ACTIVE elector within the District who resides in Boulder County; address a mail ballot packet to each ACTIVE elector within the District who resides in Boulder County; and mail the ballots between 22 days, October 11, 2011 and 18 days, October 14, 2011, before Election Day. The County Clerk shall create a file of all ACTIVE registered electors for submission to the Vendor responsible for printing, preparing, addressing, and mailing the official ballots and submit the file to the chosen vendor on or before October 7, 2011 prior to Election Day. The file of ACTIVE registered electors shall contain the names and addresses of electors residing within the District who reside in Boulder County who have registered to vote on or before October 3, 2011 (CRS 1-2-201(3)). The printing; preparation of the ballots for mailing; and the mailing of the ballots shall be performed by the Vendor at a rate specified in a contract with Boulder County.
- (E) The District shall provide the County Clerk with the total number of ballots it desires to have printed for the election (this should be the number of ballots the District reasonably expects to be mailed to each ACTIVE voter who resides in Boulder County; an adequate number of ballots to fill requests of INACTIVE voters who, subsequent to the mailing of ballots to all ACTIVE voters, present themselves to vote at the Office of the Boulder County Clerk; an adequate number of Replacement Ballots; and an adequate number of Duplication and test ballots) and the County Clerk will order this number of ballots. The County Clerk may require the District to order more ballots than originally requested by the District if the Clerk believes that the District's requested number is not adequate for the election. However, the Clerk shall not be responsible if the number of ballots requested by the District (and as may be modified by the County Clerk) is ultimately less than necessary for the election. The cost of the ballot stock and printing of the ballots shall be included in the overall invoice submitted to the District following the election.
- (F) In the event additional ballots are required, the Clerk shall make every effort to print the additional necessary ballots for the District using the County Clerk's Ballot Now system. The County Clerk shall have priority in printing ballots for her own purposes and shall be under no obligation to print additional ballots for the District in any specific time frame or order with regard to other jurisdictions. The County Clerk shall determine which

- (G)** Ensure that the ballot packets contain instructions to the voters; a secrecy sleeve (if the type of ballot requires such secrecy sleeve to maintain the privacy of the vote); an inner verification/return envelope; and the outer/mail envelope containing the appropriate postage, Official Election logo; and indicia for Return Service Requested.
- (H)** Provide for the security of voted returned, unvoted returned and unissued ballots.
- (I)** Provide adequate training, forms, and logs to track the ballot inventory for mail, replacement, test and duplication ballots.
- (J)** Appoint, as required by law, train, provide written materials and pay a sufficient number of qualified election judges to receive and process the voted ballots as they are returned by the U.S. Post Office or are hand delivered to the designated voted ballot return sites; and to receive and process unvoted ballots returned to the Clerk by the U.S. Post Office. The processing shall include the date stamping of all ballots received (both voted and unvoted) on the date they are returned; the counting of the number of ballots returned each day; and the batching, by category and date and the recording of the above on a daily log.
- (K)** If applicable, combine the text of the TABOR Notice submitted by the District with those of other jurisdictions to produce the TABOR Notice Package. The County Clerk may determine the order of the TABOR Notice submitted by the District and those of other jurisdictions to be included in the TABOR Notice Package provided, however, the materials supplied by the District shall be kept together as a group and in the order supplied by the District. The cost for the printing and mailing of the Notice Package shall be shared on a prorated basis with the other jurisdictions having Notice issues on the ballot.
- (L)** Make every effort to determine and use the “least cost” method for mailing the Notice Package
- (M)** Address TABOR Notices to “All Registered Voters” at each address of one or more active registered electors of the District and mail on or before October 4, 2011. Nothing herein shall preclude the County Clerk from sending the TABOR Notice or TABOR Notice Booklet to persons other than electors of the District if such sending arises from the County Clerk’s efforts to mail the TABOR Notice Booklet at “least cost,” or in the most efficient manner.
- (N)** Certify the number of registered voters, residing within the District on or before October 3, 2011 defined as those who have registered to vote from their residence address within

- (O)** Charge the District for the regular hourly rate of temporary employees and for such overtime and extra hours of staff needed to prepare for and conduct the election. When appropriate, the costs will be shared with other jurisdictions participating in the election. In addition to the District's pro-rata share of the general cost of the election, any costs specific to the election incurred by the County in the preparation and conduct of the election for the District alone, shall be the sole responsibility of the District.
- (P)** If state statute provides for a specific scheme for an entity to pay for its share of an election, the Clerk shall bill that entity according to the statutorily set forth formula.
- (Q)** Provide support to the Election Officer via telephone and in person, throughout the election process and during all ballot-counting procedures for this election.
- (R)** The Clerk shall, determine how many sites and the location of such sites necessary to provide handicapped accessible voting as required by law. For such sites, the County shall provide the County's electronic vote counting equipment. The District is to be charged, on a prorated basis, for pre-election and Election Day preventive maintenance, maintenance and trouble-shooting performed on the electromechanical voting equipment used in this election. Such charges will be at the rate charged the County or County Clerk by the company providing the service.
- (S)** May begin counting the ballots on October 17, 2011. Pre-Election Day counting results will not be released until after 7:00 p.m. on the date of the election. With the exception of Provisional Ballots, all ballots received by 7:00 p.m. on November 1, 2011, shall be counted the night of the election. The preliminary results of the election will be submitted to the District immediately following the completion of the final counting procedures.
- (T)** Qualify and count Provisional ballots on or before 7:00 p.m. on November 15, 2011 within the statutory timeframe.
- (U)** Certify and submit to the District, the final Election results upon the completion of the tallying of the Provisional ballots.
- (V)** Assist the District's representative in performing required and requested electronic vote counting equipment tests.
- (W)** Store all voted ballots, unvoted ballots, lists and logs used during the election process for the time period required by Colorado Election Laws.
- (X)** Keep a careful and accurate accounting of time, salaries, supplies, and any other costs appropriately chargeable to the District.

9. District's Duties. In consideration of the foregoing, the District agrees to perform the following tasks and activities and assume the following obligations and responsibilities:

(A) No later than September 2, 2011, the District shall provide to the County Clerk the legal description of the District as of January 1, 2011.

(B) No later than September 2, 2011, the designated election official for the District shall certify the order of the ballot and the ballot content. Such certification shall be delivered to the County Clerk. The order of the ballot and the ballot content shall include the names and office of each candidate for whom a petition has been filed with the designated election official of the District and any ballot issues or ballot questions to be submitted to the eligible electors. The District shall be solely responsible for the accuracy of the information contained in the certificate. Any error that can be corrected pursuant to C.R.S. 1-5-412 shall be corrected at the expense of the District

As also described in Section 8.0 (A) and (B) of this IGA, the District shall submit the ballot layout to the County Clerk in a form acceptable to the Clerk. As an example, but not as a limitation, ballot texts shall not include graphs, tables, charts or diagrams of any kind. The Clerk shall not impose a modification requirement on the District which would alter the ballot text in any way. This provision is intended to allow the Clerk to process the ballot layouts in a cost effective, efficient manner in order to prepare them for printing.

Additionally, the District shall submit an audio recording of good quality with the names of each candidate clearly spoken on the recording. This requirement is intended to aid the County Clerk in programming the audio component of the electromechanical voting equipment for the election(s).

(C) Pursuant to Section 8(B) of this IGA, the District shall make any modifications to the ballot layout or audio recording(s) as requested by the County Clerk. If no modifications are requested, or after final modifications have been made to the ballot layout, the District shall review, proofread, and approve the layout, format, and text of the 'final draft form' of the District 's official ballot and/or TABOR Notice input within 24 hours of being provided the copy to be proofed.

(D) Provide to the County Clerk all required TABOR Notices concerning ballot issues in the manner required by Article X, Section 20 of the Colorado State Constitution. The submission will include the ballot title, text, and fiscal history or any other required wording for the Notice on September 20 2011. The early submission will expedite the typesetting of the variable data of the Notice which will allow the District sufficient time to proof read their portion of the Notice and will allow the printer to make a better judgment on the time it will take to print, address, and mail the notices.

- (E) Prepare and publish legal notices of the Election as required by law. The District shall be required to mail all legal and election notices to the residents and property owners of the District as may be required by law.
- (F) Provide, if necessary, the names and telephone numbers of no less than three (3) individuals¹ who are capable of working on the election counting center's Inspection and Duplication Board on election night, or any other election activities that the Clerk requires help with, in her sole discretion. The names shall be submitted by the Election Officer to the Contact Officer no later than October 10, 2011. The supervisor of the Ballot Resolution and Duplication Board will provide instructions to the workers relative to their assigned task on election night before they perform their assigned duty. The Resolution and Duplication Board shall perform their duties in the public meeting room on the first floor of the County Clerk and Recorder's office at 1750 33rd Street, Boulder no later than 7:00 p.m. on the evening of November 1, 2011. Each representative will be paid \$10.00 per hour for his or her services, if they wish to be paid.
- (G) The District may provide a minimum of one (1) person to represent the District on the Canvass Board, which shall be established as provided in The Colorado Revised Statutes (1-10-202 through 1-10-205). The name of the representative shall be submitted to the Contact Officer on or before October 17, the fifteenth day prior to the election.

The District may provide election staff to participate in statutorily required election tests conducted by the County Clerk pursuant to the County Clerk's direction. However, participation is not required.

- (H) Issue a certified statement of results by the statutory deadline, available in her office ten days after completion of abstract of votes cast, CRS 1-11-103(2) following certification by the County Clerk of the District's final results and prepare an abstract of votes for each ballot issue.
- (I) Pay actual costs for the County Clerk's services directly related to conducting the election.
- (J) If it is determined, pursuant to 42 USC Sec. 1973aa-1a prior to the November 1, 2011 election, that Boulder County is a covered county and thus is required to meet the federal bilingual election requirements, then the District shall provide the County with a Spanish language translation of the ballot issues and/or ballot questions certified to the ballot by the District. Additionally, any notices posted or published by the District as provided in subsection (E.) of this agreement, shall be provided in English and Spanish language versions.

¹These individuals must be capable of performing detailed, sometimes-tedious job assignments related to receiving the voted ballots, preparing them for the Resolution and Tabulation process, or others tasks related to the election.

(K) If there is no determination pursuant to 42USC Sec. 1973aa-1a prior to the November 1, 2011 election that Boulder County is a covered county, then the provisions of the subsection (J) of this agreement shall not be applicable. Any requirement under TABOR, as provided by law, shall be fulfilled by the District in English and Spanish language versions.

10. Cancellation of Election by the District. In the event that the District, at some time after the execution of this IGA, resolves not to hold the election, then notice of such resolution shall be provided to the County Clerk immediately. Initial notice to the County Clerk may be informal, however, as soon as possible, the District shall provide to the County Clerk proof of formal action by the District governing body canceling the election or withdrawing a ballot issue(s). The District shall promptly pay the County Clerk the full actual costs of the activities of the County Clerk relating to the election incurred on the District behalf both before and after the County Clerk's receipt of such notice. The District shall publish notice, as defined in the Code, of such cancellation or withdrawal of ballot or questions in at least two newspapers of general circulation in Boulder County. The County Clerk shall post notice of the cancellation or withdrawal of ballot issues or questions in the office of the County Clerk and the Election Officer shall post notice of the cancellation at all buildings of the District. The District shall not cancel the election after the 25th day prior to the Election [C.R.S. 1-5-208(2)].

11. Notices. Any and all notices required to be given by this IGA are deemed to have been received and to be effective: (1) three days after the same shall have been mailed by certified mail, return receipt requested; (2) immediately upon hand delivery; or (3) immediately upon receipt of confirmation that a fax was received to the fax numbers of the parties as set forth below or to such party or addresses as may hereafter be designated in writing.

To County Clerk:
Carlos Webb, Elections Coordinator
1750 33rd St., Suite 200
Boulder, CO 80301-2546
303-413-7745
Fax: 303-413-7750
e-mail: cwebb@co.boulder.co.us

To: Des. Election Official
Shana Garcia
800 South Taft Avenue
Loveland, CO 80537
970-613-5013
Fax: 970-613-5088
e-mail: shana.garcia@thompsonschoools.org

12. Amendment. This IGA may be amended only in writing, and following the same formality as the execution of the initial IGA.

13. Integration. The parties acknowledge that this IGA constitutes the sole agreement between them relating to the subject matter hereof and that no party is relying upon any oral representation made by another party or employee, agent or officer of that party.

14. Actual Costs Defined. "Actual Cost" includes but is not limited to the costs of labor, printing, postage, and materials itemized, identified, and consumed for the conduct of the District's Election.

- 15. Damages for Negligence or Error.** In the event that a court of competent jurisdiction finds that the Election for the District was void or otherwise fatally flawed due to a cause arising from the negligence of the County Clerk, then the County Clerk shall, refund or pay all amounts paid to the County Clerk, vendors or contractors designated by the County Clerk, together with reasonable court costs, and other itemized costs for the Election paid by the District, and shall, at the next available November election date, coordinate the election for the District at no cost to the District . In the event that a court of competent jurisdiction finds that the Election for the District was void or otherwise fatally flawed due to a cause arising from the negligence or error of the District, the District shall pay the County Clerk its reasonable court costs, and any additional and reasonable costs (including without limitation, attorney’s fees) incurred by the County Clerk as a result of or relating to the error or negligence by the District, or arising from litigation relating to the Election.
- 16. Conflicts of this IGA with the Law, Impairment.** In the event that any provision in this IGA conflicts with the law, this IGA shall be modified to conform to such law or resolution.
- 17. Time of Essence.** Time is of the essence in the performance of the work under this IGA. The statutory time requirements of the Code shall apply to completion of the tasks required by this IGA.
- 18. Good Faith.** The Parties shall implement this IGA in good faith, including acting in good faith in all matters that require joint or coordinated action.
- 19. Third Party Beneficiary.** The enforcement of the terms and conditions of this IGA and all rights of action relating to such enforcement shall be strictly reserved to the County Clerk and the District, and nothing contained in this IGA shall give or allow any claim or right of action whatsoever by any other or third person. It is the express intent of the parties to this IGA that any person receiving services or benefits under this IGA shall be deemed an incidental beneficiary only.

