

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

Thursday, March 11, 2021 at 6:00 p.m.

- I. CALL TO ORDER** – The Dolores School Board meeting was called to order at 6:01 p.m. on March 11, 2021.

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

PLEDGE

The Board Secretary read the vision and mission statements.

II. APPROVAL OF AGENDA (DSD Policy BEDB)

Board Secretary Clay Tallmadge requested that the following two items be added to the agenda:

- under section VIII.B.10.: add Katrina Prairie, Preschool Substitute
- under section XI. Executive Session: add Superintendent Statement before Board moves to Executive Session.

A motion was made by Clay Tallmadge and seconded by Kay Phelps to approve the agenda with the above additions.

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

Motion Passed.

III. REVIEW OR CORRECTION OF FEBRUARY 11, 2021 MINUTES (BEDG)

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to approve the February 11, 2021 meeting minutes.

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

Motion Passed.

IV. DISTRICT RECOGNITIONS/CELEBRATIONS – Principals recognized students at the elementary and secondary levels

This month the board recognized the elementary student council. Principal McCormick introduced Brooke Elder, PE Teacher and student council rep, and the members of the elementary school student council. Ms. Elder shared that the student council has been working together for the past month to do creative and good things for the school. Some of the things they've been working on is teaching kids how to run a meeting, and organizing spirit days once a month. They have also been brainstorming projects that the whole school can do, such as trash pickup and fundraising. Members of the student council then introduced themselves and explained their roles.

The board also recognized the February students of the month at the secondary school. Principal Schmitt introduced the February students of the month at each grade level and read statements prepared by their teachers and grade level advisors.

V. CITIZENS' COMMENTS (BEDH)

No citizens' comments were submitted.

VI. CONSENT AGENDA (DSD Policy BEDB)

1. Approve Disbursements of Checks for Payment of all Bills/Debts for February 2021
2. Directors Reports
3. First Reading of Policies (see below) (BG)

VII. BUSINESS ITEMS

1. Board Member Reports (DSD Policy BIB)

Maegan Crowley - shared that she visited the welding shop classroom when it was in full swing, and was excited to see student involvement and interest, and that will be serving on the advisory committee for CTE.

Kay Phelps - shared that BOCES did not meet this month, but that she had posted their materials from last month. Webinars are available, if anyone has interest.

Lenetta Shull - shared that she spoke with Mr. Catlin, our representative, and that he reported that the budget is still tied up. She was unable to talk to Rankin; she asked when we'd be able to see budget

numbers, but is still unsure when they will come down from the legislature. There has been a major increase in sales tax revenue at both the state level (general fund) and the local funds, due to the fact that online shopping is now taxed. Dolores alone made \$26k in internet sales tax. She also mentioned that Congress just approved a massive stimulus package, which will result in more funding for districts.

Clay Tallmadge - nothing to report.

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

- February Revenue: \$439,423.86
- February Expenditures: \$690,533.126
- Dolores State Bank Balance: \$88,024.82
- Colotrust Balance: \$4,989,589.16

The Finance Director shared that expenditures were much higher than revenues this month- we had 86,282 spent in capital improvements, including middle school roof, suburban, SW E-School for secondary students studying online this year, welders, LED lights (wall pack safety lights), etc.

Lunch fund revenue was low- we are still receiving federal funds for this, and haven't received meal reimbursement yet for January. Besides that, everything else is pretty much on line with where it should be.

3. Mid-year Student Achievement Report (BBA)

Curriculum Director Alesa Reed presented data from middle-of-year assessments.

Brief update/overview on district-wide testing:

- GT testing will be complete by March 17, grades 2 and 6
- Staff are being trained to administer CMAS and PSAT/SAT
- Online students are being scheduled for CMAS, DIBELS and NWEA
- ELL testing is complete and sent to the state
- PSAT/SAT is schedule d for April 14 grades 9-11
- Data work is ongoing to help students achieve spring test goals

Dir. Reed presented math and reading data for 2-year cohorts for all grade levels, pointing out growth rates, declines, and comparisons to national norms.

Concluding points:

- COVID had the greatest evidenced effect on our secondary students
- overall the district needs to focus attention on math
- with implementation of new Core Knowledge program, administration expects to see some of the reading concerns improve through a slow and steady climb upward in data scores

Discussion

Clay Tallmadge requested that the board be updated when new numbers are in for spring tests, so that they can work with them in their upcoming UIP meeting.

