

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION
MINUTES FOR APRIL 9th, 2015
BOARD MEETING

Policy Meeting
Professional Development Room

April 9th, 2015
5:00 p.m.

- I. CALL TO ORDER - The Dolores School Board meeting was called to order at 5:02 p.m. on April 9th, 2015.
- II. ROLL CALL - Members present were: Vangi McCoy, Joye McHenry, Deanna Truelsen, and Linnea Vass. Member Dee Prock was in attendance electronically (as she was out of the state on business). Sherri Maxwell, Elementary Principal, Tammy Hooten, Business Manager, and Scott Cooper, Superintendent, were also in attendance.
- III. APPROVAL OF AGENDA
A motion was made by Vangi McCoy and seconded by Joye McHenry to approve the agenda.
Votes: McCoy-aye; McHenry-aye; Prock-aye; Truelsen-aye, Vass, aye.

IV. POLICIES:

CODE	TOPIC	READING
GCBA-E-3	Administrative Staff Salary / Compensation	HOLD
BEAA	Electronic Participation in School Board Meetings	review
GCQC/GCQD	Resignation of Instructional / Administrative Staff	review
GCQC/GCQD-R †	Resignation of Instructional / Administrative Staff, regulation	review
GCQG-R†	Discipline / Suspension / Dismissal of Professional Staff – regulation	review
† New Policy		
♦ Required by law		

The following policies were discussed in detail:

Mrs. Arnett briefly reviewed the approved changes to policies IKF – Graduation Requirements, JICH – Drug & Alcohol Use by Students, JICH-R – the regulation to the Drug & Alcohol policy, and new policy JIHD – Breathalyzer Screening at School Dances or Celebrations. Mrs. Arnett wanted the Board to see the policies in their approved form (prior to their second reading at the regular board meeting following this policy session), and after months of discussions and possible changes to these policies.

GCBA-E-3 – Administrative Staff Salary / Compensation – This exhibit was put on hold at the last policy meeting due to lack of time to address it properly. Dr. Cooper gave the Board a handout with the reasoning for increasing the administrative salary schedule. Among them were: 1) It is a School Board goal to ensure salaries will be competitive with local districts, and the recommended changes would place Dolores administration salaries in between Mancos and Cortez; 2) the schedule hasn't been increased in nine years; 3) the administrative positions now require many more hours in evaluation / instructional coaching support than they did at the time they were last adjusted; 4) the principal licensure program costs have increased almost ten times from what they were nine years ago.

Dr. Cooper also recommended striking the sentences in the exhibit that refer to evaluation ratings and withholding a salary increase because of a negative evaluation. The verbiage no longer aligns with the Colorado model evaluation system, and if principals are less than effective, rather than not getting a salary increase, they would not be rehired. Mrs. McHenry stated that she felt that the administrators salaries did need to be increased, but a \$10,000 increase would be too much at this point with current budget concerns. Dr. Cooper explained the cost savings in the principals' salaries due to the retirement of Mrs. Maxwell. Mrs. McHenry stated that there may not necessarily be a cost savings if the district ends up hiring someone with many years of experience. Dolores has attractive qualities that Cortez doesn't, so we can still attract candidates. Mrs. McHenry remarked that she didn't want the district to be top heavy, as we need to add extra monies into teacher, IT, and other needed positions. She didn't feel that we should increase the elementary principal salary twice, as an increase was just approved in December, but she would support a \$5,000 increase for secondary administration. Mrs. Truelsen stated that she agrees with Mrs. McHenry with these changes, and then the Board could revisit the schedule in another year. She would like to see any extra increase go to needs other than administrator salaries at this time. Mrs. McHenry also brought up the fact that increasing the base salary locks the district in, where we could always adjust the salary with step increases. Dr. Cooper informed the Board that Mancos starts their elementary principal at \$55,000, so he'd like to see our salary start at least a little higher – maybe at \$57,500. Mrs. Hooten said that she was not opposed to increasing the administrator salaries, but wanted to remind the Board of the following concerns: 1. we still don't know what extra insurance costs we'll have, 2. we'll be adding a new phone system at \$15,000-\$20,000, 3. we have a new bus to pay for in this budget, 4. and there are other part-time positions we may need to add, 5. we may have a shortfall, and 6. we don't know our student numbers yet. The Board discussed a salary schedule with a base, no steps, and negotiating vs. a higher base with steps. The Board and Mrs. Maxwell talked about equitable pay and workloads among the principals. Mrs. McHenry mentioned that the Secondary Assistant Principal has a lot more duties than the Principal. Mrs. Truelsen agreed, and stated that the current structure with the division of duties in secondary administration and having the assistant principal also serve as the athletic director is not working. The Board agreed to discuss the possible administrative restructuring at a later time, and would like to proceed with a compromise to the proposed salary increases that will at least place the district between Mancos and Cortez districts. The Board was in agreement at starting the Elementary Principal at \$57,500, the Secondary Principal at \$63,000, and the Assistant Principal at \$57,500. Step increases would be at the current rate of \$1,250.

A motion was made by Deanna Truelsen and seconded by Joye McHenry to start the Elementary Principal salary at \$57,500, the Secondary Principal at \$63,000, and the Secondary Assistant Principal at \$57,500. The sentence "Continuous employment with the district is dependent upon annual positive evaluations" will be added at the end of the first numbered statement, the first sentence of paragraph 2 will remain in the exhibit, but the remainder of the paragraph will be struck.

Votes: McCoy-aye; McHenry-aye; Prock-aye; Truelsen-aye, Vass, aye.

BEAA – Electronic Participation School Board Meetings – This is a new sample policy from CASB developed after the passage of SB-13-015 allowing board members to participate in regular and special board meetings electronically. The policy details the specific conditions under which this is allowable. If the Board were to decide not to adopt this policy, CASB interprets the new state law to prohibit a member from attending electronically. The Board reviewed the policy and would like to adopt the policy with the deletion of the notes, and the word "only" in the first sentence in the second paragraph.

GCQC/GCQD, GCQC/GCQD-R – Resignation of Instructional Staff / Administrative Staff policy and regulation – The only revision CASB has made to this policy is to remove the section on mandatory reporting requirements, and move those into a newly created regulation to the policy. The Board was in agreement with the change and will adopt the revisions and the new regulation.

GCQF-R – Discipline, Suspension and Dismissal of Professional Staff - CASB also made the same change as above to policy GCQF (adopted at a previous policy meeting), and has created a separate regulation that contain the mandatory reporting requirements. The Board will adopt the new regulation.

V. ADJOURNMENT WAS AT 6:03 p.m.

 5-14-15
Board President Date

 5-14-15
Board Secretary Date