

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION
MINUTES FOR MARCH 8th, 2018
WORKSHOP and BOARD MEETING

**Workshop
Professional Development Room**

**March 8th, 2018
5:30 p.m.**

- I. DISCUSSION
 - A. There was the linkage meeting debrief from 5:30 p.m. to 5:55 p.m.

**Regular Board Meeting
Professional Development Room**

**March 8th, 2018
6:00 p.m.**

- I. CALL TO ORDER - The Dolores School Board meeting was called to order at 6:00 p.m. on March 8th, 2018.
- II. ROLL CALL - Members present were: Casey McClellan, Vangi McCoy, Kay Phelps, Dee Prock and Deanna Truelsen. Scott Cooper, Superintendent, Jenifer Huffman, Secondary Principal, Gary Livick, Elementary Principal, Doreen Jones, Business Manager, staff and community members were also in attendance.
- III. PLEDGE AND MOMENT OF SILENCE
- IV. APPROVAL OF AGENDA

A motion was made by Casey McClellan and seconded by Deanna Truelsen to restructure the agenda as follows: Moving X., E, F, G and H to XV., Discussion Among Board Members; Move XV., to after VIII. Student Government Report.
No vote taken.

A motion was made by Vangi McCoy and seconded by Kay Phelps to approve the agenda with the additions and the above changes.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

- V. CELEBRATIONS/PRESENTATIONS
 - A. Destination Imagination goes to State Competition – Elementary students presented their accomplishments with DI and their upcoming travel to state, in their science competition category. State is on April 7 at the Metro College Square in Denver, so come and support the students.
 - B. Montezuma Inspire Coalition – Ms. McAlpin and Mr. Loschert presented on this coalition that came together to get kids outside; funding was awarded in 2015 by GOCO for a planning grant in the amount of \$75,000; they have now received \$1.8 million over the next three years to provide programming, placement and pathways for kids in the outdoors. It involves all local organizations; the challenge is breaking down barriers, getting the equipment, knowledge, transportation and programming to engage kids across the county. Places – enhancing and expanding, building/maintaining trails, outdoor labs, school gardens, all through nonprofit support and youth involvement; pathways – getting kids engaged and interested/aware of opportunities to work in outdoor related fields; programmatic – biggest piece, developed for every kid in every county.
Blessed here in Montezuma County with an abundance of open space and organizations to assist. In 2015 a steering committee was formed, they started with eight organizations and they're now at 20; coalition members are aligned on goals; timeline – three-year grant is not the end, working on sustainability, funding, adapting, evaluating programs and participation and then moving forward with all organizations. These two are employees of the Montezuma Land Conservancy. There were 500 kids that visited their farm in Lewis in 2017, participating in hands on experiential projects, water, irrigation, farming, ranching, etc., taught where ag is headed and how they can play a role in shaping this part of the community. The Montezuma Land Conservancy has protected over 45,000 acres in Montezuma and Dolores Counties; any teacher can contact folks with MIC about farm visits, field trips and projects. MIC inspires love for the land and the outdoors. They're working on the programmatic

piece, developing opportunities for mountain biking, camping, hiking, equine therapy, a lending gear library for backcountry travel, and much more.

Ms. Prock – Is the program available for every other Friday, or once a month, etc.? It possibly could be, if they have availability of participants and resources, now is a good time for collaboration. Ms. Phelps asked if they're familiar with CEEP, teachers getting students outside, she suggested they look them up on the CDE website, to engage more folks available and on board with MIC's mission.

- C. Teacher Advocates for a Restructuring of Learning Time – Several Dolores elementary and secondary teachers presented a PowerPoint with supporting points for moving to a four-day week. Highlights: Easy transition from preschool to elementary; 98 of 178 school districts in CO utilize four-day weeks; recruitment/retention of staff; lessens intensity of week; Friday teacher prep time instead of weekend prep time; currently the five-day weeks at Dolores, Fridays of school are already ghost town; teacher shortage is huge problem here; quality of teachers promotes student achievement, already have problem attracting quality teachers; CDE said no difference in student achievement between four and five-day weeks; instruction time could be increased; more instructional time through reduced student absences. They reached out to Mancos, they're on a four-day week starting this year, and it seems to be going well. The CDE website and others noted in their presentation has additional references in support.