IN WITNESS WHEREOF, the parties hereto have signed this IGA.

Boulder County

Thompson School District R2-J

 Hillary Hall Date
 Boulder County Clerk and Recorder

 Dr. Ron Cabrera Date
 District Superintendent

 Carlos Webb Date
 Election Contact Officer

 Shana Garcia Date
 Elections Officer

Memorandum of Intergovernmental Agreement
For Conduct of Coordinated Elections

THOMPSON SCHOOL DISTRICT R2J (LOVELAND), hereinafter referred to as "Jurisdiction," does hereby agree and contract with the Board of County Commissioners of the County of Weld, hereinafter referred to as "Commissioners," and the Weld County Clerk and Recorder, hereinafter referred to as "County Clerk," concerning the administration of the November 1, 2011, Coordinated Election conducted pursuant to the Uniform Election Code of 1992 as amended (hereinafter "Code"), and the rules and regulations promulgated thereunder, found at 8 C.C.R. 1505-1. This Agreement is not intended to address or modify statutory provisions regarding voter registration, nor to address or modify the County Clerk's duties thereunder.

WHEREAS, the Jurisdiction desires to conduct an election pursuant to its statutory authority or to have certain items placed on the ballot at an election pursuant to its statutory authority, such election to occur via mail ballot on November 1, 2011, and

WHEREAS, the Jurisdiction agrees to conduct a Coordinated Election with the County Clerk acting as the Coordinated Election official, and

WHEREAS, the County Clerk is the "Coordinated Election Official," pursuant to § 1-7-116(1), C.R.S., and is to perform certain election services in consideration of performances by the Jurisdiction of the obligations herein below set forth, and

WHEREAS, such agreements are authorized by statute at §§ 1-1-111(3), 1-7-116, 22-30-104(2), 22-31-103, and 29-1-203, et seq., C.R.S.

NOW, THEREFORE, in consideration of the mutual covenants herein, the parties agree as follows:

1. The Jurisdiction encompasses territory within Weld County and LaRimer and Boulder Counties. This Agreement shall be construed to apply only to that portion of the Jurisdiction within Weld County.
2. Term of Agreement: This Agreement is intended only to deal with the conduct of the November 1, 2011, Coordinated Election.
3. The Jurisdiction agrees to perform the following Tasks and Activities:
 - a. Conduct all procedures required of the clerk or designated election official for initiatives, referenda, and referred measures under the provisions of §§ 31-11-101 through 118 and 22-30-104(4), C.R.S.
 - b. To do all tasks required by law of designated election officials concerning nomination of candidates by petition, including, but not limited to: issue approval as to form, where appropriate, of nominating petition; determine candidate eligibility; receive candidate acceptance of nominations; accept notice of intent, petitions for nomination, and affidavits of circulators; verify signatures on nominating petitions; and hear any protests of the nominating petitions, as said tasks are set forth in any applicable provisions of Title 1, Article IV, Parts 8 and 9, and §§ 1-4-501, 22-31-103, and 22-31-107, C.R.S., and those portions of the Colorado Municipal Election Code of 1965, Article X of Title 31, as adopted by reference pursuant to § 1-4-805, C.R.S.
 - c. Establish order of names and questions pursuant to § 1-5-406, C.R.S., for Jurisdiction's portion of the ballot and submit to the County Clerk in final form. The ballot content, including a list of candidates, ballot title, and text, must be certified to

Memorandum of Intergovernmental Agreement
For Conduct of Coordinated Elections

the County Clerk no later than 60 days before the election, pursuant to § 1-5-203(3)(a), C.R.S.

- d. Publish and post notice of election pursuant to § 1-5-205(1), C.R.S., and include the information regarding the walk-in location address and hours of operation for application or return of mail ballots as set forth in Clause 4, Paragraph (d), of this Agreement.
- e. Accept written comments for and against ballot issues pursuant to §§ 1-7-901 and 1-40-125(2)(e), C.R.S. Comments to be accepted must be filed by the end of the business day on the Friday before the 45th day before the election. Preparation of summaries of written comments shall be done by the Jurisdiction but only to the extent required pursuant to § 1-7-903(3), C.R.S. The full text of any required ballot issue notices must be transmitted to and received by the County Clerk no less than 42 days prior to the election pursuant to § 1-7-904, C.R.S. No portion of this Paragraph (e) shall require the County Clerk to prepare summaries regarding the Jurisdiction's ballot issues.
- f. Collect, prepare, and submit all information required to give notice pursuant to Colorado Constitution Section 20, Article 10(3)(b), the Taxpayer's Bill of Rights. Such information must be transmitted to and received by the County Clerk no less than 42 days prior to the election to give the County Clerk sufficient time to circulate the information to voters. Special Districts are solely responsible for circulating the notice required to property owners that reside outside of the special district pursuant to Colorado Constitution Section 20, Article 10(3)(b), the Taxpayer's Bill of Rights.
- g. In the event that the Jurisdiction is required to provide bilingual voting assistance pursuant to U.S.C. § 42 1973aa-1a, the Jurisdiction shall be solely responsible for complying with the requirements of U.S.C. § 42 1973aa-1a as it pertains to all of the Jurisdiction's "Tasks and Activities" set forth in this Clause 3. In addition, the Jurisdiction shall be responsible for any additional requirements that may be imposed under U.S.C. § 42 1973aa-1a, and are not covered as "Tasks and Activities" to be performed by the County Clerk pursuant to Clause 4 of this Agreement. Furthermore, costs incurred by the County Clerk in meeting the requirements for the provision of bilingual voting assistance relating to the Jurisdiction may be imposed upon the Jurisdiction in addition to the costs per registered elector eligible to vote specified in Paragraph (i) of this Clause 3.
- h. Accept affidavits of intent to accept write-in candidacy up until close of business on August 29, 2011, and provide a list of valid affidavits received and forward them to the County Clerk pursuant to § 1-4-1102 (2), C.R.S.
- i. Pay the sum of \$1.00 per registered elector eligible to vote in the Jurisdiction's election as of the final date of registration prior to the November 1, 2011, election, with a \$200 minimum, within 30 days of billing, regardless of whether or not the election is actually held. If the Jurisdiction cancels the election before its Section 20, Article X, the Taxpayer's Bill of Rights, notices are due to the County and prior to the County Clerk incurring any expenses for the printing of the ballots, the Jurisdiction shall not be obligated for any expenses under this Paragraph (i). The Jurisdiction shall also be responsible for costs of recounts pursuant to §§ 1-10.5-107, 1-10.5-104, or 1-11-215 C.R.S., except for costs collected from an "interested party"

Memorandum of Intergovernmental Agreement
For Conduct of Coordinated Elections

pursuant to §1-10.5-106 which shall be collected by the entity conducting the recount.

- j. Designate an "election officer" who shall act as the primary liaison between the Jurisdiction and the County Clerk and who will have primary responsibility for the conduct of election procedures to be handled by the Jurisdiction hereunder.
- k. By approval of this Agreement, any municipality is resolving not to use the provisions of the Colorado Municipal Election Code, except as otherwise set forth herein or as its use is specifically authorized by the Code.
- l. Mail notices pursuant to § 1-7-906(2) for active registered electors who do not reside within the County or counties where the political subdivision is located.
- m. Carry out all action necessary for cancellation of an election including notice pursuant to § 1-5-208, C.R.S., and pay any costs incurred by the County Clerk within 30 days of receipt of an invoice setting forth the costs of the canceled election pursuant to § 1-5-208(5), C.R.S.
- n. Jurisdictions that are special districts shall notify property owners within the district in writing that the County Clerk will be conducting the November 1, 2011, Coordinated Election on behalf of the special district. Additionally, such notice shall inform the property owner to notify the Weld County Clerk and Recorder by October 25th, 2011 if such person intends to vote. Such notification should be directed to Rudy Santos, Elections Manager.

4. Duties of County Clerk

Agrees to perform the following Tasks and Activities:

- a. Except as otherwise expressly provided for in this Agreement, to act as the Coordinated Election Official for the conduct of the election for the Jurisdiction for all matters in the Code which require action by the Coordinated Election Official.
- b. Circulate the Taxpayer's Bill of Rights notice pursuant to Colorado Constitution Article X, Section 20, and circulate general Ballot Issues notices pursuant to §§ 1-7-905 and 1-7-906(1), C.R.S. and publish and post notice, as directed in § 1-5-205, C.R.S. Publication by the County Clerk will only be in the Ft. Lupton Press and the Greeley Tribune, newspapers of general circulation.
- c. Provide 3 locations for voters to apply for and obtain mail-in ballots:
 - The **Weld County** Election Office, 1401 N. 17th Avenue, Greeley, CO
 - October 17– October 31, 2011– 8:00 a.m. – 5:00 p.m. – Monday – Friday
 - Election Day – November 1, 2011 – 7:00 a.m. – 7:00 p.m.
 - The **Southwest Weld Office (Del Camino)**, 4209 County Road 24 ½, Longmont, CO
 - October 17 –October 31, 2011 – 8:00 a.m. – 5:00 p.m. – Monday – Friday
 - Election Day – November 1, 2011 – 7:00 a.m. – 7:00 p.m.
 - The **Southeast Weld Office (Ft. Lupton)**, 2950 9th Street, Fort Lupton, CO
 - October 17 –October 31, 2011 – 8:00 a.m. – 5:00 p.m. – Monday – Friday
 - Election Day – November 1, 2011 – 7:00 a.m. – 7:00 p.m.

Memorandum of Intergovernmental Agreement
For Conduct of Coordinated Elections

- d. Provide 3 locations where mail ballots can be accepted.
 - The **Weld County** Election Office, 1401 N. 17th Avenue, Greeley, CO
 - Monday – Friday – 8:00 a.m. – 5:00 p.m.
 - Election Day – November 1, 2011 – 7:00 a.m. – 7:00 p.m.
 - The **Southwest Weld Office (Del Camino)**, 4209 County Road 24 ½.
 - e. Give notice to Jurisdiction of the number of registered electors within the Jurisdiction as of the effective date of cutoff for registration; identify the members of the Board of Canvassers eligible for receiving a fee; and bill the Jurisdiction for the fees.
 - f. Designate a “contact” to act as a primary liaison or contact between the County Clerk and the Jurisdiction.
 - g. The County Clerk shall appoint and train election judges and this power shall be delegated by the Jurisdiction to the County Clerk, to the extent required or allowed by law.
 - h. Select and appoint a Board of Canvassers to canvass the votes; provided that the Jurisdiction, at its option, may designate one of its members and one eligible elector from the jurisdiction to assist the County Clerk in the survey of the returns for that jurisdiction. If the Jurisdiction desires to appoint one of its members and an eligible elector to assist, it shall make those appointments, and shall notify the County Clerk in writing of those appointments not later than 15 days prior to the election. The County Clerk shall receive and canvass all votes, and shall certify the results in the time and manner provided and required by the Code. The County Clerk shall perform all recounts required by the Code.
 - i. Establish combined precincts pursuant to § 1-5-102.7, C.R.S., if warranted, and subject to the separate express approval by the Board of County Commissioners.
 - j. In the event that Weld County is required to provide bilingual voting assistance pursuant to U.S.C. § 42 1973aa-1a, the County Clerk agrees to comply with the requirements of U.S.C. § 42 1973aa-1a as it pertains to all of the County Clerk’s “Tasks and Activities” set forth in this Clause 4.
5. Coordinated Provisions
- a. Time is of the essence in this Agreement. The statutory time frames of the Code shall apply to the completion of the tasks required by this Agreement.

Memorandum of Intergovernmental Agreement
For Conduct of Coordinated Elections

b. Conflict of Agreement with law.

This Agreement shall be interpreted to be consistent with the Code, provisions of Titles 31 and 22 applicable to the conduct of elections, and the Colorado Election Rules contained in 8 C.C.R. 1505-1. Should there be an irreconcilable conflict between the statutes, this Agreement and the Colorado Election Rules, the statutes shall first prevail, then this Agreement and lastly the Colorado Election Rules.

c. Liquidated damages provision.