Kay Phelps asked about the impact of the bill currently going through the Colorado legislature with a lot of bipartisan support, which would scale back CMAS. Dir Reed stated that it would mean that 3rd, 5th, and 7th grades would take the reading tests, and the opposite grades would take math tests, and only 11th grade would take science assessments.

Principal McCormick pointed out that a lot fewer schools are administering these tests this year, so the range of comparison has narrowed significantly; this means that we are being compared with more private schools, which can skew norms as well.

Superintendent Richard took a moment to recognize the efforts of Dir. Reed, not just in overseeing curriculum, but in working with both principals, grant writing, etc. She also pointed out that it will take several years for the new curriculum to show improvement, and that the issue could be compounded by the fact that good curriculum isn't necessarily reflected in the structure of assessments such as DIBELS.

4. Superintendent Report – Lis Richard (DAB)

a. Comprehensive Plan for Compensation 2021-22

Superintendent Richard presented a comprehensive plan for district compensation for the 2021-22 school year. She began her presentation by stating the importance of a paradigm shift from focusing on days to focusing on hours, and stated that the new calendar will actually increase hours worked for both classified and certified employees.

Superintendent Richard explained the salary increases for classified and certified staff, and accounted for new positions. She stated that she wanted to go on the record clarifying that she does not manipulate data, and shared the publicly reported numbers of district budgets from the past five years. This data showed that the district has had a steady growth in revenue over the past 5 years- both in

beginning balance and in reserves. She emphasized that the district is not a business, and stated that the district is accountable to taxpayers, and should be a clearinghouse for funds. She stated that the district receives money from state, federal, and local sources, and its responsibility is to spend it on people and programs, and that the auditor has pointed out repeatedly that the district has a very healthy budget.

Sup. Richard pointed out that the district's reserve-to-expenditure ratio is significantly higher than other districts, and stated that the district has room to spend more.

She made the following requests to the Board:

- acknowledge there is an adjustment period for the finances moving to a four-day calendar
- accept the requests for new positions
- accept 25c raise for all hourly staff
- accept step increase for all certified staff
- accept the administrative salary increases to meet the current market value of positions or to put them on the pay scale in the appropriate place
- acknowledge the superintendent's desire to invest in the district's people and establish stability in the district's future

Discussion

Board members discussed having separate numbers for four-year calendar changes and increases, apart from new position salaries and secondary restructuring. Finance Dir. Jones stated that with new staff removed, the difference between this year and next year is \$306K vs. \$310,963.

There will be a Town Hall meeting with the community about the new calendar, and Board members voiced a desire to have those separate numbers for clear discussion with community members.

Clay Tallmadge stated that he was surprised and pleased to see that contact hours are increasing, and that classified staff will not lose but will increase hours and pay.

The Board discussed the reserve funds that this presentation highlighted. Finance Dir. Doreen Jones shared that she budgets for six months' worth of reserve, which is the standard that she has always used. She stated that generally three months is healthy and six months is safe. Board members talked about bringing this discussion of how much reserve should be kept, and what the district should do with funds, to the Bond and Mill Levy Marketing/ Initiative Committee. They also commented on the importance of educating the public about how funding- particularly the mill levy- works, and that if the public specifies exactly what mill levy funds are for, that is where they will go.

b. Friday Opportunities 2021-22

Superintendent Richard presented preliminary plans for Friday opportunities starting next year, now that the district will be moving to a four-day calendar.

She shared that the administration had identified the following categories of needs, and possible solutions:

- Child care during normal school hours

-will send out parent need form for parents of students ages 5-11 to assess needs;

-working to find community partners (Pinion Project, etc.)

-district could also hire an employee to provide child care to these students. Mancos started with this, but numbers have dropped from 40ish to around 8.

- student activity/education programs

-met, and will continue to meet, with a wide variety of community partners and opportunities, such as Mountain Studies institute, etc., to identify programming possibilities.

-Trinette Robichaux-Cichock, Executive Director of the Montezuma School to Farm Program, presented programming opportunities to the Board. These included STEM topics and learning activities, garden activities, arts and culture, literature and writing, physical fitness education, natural resources, agriculture, all with hands-on experiential learning components, targeted primarily for ages 5-11.

The Board asked Dir. Robichaux-Cichock about space-sharing opportunities for programming, between the library, school, garden, etc. They also asked about funding; Sup. Richard explained that an MOU would be worked out, and that the administration anticipates paying for any fees through grant funding. She and Dir. Robichaux-Cichock explained that costs would be minimal because all area programs such as Montezuma School to Farm Project are grant-funded, so in effect area programs and schools are/will be pooling area grant money.

Lenetta Shull asked about the sustainability of this programming if it relies on grants. Sup. Richard stated that using grants to start up a project like this saves the district from spending general fund money while interest/need is assessed in the initial stages.

Dir. Robichaux-Cichock also informed the Board that Mountain Studies Institute is working on identifying programming needs in the area right now, so getting connected to their programming will be advantageous, especially for programming for 12-18 year old students.

- student clubs for ages 12-18
- Dolores Rotary wants to start an “Interact Club” for students, which is a club that specifically works directly with the community (community service projects, etc.)
 - Town of Dolores Student Groups
- Ski Club- seasonal and staff volunteers
 - Outdoor Education Groups
- Climbing and Hiking Club- there is staff interest in supporting a club like this
 - Student Support (at risk)
- FOR Club- social-emotional support, Pinion Project staff

Clay Tallmadge encouraged all members of the Board to pool contacts and ideas to contribute to the pool of organizations to draw upon for these Friday opportunities.

VIII. ITEMS FOR BOARD DISCUSSION AND/OR ACTION

A. UNFINISHED BUSINESS

1. Revisit Strategic Plan (Section A)
 - a) calendar for plan review

The Board discussed the proposal that the board calendar be used in the strategic plan rubric to integrate strategic plan goals, and that the Board work on this in the summer for their work day. This will help the Board track when they will focus on particular parts of the strategic plan. This would be configured similar to the budget part of the rubric- not every item will have a particular month, etc., but it could help to keep track of what will receive attention when.

2. Future Building Advisory Committee (FB, FB-R, FBC)

A motion was made by Clay Tallmadge and seconded by Kay Phelps to begin advertising for the Future Building Advisory Committee in July of this year.

Discussion

Clay Tallmadge stated that beginning advertising in July would allow the Board to get involvement from parents who are registering for next year, and will also allow time to gather and clarify all appropriate information for the committee.

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

Motion Passed.

3. Bond and Mill Levy Marketing/Initiative Committee (FDA)

A motion was made by Lenetta Shull and seconded by Clay Tallmadge to start sending out information to invite community members to join a Mill Levy Marketing Committee.

Discussion

-Richard: the Board spoke during the work session about inviting bond and finance people to meet with the board- should any action on this committee be taken after this workshop is held?

-Tallmadge: the Board can start advertising for this committee, and can give the committee a clear directive when the committee is formed, if at that time the Board wants them to focus solely on the mill levy, since at that time the Board will have information from bond and finance experts.

-Phelps: is the goal of the Board to keep the Bond and Mill Levy Marketing/Initiative Committee intact, and just give them a directive regarding the Mill Levy?

-Shull: clarified that her motion was aimed to remove the bond portion from the committee and create a Mill Levy Marketing Committee only.

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

Motion Died.

A motion was made by Kay Phelps and seconded by Lenetta Shull to table the Bond and Mill Levy Marketing/Initiative Committee until the Board has met and workshopped with CDE, a bond broker, and other entities, and after the Board has advertised and assembled the Future Building Advisory Committee.

Discussion

Clay Tallmadge emphasized the importance of not letting another year go by without doing something about our buildings.

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

Motion Passed.

B. NEW BUSINESS

1. Operation Graduation

Megan Tallmadge introduced the Operation Graduation student committee and explained its mission. It is sponsoring a post-graduation all-night party which will be a drug-free, alcohol-free event. There

will be games, prizes, food, drink, etc. Possible activities include laser tag, gym games, limbo, etc. The theme will be “glow in the dark.” The committee has currently raised just over \$5k, and Montezuma County commissioners have offered the fairgrounds indoor arena free of charge. This provides a large, covid-friendly space. The committee has also received a lot of prize donations from community businesses. In past years, this committee has raised \$11-18k.

The committee explained that one of their fundraisers is plastic flamingos, which can be planted in/ removed from people’s yards for a donation. The committee has also drafted a common letter to businesses and community members, and has made tie-dye t-shirts, which are for sale in the secondary office. There are also donation jars around town. They also hope to do a few drive-in movies on weekends as it starts to warm up.

Student committee members Hayden Tallmadge, Justin Brunner, and Tim Wyman shared with the Board how COVID has affected their senior year, and that this event will be an opportunity for the senior class to collaborate and have fun together one last time.