Discussion ensued on the pros and cons of both schedules, with many of the audience members.

There would only be a difference of 12 Fridays between the current schedule and a four-day week.

Teacher advocated for students involved in extra activities, the higher achieving classes, would have time on Friday to produce work and get it done, many students are engaged in multiple things tasks and a three-day weekend would benefit those already consumed with work.

Mr. McClellan asked what percentage of students statewide in CO are on four-day; Mr. LaRose suggested he do that research himself.

- D. Colorado Alliance for Environmental Ed. awarding the Outstanding Environmental Educator Award to Dr. Kay Phelps – Ms. Prock announced Dr. Phelps received this award this past weekend, congratulations. Dr. Phelps would like to collaborate with MIC to get kids outdoors, be their own regulators and recharge, become good stewards.

VI. CITIZENS TO ADDRESS THE BOARD – Ms. Prock announced the three-minute time limit for speakers, as there are quite a few to present tonight. Thank you to everyone for attending. Reminder, refrain from mentioning student names or personnel issues per CO statute.

- A. Student Safety – Brandon Sloan – Parent of freshman daughter assaulted at Dolores. He has lost all confidence that Dolores is a good environment for his daughter and other students. His daughter was physically assaulted by another student with a history of bullying behavior, in an unsupervised classroom, a video circulated showing students watching the door, laughing. He stated administration knew about the problem for about four months, but the flaw was that admin never informed teachers, staff or SRO. Aftermath, some admin contacted the DA's office requesting info in the ongoing criminal investigation, went to investigator at the DA's office and was also told no; then goes to the parent of the student to get info. Can't do that. They don't need law enforcement to discipline students, admin more concerned about perpetrator's well being, do not enforce policy, do not hold students accountable, do not protect and aren't proactive, not asset to school or students, admin are a liability. Things need to change.

Mr. McClellan asked if he was interviewed regarding the expulsion; no, not one person spoke with him, never made aware of hearing, not invited, never apologized. He was called about tonight's meeting.

Dr. Cooper explained the expulsion hearing is for the student and their family only.

Mr. McClellan - appears more people were involved based on video, what has been done with those folks?

Dr. Cooper – won't discuss student matters in a public hearing.

Mr. Sloan is frustrated, that is all he hears, can't. Dr. Cooper reiterated he can't discuss student issues with board members or other parents, other than the recommendation for expulsion.

Mr. McClellan isn't asking for details, he wants to know how many kids were involved; Dr. Cooper can't discuss that, it would be illegal, despite a video. Mr. McClellan asked if it can be discussed in executive session. Ms. Prock said the board is not privileged to student files, plans, behavior, discipline reports, police reports, etc., and she feels that's appropriate.

Mr. McClellan would like to know, has the entire situation been addressed? Has everyone involved been talked to? Have steps been taken with every student? Dr. Cooper is aware of situation.

Mr. Sloan is frustrated, that's what he's gotten, his questions are never asked; the administration works for the school board.

Dr. Cooper recommends they move on to the next speaker. Mr. Sloan feels it was pointless to come here. Ms. Prock wrapped up the discussion, there will be no more info. in a public meeting.

