



BOE MISSION

It is the mission of the Meeker School Board, with careful stewardship of community resources, to provide the best possible personnel, curriculum, and facilities that will give students maximum opportunities to learn.

CORE VALUES

*Students First
Respect
Honesty
Learning
Excellence*

BOE ROLES

*Guide the district through the superintendent
Engage constituents
Ensure alignment of policy, resources and structure
Measure and celebrate achievement
Model excellence*

BOE FOCUS

*Increase student learning
Sustain leadership excellence, classroom to boardroom
Enhance constituent connections, understanding and trust
Maximize finances*

MEEKER SCHOOL DISTRICT RE-1
Board of Education Special Board Meeting and Work Session
555 Garfield Street
Meeker, CO 81641
May 2, 2017 - 7:00 p.m.

1. Call to Order and Roll Call
2. Pledge of Allegiance: Dr. Dorsett will lead the Pledge of Allegiance
3. Welcome of Guests
4. Approval of Agenda

General Public Comment Session: (comments limited to three minutes)

Action Item:

1. Acceptance: Resignation - Mary Washburn (Food Services)
2. Acceptance: Resignation for Post Retirement Contract - Mark Meyer (Coordinator of Academics)
3. Approval: Curriculum Purchases

Special Meeting Adjournment

Work Session:

1. Policy final edits - JRCB, JRCB-R, BCB, GBEA, BEDF, DKC, BID/BIE, DAC, DJB, & DJB-R
2. Policy GBQEB
 - a. Policy background
 - b. Final edits
 - c. *Associated contract*
3. Superintendent evaluation summary form
4. Master Plan Update - *Public Meeting - May 11, 2017 at 5:30 p.m.*
5. FY18 Budget Update
6. School Board professional development
 - a. Personnel roles and responsibilities
 - i. Governance vs. management
 - ii. Statute
 - iii. Policy
 - iv. Current processes
 - b. Curriculum
 - i. What is curriculum
 - ii. What does statute/policy require from the BOE
 - iii. What processes are in place
 - iv. What is on the horizon
 - c. Risk assessment from auditor
7. Items introduced by BOE members

4-19-17



Mr. Selle and School Board,
I have had the pleasure
of working with the students
and staff of our schools for
almost twenty years. In
one way or another I have

been privileged to work
with some of the brightest minds
in our county. For this, I thank you.

I believe that now I need to take
some time for my family. Mike and
I would like to travel, have a garden,
but most of all not be a slave to a
schedule. I would love to remain on
the substitute list for the kitchen.

Please consider this my notice of
retirement as of May 31, 2017. Thank
you for allowing me to serve.

Sincerely,
Mary D. Washburn

Mark Meyer
PO Box 2599
Meeker, CO 81641

April 19, 2017

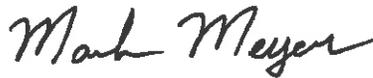
Mr. Chris Selle, Superintendent
Meeker School District Re-1
P.O. Box 1089
Meeker, Colorado 81641

Dear Mr. Selle:

This letter is to inform you that I have submitted my retirement paperwork with PERA. My retirement will be effective June 30, 2017. I will fulfill my current contract through the end of this school year.

I continue to love the work and challenges from being the Coordinator of Academics in the Meeker School District. Thank you for allowing me to continue in this position on a post-retirement contract for next school year.

