

**CRIPPLE CREEK-VICTOR SCHOOL DISTRICT RE-1**  
**Board of Education Regular Meeting**  
**February 10, 2013 Board Meeting Room**  
**6:00 p.m.**

1. **Call to Order.** The meeting was called to order at 6:00 p.m. by Timothy Braun, President of the Board.
2. **Pledge of Allegiance.** The Board president led the audience in the Pledge of Allegiance.
3. **Roll Call:** Braun, present; Daniel, present; Jones, present; Monger, present ; Rice, present; also present were Sue Holmes, Superintendent; Jean Olmsted, Secretary to the Board, and five other individuals.
4. **Approval of Agenda.** Mr. Braun asked that an additional item be added under new business as Item 3, CHSAA Directive  
**Motion** by Jones to approve the agenda as amended. Seconded by Rice.  
**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye
5. **Public Participation (three minutes maximum)**  
No one addressed the Board at this time.
6. **Business Meeting**
  - A. **Old Business**
    - i. **Franklin Ferguson Memorial Library Contract.** Mr. McDonald, library director, was present and advised that the library board had agreed to the six-month extension during which time the current contract will be negotiated and re-written as a Memorandum of Understanding.
    - ii. **Vacation Policy Research**  
Mrs. Holmes began the research, however due to a family emergency she was not able to obtain all of the information that she wanted. She will have more complete information at the next Board meeting.
  - B. **New Business**
    - i. **Consent Agenda.**
      - a. **Minutes of January 27, 2014 Meeting.**  
**Motion** by Jones to approve the agenda as presented. Seconded by Rice  
**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye
      - b. **Personnel.** There were no personnel recommendations at this time.
      - c. **Second Reading Policies GCCAB, JLJ.**  
Policy GCCAB is being deleted as it is no longer applicable. JLJ pertains to Physical activity requirements by statute.  
**Motion** by Jones to accept the second reading for the deletion of policy GCCAB and the adoption of JLJ. . Seconded by Rice.  
**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

**ii. First Reading Policies ADF, BEDB, GBEC, GCBA-E, and GDBA-E-2.**

GBEC –Drug Free.

**Motion** by Daniel to table GBEC until the Feb 25 meeting to . Seconded by Rice.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

GCBA-E –Instructional Staff Compensation and Salary Schedules. This motion was tabled until this meeting. Revisions have been made that coincide with previous board policies. Numbers 3, 5, 6, and 7 were changed to conform to practice. Mr. Daniel wanted the Board to review this policy prior to the contract renewals for next year. Mr. Jones stated that although he understood what prior Boards had intended, for ten years the district has been adhering to previous Board decision. His problem is with number 6 which increased the days from 60 days to 80 days. 2004 was a different year and that was when the district had money before there were cuts in personnel and salary. The current Board has discussed how they want to give the current staff salary increase, but due to these pay-outs it was not possible as the money has to be budgeted in the event of an employee resignation or retirement. He felt that prior the Board did not think about the possible outcome due to lack of funding. It is a benefit to staff, and he is okay in that sense, but he feels that it is imperative that the board consider, with the increase from 60 to 80 days, some staff could stay until the 80-day period is obtained. Mr. Jones would like the policy to revert back to the prior policy. Mr. Daniel agreed that he wants it to remain \$50.00 and 60 days. Mrs. Riley from the audience was asked if she would want the days reimbursed or to receive the money in the form of a decrease in benefit premiums. She felt that this should be presented to the staff as a survey. Mr. McDonald, who was on the salary committee at the time the procedure/policy was approved, stated that the amounts were determined on how substitutes were paid. Mr. Braun would like to leave it the way it is. Mr. Jones brought up the statutory regulations that a board cannot encumber a future board. Mr. Jones stated that in private industry an employee normally cannot accrue more than 60 days. The days cannot be carried over and are based on a “use it or lose it” basis. Mr. Jones also brought up the fact that it may not be an issue as there may not be anyone that has been employed here that would have 80 accumulated days. Burl Ryding of the audience has seen where many industries use this this procedure as a reward to improve employee attendance. Mr. Jones stated that he feels 80 days is too much, but would go for 60 days at \$80.00 per day.

**Motion** by Jones to approve the amended GCBA-E changing paragraph 6 to “discretionary days will be reimbursed at the rate of \$80 per day up to a maximum of \$4800, and that any staff member that has accumulated greater than 60 days at this point, will be reimbursed at the rate of \$65.00 and can accumulate up to the 80-day maximum.” Seconded by Rice.

**Roll call vote:** Braun, no; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

GDBA-E-2-Non-certified/Classified Staff Supplemental Benefits. Mrs. Holmes suggested tabling until she could provide the information that the Board wanted.

**Motion** by Rice to table GDBA-E-2 to the February 25th meeting. Seconded by Daniel

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

ADF -School Wellness. There has been no feed-back from the Wellness Coordinator.

**Motion** by Daniel to the March meeting. Seconded by Rice.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

BEDB – Agenda. The current policy does not conform to current practice. The former Board revised this policy in 2013 to conform to practice at that time.

**Motion** by Jones to approve the first reading of the Policy BDEB with revisions that will be made to conform to current practice and include “Awards and Presentations” as an item. Seconded by Daniel.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

Service Animal Policy - the district does not have a policy that addresses service animals specifically. Mr. Jones wants to review the CASB policy and wondered if that could be incorporated into the policy.

**Motion** by Rice to table the service animal policy to the next meeting. . Seconded by Daniel

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

iii. **CHSAA Directive.** Mr. Jones had mentioned in prior meetings that he felt in an effort to cut the expense of travel time and transportation costs it would be in the best interest of the District to join a different league that offered competitions closer to the school.

**Motion** by Jones to direct staff to make contact with CHSAA and begin the process of joining a different league. Seconded by Rice.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

### C. Other

Mr. Braun asked if anyone in the audience wanted to bring anything to the Board at this time.

7. **Executive Session: (Pursuant to C.R.S. 24-6-402(4)(f) ... discussions regarding personnel matters..., the members of a body politic subject to this Part 4, upon the announcement by the local public body to the public...may hold an executive session...)**

**Motion** by Daniel to go into Executive Session. Seconded by Rice

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

The meeting was closed to the public at 6:55 p.m.

Asked to remain: Sue Holmes, Debbie Morrill, and Jean Olmsted into the first part of the executive session.

**Motion** by Jones to come out of Executive Session. Seconded by Daniel.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

The meeting was opened to the public at 9:45 p.m.

No action was taken.

### 8. Adjournment

**Motion** by Jones to adjourn. Seconded by Daniel.

**Roll call vote:** Braun, aye; Daniel, aye; Jones, aye; Monger, aye; Rice, aye

The meeting was adjourned at 8:45 p.m.

**The next meeting is February 24, 2014, with a work session at 5:00 p.m. and the regular meeting scheduled for 6:00 p.m.**

**Minutes approved as to form and content:**

\_\_\_\_\_  
President Date

ATTEST:

\_\_\_\_\_  
Secretary Date