- B. School Violence/504 Request – M. Sloan VanBibber – Aunt of student assaulted. Thank you for the opportunity to address the school board and for their service. She feels the “I was now I am” students are heroes. This is a very emotional time and topic. She's here to address the board regarding the criminal assault on her niece by a group of students in an unsupervised classroom. She read the Dolores vision and mission statements. There are already policies in place for gang activities and secret societies and she feels those are applicable here. The assault was coordinated, planned by a group, the assailant did not act alone; they guarded the door, set up videographers before the incident, waited for the teacher to leave the room, and the video was shared publicly. Students are asking for a culture change. Measures can be taken to prevent these types of things, reexamine programs that have been implemented and figure out ways to improve. She encouraged the admin take on the passion of the students. Random restorative justice is not implementation. Kids need the board members to be heroes, not bystanders. Look from the top down. Are there adequate resources to shut down bullying and violence? It was no secret that her niece was in danger, admin was aware of the threats. Intervention? Documentation? Upstander training can work with passionate leadership. The challenge is to make the tough budgetary decisions for trained, certified school counselors and psychologists. Once a threat is known it needs to be taken seriously. Did any admin or counselor reach out to the victim and ask if she was safe? Ask why she didn't attend school functions? It appears not. Was the information shared with teachers? No. She suggested that all board members watch the video. One student said because of the “bro code,” the unspoken rule not to interfere with a girl fight, that's why he didn't intervene. Ms. VanBibber said this was not a girl fight, it was an ambush by a gang. She said that student had the chance to be an upstander and didn't take it. What's being done to redirect the kids that were involved.
- C. Calendar Scores, Bullying, Teacher Retention – Lenetta Shull – Ms. Shull related a story of bullying, stating there is hope. Introduced herself and her sources. She brought up the last board meeting when a board member attempted to go into executive session and the motion failed. If there was a legal issue that the board ignored or failed to address, it could be a legal issue for school. Calendar – tries to bring facts to the table, and there's not many facts to support either a five or four day calendar. CDE has put in place a strategic plan to help with teacher retention – better pay and benefits is No. 1 strategy; childcare benefits No. 2 strategy. Bullying – her youngest daughter was bullied but is now doing very well. Bullying affects many people; suicides increase, bullies are more likely to commit serious crimes or be incarcerated; when bullying is allowed, the entire environment is affected, learning decreases, there's too many distractions, students become insecure, use excuses to avoid school. Academics – elementary and MS is in turnaround now and has been for a couple years. Improvements must take place or funding is affected. There has been a mass exodus of students from Dolores, the lack of leadership is affecting public support. Rules are gray areas, it's about who will benefit.

Mr. McClellan said it takes a lot for folks to get up and get their message out, he doesn't feel they should be limited; Ms. Prock appreciates everyone being here, but please respect everyone's time.

- D. Informing staff of situation that could prevent students from being harmed/bullied – Reggy Haase – Gave time to Brandon Sloan.
- E. School Safety – Amy Lewis – Ms. Lewis has been a sub since 2016; she loves her job, but the school is unsafe, kids are scared, and she's here on behalf of her students. Major changes needed. Admin needs to change; students/education most important and they've lost sight of that. Too much money is spent on paras to deal with high needs kids. AD is the biggest bully in school. There's no discipline and no consequences and it's out of control. She related an incident where a student threatened another with death, students can't be left unattended; she filed a report and nothing was done - no discipline, no consequence. She relayed the incident to the sheriff, was questioned why by the principal; the student is a repeat offender according to other students. She feels the principal is angry at her for speaking out and getting students involved; superintendent told her he had complaint from the state that she was badmouthing students; she feels she was pushed out of the school because she spoke up. Kids confide in her, they're unhappy at school, they dislike the admin, seniors regret coming to school, others think about transferring, more students are slated to be lost next year, feels admin

had their chance, they didn't fix it, it got worse. She made an appeal to the school board, they run school, not the superintendent, change is needed now.

- F. Multiple topics – Tiffany Nichols – Congrats to everyone for doing public speaking, voices need to be heard. Security – witnesses on many occasions doors/gates being unlocked; a lot of changes are needed, implementing simple things can make big changes; told things were taken care of, but it continues to happen; calendar – more enrichment programs are needed, tutoring, peer mentoring; safety – mental health not talked about enough, it is getting there, mindsets in elementary is a great program, will change things if they let it. Counselors need to be more accessible, more communication with teachers, staff, etc.; health center – a BHP will be in there for mental health 20 hours a week, that needs to be looked at and made available, ramp up mental health.
- G. Safety Issues, school policies – Debbie Hager – Not present.
- H. Disciplinary Actions, etc. – Madison Rodriguez – Ms. Rodriguez, sophomore at DHS, thanked the school board for the opportunity to speak, thanked Mr. McClellan for coming and talking with student government, which she is a part of, at the HS yesterday. She submitted a letter and she hopes all members have had a chance to read it. Her original intent was to read the letter but things have changed; being somewhat sorted out. A formal apology was made to her class, since rumors started circulating that she had a petition going around. Because of this misrepresentation and emotions of others, she feels her message has gotten convoluted and lost. Her letter was not written to single out an individual or a group. It was meant to show that disrespect is just the tip of the iceberg and it happens all the time at Dolores. It's the responsibility of adults to step in and discipline students, not the responsibility of students to discipline students. Once the adults do their job, at home and at school, a more positive culture can begin to form. She's glad that her letter has brought about the beginnings of positive dialogue.
- I. Issue with child – Tif Rodriguez – No need to speak, Madison handled it well.
- J. Calendar with more instruction days – Melody McNeill – second grade teacher – She has respect for all of her colleagues, they agree to disagree, and she wants to focus on the number of instructional days. Their math/reading programs are based on 180 days of instruction, they're already looking at what to cut and combine because of decreased instructional days. Longer hours doesn't fix the problem. Young kids hit a wall at a certain point. Cutting out instruction means no flexibility to adjust learning plans and be effective. They're getting into a situation where they're not effective. 153 days in the calendar does not equal instruction days; that's just the number of days they're in school. There's orientation, field trips, intros, etc., lessons are being cut out of the curriculum and that's detrimental. Question – if going to a four-day week, how many districts have that four-day week but they instruct more days a year? She would like the board look at that. She wants the maximum number of instructional days, she doesn't care if it's a four or five-day week.

VII. SRO Report

Sheriff Nowlin said violence needs to stop, everyone speaking tonight is speaking from their hearts. There is no criminal record for kids under 18, but violators will be dealt with. Folks are fearful. Law enforcement is not there to enforce school and board policies; they're there to enforce the law. If they see bullying, it's brought to admin and the school needs to enforce policy. He's proud of the teachers who spoke out because there's many others that won't. Students and teachers are everything to the school. Every child should be safe in school. He will support Dolores any way he can. Anxieties are high because of current events, and concerns are warranted. If there is an inkling of threat, he'd rather folks stay home. Safety issues have been brought up before and never addressed. He's asked to have enhanced security procedures, including all doors locked; several doors are not locked even though he's asked. There has to be a protocol to allow kids to go from building to building. Locked gates won't keep out anything. Locked doors will slow things down. It's not being paranoid, it's being prepared. Safety protocols are not made public because of confidentiality. If folks have suggestions, bring them forward, he's happy to hear them. SRO Green reported it's been a busy month; anxieties high. Don't question her loyalty and love for all kids at Dolores. She's continuing getting pricing for street signs for speed limits, because of the issue with speeding through school zones. She's constantly pulling people over. Citations will be issued. 30-40 written warnings have been issued for speed in the past month; one minor traffic accident today in front of the school, no injuries. They've discussed additional security measures with the safety team; they're looking at putting intruder film on all windows to prevent perpetrators from entering; trying to get better, stronger doors on timers. She asked everyone to please stop leaving doors propped open; she's constantly relocking and closing doors but she needs help from all attendees at the schools.

Threats/student safety – she has an open door policy, if folks can't go to admin come to her; she will take it to admin herself if it's outside of law enforcement's purview. If Ms. Lewis had come to her, it would have been handled differently than it was; Ms. Lewis stated she wrote a report, where is it?

SRO Green loves the community and she's dedicated to everyone. They're looking at new doors on gyms. They'll be putting a list together for the preschool and elementary, a price list, to help admin go to the board of education for grants to help with costs for increased security. It's a big project and will take time, so be patient.

Student contacts for this past month – 1 threat assessment, 1 summons served, 3 suicide assessments at elementary, 1 suicide assessment at HS. The student that pulled the fire alarm at the elementary was spoken to and dealt with. They now understand the consequences. In the event of an unscheduled fire alarm, there is a protocol in place to assess the threat; fire? smoke? danger? Need to evacuate? They don't want to cause panic to kids.

Audience – The kid that pulled the fire alarm was a 6th grader who knows better; a hug and slap on the wrist and a stern talking to is not enough. Discipline needs to be doled out. SRO Green is not aware of what the school did, that's the principal's purview.