Sincerely,



Mark Meyer
Coordinator of Academics, Meeker Public Schools

Curriculum Materials Approval - May 2, 2017 Special BOE Meeting

Subject	Grade(s)	Text/Series	Publisher/Author	Cost	Funding Source
Math	9-12	Pre-Algebra	Glencoe	\$2,067.85	Chevron STEM Donation
Science	11-12	College Physics	Gimbattista	\$2,500.00	Chevron STEM Donation
Math	9-12	Intermediate Algebra	McGraw-Hill	\$4,443.00	Chevron STEM Donation
Health	9	Comprehensive Health	Goodheart-Wilcox	\$5,077.33	MEF/Human Resource Council
Health	K-5	The Great Body Shop	Children's Health Market	\$2,993.00	MEF/Human Resource Council
Health	6-8	The Great Body Shop	Children's Health Market	\$1,332.00	MEF/Human Resource Council
Science	9	Physical Science	Glencoe	\$5,855.40	MEF Grant / FY18 Budget
Science	11-12	Earth Science	Glencoe	\$3,063.96	MEF Grant / FY18 Budget
Science	11-12	Chemistry	McGraw-Hill	\$7,776.90	MEF Grant / FY18 Budget
Science	10	Biology	Glencoe	\$5,855.40	MEF Grant / FY18 Budget
Social Studies	9	World History & Geography	McGraw-Hill	\$6,140.00	MEF Grant / FY18 Budget
Art	9-12	Exploring Art	Wadsworth	\$1,000.00	MEF Grant / FY18 Budget
Total Cost				\$48,104.84	

Recommend Meeker School District Board of Education approve as presented. Exact funding sources to be determined.

Employment of Retired Staff Members

The Board of Education has determined that it is sometimes advantageous to the district to approve a post-retirement contract with a **PERA retiree district employee who has retired**. Under a post-retirement contract, a retired employee may work up to the allowable number of days determined by current PERA rules and in accordance with applicable state law and regulation. A retired employee may work under a post-retirement contract for as many years as are beneficial to the District. The final recommendation for an employee to be employed with a post-retirement contract shall be made by the superintendent to the Board.

In order to be considered for a post-retirement contract, the following guidelines must be met:

In deciding whether to fill a position with a post-retirement contractee, the Board **and district administration** shall determine that said contract is in the best interests of the students and the financial concerns of the District. **Generally, a position suitable for post-retirement contract would be a temporary position, a position for which there is no other available candidate, or one for which it is otherwise difficult to recruit full-time employees.** ~~If the superintendent recommends and the Board determines that a position should be filled by an employee on post-retirement contract, the Superintendent shall notify existing staff of the available position or initiate a search.~~

Current employees wishing to work on a post-retirement contract must request the post-retirement contract no later than 60 days prior to retirement. An individual **that who** is not currently working for the District may be eligible for a post-retirement contract to fill an advertised vacancy in the District. Employees who receive early retirement benefit may not be awarded a post-retirement contract. The retiree's most recent evaluations must reflect satisfactory performance, **and** the retiree must be hired for a position for which he/she is licensed and/or qualified by training and experience. **The retiree must be able to perform the essential job functions of the position assigned by the District for the post-retirement contract year, with or without reasonable accommodations.**

1. It is determined by District administration and the Board that a post-retirement contract is in the best interest of the students and the financial concerns of the district.

The retiree will be responsible for his/her own continuing eligibility for PERA retirement benefits. In the event that the retiree works during a period for a number of days that results in a reduction or loss of his/her PERA benefits, the district shall not be responsible or liable to the retiree for such reduction or loss. The retiree may be contracted to work up to a number of days per calendar year as determined by the district in its sole discretion, up to a maximum **of** number of days in each calendar year as provided by PERA requirements.

The following conditions shall apply to all post-retirement contracts.

1. The post-retirement contract shall be presented for Board approval. The superintendent shall inform the employee of whether or not the Board has approved the post retirement contract.
2. If the post-retirement contract is approved, the employee is currently employed by the District, and the employee has received notice of the contract approval, the employee must submit an irrevocable letter of resignation including a statement that such resignation will take effect as of the date of the employee's retirement.
3. The post-retirement contract shall be made available to the employee before, but will not take effect until, the retiree is retired and eligible for PERA retirement benefits.
4. The post-retirement contract shall specify the number of days during the fiscal year for which the employee is contracted.
5. Pay shall be negotiated between the employee and superintendent, based on appropriate placement on the salary schedule corresponding to the employee's job duties.
6. A per-diem pay rate shall be calculated then distributed over twelve months in the same manner as for regular employees.
7. If a retired employee works multiple years on a post-retirement contract, he/she will receive a cost of living increase and/or salary step increase in those years where a cost of living increase and/or salary step increase has been awarded to all other district employees.
8. If awarded, the cost of living increase shall be applied to the employee's per-diem rate calculated in the first year most recent year working on a post-retirement contract
9. Employees hired pursuant to this policy shall pay the member contribution required by PERA.
10. Employees hired pursuant to this policy will be eligible for fringe benefits as outlined in district policy GCBD and/or GDBD.
11. Employees hired pursuant to this policy shall not be entitled to paid leave or vacation days, as they will be limited to the maximum number of days allowed by PERA rules and applicable state law and regulation.
12. Leave for training, workshops, and conferences shall be granted in accordance with district policy GCID.