In the event that a Court of competent jurisdiction finds that the election for the Jurisdiction was void or otherwise fatally defective as a result of the sole negligence or failure of the County Clerk to perform in accordance with this Agreement or laws applicable thereto, then the County Clerk shall, as liquidated damages and not as a penalty, refund all payments made pursuant to Clause 3, Paragraphs (g) and (i), of this Agreement and shall, if requested by the Jurisdiction, conduct the next Coordinated Election which may include any election made necessary by a defect in the election conducted pursuant to this Agreement with no fee assessed to the Jurisdiction. This remedy shall be the sole and exclusive remedy for damages available to the Jurisdiction under this Agreement.

d. No portion of this Agreement shall be deemed to create a cause of action with respect to anyone not a party to this Agreement, nor is this Agreement intended to waive any privileges or immunities the parties, their officers, or employees may possess, except as expressly provided in this Agreement.

e. This constitutes the entire agreement of the parties and no amendment may be made except in writing approved by the parties.

f. Notice shall be given by Jurisdiction to Elections Manager, Rudy Santos, by:

phone: (970) 304-6525, Extension 3178

Fax: (970) 304-6566,

E-mail: rsantos@co.weld.co.us, Address: PO Box 459, Greeley, CO 80632

The Jurisdiction notice shall be given to the Jurisdiction at:

Phone: 970-613-5013, fax: 970-613-5088

E-mail: Shana.garcia@thompsonschools.org
and

Address: 800 S. Tatt Avenue
Loveland, Co. 80537

WELD COUNTY CLERK AND RECORDER

BOARD OF COUNTY COMMISSIONERS
OF THE COUNTY OF WELD COUNTY

Steve Moreno, Clerk and Recorder

Barbara Kirkmeyer, Chair

APPROVED AS TO FORM:

ATTEST: _____
Clerk to the Board of County Commissioners

County Attorney

Deputy Clerk to the Board

THOMPSON SCHOOL DISTRICT R2J (LOVELAND)

APPROVED AS TO FORM:

ATTEST:

Attorney for Jurisdiction (Signature)

Designated Election Official for Jurisdiction
(Signature)

DISCUSSION ITEM 6.1

2010-11 District Discipline Report

- Date:** August 17, 2011
- Submitted by:** Ronald G. Cabrera, Ph.D., Superintendent of Schools
Judy Skupa, Ph.D., Deputy Superintendent of Schools
- Consideration:** Does the Board have any questions regarding the 2010-11 district discipline report?
-

A district discipline report is submitted each June by all Colorado school districts to the Colorado Department of Education. CDE identifies 12 discipline incident categories by which all districts report:

- Drug Violations
- Alcohol Violations
- Tobacco Violations
- 1st & 2nd Degree or Vehicular Assaults
- 3rd Degree Assaults/Disorderly Conduct
- Dangerous Weapons
- Robbery
- Other Felonies
- Disobedient or Defiant
- Detrimental Behavior (includes threats, harassment, bullying)
- Destruction of School Property
- Other Violations of Conduct Code

Data will be presented that identifies the number of discipline incidents in each category, the action taken as a response to the discipline incident, and a comparison of district data to state and neighboring districts' data.

An update will also be provided regarding district actions in the area of discipline in response to the August 1, 2011 Board special meeting with community members.

Individual school discipline data is also included in Appendix B.

Dennis Rastatter, director of student support services, Dr. Margaret Crespo, director of secondary education, Dr. Paul Bankes, director of elementary education, and Dr. Judy Skupa, deputy superintendent, will be in attendance to answer questions.

Discipline Report 2010-11

Table 1 provides information regarding the unduplicated count of discipline events by type for 2008-2011. All indicators, except drug, alcohol and tobacco violations, are categorized by CDE as violent and aggressive behaviors. Under this data reporting system, bullying incidents are recorded within the detrimental behavior category. The district saw a 15% decline in detrimental behavior incidents between 2008-09 and 2009-10 and a 19% decrease between 2009-10 and 2010-11. The reduction in discipline incidents may be due to the increased efforts

by schools to address behavioral issues through programs such as Positive Behavior Intervention Supports (PBIS), CHAMPS, Bully Blocker, and No Place for Hate.

**Table 1: Thompson School District Data Summary Report
2008-2011 Safety and Discipline Indicator Data Summary Report for
Colorado Department of Education by Type of Incident**

CDE Indicator	2008-2009 Event Count	2009-2010 Event Count	Difference Between 08-09 and 09-10	2010-2011 Event Count	Difference Between 09-10 and 10-11
Drug Violations	90	92	2	101	9
Alcohol Violations	24	56	32	7	-49
Tobacco Violations	50	17	-33	32	15
1 st & 2 nd Degree or Vehicular Assaults	6	5	-1	0	-5
3 rd Degree Assaults/Disorderly Conduct	152	208	56	130	-78
Dangerous Weapons	30	11	-19	20	9
Robbery	0	0	0	0	0
Other Felonies	0	1	1	0	-1
Disobedient or Defiant	648	505	-143	411	-94
Detrimental Behavior*	899	761	-138	617	-144
Destruction of School Property	24	31	7	15	-16
Other Violations of Conduct Code	598	343	-255	192	-151
Totals	2585	2046	-491	1571	-505
*Includes Harassment/Threats			-24%		-32%

Table 2 provides information regarding the type of incident reported and the action taken. There has been a 40% reduction in the total number of incidents reported from 2008-2011. Forty-five percent (45%) of students with a discipline referral were suspended from school in 2011 compared to 39% of students suspended from school in 2000-09. Approximately 42% of students with a discipline referral were provided in-school suspension in 2010-11 compared to 44% of students in 2008-09. Approximately 2% of students with detrimental behavior incidents (indicator most closely associated with bullying behavior) were referred to law enforcement in all years reported. In 2008-09, 2% of all types of discipline infractions were referred to law enforcement; in 2010 and 2011, this percentage rose to 3%. Approximately 2.5% of students with a discipline referral were expelled from school in both 2008-09 and 2010-11; in 2010-11, that percentage was 1.3%.

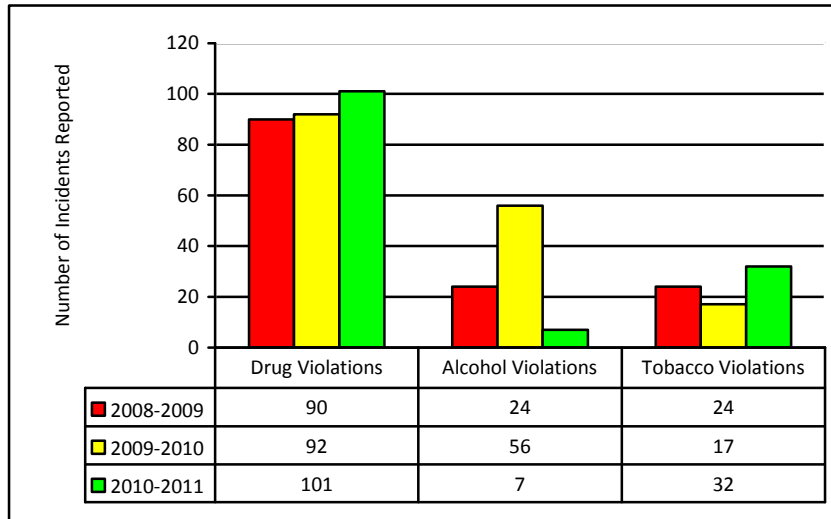
**Table 2: Thompson School District Data Summary Report
2008-2011 Safety and Discipline Indicator Data Summary Report for Colorado Department of Education
Type of Incident by Action Taken**

CDE Indicator	Number of Incidents Reported			Classroom Suspension/ Teacher Removal			In School Suspension			Out of School Suspension			Referred to Law Enforcement			Expulsion			Other		
	08-09	09-10	10-11	08-09	09-10	10-11	08-09	09-10	10-11	08-09	09-10	10-11	08-09	09-10	10-11	08-09	09-10	10-11	08-09	09-10	10-11
Drug Violations	90	92	101	0	0	0	0	0	1	78	83	84	12	6	12	16	9	16	0	0	0
Alcohol Violations	24	56	7	0	0	0	0	0	0	24	52	5	0	3	1	1	4	1	0	0	0
Tobacco Violations	50	17	32	0	0	0	12	6	7	15	11	14	1	15	15	25	0	0	0	0	0
1 st & 2 nd Degree or Vehicular Assaults	6	5	0	0	0	0	0	1	0	4	4	0	2	1	0	0	0	0	0	0	0
3 rd Degree Assault/ Disorderly Conduct	152	208	130	6	5	5	20	18	22	116	186	108	1	0	1	8	1	4	1	0	0
Dangerous Weapons	30	11	20	0	0	0	0	0	1	24	8	12	7	2	0	2	3	7	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Felonies	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Disobedient or Defiant	648	505	411	88	99	63	319	271	224	237	139	130	8	1	1	0	0	1	0	0	0
Detrimental Behavior*	899	761	617	114	58	55	375	322	295	395	381	282	16	18	14	11	7	9	1	0	0
Destruction of School Property	24	31	15	1	0	1	9	13	7	14	18	8	0	3	0	0	0	0	0	0	0
Other Violations of Code of Conduct	598	343	192	152	36	21	385	228	106	98	81	58	2	1	4	6	1	3	13	0	0
District Totals	2585	2046	1571	361	198	145	1129	859	663	1005	963	701	49	64	48	69	26	41	14	0	0

Graphs 1a-1c provide a historical perspective of discipline incidents by category.

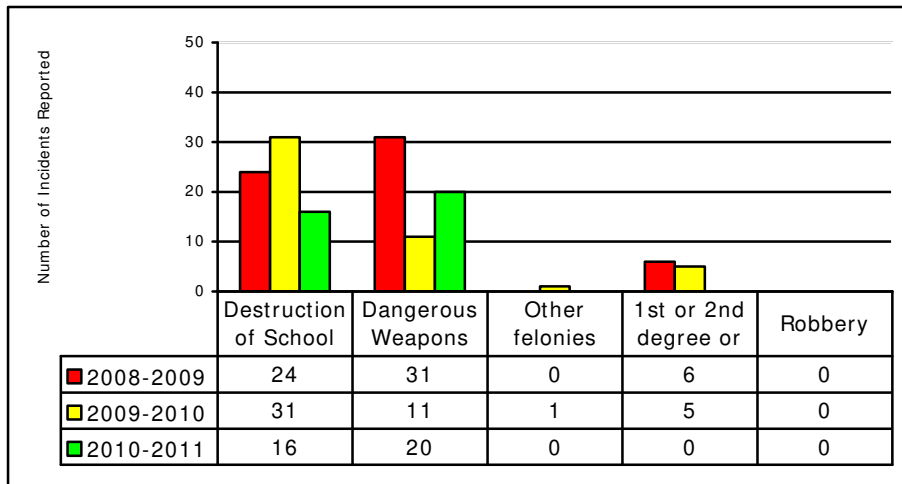
Graph 1a

Incidents of drug and tobacco violations have increased from 2008-2011 while the incidents of alcohol violations have been inconsistent.



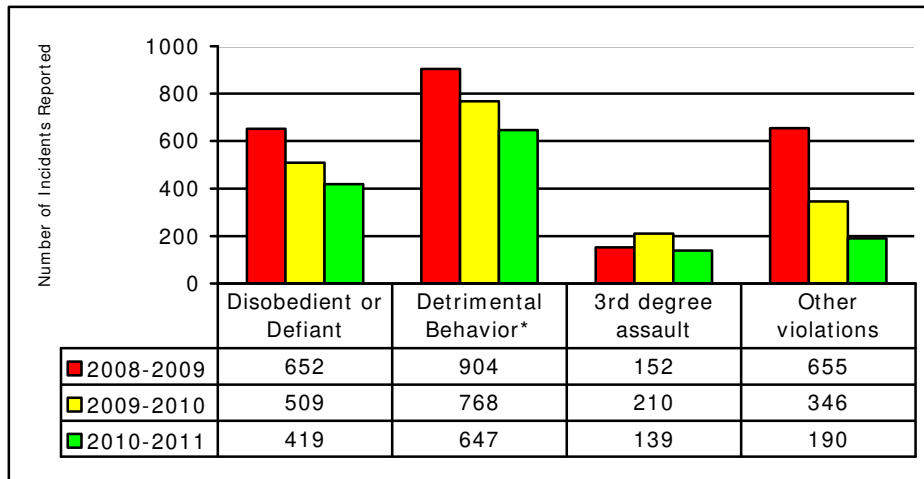
Graph 1B

There is a decline in the number of incidents in the area of destruction of school property from 2008-2011. There has been inconsistency in the dangerous weapons category data with a sharp decline in 2009-2010 only to see an increase in 2011 -2012. There have not been any incidents of robbery reported the past three years and only one incident categorized as “other felonies”.



Graph 1c

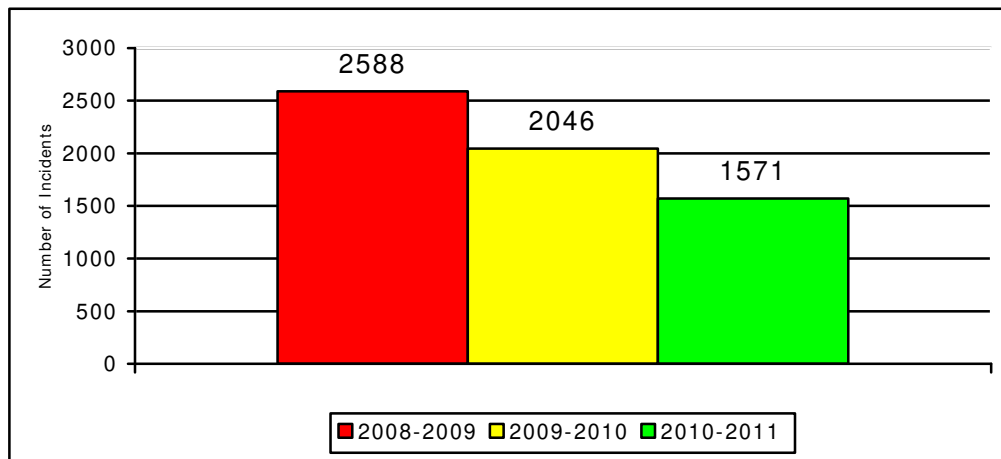
We have seen an overall reduction in all areas represented in Graph 1C. The programs that we have in place (i.e. PBIS and Champs) primarily address these discipline incidents.



*Includes harassment/threats/bullying

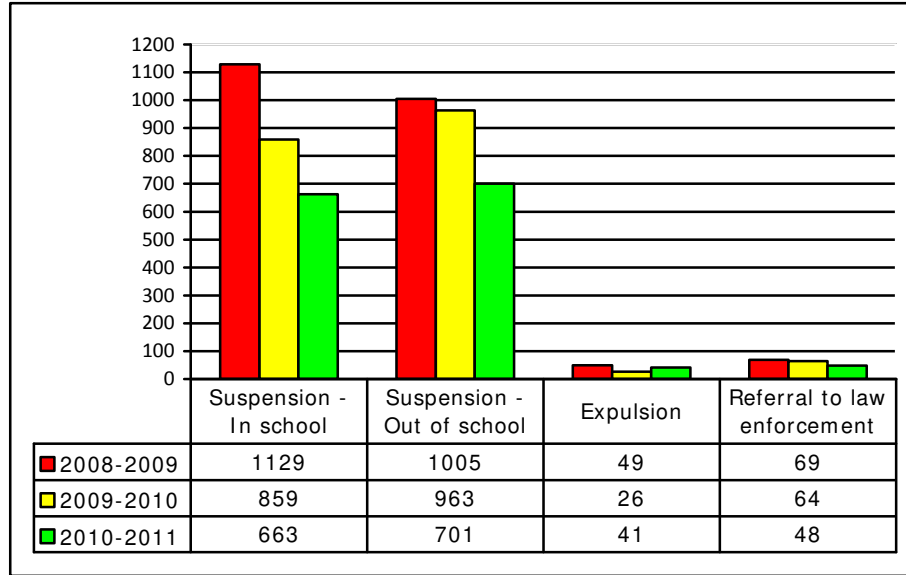
Graph 2 Total Discipline Incidents 2008-2011

Overall the district has seen a steady decline in the total number of discipline incidents that have been reported the past three years: a 24% decrease from the 2008-2009 to 2009-2010 school year and a 32% decrease from 2009-2010 to 2010-2011 (See Tables 1 and 2 for more information).



**Graph 3
Type of Action by Discipline Incident**

Graph 3 shows the resulting actions following a discipline incident. With the exception of the expulsion data, both in school and out of school suspensions and the number of incidents referred to law enforcement have declined.



**Table 3
Type of District Disciplinary Action Taken by Gender**

Table 3 provides information regarding the percentage of students by gender by action taken per discipline incident. Males account for approximately 75% of the disciplinary actions taken in the district.

	2009-10		2010-11	
	Male	Female	Male	Female
In School Suspension	74%	26%	80%	20%
Out of School Suspension	76%	24%	80%	20%
Expelled	58%	42%	76%	24%
Referred to Law	75%	25%	60%	40%
Other	76%	24%	80%	20%
Total Incidents	75%	25%	80%	20%
Population Total	49%	51%	49%	51%

**Table 4
Type of District Disciplinary Action Taken by Ethnicity**

Table 4 provides a breakdown of the ethnicity of students who have been involved in discipline incidents. This data points out the overrepresentation of the Hispanic subpopulation in discipline incidents.

	2009-10					2010-11						
	Am In	Asian	Black	Hispanic	White	Am In	Asian	Black	Hispanic	White	Hawaiian*	Two Races*
In School Suspension	1%	2%	2%	23%	72%	1%	1%	2%	30%	64%	1%	1%
Out of School Suspension	3%	2%	2%	25%	69%	2%	1%	1%	25%	68%	1%	2%
Expelled	0%	3%	0%	35%	62%	2%	5%	2%	26%	64%	0%	0%
Referred to Law	1%	2%	2%	22%	69%	7%	0%	2%	25%	63%	1%	2%
Other	1%	2%	2%	22%	74%	7%	1%	1%	29%	61%	1%	4%
Total Incidents	2%	2%	2%	24%	70%	2%	<1%	2%	28%	67%	<1%	2%
Population Total	1%	1%	1%	18%	77%	1%	1%	1%	18%	77%	<1%	2%

*Not reported in 2009-10

**Table 5
Comparison to State of District Disciplinary Action Taken**

Table 5 provides a side by side comparison of the number and percentage of incidents that occurred at both the district and the state level. You can see by the numbers represented in the tables below that the greatest incident rate for disciplinary infractions at both the state and district occur in the detrimental behavior category. The second most frequent incident at both the state and the district level is disobedient or defiant behavior. There is a large discrepancy in the other code of conduct category between the district and the state; this could be due to the variability in how districts handle discipline situations that do not clearly fit into a category already identified as part of the state's reporting requirements.

	District 2009-10		State 2009-10	
	#	%	#	%
Drug Violations	92	4%	7193	6%
Alcohol	56	3%	1429	1%
Tobacco	17	1%	1688	1%
1st & 2nd Degree or Vehicular Assault	5	>1%	185	<1%
3rd Degree Assault/Disorderly Conduct	208	10%	7455	7%
Dangerous Weapons	11	>1%	1055	1%
Robbery	0	0%	168	<1%
Other Felony	1	>1%	176	<1%
Disobedient or Defiant	505	25%	28362	27%
Detrimental Behavior*	761	37%	33477	31%
Destruction of School Property	31	1%	1047	1%
Other Violation of Code of Conduct	343	17%	26840	25%
Total	2046	100%	109,075	100%

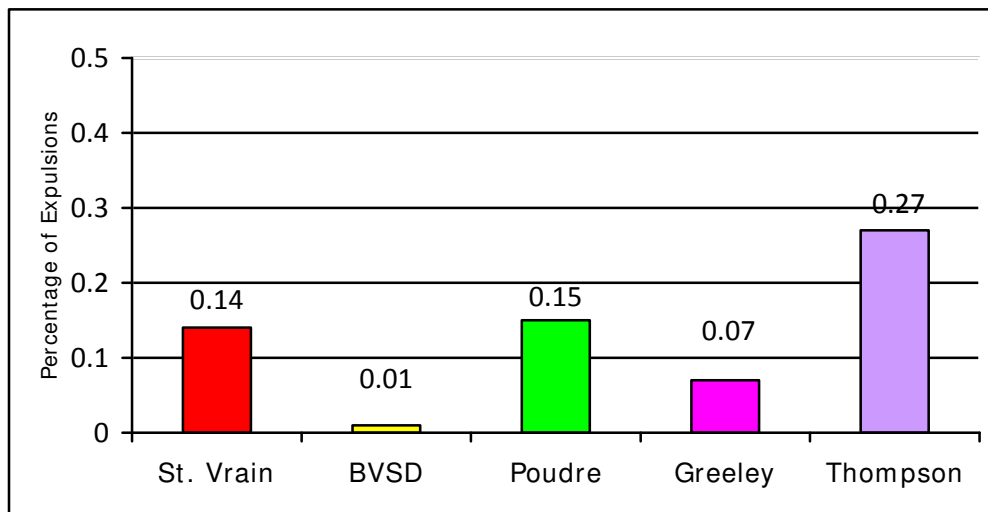
Table 6
Comparison to State of Type of Action Taken for Discipline Incident

Table 6 compares the district to state data in terms of resulting consequences per discipline offense for the years 2008-2009 and 2009-2010. The data is displayed in percentages. In 2008-2009, 82% of discipline infractions that were reported to the district resulted in a suspension compared to 89% of the incidents reported across the state resulting in suspensions. In 2009-10, 89% of discipline infractions in the district resulted in suspension compared to 87% across the state.

	2008-09		2009-10	
	TSD	State	TSD	State
Suspension	82%	89%	89%	87%
Expulsion	2%	2%	1%	2%
Referred to Law Enforcement	3%	6%	3%	7%
Other	13%	3%	7%	4%

Graph 4
Comparison of Percentage of Expulsions in 2010-11 by Student Body Across Neighboring Districts

Graph 4 is a comparison of the percent of students who were expelled in the 2010-2011 school year across five neighboring districts. St. Vrain expelled .14% of its student body, Boulder Valley .007%, Poudre .15%, Greeley .07%, and Thompson .27%.



Next Steps

This data provides the district and its schools opportunity to review its procedures and policies in the area of discipline. We will continue our training and implementation efforts of research-based programs designed to support the behavioral needs of students. These programs include Positive Behavior Intervention Supports (PBIS), CHAMPS, and Bully Blocker. We have also revised our discipline referral form to provide greater reporting clarity on the discipline offense. Staff will now be able to identify primary and secondary offenses. Secondary principals are revising the discipline matrix, and elementary principals are reviewing the need for an elementary discipline matrix. Finally, we are developing a series of trainings to support our understanding of the types of behavior issues that surface for students and how teachers, staff, students, and parents can address these behaviors in a positive way.

At the August 1, 2011 special meeting of the Board of Education regarding discipline issues, a number of potential activities to support discipline efforts across the district included:

- School liaisons
- Safe 2 Tell education
- Student support groups
- Parent support groups
- Solicit student/parent feedback
- Address underreporting from students/parents
- Better reporting—lack of or under documentation
- Focus groups
- Educate families, staff
- No cell phones
- Define parent participation guidelines/suggestions
- Ensure safe return to school
- Cyber bullying
- District wide reporting
- Consistent application and training in use of discipline form
- Quarterly reports of discipline statistics to BOE
- Accountability/advisory committee of parents/students
- District phone line for parents to report issues

The learning services team, in collaboration with the superintendent and cabinet members, has created a draft action plan to guide the implementation of a number of these proposed activities (Appendix A). The Board will have opportunity to discuss this action plan and hear an update on activities that have been completed or are in process.

Appendix A
Discipline Action Plan Based on August 1, 2011 Meeting

Internal = Italics
 External = Regular Font
 Safe2Tell
 Parent
 Student
 Training internal

Item	Proposed Ideas	Assignment/Description	Lead	Timeline	Notes
1.	School liaisons	Independent of school personnel; retired law enforcement: To serve as a liaison with school and parents and students.	Director of Communications/ Community Resources Volunteer Program	08.2012	These individuals would be trained on process and procedures that exist for parents prior to volunteering as liaisons. Provided mediator training through LPD?
2.	Safe 2 Tell education	Include on back of student ID and provide education on program (parents, staff, students)	Director of Secondary Education Family Engagement Team	9.1.2011 Training will be ongoing	Currently being developed with Family Engagement group, principals and counselors will have input into training ✓ Labels have been received and at schools for distribution
3.	Student support groups	Establish at each secondary school and opportunity for cross collaboration between schools) e.g.: --Believe It or Not I Care (BIONIC) BIONIC Team Green Mountain as example --LOSS Team (hospice at high school) --Extended Illness Team --Hospitalization Team --School Tragedy Team Possibly a cross district conference to update students on new systems in the future.	Director of Secondary Education Director of Elementary Education Director of Student Support Services School Principal	9.1.2011 10.1.2011 7.1.2012	1. Inventory of current programs including; support groups, NPFH, Rachel's Challenge etc. 2. Needs assessment for existing programs to best meet the needs of the students This can be done in conjunction with the Equity goal for LS – Anytown. Many of the students who attend the program will be ready to engage in such programs at BIONIC. District wide teams will be trained.

Item	Proposed Ideas	Assignment/Description	Lead	Timeline	Notes
4.	Parent support groups	Establish at each secondary school with opportunity for cross collaboration between schools	Director of Secondary Education Family Engagement Team	1.01.2012 7.1.2012	1. Family Engagement Team and local SACS will assist with recruitment of parents 2. Anytown will also assist with the process. 3. Parent support groups might become part of the PERT process 4. Transitions groups for 6 th to 7 th and 8 th to 9 th grades.
5.	<i>Solicit student/parent feedback Focus Group</i>	<i>Quarterly focus groups held at various locations</i>	<i>Family Engagement Team</i>	<i>Ongoing</i>	<i>This could begin with quarterly feedback through Family Engagement program. Modules, lessons and meetings Using existing Safe Schools info to determine questions</i>
6.	Address underreporting from students/parents Educate families, staff on systems	Training sessions on discipline procedures and policies	Family Engagement Team Directors of El and Sec Principals/AP's	Ongoing	This is being placed on the yearlong FET calendar currently. This will be addressed at Levels meetings and counselor meetings. Safe2Tell on all school website may assist with this process.

Item	Proposed Ideas	Assignment/Description	Lead	Timeline	Notes
7.	<p><i>Better reporting—lack of or under documentation</i></p> <p><i>No cell phones</i></p> <p><i>Consistent application and training in use of discipline form</i></p> <p><i>Ensure safe return to school</i></p> <p><i>District wide reporting system</i></p>	<p><i>Training sessions on discipline procedures and policies for all district staff: levels meetings, SSLT, staff meetings</i></p> <p><i>Site based governance – think tank with principals</i></p> <p><i>Training during levels meetings, SSLT, podcasts, staff meetings, etc. What is the role of other staff to intervene?</i></p> <p><i>Legal update to administrators will focus on bullying and HB-1254</i></p> <p><i>Develop entry plan for victims that outlines how student will be safe at school.</i></p> <p><i>New discipline form provides for primary and secondary offenses to be reported.</i></p> <p><i>Training of the staff on this new system is imperative.</i></p>	<p><i>Superintendent; Deputy Superintendent; Director of Student Support Services; Directors of Elem and Secondary Education</i></p> <p><i>Directors of Elem and Secondary Education solicit feedback from principals</i></p> <p><i>Student Support Services Including Family Engagement Team, PBIS coaches Directors of Elem and Secondary Education</i></p>	<p><i>Currently completed by 10.1.2011</i></p> <p><i>Training to be completed by 12.01.2012</i></p> <p><i>8.11.2011</i></p> <p><i>8.11.2011</i></p> <p><i>8.11.2011</i></p>	<p><i>This must include the entire process of discipline, attendance, RtI, Safety Plans, Re-entry, Bullying programs, Expulsion and Transition Schools. This is a system not isolated situations. Referral and Matrix are almost completed.</i></p> <p><i>Enhanced parent/school communication will result, reporting and systems.</i></p> <p><i>Built into induction in future years. It makes sense to make this more about application of forms and training then isolated cell phones.</i></p> <p><i>✓ Legal Update completed; 95 administrators attended</i></p> <p><i>✓ 95 administrators attended discipline workshop to review new form.</i></p> <p><i>✓ New form provides for primary and secondary offenses to be reported.</i></p> <p><i>✓ Training of all high school and middle school staff is scheduled during first 2-3 weeks of school.</i></p>

Item	Proposed Ideas	Assignment/Description	Lead	Timeline	Notes
8.	Cyber bullying	Covered in policy; include in training; offer student and parent workshops	Family Engagement Team		Continue training on this topic for families through FET Counselors to cover in buildings.
9.	<i>Quarterly reports of discipline statistics to BOE</i>	<i>Combine IC and SWIS for one unified system of reporting</i>	<i>Superintendent</i> <i>Director of Student Support Services</i>	<i>August 17, 2011</i> <i>November, 2011</i> <i>January, 2012</i> <i>April 2012</i> <i>June 2012</i>	<i>In process</i>
10.	<i>Acct/advisory committee of parents/students</i>	<i>District Safe Schools Task Force</i> <i>Charge to District Accountability Committee</i> <i>Charge to School Accountability Committees</i>	<i>Deputy Superintendent</i> <i>Director of Accreditation and Accountability</i> <i>School Principals</i>	<i>September 2011</i> <i>August/September 2011</i> <i>August/September 2011</i>	<i>✓ Expand original membership to meet requirements of 1254</i> <i>✓ Board Policy AE revised</i> <i>✓ District Improvement Plan included safe schools goals and plan of action</i> <i>✓ School Improvement Plans include safe schools goals, plan of action, and plan.</i>
11.	District phone line for parents to report issues	Safe 2 Tell on District Website for anonymous calls District First Call process for non-anonymous calls	Director of Communication and Community Resources Directors of Elem and Secondary Education	August 2011 August 2011	Done Done
12.	Define parent participation guidelines/suggestions and appeal process	In Back to School Edition and on website, describe the process for reporting; create a flow chart	Deputy Superintendent Director of Student Support Services School Principals	August 2011	✓ Flow Chart for reporting bullying

Appendix B: Discipline Reports by School

Berthoud Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	0	0	0	0	0	0

BF Kitchen Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/Disorderly Conduct	3	0	1	2	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	4	3	0	1	0	0
Detrimental Behavior	26	6	1	19	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	1	1	0	0	0	0
Totals	34	10	2	22	0	0

Centennial Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	1	0	0	0	1	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	1	0	0	1	0	0
Detrimental Behavior	3	0	2	1	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	5	0	2	2	1	0

Cottonwood Plains Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	2	2	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	19	1	0	18	0	0
Detrimental Behavior	6	2	1	3	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	5	2	0	3	0	0
Totals	32	7	1	24	0	0

Coyote Ridge Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	3	1	2	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	1	0	1	0	0	0
Detrimental Behavior	1	0	1	0	0	0
Destruction of School Property	1	1	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	6	2	4	0	0	0

Garfield Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	4	1	0	3	0	0
Detrimental Behavior	14	1	0	13	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	18	2	0	16	0	0

Ivy Stockwell Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	2	0	1	1	0	0
Detrimental Behavior	3	0	0	3	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	5	0	1	4	0	0

Laurene Edmondson Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	2	0	2	0	0	0
Detrimental Behavior	1	0	1	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	3	0	3	0	0	0

Lincoln Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	0	0	0	0	0	0

Mary Blair Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	1	0	1	0	0	0
Destruction of School Property	1	0	0	1	0	0
Other Violations of Code of Conduct	2	0	0	2	0	0
Totals	4	0	1	3	0	0

Monroe Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	1	1	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	4	1	2	0	1	0
Totals	5	2	2	0	1	0

Namaqua Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	2	1	1	0	0	0
Detrimental Behavior	2	0	1	1	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	3	2	1	0	0	0
Totals	7	3	3	1	0	0

Ponderosa Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	2	0	2	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	1	0	1	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	1	1	0	0	0	0
Totals	4	1	3	0	0	0

Sarah Milner Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	1	0	0	1	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	1	0	0	1	0	0

Stansberry Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	2	1	1	0	0	0
Detrimental Behavior	6	5	1	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	1	1	0	0	0	0
Totals	9	7	2	0	0	0

Truscott Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	2	0	0	2	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	2	0	0	2	0	0

Van Buren Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	2	0	2	0	0	0
Detrimental Behavior	3	0	3	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	1	0	1	0	0	0
Totals	6	0	6	0	0	0

Winona Elementary School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	6	0	2	4	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	8	0	2	6	0	0
Detrimental Behavior	10	0	10	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	24	0	14	10	0	0

Bill Reed Middle School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	5	0	0	5	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	4	0	3	1	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	6	0	2	4	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	30	0	22	8	0	0
Detrimental Behavior	137	0	96	41	0	0
Destruction of School Property	2	0	2	0	0	0
Other Violations of Code of Conduct	13	0	10	3	0	0
Totals	197	0	135	62	0	0

Conrad Ball Middle School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	2	0	0	2	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	35	2	9	23	1	0
Dangerous Weapons	1	0	1	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	31	3	14	13	1	0
Detrimental Behavior	135	16	53	59	5	2
Destruction of School Property	2	0	1	1	0	0
Other Violations of Code of Conduct	32	3	14	15	0	0
Totals	238	24	92	113	7	2

Lucile Erwin Middle School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	8	0	0	4	4	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	1	0	1	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	15	0	0	15	0	0
Dangerous Weapons	5	0	0	4	1	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	195	39	147	9	0	0
Detrimental Behavior	104	13	88	3	0	0
Destruction of School Property	4	0	4	0	0	0
Other Violations of Code of Conduct	72	9	57	6	0	0
Totals	404	61	297	41	5	0

Turner Middle School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	9	5	3	1	0	0
Detrimental Behavior	21	3	11	7	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	10	1	3	6	0	0
Totals	40	9	17	14	0	0

Walt Clark Middle School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	1	0	0	0	1	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	3	0	0	3	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	12	0	0	12	0	0
Dangerous Weapons	2	0	0	0	2	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	9	0	0	9	0	0
Detrimental Behavior	36	2	3	31	0	4
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	4	0	0	3	1	1
Totals	67	2	3	58	4	5

Berthoud High School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	14	0	0	13	1	0
Alcohol Violations	1	0	0	1	0	0
Tobacco Violations	4	0	3	1	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	8	0	1	6	1	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	15	0	8	7	0	0
Detrimental Behavior	12	0	6	5	1	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	12	0	9	3	0	0
Totals	66	0	27	36	3	0

Harold Ferguson High School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	0	0	0	0	0	0

Loveland High School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	18	0	1	14	3	0
Alcohol Violations	5	0	0	4	0	1
Tobacco Violations	2	0	0	2	0	0
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	13	0	1	12	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	
Other Felonies	0	0	0	0	0	
Disobedient or Defiant	43	8	17	17	0	1
Detrimental Behavior	34	4	2	25	1	2
Destruction of School Property	2	0	0	2	0	0
Other Violations of Code of Conduct	16	0	9	6	1	0
Totals	133	12	30	82	5	4

Mountain View High School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	31	0	0	28	3	12
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	10	0	0	6	0	8
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	10	0	0	9	1	1
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	20	1	0	19	0	0
Detrimental Behavior	30	1	0	27	1	5
Destruction of School Property	2	0	0	2	0	0
Other Violations of Code of Conduct	5	0	0	5	0	1
Totals	108	2	0	96	5	27

Thompson Valley High School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	22	0	0	18	4	0
Alcohol Violations	1	0	0	0	1	0
Tobacco Violations	7	0	0	0	0	0
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	16	0	0	15	1	0
Dangerous Weapons	11	0	0	8	3	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	13	0	0	13	0	0
Detrimental Behavior	23	0	0	21	1	0
Destruction of School Property	2	0	0	2	0	0
Other Violations of Code of Conduct	6	0	0	4	0	0
Totals	101	0	0	81	10	0

Thompson Integrated Early Childhood

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	0	0	0	0	0	0

New Vision Charter School

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1 st /2 nd Degree or Vehicular Assaults	0	0	0	0	0	0
3 rd Degree Assaults/ Disorderly Conduct	6	0	2	4	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	7	0	3	4	0	0
Detrimental Behavior	29	0	13	16	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	2	0	0	2	0	0
Totals	44	0	18	26	0	0

Thompson Online

Incident	Number Reported	Classroom Suspension/Teacher Removal	In School Suspension	Out of School Suspension	Expulsion	Referred to Law Enforcement
Drug Violations	0	0	0	0	0	0
Alcohol Violations	0	0	0	0	0	0
Tobacco Violations	0	0	0	0	0	0
1st/2nd Degree or Vehicular Assaults	0	0	0	0	0	0
3rd Degree Assaults/ Disorderly Conduct	0	0	0	0	0	0
Dangerous Weapons	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Other Felonies	0	0	0	0	0	0
Disobedient or Defiant	0	0	0	0	0	0
Detrimental Behavior	0	0	0	0	0	0
Destruction of School Property	0	0	0	0	0	0
Other Violations of Code of Conduct	0	0	0	0	0	0
Totals	0	0	0	0	0	0

School Discipline Report

Dennis Rastatter

**Director of Student Support
Services**

August 17, 2011

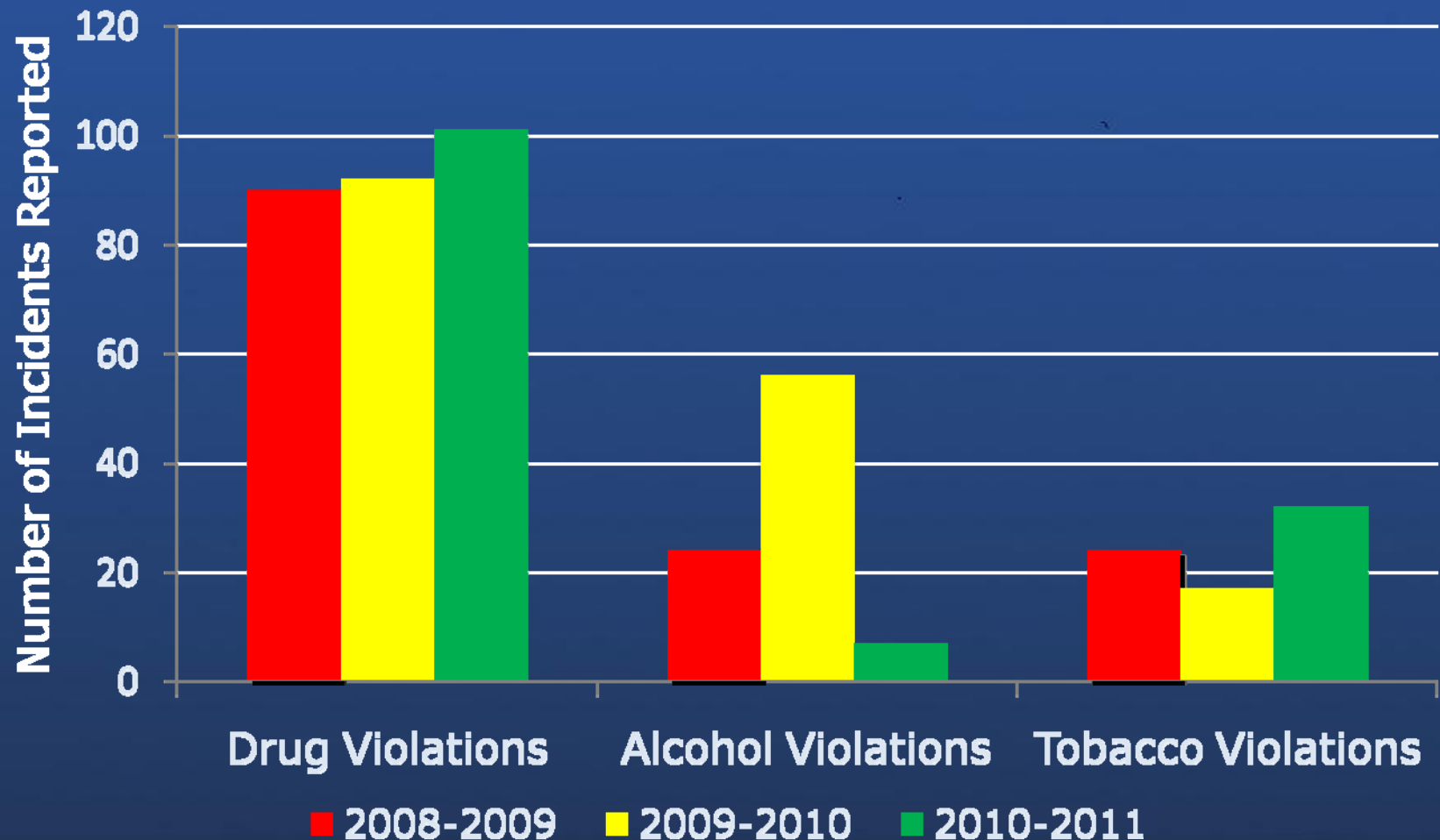
Intended Outcomes

- 3 year trend data from 12 different discipline violations
- Total discipline incidents and follow up actions
- Comparison data to the state
- Gender and ethnicity data
- District comparison data
- Next steps

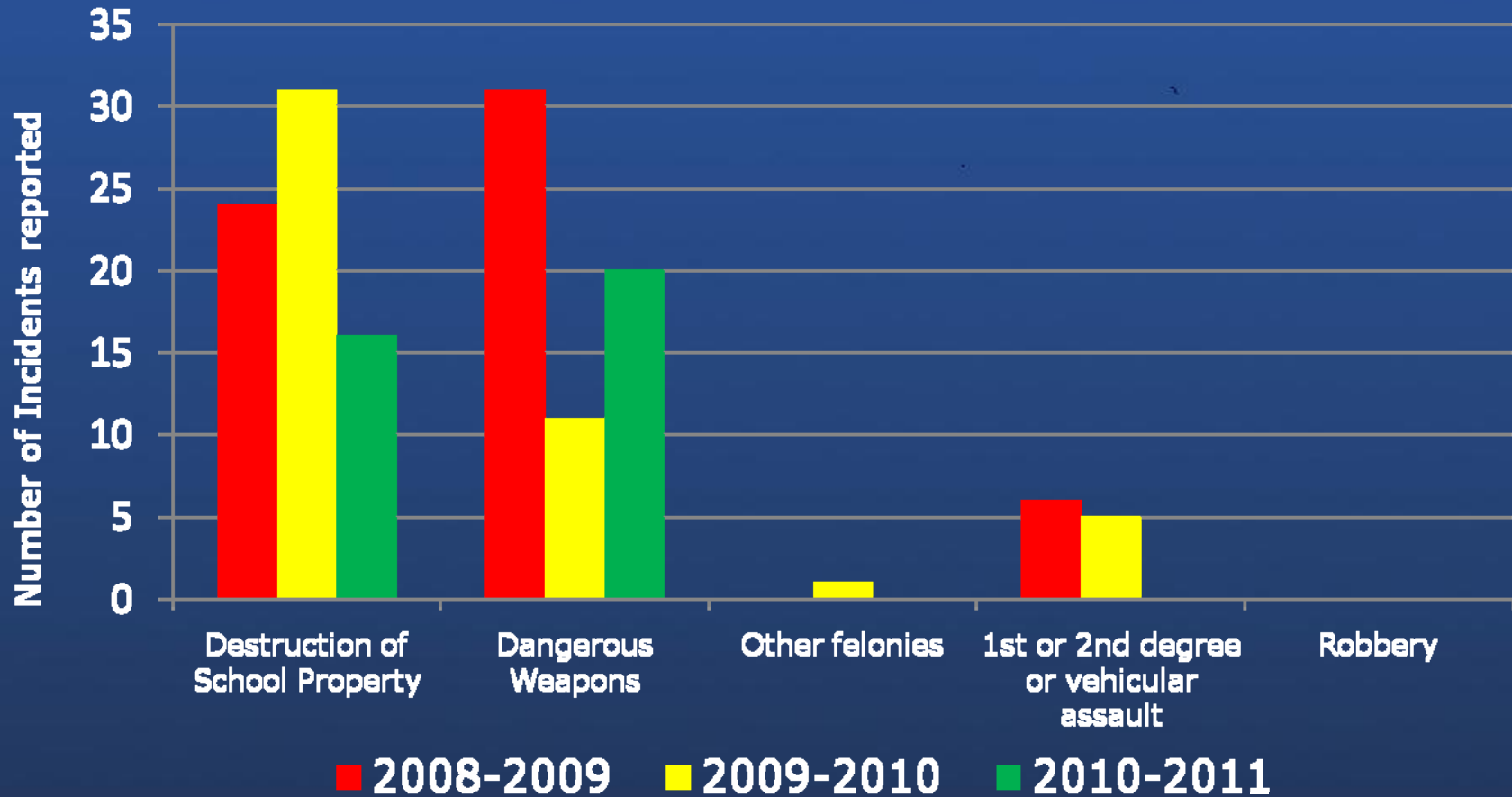
CDE Discipline Incidents Categories

- Drug Violations
- Alcohol Violations
- Tobacco Violations
- 1st, 2nd Degree or Vehicular Assaults
- 3rd Degree Assaults/Disorderly Conduct
- Dangerous Weapons
- Robbery
- Other Felonies
- Disobedient or Defiant
- Detrimental Behavior (includes threats, harassment, bullying)
- Destruction of School Property
- Other Violations of Conduct Code