SRO Green reported five Safe2Tell reports in the last month, which is a big increase. The app is an anonymous resource, kids are not targeted/identified and it's free. Students can download it; there's also an 800 number and a website. Reports go to the SRO, the sheriff and some staff members, and it gives them an opportunity to look into the issue. She advised parents to get Nixle alerts, sign up for them, don't engage in the social media hype and rumor mill; actions taken are reported out and there are updates every 30 minutes. They can't help if they don't know what goes on.

Audience discussion ensued on felons in school; employees are fully vetted.

VIII. STUDENT GOVERNMENT REPORT – No government report.

"I was now I am" – Mr. Hamilton reported they're crossing school districts; they're not heroes, just kids that got tired of things happening in society and school. They all saw the video. He said the letter submitted to the board was about them; they got their facts wrong, the sophomore class was called out on something that was not their fault, they let their passion overwhelm them. They've been in classrooms, talked about school culture, student organization, they have full support from staff, admin, etc. They got tired of Dolores being perceived in a negative light, and they're not proud of the direction Dolores is headed. Dolores has a culture of death, suicide, drugs, kids leaving, etc. The students here tonight are passionate about Dolores and the incidences at the HS have shaped them. He feels students talking to students is beneficial. In their first week they set up meetings, had discussion, went to every class, received vision statements from every student. Students can be anonymous if they want. He feels there are a lot of positives at Dolores that need to be focused on, leadership skills by parents, friends, staff and other students. Some kids don't have that opportunity and they all have the right to feel safe and happy. This group is here tonight because they care.

Students got upset with them, stepped up, spoke against what they felt was wrong, and they want students to voice those opinions and called them out, as has been done; it can change lives. They're not out to make friends, they are promoting respect and they're here to stay. They're picking predecessors.

Positives need to be promoted. Kaiser Permanente is sponsoring this group and they want it in every school in Colorado. Sometimes their passion overwhelms them, as evidenced by the letter submitted.

Now everyone can be part of it, despite telling others before they couldn't.

Ms. Corbitt, big thanks to Mr. Hamilton for spearheading this. Their name is because they've made mistakes in the past, but now they love one another and want to see change. They know how it feels, they've been the bully, they've been bullied, they sympathize with both sides. She loves the word love.

Ms. Schafer – students taking school back, adults step back.

Ms. Jones – She spoke out of emotions, said things that didn't mean "exactly" with everything going on, she's passionate for this group, apologies to students and parents.

Mr. Hamilton – Clarified his statement from before. They don't accept new members. It's easier for them to have a small group of like minded kids. They will eventually have open meetings and dialogue. Everyone is valued. Adults need to step up. Change can happen, he loves Dolores, he wants change from the dark path it's headed down.

(Quick break.)

Mr. McClellan – He doesn't like the process where someone comes to a board meeting, speaks and nothing happens. He's been in their position, it happens more often in this board than he's seen anywhere else. He feels like they owe people a response. Audience members concur. Question for Dr. Cooper: They've heard a lot tonight; response to anything they've been discussing for three hours? Would he like to address anything?

Dr. Cooper - really impressed with the student group, culture change can happen, he's excited about that. Personnel and student matters, encourage those folks to reach out and talk with staff/admin and have their problems resolved, he won't discuss it in a public meeting. Dr. Cooper did see the video of the assault, it was very disturbing; they need to fix the culture, they can't have an event like that happen again, it's unacceptable. He wishes they would have done more for the graduating class this year when they came in as freshman; unfortunately, tragedies have happened, they're learning to grieve, heal and moving on is important. He does believe Dolores is a positive place for everything. There's always room for improvement, it's the nature of the business, learn from lessons, plan each year as it comes.

Ms. Huffman - concerns around discipline, she invited the social workers to discuss the issue; yes, the new student group doesn't have admin oversight, so they've have asked the social workers to work with them on promoting the culture.

Social workers – clear mindset, treat all kids the same, have been supported by admin for restorative justice protocol, educate, skill development before punishment, promote relationships in school, they're door is always open.

Audience – how are our kids kept safe from at risk students? No guarantees to ensure everyone's safety. At what point do parents get told about incidents from school? Kids are being pulled out of class, missing class, having counseling sessions, and parents are not informed. The social workers said they provide students opportunities to develop behaviors and not rely on adults. But is the school then promoting students not confiding in their parents? Compound that with school not informing parents. Kids told by counselor, don't get parents involved, makes things worse.