Adopted: April 18, 2017

LEGAL REFS.: C.R.S. 24-51-1101 (member contributions for employment after retirement)
C.R.S. 24-51-1102 (copy of employment agreement may be requested by PERA)

CROSS REF.: GCBD, Professional Staff Fringe Benefits
GDBD, Support Staff Fringe Benefits

MEEKER SCHOOL DISTRICT RE-1



P.O. Box 1089
Meeker, Colorado 81641
970-878-9040

POST-RETIREMENT EMPLOYMENT AGREEMENT 2017-2018 School Year

SALARY CALCULATION: «F2»
DAILY RATE: \$XXX.XX
SALARY: «F3»

This is an agreement for employment (the “Agreement”) entered into this **18th** day of **April, 2017**, by and between «F1» (“TEACHER”) and Meeker School District RE 1 (“DISTRICT”).

RECITALS

- A. The EMPLOYEE has retired from employment in the SCHOOL DISTRICT and is receiving or has made application to receive retirement benefits from the Public Employees Retirement Association (“PERA”).
- B. A service retiree under PERA is permitted by statute to be employed by an employer without a reduction in retirement benefits as long as such employment does not exceed one hundred forty days per calendar year.
- C. EMPLOYEE desires post-retirement employment with the SCHOOL DISTRICT on terms that will not result in a reduction of PERA retirement benefits and the SCHOOL DISTRICT desires to employ EMPLOYEE for a term of one hundred forty days or 960 contact hours per calendar year.
- D. The EMPLOYEE agrees to perform services in accordance with the requirements of the BOARD for such days of the academic year as designated by the Board, during the term of the contract.

AGREEMENT

1. Term of Employment.

- 1.1 The EMPLOYEE shall be employed as a (teacher) in the SCHOOL DISTRICT for no more than 140 workdays or 960 contact hours during the school year 2017-2018 (No more than 140 workdays or 960 contact hours for each calendar year). Such employment shall commence on August 1, 2017.
- 1.2 Employment under this Agreement may be terminated at any time, with or without cause, either by the EMPLOYEE or the SCHOOL DISTRICT. The EMPLOYEE

agrees to pay damages to the BOARD, and the BOARD agrees to collect or withhold damages from compensation due or payable to the EMPLOYEE, with such damages being assessed against the EMPLOYEE from the salary of the EMPLOYEE if the EMPLOYEE abandons, breaches, or otherwise refuses to perform services pursuant to this contract, unless the EMPLOYEE has given at least thirty (30) days written notice to the BOARD to the effect that he/she wishes to be relieved of this contract for the remainder of the year as of a certain date, and providing further that such damages shall not exceed ordinary and necessary expense of the BOARD to secure the services of a suitable replacement for the EMPLOYEE.

1.3 The EMPLOYEE acknowledges that this Agreement is automatically nonrenewed upon expiration of the term, and that this Agreement constitutes notice of such nonrenewal.

2. Compensation and Benefits

2.1 The DISTRICT shall pay the EMPLOYEE at a daily rate multiplied by one hundred and forty (140) days based on a gross annual amount according to the current salary schedule of \$«F3», payable in twelve (12) equal installments commencing with the month of September, 2017.

2.2 The EMPLOYEE's salary shall be subject to employer or member PERA contribution and shall be subject to other withholding as required by law.