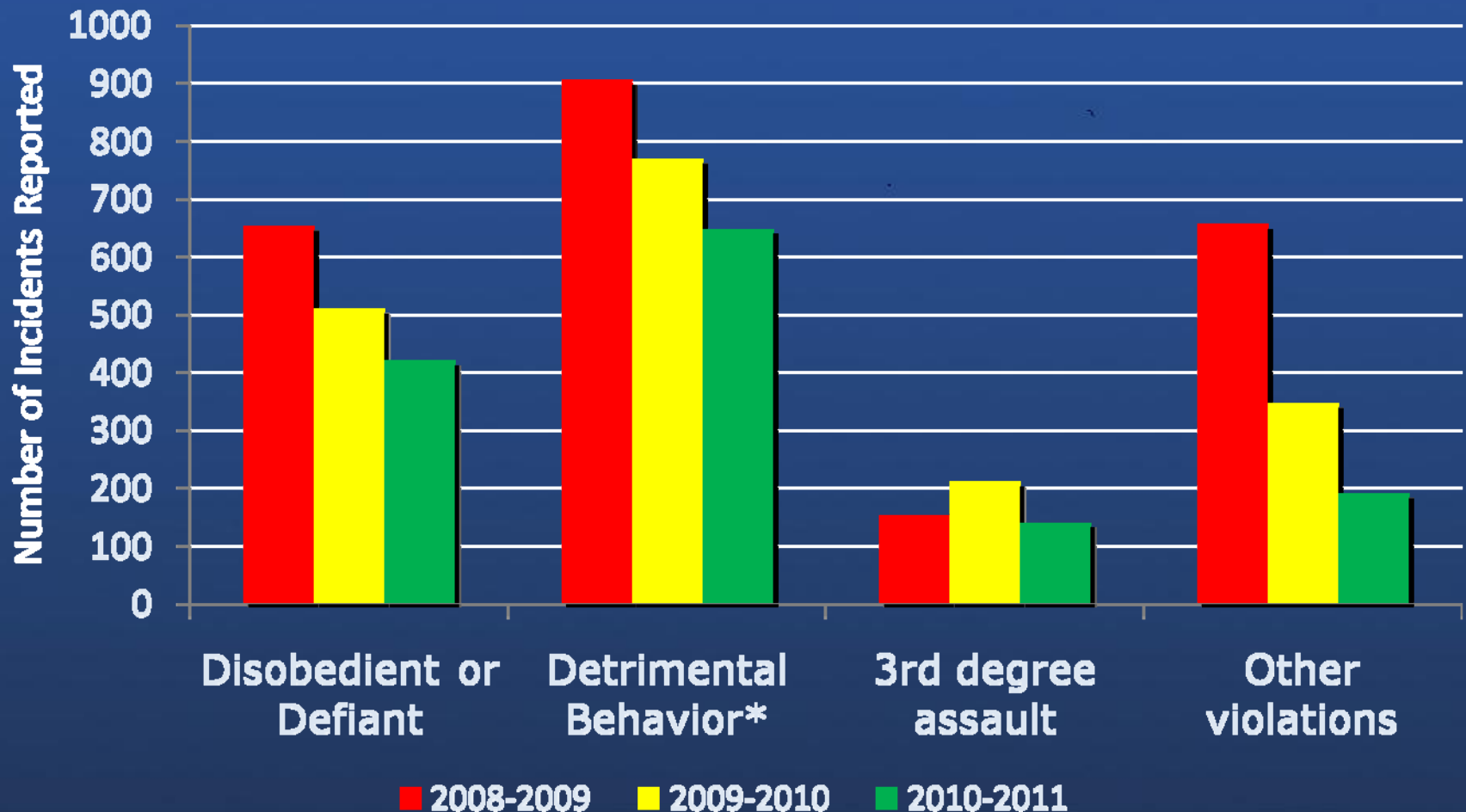
TSD Discipline Incidents 2008-11



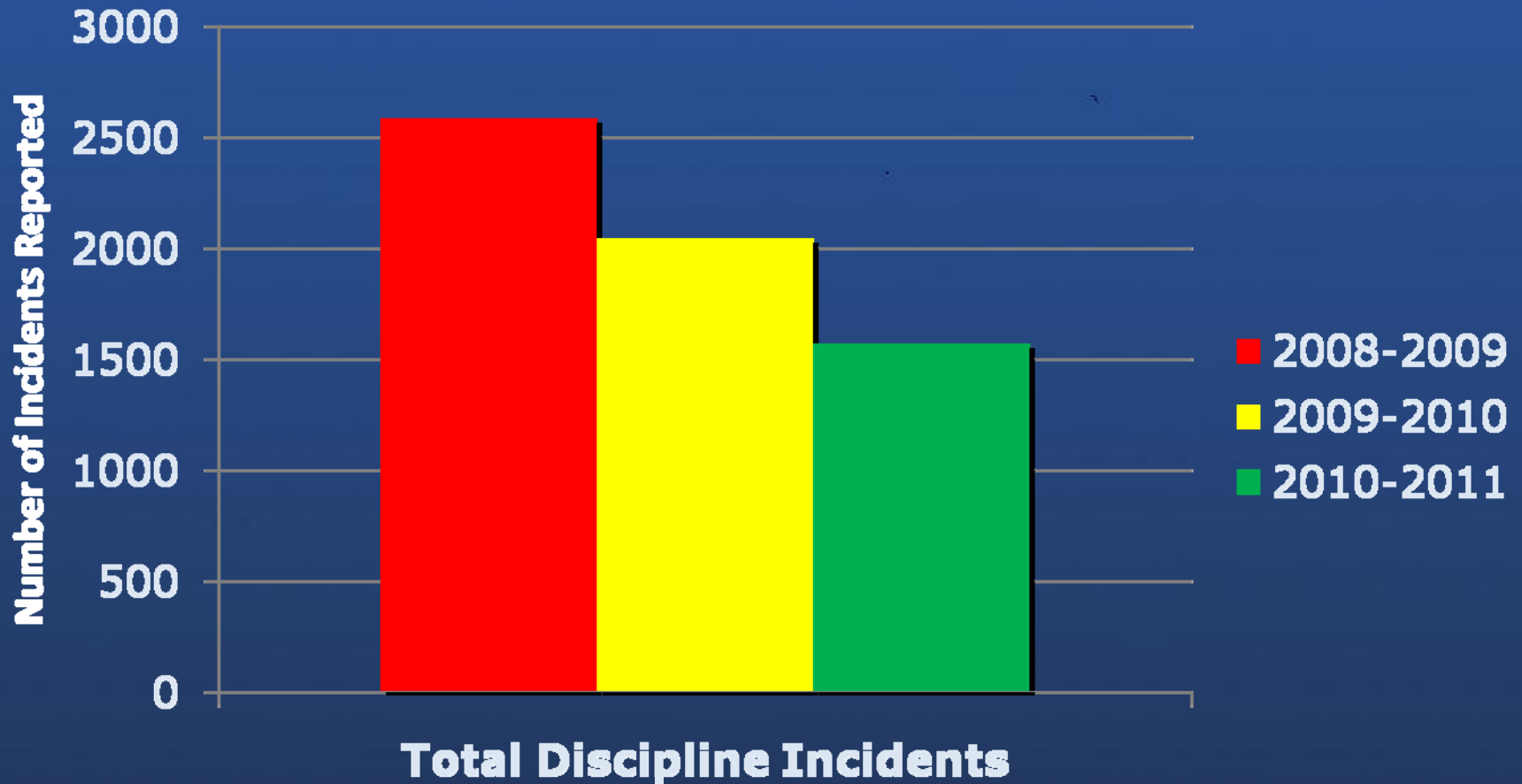
TSD Discipline Incidents 2008-11



TSD Discipline Incidents 2008-11

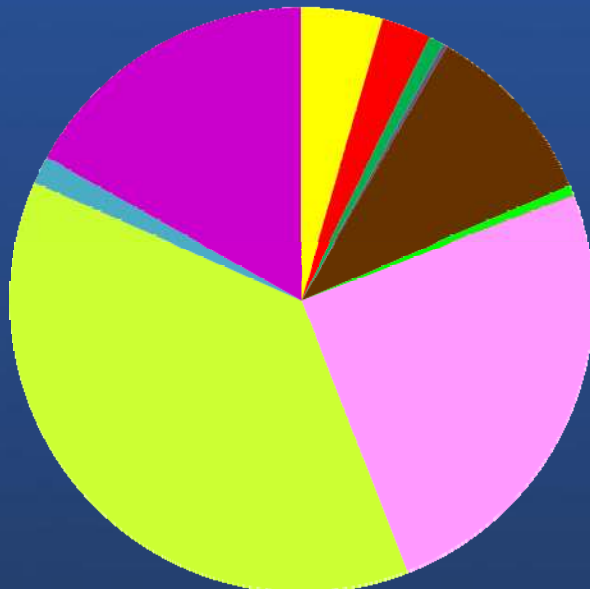


TSD Discipline Incidents 2008-11

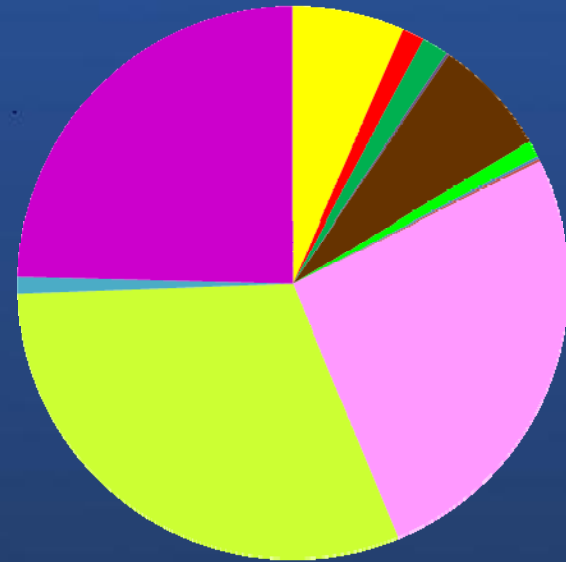


2009-10 Discipline Incidents

TSD



State



■ Drug Violations

■ Tobacco

■ 3rd Degree Assault

■ Robbery

■ Disobedient or Defiant

■ Destruction of School Property

■ Alcohol

■ 1st, 2nd or Vehicular Assault

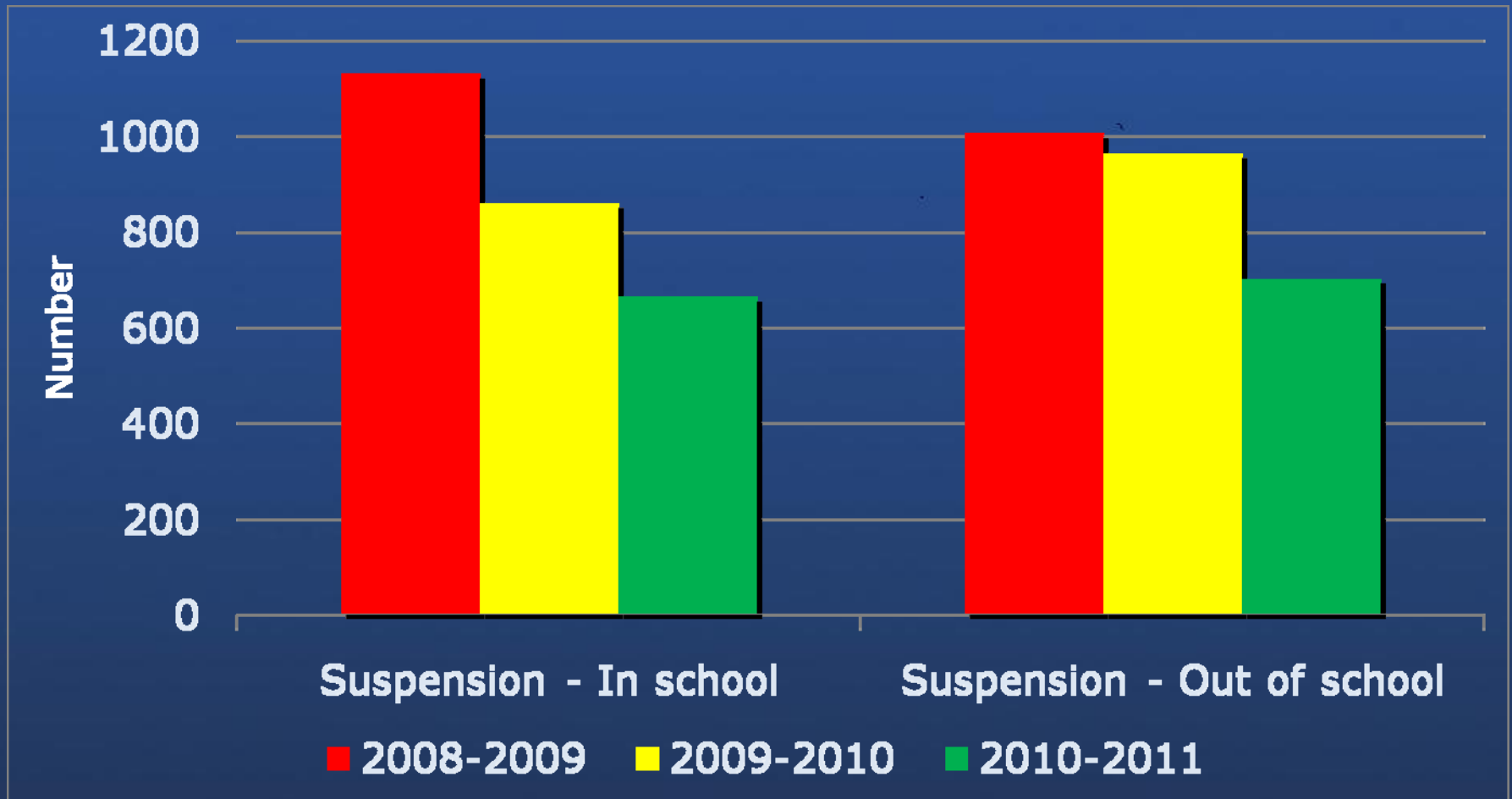
■ Dangerous Weapons

■ Other Felony

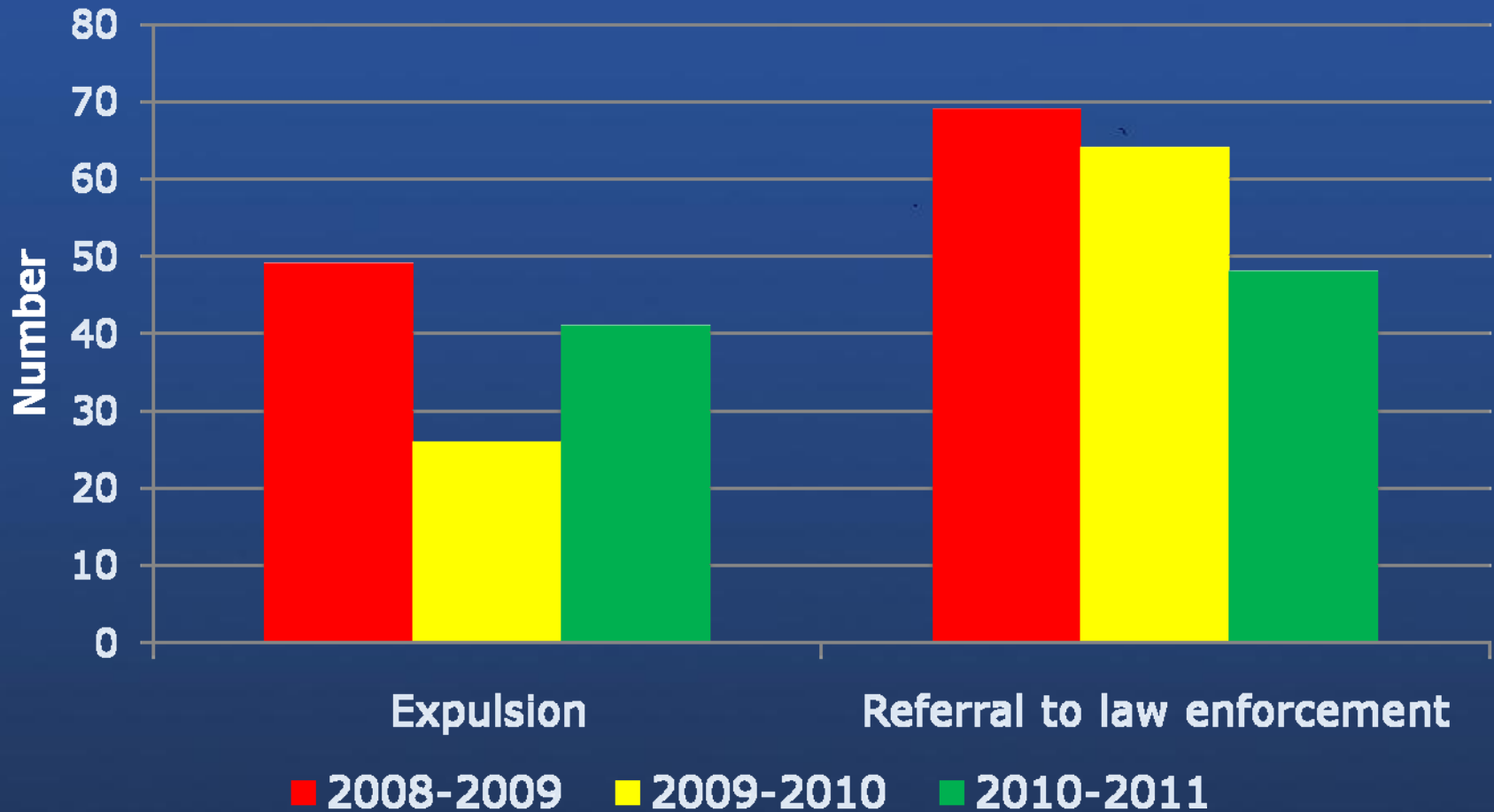
■ Detrimental Behavior*

■ Other Code of Conduct

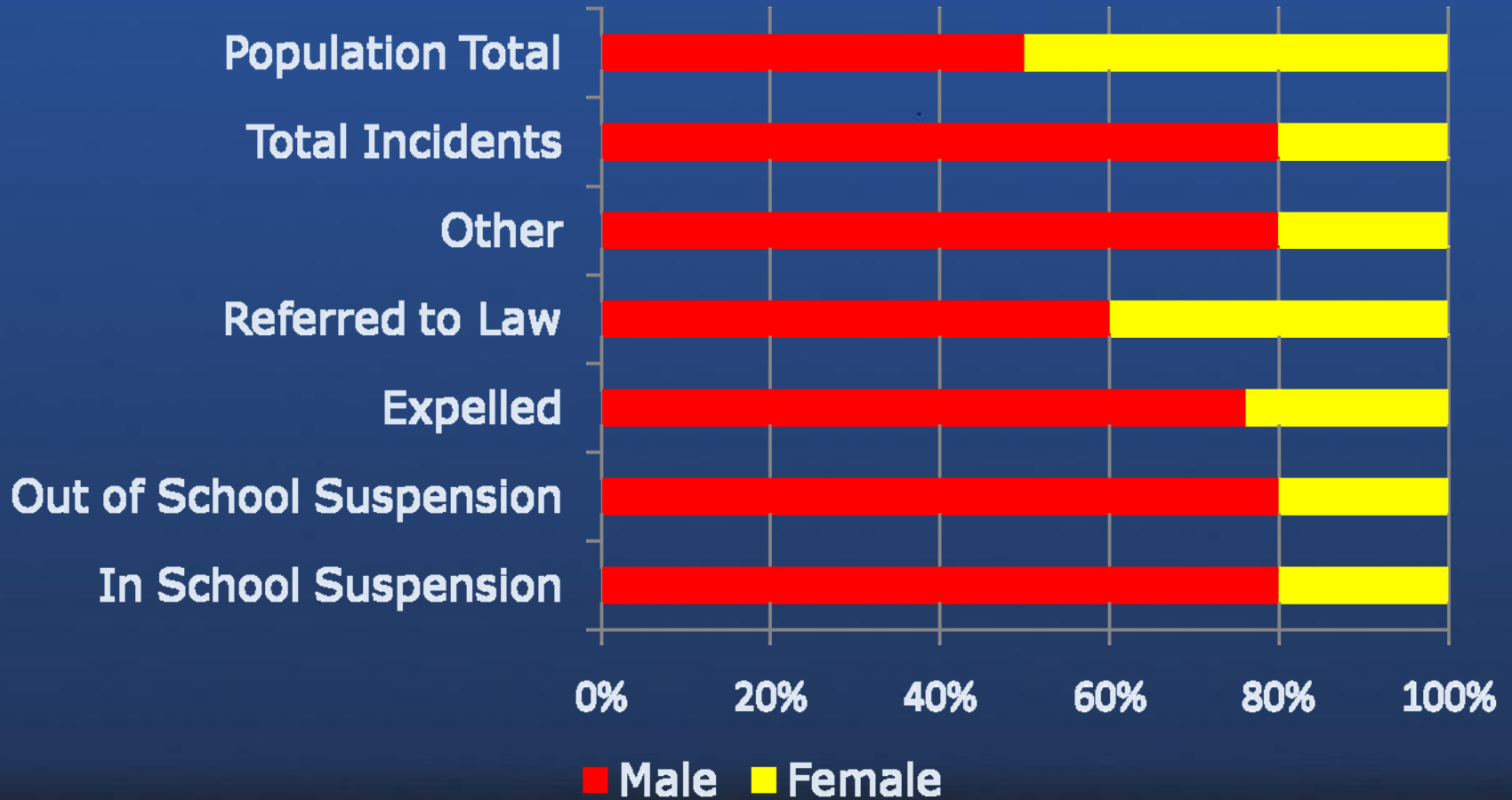
Action Taken for TSD Incidents



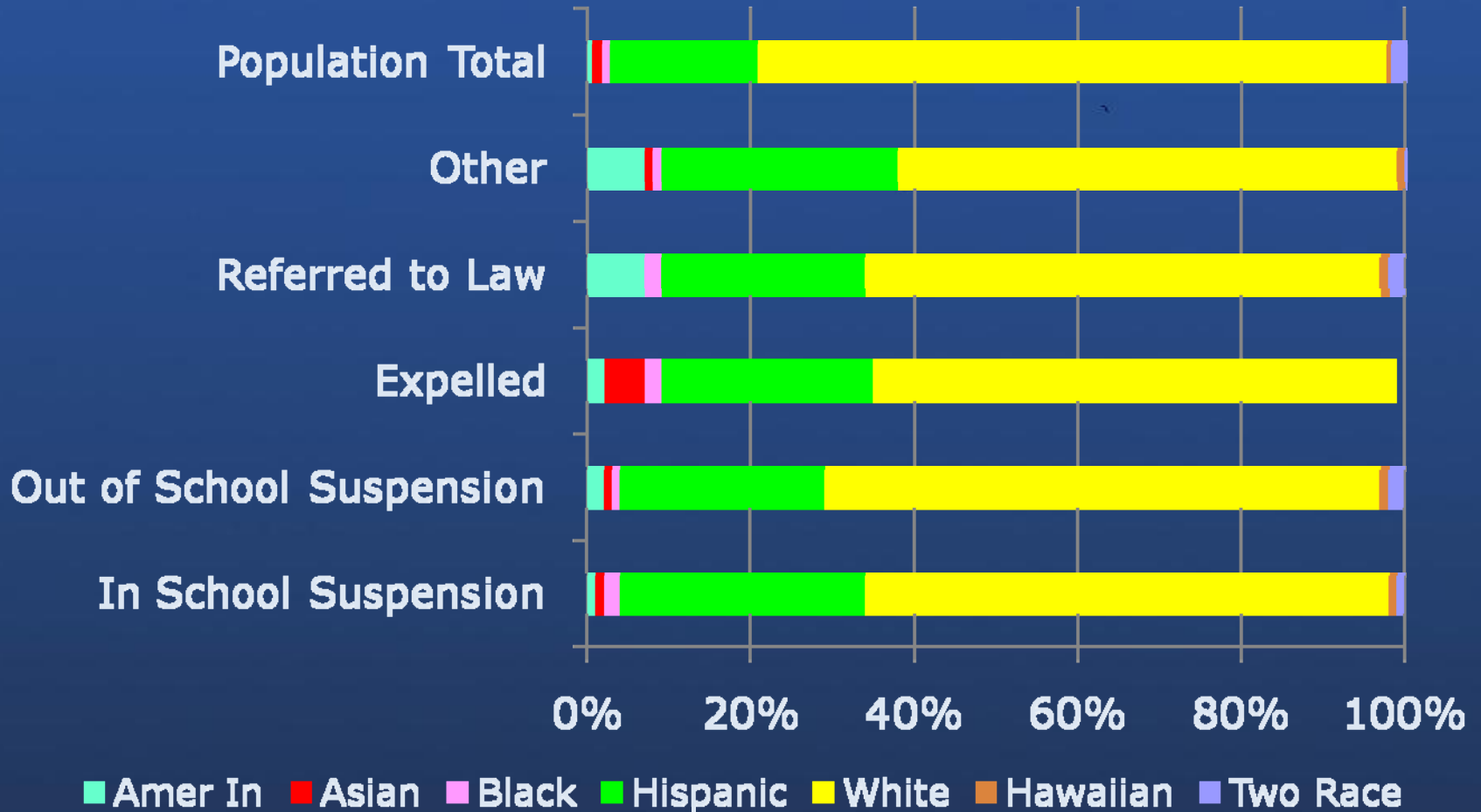
Action Taken for TSD Incidents



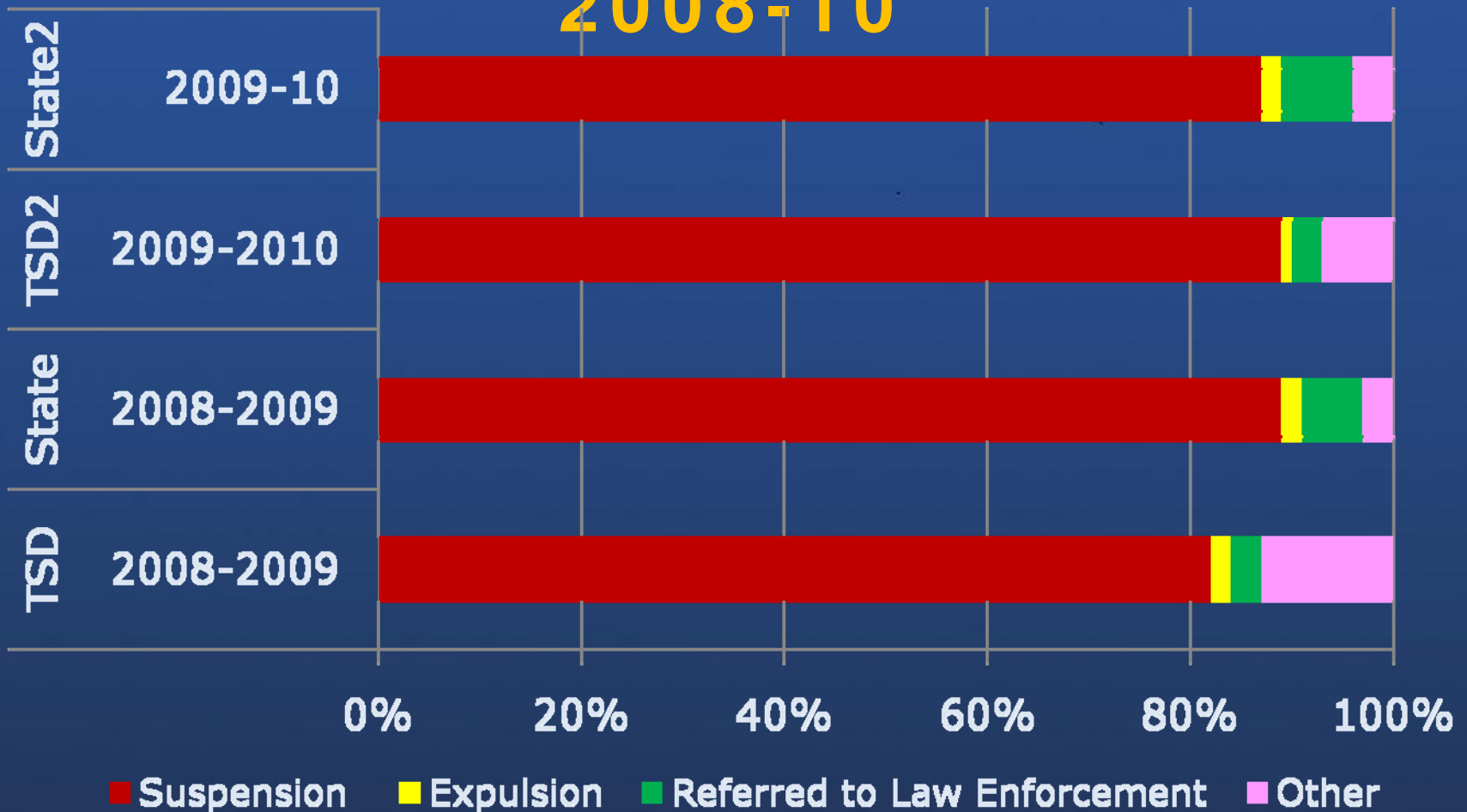
TSD Action Taken by Gender 2010-11



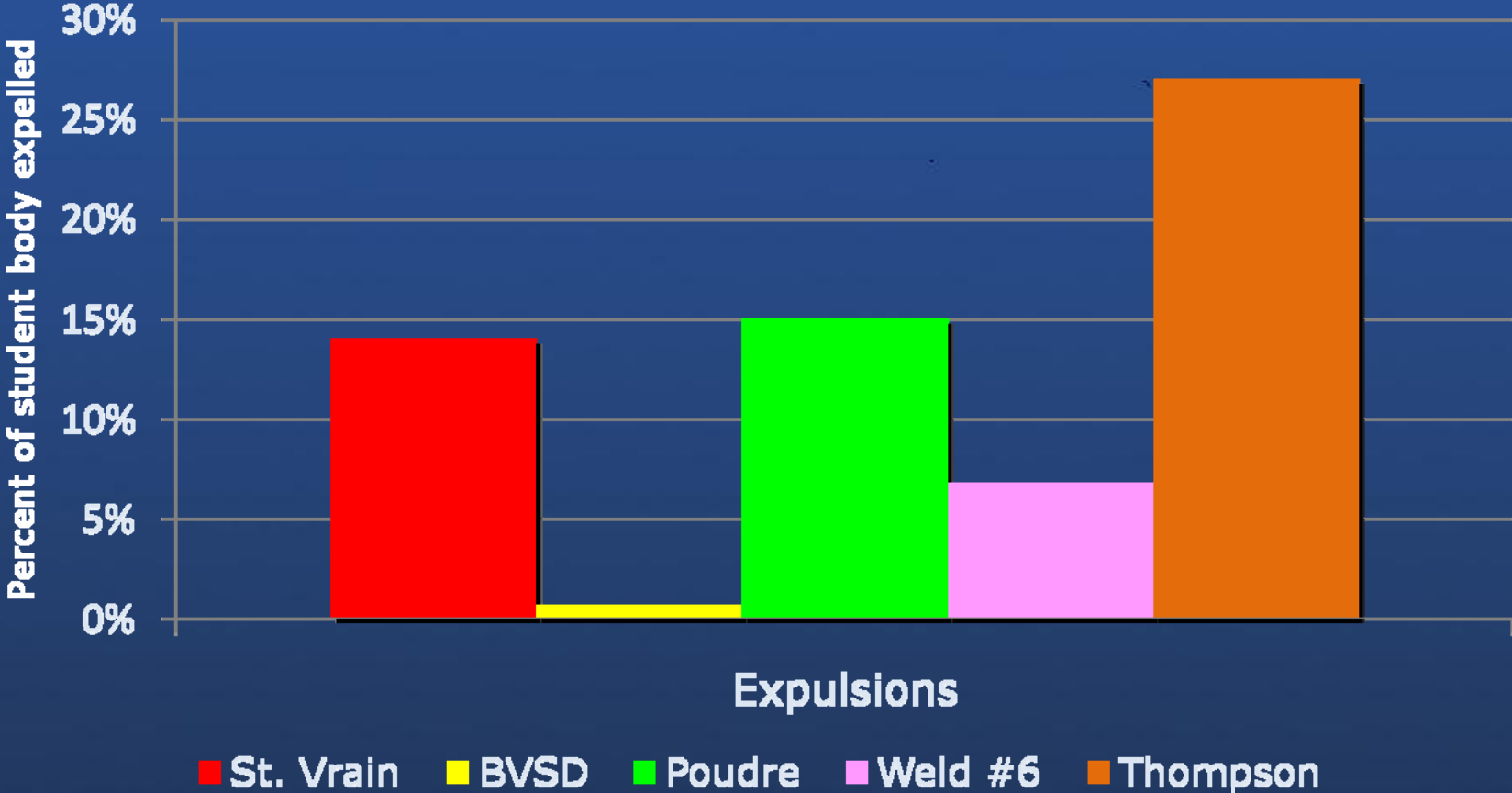
TSD Action Taken By Ethnicity 2010-11



Action Taken TSD and State 2008-10



Expulsion Comparison to Other Districts



Next Steps

- Revision of Discipline Referral Form
- Revision of Discipline Matrix
- Training for all Staff, Students and Community
- Continued implementation of Research-based programs (PBIS, CHAMPS, Bully Blocker)

Special Board Meeting

- School liaisons
- Safe 2 Tell education
- Student support groups
- Parent support groups
- Solicit student/parent feedback
- Address underreporting from students/parents
- Better reporting—lack of or under documentation
- Focus groups
- Educate families, staff
- No cell phones
- Define parent participation guidelines/suggestions
- Ensure safe return to school
- Cyber bullying
- District wide reporting
- Consistent application and training in use of discipline form
- Quarterly reports of discipline statistics to BOE
- Acct/advisory committee of parents/students
- District phone line for parents to report issues

Questions



DISCUSSION ITEM 6.2

Potential Mill Levy Override/Bond Referendum Discussion

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Wes Fothergill, Director of Communication and Community Resources

Consideration: Does the Board have any questions or need additional information regarding the placement of a mill levy override/bond referendum question on the November 2011 ballot?