A motion was made by Lenetta Shull and seconded by Kay Phelps to give Operation Graduation \$1500.

Discussion

Clay Tallmadge: stated that he wanted to be clear and open that he has a student graduating. He stated that this donation will make a huge difference for the funds for Operation Graduation, since they haven’t been able to do concessions or other usual fundraising events.

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

Motion Passed.

2. Coach Hiring Process (GDE/CDF, GDE/GDF-R, GDJ)

This agenda item was tabled from last meeting. Maegan Crowley stated that the Board has received a lot of input from parents about this policy, and that it is also currently in review. Administration has reached out for comparisons with Cortez, Mancos, and Bayfield, to see how other districts specify who is hired for coaching positions.

Lenetta Shull expressed concern that having an administrator act as a coach creates a conflict of interest. She emphasized that her concern was not with the administrator’s abilities to coach, just with the conflict of interest that is created. She pointed out that administrators have a lot of duties, and that there is also the issue of eligibility, since the coach being responsible for the eligibility process

creates ethical questions. The current board policy does not describe how coaches are hired, just how staff are hired.

Clay Tallmadge stated that the hiring process and qualifications wouldn't be listed in the same policy. He also stated that in this month's Board report there were good guidelines from legal counsel in regards to the hiring process; the legal counsel's recommendation was that "at any level below a principal, no member of the hiring committee should be the general public or parents."

Superintendent Richard stated that administration has been through this process two different times with the school board, and that this issue gets into operational practice. Administration has received feedback and concerns about administrators coaching. She shared that at a recent superintendents meeting, all nine superintendents in the area could not articulate a specific hiring process because it is difficult to find appropriate coaches in rural districts- availability of coaching staff is so sparse that they never know where they may be able to find a coach.

Clay Tallmadge pointed out that it is important for the Board to recognize that the perception of conflict of interest exists, regardless of whether the conflict or problematic behavior actually exists in practice. He stated that the Board also needs to specify which particular administrative positions we are limiting from coaching.

Maegan Crowley pointed out that it is important to keep in mind that if the Board changes these policies, they may then find themselves in a position of having to act against policies because they have no other choices for hiring coaching staff. Principal Schmitt added that there are a lot of districts that have administrators as coaches out of necessity due to lack of other suitable candidates.

Lenetta Shull stated that her children were coached by an administrator, and that there were instances of protection, where things were covered up that shouldn't have been, and other instances of conflict of interest and concern.

Kay Phelps stated that the Board should be cautious about getting itself into a situation in which the district would be forced to not offer a particular sport. She stated that she would hate to see the district limit its athletic offerings because no suitable coach can be found and administrators had been restricted from stepping in.

This policy will be addressed at the next policy workshop. The public can review any policy and weigh in during the first reading by the Board; then the policy will go through a second reading by the Board to make possible changes. If Board members would like to make a change, they can submit those

changes to Laurie Arnett in advance of the April board meeting, and the policy will then move into first reading.

3. Staff Positions for 2021-22 (CC, CCA, GCA)

Superintendent Richard referred the Board to Board Policy CC, stating that legal authority of the board is transmitted through the superintendent to the administration, and the superintendent has the freedom to create an administrative structure as appropriate for supervision and accountability throughout the district.

Sup. Richard asked the Board to consider the need to fully split the middle school and the high school apart, and give the middle school its own administrative body. She stated that enrollment is growing—already over 705 students in the district for next year. In particular the middle school is growing, and middle school student and parent needs are substantially different and greater than high school student and parent needs.

Clay Tallmadge asked for clarification of the split—since there are still shared electives teachers, the schools would remain tied together in terms of schedule and some shared staffing, so the big difference as proposed would then be adding a principal and counselor for the middle school.

The Board discussed whether this meets the needs that were identified on surveys and voiced by constituents that we need more counseling. Kay Phelps stated that it made sense that the middle school would need to be fully separate since its needs are so different.

Maegan Crowley pointed out that this proposal is different from what was presented and discussed at a previous meeting. Superintendent Richard stated that administration had gone to the staff with surveys, and came up with this proposal based on those results. Middle school staff voiced that they would like to have a principal to go to at their level.

Clay Tallmadge inquired whether these changes would also allow for instructional changes for the middle school, and whether it would allow staff and students to have more of their own identity, given that space is an issue. Secondary Principal Schmitt stated that administration has tried to give middle school students separate space, and to keep 6th grade in their own pod, but that there are definitely limitations because of the structure of our campus and the limited number of teachers.

Maegan Crowley inquired about the advantages of having teachers crossing over between middle and high school. Principal Schmitt responded that only elective teachers have crossover; core teachers are

doing Core Knowledge curriculum in the middle school. He stated that collaboration within the middle school was more important than cross-curricular middle-high school collaboration.

Principal Scmitt stated that the middle and high schools were originally brought together into a secondary school to help inflate scores in district, because the middle school struggled but high school test scores were good. Data shows that student scores tank in our middle school as far back as you can find data- they need separate focus and attention from the administration.

Clay Tallmadge inquired whether these new positions will go through open hiring policy if approved. Superintendent Richard confirmed.

Kay Phelps stated that it is possible that having crossover with electives teachers helps students with the transition to high school.

The Board discussed the elementary administrative model, which has fewer administrators and more support staff, and asked why. Principal McCormick explained that this provides more one on one time with individual students, allows paras to form rapport w/ students, and allows for more direct individualized instruction. Sup. Richard stated that this proposed change at the middle and high schools moves toward that model.

Lenetta Shull stated that the district was at one point in the past in the top 10 districts in Colorado, without an administrator in the middle school. Principal Schmitt responded that at that point, the district and the secondary school had had consistent leadership and teaching staff for a long time, and that the district has been through a lot of upheaval and turnover since that time.

Maegan Crowley stated that being presented with the numbers of increased salaries due to calendar change as well as proposed personnel changes all together makes it difficult to understand precisely what the Board is being asked to approve, and reiterated the need for a clear accounting of costs incurred by new positions vs. costs incurred by increase/calendar change.

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve the proposed staff lineup.

Discussion

Lenetta Shull stated that she does not think there is enough data to back the proposal.

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

Motion Died.

**A motion was made by Lenetta Shull to table this proposal for staff positions. No second.
Motion died.**

Clay Tallmadge stated concern that waiting too long to approve contracts may cause us to lose teachers- the district needs to get contracts out to returning employees, and the administrator search would need to start ASAP.

Maegan Crowley clarified that her concern with the proposal is the policy and the process, and not the staffing itself.

A motion was made by Kay Phelps and seconded by Clay Tallmadge to approve this proposed staff lineup, and to modify Policy CCA to match this proposed organizational structure.

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

The addition of the middle school changes to Policy CCA will be reviewed at the next meeting, because that policy is currently under review.

4. Certified Contracts for 2021-22 (CC, GCA)

Superintendent Richard stated that the administration's goal is to get contracts out to returning employees before they leave on spring break.

A motion was made by Lenetta Shull and seconded by Clay Tallmadge to approve the presented certified contracts, including a step raise with no additional percentage increase, for returning certified employees of the district.

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

5. Policy for Staff Leave Annual Days (GBGG)

Finance Director Doreen Jones explained to the Board that in discussion with other schools that have gone to a four-day calendar, administration learned that those schools have reduced all leave categories by two days. The thought process behind this is that staff will now have Fridays for appointments etc. The proposal to the Board is to reduce staff annual leave from 10 days to 8 days.

Lenetta Shull inquired whether the change could be codified in a dollar amount, and whether leaving the annual leave at 10 days would help with teacher retention.

A motion was made by Lenetta Shull and seconded by Kay Phelps to approve annual leave reductions as proposed.

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

Motion Passed.

A motion was made by Lenetta Shull and seconded by Kay Phelps to pull Board Policy GBGG out of hold status and into review at the next meeting, in order to reflect the changes made to annual leave.

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

Motion Passed.

6. DAC Member Approval - Heather Barritt (AE-R)

A motion was made by Lenetta Shull and seconded by Kay Phelps to approve the addition of Heather Barritt to the District Accountability Committee.

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

Motion Passed.

7. Annexing into the Town (FB-R)

The Board discussed responding to the request from the Town of Dolores to annex the school district.

Board members discussed concerns about water and sewer fees, ~~which appear in the provided documentation to be 150% higher than what is listed on the town's website.~~ Lenetta Shull presented the following rate information:

- With annexation, the water rate would increase from a base In-Town rate of \$30.84 to Out-of-Town rate of \$44.35, which includes 30,000 gallons, after which the charge per 1000 gallons would increase from the In-Town rate of \$2.04 to \$3.67.

that permitting processes could become difficult, since the district currently does not have to do any permitting through the town.