2.3 The EMPLOYEE shall be entitled to benefits as outlined in District Policy GBQEB.

3. Conditions of Employment

3.1 The EMPLOYEE agrees to comply with all of the applicable laws, statutes, rules, and regulations of the United States of America and the State of Colorado as well as the administrative regulations, policies, and procedures of the SCHOOL DISTRICT and the State Board of Education; provided, however, that nothing set forth in the above-mentioned laws, rules, regulations, policies, and procedures shall alter the nature of the EMPLOYEE'S employment herein contained. Further, the EMPLOYEE will have in full force and effect, upon the commencement date and at all times during the term, all state licenses as may be required for the position for which EMPLOYEE is retained and will meet all of the professional standards required by the SCHOOL DISTRICT and Colorado law.

3.2 The EMPLOYEE understands and agrees that due to the nature of his or her post-retirement employment under this Agreement:

3.2.1 The EMPLOYEE'S employment shall not be subject to any collective bargaining agreement between and recognized employee organization or association and the SCHOOL DISTRICT and that the EMPLOYEE will not be a member of any bargaining unit.

3.2.2 The EMPLOYEE will not be entitled to the benefit of any SCHOOL DISTRICT policies or administrative regulations and procedures relating to evaluation, grievances, due process, or seniority.

3.2.3 The EMPLOYEE will not be entitled to rights or benefits relating to notice of contract nonrenewal, grounds for dismissal, procedures for dismissal, transfer or compensation, as provided under the Colorado Teacher Employment Compensation, and Dismissal Act.

3.3 The EMPLOYEE accepts the terms and conditions of this Contract and acknowledges that he or she is not presently under contract elsewhere for the school year indicated on this Contract.

4 **PERA PROVISIONS.** It is expressly acknowledged that the Employee, during the term of this Contract, is a former employee of the District who has retired and is currently receiving full retirement benefits from the Colorado Public Employees Retirement Association (PERA). The parties understand and believe that, under the provisions of law and the PERA Rules, (1) the salary the Employee receives from the District will not result in a reduction of his/her PERA benefits, and will not be subject to a PERA contribution by the Employee, and (2) the arrangement described and set forth herein will not in any manner violate the statutes or rules governing PERA. Notwithstanding the foregoing, it is acknowledged that the PERA statute and rules are complex and subject to interpretation, and that there is no guarantee that PERA will not take a position in conflict with the parties' intentions and understandings as set forth herein. In light of this concern, the parties agree that the Employee enters into this Contract at his/her own sole risk, and the Employee shall not have any claim or cause of action against the District if this Contract should result in any reduction or termination of PERA benefits. Additionally, the Employee shall and does hereby indemnify and hold harmless the District, its agents, employees, attorneys, and board members, past, present, and future, from and against any claim or demand by the Employee or PERA, arising from or in connection with any reduction or termination of, or other adverse action with respect to, the Employee's PERA retirement benefits, contributions, and/or any related benefits or entitlements.

IN WITNESS WHEREOF, the parties hereto have executed this Post-Retirement Employment Agreement as of the date first set forth above.

MEEKER DISTRICT RE-1

ATTEST:

President, Board of Education

Secretary, Board of Education

«F1»«F1», Teacher

Date

Please return to the Superintendent by May 18, 2017.

Meeker School District, Meeker, Colorado

MEEKER SCHOOL DISTRICT RE-1
MEEKER, COLORADO 81641

Chris Selle
Superintendent
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Amy Chinn
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Meeker School District Superintendent Evaluation Summary

Meeker School District policy CBI states “Those portions of the superintendent's written evaluation relating to the performance in fulfilling adopted district objectives, fiscal management of the district, district planning responsibilities and supervision and evaluation of district personnel shall be available for inspection by the public during regular office hours.” In keeping with this policy provision, this document shall outline the superintendent’s performance in the aforementioned categories and shall be available for inspection by the public at the Meeker School District Administration Building.

Adopted District Objectives

Exemplary Proficient Partially Proficient Not Evident

Weighted average from evaluation:
Comments:

Fiscal Management

Exemplary Proficient Partially Proficient Not Evident

Weighted average from evaluation:
Comments:

District Planning

Exemplary Proficient Partially Proficient Not Evident

Weighted average from evaluation:
Comments:

Supervision and Evaluation of District Personnel

Exemplary Proficient Partially Proficient Not Evident

Weighted average from evaluation:
Comments: