

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

Thursday, April 14, 2022 at 6:00 p.m.

- I. CALL TO ORDER** – The Dolores School Board meeting was called to order at 6:00 pm on April 14, 2022.

ROLL CALL – Members present were: Maegan Crowley via Zoom; Casey McClellan; Lori Raney; Lenetta Shull; Clay Tallmadge. **QUORUM** was present.

PLEDGE

The Board Secretary read mission and vision statements.

II. APPROVAL OF AGENDA (Policy BEDB)

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to make the following additions to the agenda:

under action items- VIII.P Personnel -

recommendation to hire:

-Amanda Hill - Title I Teacher

-Tessy Knight - 4th Grade Teacher

-Joseph Gonzales - HS Head Football Coach

and under VI.C. Personnel -

resignation of Alicia Saines, preschool teacher.

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

Motion Passed.

III. MINUTES FOR REVIEW OR CORRECTION (Policy BEDG) - March 10, 2022 Board Meeting minutes

Lenetta Shull stated that on p. 9 of March 10 meeting minutes, during which salary structures were being discussed, she was the one that brought up having to compete with New Mexico.

Lori Raney stated that on p. 8 - item F- student pickup at schools- Dr. Blincoe stated that he would have the safety committee address the traffic flow and pickup issue.

A motion was made by Clay Tallmadge and seconded by Casey McClellan to approve the minutes for the March 10th with the above mentioned corrections.

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

Motion Passed.

IV. CELEBRATIONS

Secondary Art Teacher Kim Sheek informed the Board that graduating senior Shiloh Burger has won the prestigious Scholastic Art and Writing Award, which will be given at a ceremony at Carnegie Hall in June. Shiloh, her mother Susan Burger, and Ms. Sheek will travel to New York for the award ceremony. Shiloh and Ms. Sheek shared several examples of Shiloh's award-winning art with the Board.

V. CITIZENS' COMMENTS (Policy BEDH)

Nathan Witte - Secondary Music Teacher. Shared the following with the Board about the struggle of teachers to afford to live and work in the district: "Recently, I turned in my resignation letter and announced that I will be moving to Georgia to be closer with my family, where we can finally be together again. In addition to this, however, my personal life has been extremely stressful due to financial difficulties.

I am perfectly okay with being transparent with my financial situation, as many of my coworkers may be dealing with something similar. Allow me to give you a chance to step into my shoes - a single 23 y/o male with no family ties in the place I teach who is struggling to make ends meet. Even though I graduated from college with a music education degree, I am still not financially independent. The salary in Dolores Schools is not entirely to blame; however, that paired with the extreme rise in housing costs in our area has put many of us into hardships we did not anticipate. For a 550 sq ft 1 bed/1 bath house, I pay \$850 for rent. Add up all of the utilities, my estimated cost per month for housing is \$1300. That is 61% of my monthly income, more than double of the well-known 30% rule. On top of that, the remaining money should realistically go to student loans, which is an estimated \$375 per month after consolidation. I spend \$200 on groceries every month, \$115 for car insurance, \$75 for Lochlyn (my diabetic cat), \$60 for a tank of gas, and...that's all of my income for the month. So if something comes up, like popping a tire on my way to school, I have to use a credit card for things

that should be taken care of with savings. However, building a savings is impossible for a guy like me on this salary trying to make this area my home. Just to put this into perspective, if I worked my college job at Target for 40hrs/week for a year without holidays, I would still be making about \$4,000 more than I do as a teacher here. Four-and-a-half years of formal education later, and someone just out of high school can easily make more than I do when I am the one getting them through high school. This is my reality, and yet, I still feel guilty for having to leave Dolores behind. However, this is what I must do to set myself up for a comfortable life, and be able to meet someone and start a family, which is something I've dreamed of. While many of us agree that Dolores is a great place to raise a family, there are no means to do so without outside help.

Another factor that has plagued Dolores Schools is educator turnover. Not just with my current position, but with our educators in general. A large portion of this issue is what I highlighted earlier due to the current salary. Not only does this cause consistency issues within students' knowledge base, but more importantly, in my opinion, is the lack of consistent support for our students. The amount of students who are passionate about 100% of the school curriculum are incredibly slim. Every kiddo has their niche, and school is the perfect place to find it. Through the years, our teachers seem to have been caught in a revolving door - no wonder kids are dealing with mental trauma. They are tired of going through the process of trusting someone new just to have a high chance of them leaving. I've had students describe to me, "it's like losing a parent." For some of them, their "champion teacher" is where they learn the skills and ideals that parents are expected to teach. We see them more in a week than their actual parents or guardians do. We take them in like our own. For the sake of privacy, I will keep the stories and names of these students to myself. But if you'd like to hear about what these kids go through on a daily basis, I will be glad to have a conversation with you in private.

So when you discuss salary changes, please use me as an example of what should be the bare minimum. This district will attract great educators, but keeping them is imperative to making our school the best it can be. We all want the best for our kiddos. I've certainly given mine. I'd be more than happy to talk to any of you. Don't hesitate to shoot me an email. Thank you for taking a chance on me. These kids have changed my life as much as I changed theirs. I will be forever grateful. Dolores always has a place in my heart. Thank you."