Student members – Can't blame the school for kids not talking to their parents. The goal of the counselors is to prepare kids to feel comfortable to speak to parents, encouraging a change in the culture.

Audience – Things are bad because of the lack of leadership and accountability. This town and school has always had the highest standard and culture, and now not so much. For them to say the parents need to change is a slap in the face. The admin needs to take responsibility for what's happening and what's happened.

Student – The past is the past, need to move on.

Extensive discussion among audience members.

Audience – Another issue related, his son has requested he be moved out of class, he hasn't been moved yet; situation where has asked for help and hasn't gotten it. It's been a month, nothing's been done. If something then happens, his son will be blamed. Kids are advocating for themselves but nothing is done.

Ms. Huffman will speak with this parent tomorrow.

Discussion ensued, multiple speakers, unintelligible.

Mr. McClellan feels compelled to respond because the school board represents its constituents. Ms. Phelps assured folks the board is listening. Mr. McClellan has spoken with a lot of staff, parents and students for many months and there are huge concerns. There appears to be no discipline, no respect for teachers, phones are a constant distraction, students are texting social workers when they need a break; social workers come in, get a student or two out and give them break; students are purposely acting up so they can get out of class and speak with social workers; students are laying on the floor in school, hanging out at the counters; push ins are ineffective, when there's a disturbance in class, a social worker goes in and counsels students; teachers say it's a distraction and they lose lesson after lesson because of these distractions. As a parent he personally doesn't want social workers raising his kids, he wants to know when his kids act up, to be the first one called, so he can deal with it at home and be more effective. Some teachers have quit asking for push ins because they're ineffective and pose a greater distraction. They make it more difficult to parent kids at home because of the relaxed school environment.

Ms. Prock feels this is a larger discussion that's important to have, but it's not appropriate now. They need to plan to have it, but now they need to accomplish and focus on the agenda.

Discussion ensued on scheduling a special meeting. Audience is divided, some want to follow agenda, constituents want to be heard. Recurring theme, discipline is an issue, everyone needs time to learn about what's happening right now and a discussion and plan needs to take place after board members have had time to prepare and invest, to determine what is best for the school.

Student – supports Mr. McClellan, he's the only board member that came to talk to students, staff, student government, and they're all here to listen to what he has to say; let him speak.

Audience – There's a lot of upset with the current admin, will staff be approved tonight? Should they table it so that public can express their concerns? A suggestion was made to table administrative approval until further research is done.

Mr. McClellan has further concerns reported to him: bullying lasts for months; takes fights to react; Dolores is reactionary not proactive; problems in classrooms; students being pulled out of class, sent to the principal's office, parents aren't called. Kids don't need to be counseled without parent knowledge or consent. A handful of students are being catered to at the expense of the majority. Losing quality, hard working kids. This year alone, 26 HS school students have left; 59 left last year. What are they letting into the school? Dolores is in desperate need of a change. Dr. Cooper inherited a great school; teachers aren't hired to be the disciplinarians. They need to give teachers room to teach, distracting students need to be removed from class so the rest of class can learn. There is a sense of urgency. The lack of discipline is killing Dolores, not the "opt out" culture.

A motion was made by Casey McClellan with no second to terminate employment of superintendent because of ineffectiveness, creating a dangerous environment for students, disrespectful to teachers, distracting and not conducive to learning.

Discussion: Ms. Phelps is concerned about statements made that Dolores is not proactive. Mr. McClellan was not present for the principal linkages. Ms. Phelps has been a proponent of restorative justice, she feels it does work, it takes time and training. This conversation doesn't end when this meeting adjourns. Data gathering and informed discussions need to take place. Audience – how much time is needed? Issues have been longstanding with nothing being done. Why hasn't the data been looked at? We're out of time. Ms. Prock – They do have a lot of data, but it's instituting that data in the school and investing to make it work. Audience – students/parents are upset, they expect the board to do their job, she wants a time on when some decisions will be made. Ms. Prock – the board understands and are listening.

Motion fails.

Chris Majors (audience) – His analysis, call another meeting; something is terribly wrong here. Thanks to Mr. McClellan for visiting the students. Where is the management plan? Things have been failing, and he doesn't accept the opt out culture excuse. Discipline is a symptom of a greater problem; the lack of academic achievement is the problem. Dolores was a top ten school, now no longer. Please, whatever is decided, have a plan to improve school.

Student – Schedule a meeting at a time for all students to attend, put it in the announcements so all can come and are invited.

Discussion ensued on logistics of setting a meeting, location, etc., to discuss discipline, restorative justice and other concerns/issues.

After discussion a motion was made by Deanna Truelsen and seconded by Casey McClellan to set a policy meeting for April 4, 2018, from 5:00 to 6:00 p.m., with discussion regarding school concerns starting at 6:00 p.m.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

IX. DISCUSSION AMONG BOARD MEMBERS/ACTION ITEMS

C. 2018-2019 School Calendar (Action Item)

A motion was made by Deanna Truelsen and seconded by Casey McClellan to adopt the four/five-day week calendar, not move fully to a four-day per week schedule.

Discussion: Ms. Truelsen researched data and feels there wasn't much for support either way. Couldn't find improvements for HS achievement. Would like some more data and education on this subject, more teacher support for a four-day week. Ms. Prock recommends that in preparation they will likely go to a four-day calendar, so they need to utilize the resources around the community to enrich kids, make a plan now to pursue that enrichment for those four-day weeks. Feels there's already a lot of Fridays that kids don't have that Friday contact. Ms. McCoy said the food issue is also a big consideration, to have food available

for kids that depend on it. Ms. Prock said rural communities are moving this way but they need to be prepared for it. Ms. Truelsen feels more planning for activities needs to be set up. Ms. Phelps read all the surveys, she reached out to Mancos, speaking to their board members, and they shared tips and advice. They had a couple years of planning, the first year is probationary and things are positive so far. They're seeing less absenteeism, they've tightened up their sick days, teacher retention/recruitment and student achievement are tightly interwoven and those are yet to be evaluated. She supports a four-day week but it does need adequate prep and planning; Ms. McCoy concurs.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

Ms. Phelps – The attention in recent years has been any time any place learning, it's important in this context because kids can learn in any setting; with Fridays off that schedule can be very complimentary, there could be formal and nonformal settings for kids to be enriched. As soon as the district can mobilize, they should move to a four-day week. It makes for a stronger, more empowered, more invested community; Ms. Prock concurs.

D. Transportation Building Project – Mr. Funk reported four different bids were received. 1 – no required insurance; 2 – pulled bid at last minute; 3 – his recommendation, willing to have required insurance; 4 – very high cost.

A motion was made by Casey McClellan and seconded by Deanna Truelsen to approve JLD as the architect.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

X. DISTRICT ACCOUNTABILITY – MULTI TIERED SYSTEMS OF SUPPORT LEADERSHIP TEAM (MLT) – None.

XI. ACTION ITEMS (CONSENT AGENDA):

A motion was made by Deanna Truelsen and seconded by Vangie McCoy that the Board approve and adopt the recommended actions for the items on the consent agenda, pulling E, F, and H out for further discussion.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

- A. Approval of March bills and financial statements for period ending February 28th, 2018
- B. Approval of minutes for the January 11th, 2018, and February 8th, 2018, regular board meetings, and the February 22nd, 2018, board linkage and special board meeting
- C. Personnel: **Approval of:**

Substitute Teacher/Preschool Sub: Caitlin Houser
Preschool Paras: Shirley Wallace, Quaylen Lambson
Custodian (Cafeteria): Nick Martinez
Substitute Custodian: Tim O'Camb
HS Asst. Baseball Coach: Frank Lopez
MS Language Arts Teacher: Terry Wells
MS Math Teacher: Dawn Asbjorn
HS Special Ed. Teacher: Pat Priest
HS Girls Asst. Basketball Coach: Matthew Anderson
Gifted Ed. Teacher: Katya Chorover-Grandt

Resignation of:

