

**DOLORES SCHOOL DISTRICT RE-4A  
BOARD OF EDUCATION MONTHLY STRATEGIC MEETING MINUTES  
DISTRICT BOARD ROOM**

**Thursday, October 8, 2020 at 6:00 p.m.**

- I. CALL TO ORDER** – The Dolores School Board meeting was called to order at 6:00 on October 8, 2020.

**ROLL CALL** – Members present were: Maegan Crowley (via Zoom), Kay Phelps, Lenetta Shull, and Clay Tallmadge. **QUORUM** was present. Also in attendance: Lis Richard, Superintendent; Justin Schmitt, Secondary Principal; Doreen Jones, Finance Director; Alesa Reed, Curriculum Director; staff and community members (in audience and by Zoom).

**PLEDGE**

The Board Secretary read the vision and mission statements.

- II. APPROVAL OF AGENDA (DSD Policy BEDB)**

A motion was made by Kay Phelps and seconded by Lenetta Shull to approve the agenda.

Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye

Motion Passed

- III. REVIEW OR CORRECTION OF SEPTEMBER 10, 2020 MINUTES (BEDG)**

A motion was made by Lenetta Shull to hold approval of September 10, 2020 minutes until the November meeting.

No second. Motion died.

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve the September 10, 2020 meeting minutes.

Votes: Crowley - aye; Phelps - aye; Shull - nay; Tallmadge - aye

Motion Passed

#### **IV. DISTRICT RECOGNITIONS/CELEBRATIONS – New Crossfit program at Secondary School**

A presentation was made by High School Athletic Director John McHenry. He shared that he applied for and received a grant with Crossfit for \$8,000 in workout equipment, including kettlebells, box jumps, bars, rowers resistance bands, barbells, and bumper plates. The new equipment has been installed in the gym and in an outdoor space behind the gym, and is used both by the crossfit class and the weightlifting class. Mr. McHenry shared that the new program has been strengthening the student community; students have been enthusiastic about the class, it has been pushing them to their personal limits, and he has noticed that it is helping them to develop other skills such as gymnastic abilities as well as strength. The program also has drawn in teacher involvement, and Mr. McHenry is teaching a class for teachers two days per week. Mr. McHenry also was able to obtain official Crossfit affiliate designation for the program, which provides \$3,000 worth of access to information, workouts, differentiated materials for younger children, etc.

Lenetta Shull asked whether there are competitions in which students will be able to compete, and Mr. McHenry confirmed that there are, and that he is going to do research and work with students to ensure they are competent in knowing how to perform all activities safely before they begin competing. Secondary Principal Schmitt commented that the program has sparked student excitement about PE and weightlifting in a new way. Superintendent Richard and board members expressed appreciation for Mr. McHenry's work in implementing the program.

#### **V. CITIZENS' COMMENTS (BEDH) – Comments received in advance of the meeting through email communication.**

No one signed up for citizens' comments, and none were submitted via email.

#### **VI. CONSENT AGENDA (DSD Policy BEDB)**

1. Approve Disbursement of Checks for Payment of all Bills/Debts for September 2020

#### **VII. BUSINESS ITEMS**

1. Audit Report - Chris Majors (BBA, DIE, DAC, DAB)

Chris Majors provided an overview and explanation of the Annual Audit Report. The highlights were

- \$2.4M net income, not including balances and expenditures

- \$400K net income including balances and expenditures
  - net change in general fund: surplus of \$41,821
  - net change in lunch fund: loss of \$11,900
  - net change in student activity fund: surplus of \$11,000
  - net change in capital projects fund: up \$129,000

Superintendent Richard asked Mr. Majors for his opinion of the district netting \$400K; his analysis was that it is good but not exorbitant. He stated that the district’s finances are in a good place overall according to the audit, and that its reserves are healthy.

**A motion was made by Lenetta Shull and seconded by Kay Phelps to accept the audit as written.**

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**

**Motion Passed**

## 2. Board Member Reports (DSD Policy BIB)

**Maegan Crowley- None**

**Kay Phelps-** Attended monthly BOCES meeting on September 16th. All districts in the area gave similar reports- things are going fairly smoothly, other than last minute vacancies to fill. The Southwest E-School reported that they have 85 students, not including the 25 from Dolores, and gave positive feedback about working with Principal Schmitt and Dolores Schools. Also attended school board training that BOCES hosted, which was very helpful, and provided legal clarification and useful suggestions.

**Lenetta Shull- None**

**Clay Tallmadge-** Held a “Meet With the Board” event Wednesday October 7th evening at Dolores River Brewery- talked with 3 people. It seemed a good choice to mix up times and locations for these events in order to be more accessible. Next month Lenetta Shull and Maegan Crowley will host the event.

## 3. Finance Report – Doreen Jones (DSD Policies BBA, DAB)

Finance Director Doreen Jones provided this month’s district finance report.

- September Revenue: \$559,198.93
- September Expenditures: \$611,013.36

- Dolores State Bank Balance: \$583,259.12
- Colotrust Balance: \$5,364,436.08

Dir. Jones also answered board member questions about the coronavirus relief fund, and explained to the Board that the changing parameters for allowable spending for that fund would not pose any problems for the district. Spending and reporting for relief fund money is due by the end of December.

#### 4. Superintendent Report – Lis Richard (DAB)

Superintendent Richard gave a report on student achievement under COVID and the current plan to restructure Dolores Secondary School administration in light of the Academic Advisor/Athletic Director Jeromie Schumaker's resignation.

##### Impacts of COVID on Student Achievement

Data from Fall 2020 administration of DIBELS and NWEA tests show significant regression at both the elementary and the secondary levels. The report highlighted the fact that close to 50% of students in most grades were performing below grade level in reading. This is just a snapshot, and we will get full testing reports in November, February, and at the end of the year. The data are concerning, and are consistent with what all districts in the area and in the country are seeing from Fall 2019-Fall 2020. The report also pointed out that student stamina has noticeably decreased, and that anxiety and behaviors have increased.

In order to address concerns and gaps, student study teams have been meeting weekly in all schools; data teams have been put together; and we are providing RTI, title services, tutoring, ongoing assessments and diagnostics, and online resources for parents.

##### Secondary Restructuring Plan

The proposed plan is to appoint interim positions:

- assistant principal (FT)
- athletic director (PT)
- librarian (FT)
- GT Coordinator ES (stipend position- looking internally)
- GT Coordinator SS (stipend position- looking internally)
- Academic Advisor (stipend position- looking internally)

These positions will then be posted internally and externally in March 2021 to be filled permanently. The interim positions will be filled as follows: the current Librarian will become the interim Assistant

Secondary Principal; the current Library Para will become the interim Librarian; the Assistant Athletic Director and the Secondary Principal will take on academic advising as a shared responsibility; the Assistant Athletic Director will become the interim Athletic Director; the elementary and secondary GT Coordinator will be changed to stipend positions (the administration has already identified interested parties).

Members of the Board raised questions about the organizational flowchart for the Secondary School, which lists a principal, athletic director, licensed staff, and certified staff, but not an assistant principal. They requested that the board review the CCA policy which relates to this flowchart. Members also inquired about the cost of this restructuring, and whether the change will be cost-neutral or below, particularly in light of the high possibility that budgets could be worse next year. Members asked about whether transitional training will be provided with the GT restructuring, and whether the Athletic Director's schedule will allow for the added duties that the restructuring will add to that position.

The Superintendent assured the Board that the plan will provide adequate training, that the individuals who have been identified to step into these restructured roles have already been performing the work, and that the new structure will be cost-neutral.

**The Board requested that the Superintendent provide a cost analysis for the restructuring plan at the November meeting.**

## **VIII. ITEMS FOR BOARD DISCUSSION AND/OR ACTION**

### **A. UNFINISHED BUSINESS**

#### **1. DAC Appointment of Board Member (AE, AE-R, AE-R3, BDF)**

A motion was made by Clay Tallmadge and seconded by Kay Phelps to nominate Lenetta Shull as board liaison to the District Accountability Committee (DAC).

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**

**Motion Passed**

#### **2. New Property Report (FB-R)**

Superintendent Richard gave a progress update on the new property. She reported that the property had been inspected, and that the pole barn was found to be a viable structure. The parking structure is also sound, and while it needs to be cleaned up and walls need to be reinforced, the steel structure itself is viable. That structure would make an ideal auto shop, which is what it was used as previously.

The Superintendent reported that the major issue in that structure is electrical- all electrical components will need to be replaced. This can be redone for several thousand dollars, which is substantially more cost-effective than building a new structure for \$30-40,000. There is also a small structure sitting on a cement pad, which is not sound and will need to be torn down.

The whole property needs to be cleaned- it has a lot of overgrown trees, trash, and debris. This will be a major undertaking. The board discussed organizing a community work day. The district already has a scrap metal rollaway by Belt Savage which can be utilized, and Clay Tallmadge asked that a rollaway dumpster for trash and debris be researched. Superintendent Richard confirmed that we have a scrap metal rollaway, and agreed to put together a phased plan to get the property cleaned up.

### 3. Facility Repairs (FBC, FBC-R)

Superintendent Richard gave an update on progress on repair projects. She reported that

- the bus barn has been repaired under budget (\$1,900);
- the Middle School roof has been bid at \$36,530, and is on schedule to be repaired in November;
- exterior doors have been bid at \$61,285, and will begin to be constructed;
- blinds have been ordered, cost \$20,000, and will be installed as soon as they arrive;
- we are awaiting bids on gutters and exterior wall packs;
- we are waiting for a bid to fix the intercom system, rather than to totally replace it; and
- we are waiting for bids for camera and surveillance systems, and will be applying for a safety grant to help fund them.

Clay Tallmadge inquired whether the district had been able to recoup money from the contractor for garage doors, and Superintendent Richard reported that none had been recovered yet, and that legal action may be required.

### 4. Review of Policies - Second Reading (DSD Policy BG)

**A motion was made by Clay Tallmadge and seconded by Kay Phelps to approve all policies other than ACR-2.**

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**

**Motion Passed**

**A motion was made by Lenetta Shull and seconded by Clay Tallmadge to amend the previous motion by adding that ACR-2 be moved to discussion, finalization and adoption.**

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye  
Motion Passed**

**ACR-2 Discussion:** Maegan Crowley provided a recap from the work session: the board had discussed amending the language of the policy to

- identify the Title IX Coordinator as the Superintendent
- identify the Investigator as the Superintendent
- identify the Decision Maker as the Title IX Coordinator from another district
- specify that appeals will go to the Decision Maker and the Dolores School Board of Education.

**A motion was made by Lenetta Shull and seconded by Kay Phelps to amend Policy ACR-2 to specify that the decision maker will be the Title IX Coordinator from another district, that the district's Title IX Coordinator will also be the Investigator, and that an addition be made to the wording of the policy that specifies that the School Board will handle the appeal process:**

***"...the Decision Maker and Dolores School Board of Education, detailing why the decision should be reconsidered."***

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye  
Motion Passed**

## **B. NEW BUSINESS**

### **1. Authorization of Bank Signatories (DGA, DGB)**

Superintendent Richard provided an explanation for this item of business- the recent change in School Board officers meant that the district had to change signatures on all bank accounts.

**A motion was made by Clay Tallmadge and seconded by Kay Phelps to change board officers to:**

- **Maegan Crowley, Board President**
- **Casey McClellan, Vice President**
- **Clay Tallmadge, Secretary**
- **Lenetta Shull, Treasurer**
- **Kay Phelps, BOCES Rep**

and, per policy DGA/DGB, to appoint Maegan Crowley and Lenetta Shull as authorized signatures for the following Dolores State Bank accounts:

- Capital Projects/Reserve
- General Fund
- Lunch Fund

and to appoint Elisabeth Richard and Doreen Jones as authorized signers for the Dolores State Bank Pupil Activity Account.

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge aye**  
**Motion Passed**

2. Dolores Public Library Board Seat - Correen Becher (KCB)

A motion was made by Lenetta Shull and seconded by Kay Phelps to approve Correen Becher as the new member of the Dolores Public Library Board.

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**  
**Motion Passed**

3. November Board Meeting Date - November 5th

A motion was made by Kay Phelps and seconded by Lenetta Shull to reschedule the November board meeting for November 5th.

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**  
**Motion Passed**

4. Recommendations to Hire (DSD Policy GDE/GDF)
- a) Ryley Kiddoo, Darbee Iverson, and Monty Ricca - Substitutes
  - b) Jody Payne - Bus Driver

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve the recommendations to hire Ryley Kiddoo, Darbee Iverson, and Monty Ricca as Substitutes, and Jody Payne as Bus Driver.



**Votes: Crowley - aye; Phelps - aye; Shull - nay; Tallmadge - aye**

**Motion Passed**

**5. Staff Holiday Party (BBA)**

Superintendent Richard shared with the board that the Elks Club is available for two Saturdays in December, and asked whether the venue would be acceptable with the board (date TBD).

**A motion was made by Clay Tallmadge and seconded by Lenetta Shull to grant Superintendent Lis Richard and Finance Director Doreen Jones the power to plan the staff holiday party.**

**Votes: Crowley - aye; Phelps - aye; Shull - aye; Tallmadge - aye**

**Motion Passed**

**6. Upcoming Board Events**

- The CASB Regional 12 Meeting will be held on October 15th- attendees must register by Monday, October 12th.
- Board Linkage Groups with district staff and students will be held on October 15th and 22nd from 12:30-4:30pm.
- The November meeting of “Coffee with Board” will be hosted by Maegan Crowley and Lenetta Shull.

**IX. AGENDA PLANNING**

**1. Next Agenda**

Directives from this meeting:

1. District office will provide a cost analysis to compare the current Athletic Director salary to proposed restructuring and stipends.
2. Board will review the CCA policy and flow chart at the next policy meeting.
3. Superintendent Richard will obtain a quote for a rollaway for trash removal from the new property.
4. At the December meeting, leadership will provide a report from the trauma-informed counseling training that staff will attend on November 13th.

5. The Superintendent will prepare a report with highlights again for the November meeting.
6. School Board meeting recordings will be put on the District website.

Items already on calendar for next meeting:

- budget revision
- student achievement reports
- conflict of interest and code of ethics

## 2. Meeting Recap


The board discussed their responses to the changes in the agenda order that were implemented for this meeting, and agreed that the new order was an improvement. In particular the detailed superintendent reports were appreciated, and the division of business items into unfinished and new business categories was helpful. Board members agreed to keep the new format.

## X. EXECUTIVE SESSION

No items for the executive session.

## XI. ADJOURNMENT

Meeting was adjourned by Maegan Crowley at 8:10pm.

  
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Board President

11/13/20  
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Date

  
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Board Secretary

11-13-20  
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Date