Sarah Carr - HS English Teacher. Shared the following with the Board regarding the need for better pay for teachers: "I'm here to support my colleagues in asking you to pull out all the stops in addressing the untenable financial situation facing the teachers of Dolores.

I love teaching here. Our students are amazing. They are creative, thoughtful, hilarious, sometimes bizarre, and always wonderful. Even on the hardest days they amaze me and give me hope.

Our teachers are incredible too. My colleagues are brilliant, passionate, and deeply invested in our students. And we are losing far too many of them. They've made such a huge impact on our students. And they are struggling more than they should.

I'm grateful to Mr. Witte for sharing his story with us. And I'm heartbroken that it's the truth he's been living. Even those of us who are not at the bottom of the salary scale are struggling.

I've been making it work, for now. I live in what my family and friends teasingly call 'spartan' style, and it suits me fine- 450sf apartment in the corner of a barn, truck that's almost as old as I am, part time work on the side. I don't have the expenses- or joys- of raising a child. I'm extremely fortunate to have been able to attend college and graduate school on full scholarships and to have no school loan debt. I don't yet have (knock on wood) any significant medical conditions that require recurring medical expenses. So I make it work- with no safety margin. If any one of those things were not true, let alone more than one of them, as a single teacher I absolutely could not afford to teach in Dolores. I count myself lucky to be doing ok, but like too many of my colleagues, I'm only one bike crash or car wreck or unfortunate event away from the edge of a terrible cliff. And as my grocery, utility, and gas bills skyrocket, that edge is getting unacceptably close at an alarming rate.

Teachers should not have to live on or over the edge. It crushes me that we are losing teachers as talented as Mr. Witte, who has completely transformed our music program and the lives of our students in his short time here. And it absolutely crushes me that he's struggled so hard while he's been here that the only reasonable decision he can make for his own wellbeing is to leave. That's such a huge loss for our students.

We all know how important continuity is for a school district, at all levels. It's SO important for students. Mr. Witte talked about how much teacher turnover damages not just the learning but the emotional health of our students. It's also demoralizing to everyone in the school. Struggling to make ends meet, and watching colleagues leave because their struggle is even greater, and seeing the next round come in while little changes to ensure that they too won't have to leave with the next tide- this erodes the sense of community that is vital to a healthy school.

Every year at contract signing time my colleagues and I face the dilemma of knowing that switching to another district in the same county or a neighboring state would mean a 16-56% salary increase. I'm not even tempted to apply. Because I love my students, and I don't want to be anywhere but Dolores... and right now, I can make it work. If anything shifted even slightly in my tight budget, I couldn't afford to make that choice. We can't keep expecting teachers to make choices like that.

I know that YOU know all this; as the board clerk fly on the wall, I hear every word of the conversations you have about how to address the distressing reality that teachers can't afford to live and work here, and that inflation is making that even worse. I am very grateful that you very clearly care. I'm grateful for the stipends that you've given this year to show teachers that you are serious about addressing the crisis we are facing. Those small actions mean more than words ever could. Thank you. And please, please, don't stop there.

During last month's Board meeting, Lori Raney made a comment about 'taking a leap of faith' in making spending decisions that address educator needs. I'm here to ask you to take that leap, and to keep on taking it, beyond the salary schedule and existing salary increases that you (I hope! please!) approve tonight. Please keep going. Please invest everything we possibly can in the one thing that makes our school great and the only thing that will keep it great- its people."

VI. CONSENT AGENDA (Policy BEDB)

A. Approve Disbursements of Checks for Payment of all Bills/Debts for March 2022

B. Directors Reports

C. Personnel: Resignation of:

Miriam Baines - HS Math/Science Teacher

Nybol Bior - HS Special Ed. Teacher

Joey Reynolds - Elementary ESS Para

Nathan Witte - Secondary Music Teacher

Alicia Saines - Preschool Teacher

VII. BUSINESS ITEMS

A. Board Member Reports (Policy BIB)

Maegan Crowley - nothing to report

Casey McClellan - nothing to report

Lori Raney - Attended the BOCES meeting last night; over the past week they have interviewed 3 candidates for new BOCES Executive Director, and 2 candidates have risen to the top. They are very different in their experience, and they are in the process of reading all comments from the interview committee to make a choice in the next week.

Clay Tallmadge asked whether the BOCES Financial Director is staying on; Lori Raney confirmed that that position is not changing. The former Executive Director position covered both ESS Director and

BOCES Director, and those are being separated out into two positions. There is a strong internal candidate for the ESS Director position.

Lenetta Shull - shared that the legislative committee is working hard. There are a lot of bills in the works, and she encouraged all to read up on them and talk to her about them, and to give input to be heard during the legislative process.

Clay Tallmadge - nothing to report

B. Finance Report (DSD Policies BBA, DAB)

The Finance Director shared the district's monthly finance report. She shared that the district received an additional \$89k at-risk revenue from a state bill that went through. Large expenditures included a payment to Mancos School District for the paraprofessional agreement, and stipends to staff.

