

**DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION WORK SESSION MINUTES
DISTRICT BOARD ROOM**

Thursday, January 20, 2022 at 4:00 p.m.

- I. CALL TO ORDER** – The Dolores School Board Work Session was called to order at 4:02pm on January 20, 2022.

ROLL CALL – Members present were: Casey McClellan, Lori Raney, Lenetta Shull, Clay Tallmadge. QUORUM was present.

II. APPROVAL OF AGENDA

A motion was made by Clay Tallmadge and seconded by Lori Raney to approve the agenda as written.

Votes: McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.

Motion Passed.

III. DISCUSSION - BUDGET

The Board, the Superintendent, and Finance Director Doreen Jones discussed the upcoming year's budget. The Finance Director walked the Board through the finalized budget, which is the best that the district can put together based on what should come in from the state (the numbers aren't received from the state until later in the year). She explained adjustments that had been made to the original projections due to various factors, the largest being that the ESSERIII funds have been moved to 22-23 budget, and also lunch fund reimbursements, transportation funds, etc.

She explained that the salary funds are not specified due to changes that the Board will be discussing making, but are just included in a lump sum. They will be itemized in the final budget afterwards. She talked the Board through significant changes from last year's budget, including tuition and travel expenses for students with special needs, travel funds for students and admin, funding for health supplies, etc.

Superintendent Blincoe explained the current setup in Colorado that requires a district to pay for para support for a special needs student who is from that district but attends a different district, even though the fact that the student is attending the second district means that that other district receives

funding for the student, rather than the home district which is being required to pay for the para support.

Superintendent Blincoe also explained that because the budget was slightly decreased, some of the leftover funds were applied to athletics programs and student travel. He reminded the Board that they would be working on classified staff raises, and would tackle certified staff raises in the 2022-2023 year.

He stated that the administration is proposing that every employee in the district receive a \$2000 stipend as a thank you for a job well done and aid as a retention incentive. He stated that this gives the district time to address permanent changes to salary schedules in the next year's budget. Board members discussed that they like this flat rate stipend, which will send the message to staff that they are heard and appreciated while buying time to make permanent improvements to salary schedules.

Finance Director Jones stated that she came to this proposal because the funds it will come out of are mostly one-time funds, and that salary increases shouldn't come directly out of one-time funds. Salary increases would then be made while looking at the whole picture of the budget, to ensure equity and sustainability of those increases.

The Board discussed teacher turnover, and wanting to know what the reasons are for leaving; they discussed wanting to ensure that if turnover is more younger, newer teachers, a stipend rather than percentage goes a lot further for them and could make a bigger difference in retention. They discussed economic factors that make it far harder for younger and single teachers to get by on teacher salaries. They discussed that they will be focusing on salaries in the February work session.

The Board discussed making it clear to employees that this one time \$2000 retention bonus is not a stalling tactic or a replacement for actual raises, and that salaries will be getting overhauled as soon as possible as well. They also discussed that the district needs to figure out soon what to do with its excess reserve.

Finance Director Jones explained that the lunch fund budget has increased, because of a large increase in reimbursements from the state. Some of those funds are being used for additional equipment to handle the increase in demand.

The Board returned to the discussion about the \$2000 retention stipend (which after taxes and PERA will be more like \$1600), and discussed whether it would be better to give it one time or in two payments. They discussed getting it to staff as soon as possible, because many staff are struggling.

IV. ADJOURNMENT

Meeting was adjourned by Casey McClellan at 5:02 p.m.

Angie Chaudy 2/10/22
Board President Date

[Signature] 2-10-22
Board Secretary Date