Board members agreed to email questions and concerns to Lenetta Shull, who will work with Sup. Richard to negotiate an annexation agreement.

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to direct Lenetta Shull and Superintendent Richard to move forward with pursuing the annexation process by the town, with the discussed concerns in mind.

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

Motion Passed.

8. Board Clerk Position (BDC)

Maegan Crowley presented a proposal to create a job description for the Board Clerk position. In addition to clarifying expectations for turn-around time on meeting minutes, this proposal provides more compensation for the time that the Board Clerk is putting in to compile and edit the minutes, which requires substantial additional time beyond attendance of each often-lengthy Board meeting. There is currently no job description for the position.

A motion was made by Kay Phelps and seconded by Lenetta Shull to approve the proposed job description and compensation for the Board Clerk position.

Discussion

Clay Tallmadge inquired whether the position description should include a contract timeframe. He also suggested that the Board have legal counsel look at it to ensure that it is ok, since it hasn't existed before.

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

Motion Passed.

The current Board Clerk is grateful for this clarification of expectations and acknowledgement of effort

9. Band Donation (KCD)

A motion was made by Lenetta Shull and seconded by Kay Phelps to accept the donation to the band, and to arrange for a card to be sent to the Rantz family from the students.

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

Motion Passed.

10. Recommendation to Hire - (GDA) -
 - a) Linda Brock - PT Cafeteria Custodian
 - b) Alicia Williford - Preschool Para
 - c) Katrina Prairie - Preschool Substitute

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to approve these recommendations to hire.

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

Motion Passed.

IX. AGENDA PLANNING

1. Next Agenda

Tallmadge:

- covid update; third season of sports- will they be able to do concessions, etc.
- piece in directors report re: one of the buses- pull that out into next month's agenda
- Talk to the Board tab- clarify how it works, and how will we use it

Shull:

- brief sheriff's report from Sheriff Nowlin

Crowley:

- listing policies BG- describes first reading as having discussion and second as discussion- we have them in the consent portion of the meeting, which is not true to process; discuss changing process

2. Meeting Recap

Clay Tallmadge pointed out that the Board looked at heavy complex issues that dealt with finance in this meeting, and voiced his appreciation for everyone's willingness to come to a decision, in the best interest of the students.

Kay Phelps stated that all things considered, the district has a balanced budget and is keeping students at the center of all decision-making.

Maegan Crowley agreed, and stated that it is important to have ongoing discussions about the way the Board does things.

X. EXECUTIVE SESSION - Pursuant to C.R.S. 24-6-402(4)(f) for the purpose of discussing personnel matters - Secondary Principal Position Update

A motion was made by Lenetta Shull and seconded by Clay Tallmadge to move into EXECUTIVE SESSION - Pursuant to C.R.S. 24-6-402(4)(f)(b) for the purpose of discussing personnel matters - Secondary Principal Position Update.

An amendment to the motion was made by Lenetta Shull and seconded by Clay Tallmadge to add that participants in the Executive Session will consist of members of the Board, Secondary Principal Justin Schmitt, and Superintendent Lis Richard.

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

The Board entered Executive Session at 10:30 p.m.

The Board returned from Executive Session at 10:55 p.m.

A motion was made by Kay Phelps and seconded by Clay Tallmadge to direct the Superintendent to notify parents of the conclusion of Mr. Schmitt's legal proceedings.

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

A motion was made by Clay Tallmadge and seconded by Kay Phelps to direct the Superintendent to contact legal counsel, Darryl Farrington, to review the principal's contract and legal status and report back to the Board.

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


XI. EXECUTIVE SESSION - Pursuant to C.R.S. 24-6-402(4)(f) for the purpose of discussing personnel matters Superintendent Annual Evaluation and Contract (CBD-E, CBI-E, CBI-R)

Superintendent Richard read a "Superintendent's Statement" to the Board, which contained comments to the Board and a series of questions for the Board to answer. She declined to attend an executive session with the Board.

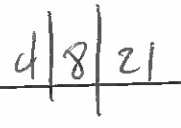
Board members discussed the statement that Superintendent Richard presented to them. After discussion, the Board agreed to have Laurie Arnett schedule a special meeting early in the week which all Board members could attend in order to continue the discussion.

XII. ADJOURNMENT


Meeting was adjourned by Maegan Crowley at 11:20pm.



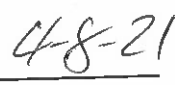
Board President



Date



Board Secretary



Date