March Revenue: \$1,403,116

March Expenditures: \$1,019,350

Dolores State Bank Balance: \$502,774

Colotrust Balance: \$5,287,655

The Board discussed that they will need to have more budget workshops, beginning in May. Maegan Crowley asked whether the extra funds in the lunch fund would be able to be carried over; Doreen Jones stated that normally there is a 3% cap but that that does not apply this year.

C. Superintendent Report

Superintendent Blincoe submitted a written report in the Board's packet. Highlights:

-Four Corners Recycling is asking for a \$1500 donation- the city manager stated that the city had also made the same donation. He asked the city manager about the location, and the city manager stated that it is mainly for convenience of use for citizens.

-In addition to the unexpected \$89k in at-risk funds, the district received a grant for \$49k for air quality, which Alesa Reed had applied for. This paid for all of the purifiers that the district had purchased earlier in the year.

-This week has been testing week across the campus.

-He and the Finance Director have begun meeting with insurance brokers to talk about coverage for next year, and will be working with the Finance Committee about this topic as well. Will be coming to the Board with a proposal to try to include life insurance in what we offer to our employees.

-Two important upcoming dates:

-April 30th is the Chamber Banquet, and the district has purchased a table of 8. The theme is "prom."

-May 13th will be the end of year celebration at the Elk Lodge, and will include a celebration of retirements and years of service.

Clay Tallmadge asked whether the insurance updates will be solidified before contracts go out. Dr. Blincoe stated that they should be, and that the Finance Committee will be reviewing them and that he would likely be bringing them to the next Board meeting.

Lori Raney stated that it's important to do everything possible to look carefully at costs for staff and to boost salaries. Dr. Blincoe stated that the focus has been on lowering deductibles, and that there are currently two proposals that are good.

Clay Tallmadge stated surprise that there was no update from CASB about the new policy process, and asked whether the Board would get an update about that at the next meeting. Dr. Blincoe stated that CASB has sent a few policies that will be able to be reviewed.

VIII. ACTION ITEMS

A. Right of Way easement at 17631 Highway 145

The district was sent a courtesy request on the Right of Way easement, and discussed it at the last meeting. Dr. Blincoe stated that Brett Hite from Southwest Colorado Television sent additional clarification, which was included in this month's Board packages.

A motion was made by Casey McClellan and seconded by Lori Raney to approve the Right of Way easement for Southwest Colorado Television.

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

Motion Passed.

B. Building Advisory Committee / Master Plan

In the last meeting Maegan Crowley had sent board members a draft, and the Board needs to decide whether to continue this committee as Future Building Advisory Committee or as Master Plan Design Advisory Group. The draft was submitted in March for review. It would be good to have an action to decide what the committee would be called moving forward, and to vote on the draft.

Casey McClellan asked whether the original name was Master Plan Design Advisory Group, and Maegan Crowley confirmed that this was the case, and that the name had somehow gotten changed in error.

A motion was made by Casey McClellan and seconded by Maegan Crowley to stick to the title Master Plan Advisory Group.

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

Motion Passed.

A motion was made by Lori Raney and seconded by Casey McClellan to accept the document that was prepared for the March 10 meeting, to proceed with the charge contained in the document and the members of the committee that have been proposed, and to use the timeline of July 2022 to June 2023 for the committee's work.

Discussion: Clay Tallmadge pointed out that the document does not include specific committee members, though the Future Building Advisory Committee does have a list of members- so there is a problem with the motion as stated, since it specifies committee members that are not actually identified for this particular committee. The Board discussed whether the list of proposed FBAC members could be rolled into the approved committee.

Dr. Blincoe stated that the list would probably change some, and that the people on the committee would need to be contacted to see if they still wanted to serve. He stated that the Board could charge him to move forward with making those contacts.

Maegan Crowley stated that the bulk of the document contains information about the charge etc. to be able to put information out to the public.

**Motion was withdrawn by Lori Raney.
Second was withdrawn by Casey McClellan.**

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to approve the Master Plan Design Advisory Group with the charge and timeline presented.

Discussion: Clay Tallmadge stated that it's great this is moving forward again, as our facilities need to be evaluated and it was unfortunate that we took a break- he is excited to be moving forward.

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

Motion Passed.

C. New Classified Salary Schedules

Dr. Blincoe stated that for Action Items C-I, sample motions were provided, which Board members can use or alter as needed. Accompanying documentation for each item was included in the Board packet.

A motion was made by Meagan Crowley and seconded by Lori Raney to table items C through H to a special meeting scheduled ASAP for the sole purpose of discussing those items.

Discussion: Maegan Crowley stated that listening to public comment solidified her decision to make this motion. She stated that she thinks what was presented for increases is a good start, but is not being done in a way that will reflect a cost of living increase that needs to happen or reward our long-time teachers, and that it doesn't provide incentive to stick around. She stated that she provided the Board with documents to support that, and that it was last minute, but that things have come to light and that she wants to make sure that we are doing this right and are doing enough. For those reasons she wants to have a special meeting where these things can be discussed in more depth.