The Board of Education and district administration have had prolonged dialogue about the effects of the Colorado K-12 education funding upon the Thompson School District, especially as it affected the 2011-12 district budget. The Board is concerned about how the reduced revenue from the state has greatly affected the district general fund, causing excessive use of reserves, cuts to operational services and maintenance, cuts to employee positions, and reduction in educational programming. The Board notes that the projected forecast for the 2012 - 13 school year is also bleak, with a projected starting deficit of nearly \$9 million. Thus, the Board must consider not only how it must reduce its spending by continued program, operational, and personnel cuts, but also, what avenues it might pursue to generate revenues that differ from the school finance act legislation.

Such discussion might include the solicitation of grant monies and the exploration of a potential mill levy override to address educational programming and instruction and/or bond referendum to address deferred maintenance needs that now require more immediate attention.

At the June 15, 2011 Board of Education meeting, the Board directed the superintendent and staff to form an exploratory committee to determine the feasibility of a potential mill levy override and/or bond referendum.

At the August 3, 2011 Board of Education meeting, the Board received an update on and discussed the status of the work completed to date.

Wes Fothergill, director of communication and community resources, will provide an update on progress to date and next steps.

In the event the Board is ready to place a MLO and/or bond question on the November 2011 ballot, staff members have prepared several options for ballot language approval.

DISCUSSION ITEM 6.3

Monthly Financial Report – July 2011

Date: August 17, 2011

Submitted by: Ronald G. Cabrera, Ph.D., Superintendent of Schools
Stephen Towne, CFO

Consideration: Does the Board have any questions or need additional information regarding the July 2011 financial report?

The July 2011 financial report is being compiled and will be provided to the Board prior to the August 17, 2011 regular meeting.

Stephen Towne, CFO, will be in attendance to answer questions.