D. Policies:

CODE	TOPIC	READING
ADF♦	School Wellness	HOLD
ADF-R	School Wellness –regulation	HOLD
DKC♦	Expense Authorization / Reimbursement	HOLD
♦ Required by law † New Policy		

- G. Approval of Hearing Officer's recommendation for expulsion
- I. Approval of resolution in support of participation in the Colorado Measures of Academic Success (CMAS) state assessment

E. A motion was made by Dee Prock and seconded by Kay Phelps to approve the Certified Staff for 2018-2019.

Discussion: Mr. McClellan asked if there was a hurry to do this tonight? Ms. Prock explained it has to be approved tonight because of contract renewals. Dr. Cooper is recommending approval of all certified and admin staff, or they run the risk of losing staff.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

H. After discussion, a motion was made by Dee Prock and seconded by Casey McClellan to table discussion on the School Based Health Clinic (SBHC) Contractors until the April 12, 2018, meeting.

Discussion: Mr. McClellan feels until the current investigation is concluded, this should not be approved; this was what he attempted to discuss and find out more information on last month. Dr. Cooper is unaware of an ongoing investigation. Audience – There is one. Mr. McClellan said things are confidential at the moment, he'll be interviewed next week, but doesn't know specifics.

Votes: McClellan-aye; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-aye

F. A motion was made by Casey McClellan and seconded by Deanna Truelsen to table the approval of the Administrative Staff for the 2018-2019 school year until the April 12, 2018, board meeting.

Discussion: Dr. Cooper recommended that so the admin staff feel confident, the board should approve their contracts tonight, otherwise they'll be shopping for new jobs, this is prime time to do that. The district will run the risk of losing more than one administrative staff, could lose two or three, and it's difficult to recruit and hire. Mr. McClellan feels they're only talking about a month.

Dr. Cooper recommends moving forward and approving admin staff for next year, listen to the concerns of staff, parents, students and the community, build a plan for future, so they don't run the risk of losing good people if they delay a month.

Ms. Phelps agrees, it's important to discuss the issues brought up tonight, clear the air, be open and transparent, but she is concerned about losing folks; Ms. McCoy concurs.

Audience – She has full faith in the board and admin; she suggested people follow the I Was Now I am students and choose kindness; change takes time, understanding and patience of everyone.

Audience – their patience is short, it's been six, seven years, and they're running out of time. When will something be done? They should be doing what's best for the kids. If someone is threatening to leave because of a 30-day delay, they're probably going to leave anyway.

Ms. Prock clarified for approval is the principals, directors, superintendent; paras are next month.

Mr. McClellan doesn't think 30 days is too much of a risk.

Votes: McClellan-aye; McCoy-nay; Phelps-nay; Prock-nay; Truelsen-aye

A motion was made by Dee Prock and seconded by Kay Phelps to approve the administrative staff for 2018 and 2019.

Votes: McClellan-nay; McCoy-aye; Phelps-aye; Prock-aye; Truelsen-nay

Audience – If they're having further discussion on April 4th to discuss admin, with the many concerns brought to the board, why were they just approved? Ms. Prock said things can be discussed and changes can still be made. Some staff still need approval and that will take place next month.

Ms. Jones read the list of approved admin staff as follows: Baxter, Jones, Funk, Soukup, Goad, Rosenkrance, Hufman, Livick.

No discussion on the rest of the agenda items. Everything else is in the board packets.

XII. STRATEGIC PLAN UPDATE/PRESENTATION

- A. Strategic Plan #1: Student Success!
- B. Strategic Plan #2: Student Centered Culture
- C. Strategic Plan #3: Student First Financing

XIII. SUPERINTENDENT REPORT

XIV. ACADEMIC REPORT

- A. Preschool
- B. Elementary
- C. Middle School
- D. High School

XV. BOARD REPORTS AND REQUESTS

- A. BOCES
- B. Legislative Network Reports
- C. Town/County Board Reports
- D. SRO Report –
- E. Board requests for future agenda items and information, etc.

XVI. ADJOURNMENT was at 10:24 p.m. There will be a policy meeting held on Wednesday, April 4th, 2018, at 5:00 p.m., followed by a special meeting starting at 6:00 p.m.

 4/12/18
Board President Date

 4/12/18
Board Secretary Date