Casey McClellan asked Maegan Crowley to provide clarification on what she would prefer that the Board do differently. She stated that offering a percentage raise instead of the flat dollar amount raise awards everyone the same dollar amount, but does not reward teachers who have been teaching for longer.

Clay Tallmadge stated that there has been a lot of work done around the pay schedules, and this has been worked on and workshopped about, and that he is surprised that this is coming last minute. Maegan Crowley acknowledged that this motion is late in the game, but that she feels that it is important, because she doesn't think that what has been proposed reflects or addresses all of the concerns that had been discussed and worked on.

Lenetta Shull stated that we are talking about two different things, and that the Board has worked hard on salary schedules. She stated that she understands Maegan Crowley's point that the dollar amount raise is a slap in the face for teachers who have been with the district a longer time, but that that is a different discussion than the salary schedules that we have worked on. She stated that the raise and the salary schedules are two different items, and that she would like to continue with the new salary schedules, because we need to get contracts out, and show that we are serious about doing what we can so that teachers do not decide to go elsewhere.

Maegan Crowley asked whether taking another week to do something more impactful is wrong, and stated that the reason that the salary schedule and the raises are connected is that some of the inequities are embedded in the salary schedules as well.

Lenetta Shull called for roll.

Lori Raney stated that the problem for her is that beginning with Item C, salaries, the proposed differences in classified pay seemed arbitrary, and weren't a percent, and that she wants to know the reasoning for the different amounts.

Dr. Blincoe stated that paras were given an additional bump in pay because of what they deal with every day. He stated that they went through the different positions to determine what would be most equitable for each particular position.

Lenetta Shull stated that what is proposed is doing everything we can with our budget. She stated that this means that we are being responsible.

Maegan Crowley stated that when she looked at the numbers, making an increase by percentage would not change the bottom line. She stated that she realizes that the information was given too late to make a motion today, and that is why she has made a motion to table and meet as soon as Wednesday.

Lenetta Shull stated that she had said at the first workshop that she wanted percentages, and that she had proposed starting with a 2% and working from there. She stated that several Board members initially wanted to work with percentages, and it was discussed and hashed out and went nowhere. She stated that because so much time has been spent, the Board needs to move forward. She said if this works, let's look at percentages again.

Lori Raney stated that percentages seem more fair, that we are making judgment calls about whose job in the organization is harder than others. She stated that her concern is that the goal for the classified salary schedule is that no one makes less than \$15 an hour, and that what we have is a lot of raises, and she's worried that it will affect what it's possible to do for teachers.

Dr. Blincoe stated that salaries and raises have to be looked at differently- these salary schedule amounts are not translating into raises.

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

Motion Died.

A motion was made by Casey McClellan and seconded by Clay Tallmadge to adopt the new classified pay schedule as presented in the classified pay schedule document.

Discussion: Clay Tallmadge stated that he thinks this meets the goal of getting all positions up to at least \$15 an hour, that the steps are good to get in place with that.

Lenetta Shull reminded the Board that she had stated in the workshop that she was concerned about the rate of inflation, and stated that we can't predict what the rates of inflation will be moving forward, but this does the best we can.

Lori Raney stated that her concern is that while we are keeping up with inflation, and helping out this group of staff, it may be at the expense of teachers who will not be getting as significant of an increase. This is a permanent change and can't go back on, and she doesn't want to see these choices negatively affecting what can be given to teachers.

Maegan Crowley stated concern that this does this for this year but not for next year, because there's no cost of living increase in these salary schedules.

Lenetta Shull stated that the hope for next year is to see how things look, and if it's possible to put out more we will do so. If the Joint Budget Committee comes through, we will give that money to our teachers and staff.

Dr. Blincoe stated that we will actually save money on this, because new hires will come in much lower than those who are retiring or leaving.

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

Motion Passed.

D. New Classified pay amounts

A motion was made by Casey McClellan and seconded by Clay Tallmadge to raise classified pay for each employee to equal the difference between the current pay and the new base pay. In future years annual raises will be \$.35.

Lori Raney stated that the \$.35 is unequal for those higher on the pay scale. She stated that she wants to make sure that next year we need to make sure that increases keep up with cost of living increases, so that we don't erode the base.

Casey McClellan stated that we are not locked into \$.35 if we want to change it in the future. Clay Tallmadge stated that we have the mechanism in place now with the Financial Committee to look at this.

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

Motion Passed.

E. New Certified salary schedules

A motion was made by Casey McClellan and seconded by Lenetta Shull to adopt the new certified salary schedule as presented in the certified pay scale document.

Discussion: Clay Tallmadge stated that one of the things he liked about this is how much simpler it is, in delineating between Bachelors, Masters, and PhD, without messy steps based on credit hours. He stated that Dr. Blincoe had talked about incentives for staff to work toward their Masters, and that that is something that the Board needs to work on to support teachers in that professional development.

Dr. Blincoe stated that a staff member pointed out that there are other doctorate degrees in addition to PhD, including the EDD, and that those are included even though the document states "PhD."

Lori Raney stated that for the record, this is not even close to enough. She stated that we need to raise teacher salaries 25% in the next two years, to get to the base of \$40k, and that 12.5% a year for two years would get us to that goal; this proposed schedule is not aggressive enough. She stated that she is not going to hold up any salary increases, but that teachers deserve more than this. She is looking for other things we can do, and we have to do more this year. We can accept this, but it is not good enough.

Lenetta Shull stated that all members want this, and that they need to find where the funds will come from in the budget.

Maegan Crowley stated that she is concerned that with the way these salaries are presented, there is not enough yearly incentive because there is no cost of living increase built into our salary schedule. The steps are included on the document, and do not reflect cost of living.

Dr. Blincoe stated that the schedule only shows where new teachers will be placed. He stated that actual teacher pay right now varies widely because of when teachers came in and what the salary

schedule was when they did, and what increases were given at the time. Two people that would be on the same step on the salary schedule do not actually make the same pay.

Lori Raney pointed out that even though this is true, the steps are the steps, and that our district has the lowest steps of any district around us.

Dr. Blincoe stated that the Board can modify steps if desired.

Clay Tallmadge stated that it is a good goal to say that we want to start teachers at \$40k, and that this takes a big step toward that.

Lori Raney stated that this change is only around 8%, and that this means that it will take around 4 years to get to the goal of 25%.

Casey McClellan stated that 25% may not be possible, and that this is a big leap and we need to start somewhere and see what happens next year.

Lenetta Shull stated that legislation has to change.

Lori Raney stated that the increases that were just approved for classified staff are much more significant than what we are proposing to give the teachers. She stated that she knows we can't go to 25% tonight but that we need to keep in mind where we are actually hoping to go in 2 years.

Casey McClellan asked the finance director what percentage of the budget is salaries; Doreen Jones stated that 85% of the budget is salaries and benefits. Lori Raney asked what percent of the staff is teachers; Doreen Jones stated that right now teachers are about half.

Maegan Crowley stated that the salary schedule does include steps, and asked for clarification about whether that is what is being approved here. The Board discussed that the "steps" for placement on initial salary and the yearly steps are not the same thing.

Doreen Jones stated that for transparency when this is posted on the CDE website, the step information must be included on the bottom of the salary schedule page, but that the Board can adopt what is on the top (salary schedule) and change what is on the bottom (step increases).

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

Motion Passed.

F. New Certified salaries

Dr. Blincoe stated that in the sample motions, steps were included, and those could be changed under this item. The sample motion was "I move to adopt a raise for certified staff at \$2500 plus the annual step, and to set annual step at \$500 for years 1-10, \$700 for years 11-20, and \$900 for years 21 and beyond." All of that is up for discussion.

Casey McClellan asked the Superintendent how these numbers were derived, and whether comparisons had been made to other districts. Dr. Blincoe stated that they have been in place for a long time, and that he did not look at other districts.

Lori Raney stated that per the documentation provided by Doreen Jones, for years 1-10, Mancos annual step is \$525 and Cortez is \$769.

A motion was made by Clay Tallmadge and seconded by Lori Raney to adopt a raise for certified staff at \$2500 plus a regular annual step.

Discussion: Clay Tallmadge said that he would like to pass this motion and then discuss what to do with the annual step. Lenetta Shull reiterated that she would have preferred that this be handled via a percentage, but that action needs to be taken and she agrees with this motion.

Maegan Crowley stated that without using percentage, this does nothing for retention, because it doesn't reward those who have been with the district for a long time. She stated that she does think it will help, and that she agrees with Lori Raney that we should not be done here and are barely scratching the surface.

Clay Tallmadge stated that this is well within our budget, and that this is a step in the right direction. The Board can debate how to do annual steps after/if this motion passes.

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

Motion Passes.

A motion was made by Casey McClellan and seconded by Clay Tallmadge to task the Superintendent with setting up proposed annual steps for years 1-10, 11-20, and 21-beyond through researching the steps of other regional schools.

Discussion: Clay Tallmadge stated that this does need to be done quickly, and that if a special meeting needs to be called, he can make that work. He stated that this could be an opportunity for percentages to be included rather than just dollar amounts. Dr. Blincoe stated that he could have regional school data to the Board by Monday or Tuesday.

Lori Raney stated that it would be nice to vote on something tonight, since we already know that Dove Creek is \$500 and Mancos and Cortez are as stated above.

Lenetta Shull stated that she would like to amend the motion to set the steps at 550 for years 1-10, 750 years 11-20, and 950 years 21 and beyond, and to then task the Superintendent to

Casey McClellan stated that the previous motion already approved the steps, and the Board discussed that this would be for future steps, and this will be finalized in June budgets but that amounts need to be finalized in order for contracts to go out.

Maegan Crowley stated that the concept of keeping steps because they've been that way forever is archaic, and that yearly increments should be based on cost of living increases.

Clay Tallmadge stated that those can be handled by the Board during yearly votes on raises, during which the Board could approve the regular step plus a cost of living increase of x%, and that these basic steps and salary schedule can be used more for long term planning around staffing. He stated that he agrees that it sometimes falls on the Board to make those additional changes.

Dr. Blincoe stated that the Board could try to go ahead and adopt steps and then do a COLA before June. Doreen Jones stated that it is possible to make additional increases after contracts have been issued and signed, if it turns out that there is room in the budget to do so.

