

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

Thursday, June 3, 2021 at 7:30 p.m.

- I. CALL TO ORDER** – The Dolores School Board meeting was called to order at 7:30 pm on June 3, 2021.

ROLL CALL – Members present were: Maegan Crowley; Casey McClellan; Kay Phelps; Lenetta Shull; Clay Tallmadge. **QUORUM** was present. Also in attendance: Lis Richard, Superintendent; Doreen Jones, Finance Director; members of the community via Zoom.

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

A motion was made by Casey McClellan and seconded by Clay Tallmadge to approve the agenda.

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

Motion passed.

- III. DISCUSSION - SUPERINTENDENT VACANCY**

This meeting was called because the Board received a letter of resignation from Superintendent Richards.

A motion was made by Lenetta Shull and seconded by Kay Phelps to accept Superintendent Richard's letter of resignation.

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

Motion passed.

The Board thanked Superintendent Richard for her service and for all of the positive changes she has made in her two years with Dolores School District and wished her best of luck in her future endeavors.

Maegan Crowley stated that she had spoken with legal counsel, and that we have two paths- interim search or full search. His feedback was that the timing could be difficult for a full search, but that there

have been several full searches in the area, so it is possible that the district could proceed with a full search.

Sup. Richard reminded the Board that August to November is Board election season, so that time period may be difficult to also perform a superintendent search.

Kay Phelps stated that several districts in the area have new superintendents, and that it is possible that there are remaining interested candidates, but that she is concerned about finding the best candidate and does not want to rush the search.

Lenetta Shull agreed and stated that she believes the Board should look internally, and also look at other options other than superintendents, such as a CEO/COO/CFO model.

Casey McClellan suggested that the Board contact other school boards in the area, to figure out what other candidates may be available- surely some districts had close second choices that we could consider. He echoed the suggestion of looking for an in-house interim, and of looking at the division of responsibilities along a CEO/COO/CFO model.

Maegan Crowley pointed out that the candidate would still need an administrator's license, per current policy. Clay Tallmadge suggested that the Board take a look at current policy and talk to CASB to figure out the best next step, particularly because the timing is going to be so difficult. He expressed reservations with the idea of an in-house candidate, because the pool that we'd be drawing from consists of administrators (principals) that are relatively new to the district, and because shifting one of them would subsequently cause more shifts and upheaval in the district's administration and operations.

Sup. Richard shared her suggestions: the district has gone through a lot of change in recent years- currently district morale is high, and staff are comfortable and happy with building administration. Her suggestion is to move the Curriculum Director into an Interim Superintendent position, and pull the Finance Director into a supporting role of interim assistant superintendent. She stated that Dir. Reed has worked closely with her. She also stated that the fact that Dir. Reed does not necessarily aspire to a superintendent position could also be a positive factor, because she has the knowledge and experience to work well with the Board until a full search is opened in January and completed for the following year. She stated that she believes this would provide the most stability and the least amount of boat-rocking for the district.

Kay Phelps echoed the idea that stability is the biggest concern.

Lenetta Shull stated that the fact that Dir. Reed has been in the district for a very long time and already knows the community and how the district works would help with stability.

The Board asked Finance Dir. Jones for her input, as she would potentially be serving as interim assistant superintendent with Dir. Reed. She shared that she has worked very closely with Dir. Reed, particularly to help make sure everything was covered while Sup. Richard was working from home due to her injury, and that it would be a very good working relationship.

Casey McClellan reiterated that putting out a call for applications would be helpful in deciding next steps, even just to see who is interested and available in the area. Clay Tallmadge agreed, and stated that our area is a desirable place to live and work, and that there may be good candidates. He stated that he'd spoken with members of the superintendent search committee in Mancos, who did their own independent search, and that they had said it was a positive experience.

Kay Phelps asked whether an external candidate could be offered an interim position, if asking other districts produces good candidates. Maegan Crowley stated that she had already been contacted by a candidate, but had not responded, since the Board had not yet had this discussion.

IV. EXECUTIVE SESSION - PERSONNEL MATTERS - SUPERINTENDENT CONTRACT - C.R.S. 24-6-402(4)(f); C.R.S. 24-6-402(4)(b)

A motion was made by Lenetta Shull and seconded by Clay Tallmadge to enter into Executive Session for the purpose of discussion regarding Personnel Matters as authorized by C.R.S. 24-6-402(4)(f) and C.R.S. 24-6-402(4)(b). Those present at the Executive Session shall be members of the Board of Education.

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

The Board came out of Executive Session at 8:24pm.

V. ADJOURNMENT

Meeting was adjourned by Maegan Crowley at 8:24 pm.

Mary E Crowley 8/31/21
Board President Date

[Signature] 8/31/21
Board Secretary Date