Lori Raney stated that she is a big fan of steps, because they are a surety, plus cost of living increases. She stated that she worked for the federal government for many years, and that every year she received a step, and every January she received a 3% COLA, unless it was a particularly bad year. The COLAs can fluctuate, but the step is dependable. She stated that in the example of Mr. Witte who addressed the Board during citizens comments, the \$500 step is not going to keep up with rent and bill increases. She stated that that is what she means by eroding the base- steps don't matter if you aren't keeping up with the cost of living.

Lenetta Shull stated that it'll be important not to neglect talking about the steps during the next round of budget and salary planning next year, because it wasn't discussed during the process this year.

Dr. Blincoe stated that he had expected when putting together the proposed motions for this item that the Board would vote to amend the steps. He stated that he can have the comparison chart. And the Board can still do a COLA during budget planning.

Lori Raney asked for clarification that certified staff means classroom teachers, not people in the district who are working in administrative positions but have teaching licenses. Dr. Blincoe stated that this affects certified teachers, and that we don't currently have anyone in the district who would be affected by that distinction.

The Board discussed that these are for next year's contracts, and discussed whether a special meeting would be needed or whether the Board could handle this at the next regular meeting, since contracts cannot go out until these are decided. Dr. Blincoe suggested having a short special meeting before the scheduled board work session on April 28th.

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

Motion Passes.

G. New Administrative salary schedules

A motion was made by Clay Tallmadge and seconded by Casey McClellan to adopt the new administrative salary schedule as presented in the administrative salary schedule document.

Discussion: Clay Tallmadge stated that this is a huge step forward for our district- we have been operating under very wide ranges for administrative staff, where there weren't clear starting or ending points, which has led to negotiated salaries that lead to discrepancies and disparities between administrators. This is a big step in equality for administrative positions.

Lori Raney stated that she thought maintenance, transportation, and food service should all be at \$40k- given the cost to live in this community, they should all be at that base. Dr. Blincoe stated that the main difference is in the number of contract days.

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

Motion Passed.

H. New Administrative salaries

A motion was made by Lenetta Shull and seconded by Casey McClellan to adopt the new administrative salaries as presented, with the exception of a new proposal for the maintenance director to change to \$48k because that is a 12mo/245 day position.

Discussion: Lori Raney asked whether the step is being increased from 1250 to 1500, and Dr. Blincoe confirmed. Lori Raney stated that looking back at 2020/2021, some of these positions have gone up very significantly, and it is not clear exactly why. Lenetta Shull suggested that individual Board members could have a conversation with Dr. Blincoe to understand these. She stated that her suggestion of \$48k for the maintenance director was based on researching other school district salary scales for maintenance directors.

Lori Raney stated that she is uncomfortable picking out one position for further research and adjustment rather than all of them. Lenetta Shull stated that she identified this one as less equitable than the others.

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

Motion Passed.

I. New Substitute pay schedules

Dr. Blincoe stated that this is the only proposed pay change that would go into effect immediately. Clay Tallmadge stated that the documentation and proposal includes policy change, which will need to be read and reviewed 2 more times, and asked whether the board could make an immediate pay change and then put the policy changes forward for policy review.

Maegan Crowley stated that following the policy procedure is required, and that it can be worked through following that procedure, since we are at the end of the school year.

A motion was made by Lenetta Shull and seconded by Casey McClellan to direct the Superintendent to add review of Policy GCD-E to the Board's workshop meeting agenda.

Discussion: Lori Raney asked whether this could be removed from policy so that it is not held up as such, since no other pay schedules are categorized in that way. The Board and Dr. Blincoe agreed that that would be preferable, but stated that that change would have to go through CASB to ensure that there isn't any CRS connection to this policy, or any other complicating factors.

Votes: Crowley - aye; McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.
Motion Passed.

J. 2022-2023 Classified staff considerations

A motion was made by Clay Tallmadge and seconded by Lenetta Shull to adopt the proposed 2022-2023 classified staff considerations.

Discussion: Clay Tallmadge thanked classified staff for working and stated that we are glad you are coming back.

Votes: Crowley - aye; McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.
Motion Passed.

K. 2022-2023 Certified staff considerations

A motion was made by Lenetta Shull and seconded by Casey McClellan to adopt the proposed 2022-2023 certified staff considerations.

Discussion: Clay Tallmadge thanked certified staff for their service.

Votes: Crowley - aye; McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.
Motion Passed.

L. Elementary air conditioning bid

Dr. Blincoe stated that this request for bids was put out as required per policy, and received only one bid; they also had a pre-bid meeting, and only one company showed up for that meeting. The bid is \$227,460, and the project will get underway this summer. If this is passed, ComfortAir will begin ordering equipment immediately.

A motion was made by Lenetta Shull and seconded by Casey McClellan to approve the elementary air conditioning bid.

Discussion: Doreen Jones stated that this fits within the budget, but that if the project can't be completed within this budget year, some of this expense may need to be carried to next year's budget. Clay Tallmadge asked whether inspection could potentially turn up asbestos or any other show-

stopping issues for this project. Dr. Blincoe stated that it shouldn't, because the installation process for the system is very minimally invasive.

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

Motion Passed.

M. 2022-2023 student calendar

Dr. Blincoe stated that the wrong calendar was presented last month, but the correct one has been presented. It includes a Saturday graduation date. Lenetta Shull asked whether the date conflicts with Cortez and Mancos; Dr. Blincoe stated that he doesn't believe it does.

A motion was made by Lenetta Shull and seconded by Casey McClellan to approve the proposed 2022-2023 school calendar.

Casey McClellan asked how many days the curriculum is based on. Alesa Reed stated 180 contact days. She also stated that curriculum is built large, and that it is strategically amended- most schools do not have 180 contact days. Casey McClellan asked what percentage of the curriculum they are able to get through in 165 contact days.

Clay Tallmadge asked whether the Superintendent and the Curriculum Director have been able to work with CKLA to learn how other 4-day districts have implemented it, since there are hundreds of districts in the country who are using CKLA on a 4-day week.

Lurleen McCormick stated that our teachers are able to provide instruction at a much better pace because they know it well enough to not be reading straight from scripts. She said they worked with a CKLA coach, who taught them how to trim down material if needed to ensure that all standards and assessment topics are covered but that extra material is removed as needed. She stated that the coach said our school is far ahead of where they are expected to be as far as successful implementation level of this curriculum.

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

Motion Passed.

N. Four Corners Recycling Initiative

Dr. Blincoe stated that the Four Corners Recycling Initiative is having to do 4 pickups per month, mostly based on the amount of cardboard produced. The Board discuss

A motion was made by Lori Raney and seconded by Clay Tallmadge to approve a \$1500 donation to the Four Corners Recycling Initiative.

Lenetta Shull stated that she is always looking for ways to cut, and that she doesn't like that the recycling container is in the parking lot and should be in Joe Rowell Park, and that this is \$1500 that we could put in our coffers. Casey McClellan expressed agreement.

Clay Tallmadge stated that it's important that the school recycles and that we are models for that, and stated that it would be good to find out if we could have a separate school material drop and have the community drop be at Joe Rowell Park. He also stated that he'd like to see this broken down into the actual cost of the service, and pay for the cost, rather than a donation.

Maegan Crowley stated that it would be great if Four Corners Recycling Initiative put on educational components to this service. She confirmed that many Board members were uncomfortable with the school covering a service that should be covered by the town.

Motion was withdrawn by Lori Raney.

Second was withdrawn by Clay Tallmadge.

A motion was made by Lenetta Shull to approve a \$500 donation to the Four Corners Recycling Initiative.

Discussion: Maegan Crowley stated concern that changing the dollar amount does not fix the problem that board members have identified.

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

Motion Passed.

O. Secondary Business / Math position

Dr. Blincoe stated that per Board policy, all new positions should be established by the Board. This new position is needed because

- we have a very high number of students in the MS- currently over capacity and no longer taking transfers;

- we are looking to build a business pathway and offer business classes; and

- pathways requirements have increased the number of math credits needed for graduation.

With those considerations, administration is looking to add a new secondary business / math position.

Clay Tallmadge asked whether a written job description will be brought forward to the Board, which is required per policy GCB-A. Dr. Blincoe stated that he can provide one. Clay Tallmadge asked whether curriculum for business pathways would be presented to the Board, and whether there would be developed courses for this person to teach in the fall. Dr. Blincoe stated that they are working with PCC to develop this pathway.

A motion was made by Maegan Crowley to table the Secondary Business / Math Position until the proper documentation is provided.

No second. Motion Died.

A motion was made by Lenetta Shull and seconded by Casey McClellan to approve the Secondary Business / Math Position.

Discussion: Clay Tallmadge agreed that moving forward to find someone to hire is necessary. Lori Raney stated support with the provision that proper documentation of job position description and curriculum information be provided at the next Board meeting.

Votes: Crowley - nay; McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.
Motion Passed.

P. Personnel:

a. Recommendations to Hire:

- i. Allison Brown - Agriculture Teacher
- ii. Monica Steinberger - Payroll Specialist / Finance Asst.
- iii. Hannah Daves - Preschool Sub
- iv. Tyler Nielson - MS Para
- v. **Amanda Hill - Title I Teacher**
- vi. **Tessy Knight - 4th Grade Teacher**
- vii. **Joseph Gonzales - HS Head Football Coach**

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

Votes: Crowley - aye; McClellan - aye; Raney - aye; Shull - aye; Tallmadge - aye.
Motion Passed.

The Board took a 2 minute recess.

IX. DISCUSSION ITEMS

A. Board and Superintendent working agreement

Clay Tallmadge thanked Maegan Crowley for putting together this document, and stated that he liked it and is looking forward to discussing it. The Board decided to table this discussion item until the next meeting.

B. Policy JLCD - Administration of Medications to Students

District Nurse Jen Gaddis asked the Board to consider changing the policy to allow for stocking naloxone and epinephrine. She stated that she had sent information last week including a packet about the incidence of fentanyl in our community, and a 2020 legislative report on opioid antagonist naloxone, which she would like to cover for the health and wellbeing of our students, just in case there is an incident with fentanyl on our campus. She stated that the School Resource Officer carries one dose of naloxone, and that she is concerned that if we only have access to one dose of naloxone or narcan (same drug), if we had an incident with multiple overdoses we would not have enough to treat the volume of patients we would need to be treating. She stated that fentanyl is a very potent street drug, so much so that even touching it with fingers can cause an overdose, and that the onset is very fast- a person can go into respiratory arrest and die within minutes. Naloxone can be obtained by the district at no cost.

The second request is for carrying stock epinephrine, for anaphylactic reactions, which can also put a person into respiratory arrest. This can also happen within five minutes. She stated that individuals can develop more severe reactions with repeated exposure to potential allergens, such as nuts or bee stings, and that they can have an anaphylactic response to something without having an epi-pen prescription. She stated that the district nurse in Mancos found that epipens can be obtained by districts at no cost.

Nurse Gaddis said that none of this would cost the district anything, and that training for teachers would need to be provided. Epinephrine would be kept locked up, because it can cause dangerous adverse side effects if it is administered but not needed; naloxone causes no adverse reactions.

She also stated that she has provided documentation about allowing someone from the state to write orders, since she is just a nurse and not a nurse practitioner.

Clay Tallmadge asked about the amounts of naloxone available until this policy can be updated; the fire department has 3 doses, and the SRO can only carry 1.

C. COVID Protocols / open campuses to parents

Nurse Gaddis stated that the protocols were a bit outdated at this point, and needed to be updated. Shifting away from identifying COVID-19 specifically, since other outbreaks could occur. Any communicable disease outbreak that affects our school would follow CDC, CDHE, CDE guidelines, which all work together. This updated protocol would cover any of these scenarios, so it wouldn't have to be updated. There is no more contact tracing or quarantine unless required per those guidelines.

Over break 2nd grade had one student in one classroom that tested positive for COVID; was told by the parent that the student was out, but the teacher's attendance records showed that the student was indeed in class and that exposure had occurred. All parents were notified of exposure and asked to monitor for symptoms and to keep the child home until symptoms subside. An outbreak is considered to be 3 or more cases in the same classroom.

Casey McClellan asked what role the county health department plays. Jen Gaddis stated that the county health department has discontinued contact tracing; if students have exposure in the household, they may be asked to stay home until the household cases have resolved, but other contact tracing is no longer done. She is a mandatory reporter for cases, and adds them to the database, and the county reports cases as they are reported to them as well.

The Board discussed that it's a good thing to remove the specific identification of COVID-19 and to have the protocol address any and all illnesses.

D. Signing bonus for new teachers

Lori Raney stated that given our low salaries and the vacancies we will have, we need to use every tool possible- signing bonuses are used very commonly in the medical field across the country, and we could use this to try to bring in teachers. Dr. Blincoe will also be bringing other incentive ideas such as paying graduate degrees.

Lenetta Shull stated that the issue that she has with signing bonuses is that it isn't equitable- what are we going to give teachers who have been here for years. She also stated that she would like to see childcare for teachers.

Maegan Crowley asked whether this would be for teachers or for all new hires. Lori Raney stated that she was suggesting it specifically for teachers.

Dr. Blincoe stated that he does think it could be a useful tool that would help recruit, but that he also sees Lenetta Shull's point that it only rewards certain teachers.

Lenetta Shull suggested approaching property owners to help find housing for teachers, given the dire housing situation in the area.

Clay Tallmadge suggested that Lori Raney start the process by meeting with the superintendent and the business manager to figure out what flexibility there is in the budget for something like this. Lenetta Shull stated that it should be a conversation for the whole Board as well.

X. AGENDA PLANNING

A. Next Agenda

WORKSHOP 4/28

- come up with a proposal for annual step increases
- strategic plan, including looking at new examples
- strategic planning about facilities
- board and superintendent working agreement

MAY MEETING

- make sure that we are following up with CASB about what we are doing with policies
- followup on gravel parking lot project at bus barn

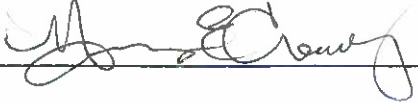
B. Meeting Recap

- Need press release for prestigious award given to Shiloh Burger
- Need press release for Destination Imagination, Science Fair, and HS Knowledge Bowl- all excelling in our district, would be good to highlight academic excellence in the Board
- Need to begin discussing Mill Levy

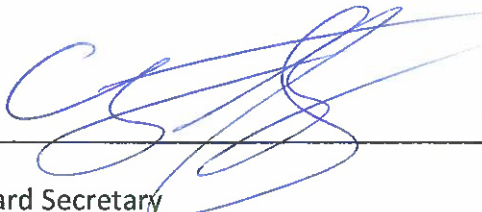
Board members thanked Maegan Crowley for leading the meeting through Zoom.

XI. ADJOURNMENT

Meeting was adjourned by Maegan Crowley at 9:09 pm.



Board President 5/12/22
Date



Board Secretary 5-12-22
Date