

Salida School District R-32-J Board of Education

April 11, 2023 – 6 p.m.

Salida High School
26 Jones Avenue, Salida

REGULAR BOARD MEETING

President Joe Smith called the meeting to order at 6:04 p.m. The **Pledge of Allegiance** was recited.

In attendance were Directors Jodi Breckenridge Petit, Carrie Mattix, Joe Smith, Matt Hobbs, Mandy Paschall, Jenn Schuchman, and Ben Hill, Superintendent David Blackburn, Secretary Kim LeTourneau, Assistant Superintendent Will Wooddell, and Business Manager Shiela Moore. Also in attendance were Jen Lange, Deb Bass O'Briend, Susan Matthews, Robin NeJame, Janee Martinez, Lorita Groover, Stacey Follet, Kim Bouldin, Joey Rovinsky, Janine Frazee, Ingrid Youngblood, Erin Johnke, Torry Lingerich, Shannon Payne, Leanne Pressly, Kristie Servis, Courtney Miller, Ilona Witty, Dave Armstrong, Darcy Harris, Alison Manthey, Cory Scheffel, Jesse Hull, Michelle Saab, and William Stokesberry.

Board Member Comments

Directors Schuchman, Hobbs, Hill and Breckenridge Petit all shared their intent to run in the 2023 School Board Election. Directors Smith and Paschall noted their terms are not up until 2025.

Director Mattix congratulated the SHS choir for receiving an invitation to sing at Carnegie Hall in New York City next year.

Director Breckenridge Petit offered her congratulations and well wishes to Principal Saab who will welcome a new baby to her family soon. She also noted several topics she considered delicate but important to address, and feels the District is in a good place to lean into some hard conversations. First, she noted that CBT is an important part of the Salida School District culture and that working collaboratively with staff is important to her, to the Board and to Dr. Blackburn's leadership style. She then noted there are changes being recommended to negotiated policy that would allow the Board to mitigate legal risks to the District, support Board priorities, and allow for nimbleness in support of District business. An example on the agenda is the proposal of a needed change to an N (or negotiated) policy in order for the District to be able to pay an 8% increase to health insurance costs for employees. She then addressed concerns over SEL curriculum and thanked parents who are engaged in their child's education. She provided several examples of SEL lessons and how they support students in learning how to interact with others, learn executive functioning skills, and deal with hard life challenges. She then addressed concerns over books in school libraries by sharing her experience of school librarians working magic when helping encourage young readers by matching books to age appropriateness, reading level, and interests. She has not seen any perversion in Salida Schools' libraries. She noted her support of books featuring protagonists who are people of color, come from tough backgrounds, or may have LGBTQ identifications. District libraries do their best to serve all students and help them find their way by reading and learning, and do not "groom" students for any sort of life choice.

There was one formal **Written Message to the Board** from parent/teacher Courtney Miller regarding School Safety Enhancements at the Crest Academy.

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Public Comments

Stacy Follet thanked Directors and noted she loves being an employee of the Salida School District. She's worked with staff across the District. She shared that she is a member of CBT and that it can be a difficult process with potential for great outcomes. She hopes communication between staff and the Board is encouraged.

Jen Lang then addressed the Board, noting she was speaking as a member of CBT. She referred to the relationships that are built through the interest based bargaining process. She shared stories submitted from staff members sharing their gratitude for the pay increases in December. She acknowledged the pride in the collaborative process and her belief that staff gain confidence when they can share their voices, with hopes for streamlining the process.

Approval of Agenda with the following changes:

Move 3eiii GBBB-R and 3fiii GBBB-N from Consent to Action

Remove Item 3k Approve Science Curriculum

Note Updated Personnel List for Approval in Consent

Director Breckenridge Petit made a motion to approve the agenda with the above changes. Director Hobbs seconded the motion. There was no discussion. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Reports

There were no **Guest Reports**.

Principals shared updates on testing and end-of-year celebrations happening on each campus through **Campus Reports**. With all schools working through testing and assessments, graduation and continuation ceremonies, spring sports and field day events, everyone is staying busy and gathering energy as we roll towards summer vacation.

Superintendent Blackburn began **District Reports** acknowledging all of the wonderful things happening around the District right now. The District is nearing productivity capacity which is exciting and encourages prioritizing and determining how to leverage partnerships for community and school benefit. He highlighted the success of the work based learning program. He attended a student panel where kids shared their experiences, some starting their own business or shadowing in healthcare settings, which allow students to gain knowledge and skills that will enhance their lives beyond the high school experience.

Blackburn then recognized the current curiosity about books in the District's school libraries, a national conversation reflected in our local community. He encouraged the community to not get distracted and miss the bigger concerns, including the accessibility of porn and obscenities available through smart phone technology most teens and young adults carry daily. In reference to books in District libraries, if there are

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public concerns or complaints, Board Policy KEC clearly details how to proceed. Parents do have the right to request their child not read a specific book. The District will evaluate how books are selected for library shelves and ways to continue to provide books and resources that are age appropriate, match student reading levels and connect to their interests to inspire reading.

He then noted the work of the District's DEI Council which has includes several staff surveys to help identify ways to better support staff and students. He also shared that the District Accountability Committee has offered a community perspective on some of the hard conversations happening locally and nationally. Included in some of this dialog is the District's approach to SEL curriculum. There are some SEL topics everyone feels comfortable with, and some that are more contentious. As the pandemic has ebbed, the District is in a good space and has capacity to have some big conversations related to SEL curriculum.

The Superintendent has also been working to gather staff input, including reaching out to the MTSS team and the Academic Council, to gain insight into what people hope for in professional development opportunities. There seems to be a need for two more dedicated PD days, a desire to attend more in-person trainings off site. There is clarity on a workday versus a professional development day. The District is working to understand the budget needed to pay for those additional paid days. He identified the additional training day added at the start of the school year for front office staff, members of the District's Safety Team, and representatives from local emergency responder agencies.

Assistant Superintendent Will Wooddell then spoke a bit more about training needs and opportunities, both for individuals, and teams to learn curriculum. Wooddell shared a celebration and a thank you to William Stokesberry who helped fix all of the Chromebooks over a weekend following an unexpected update to the testing software. It was noted that there is an increase in intensity and frequency of SPED needs, which drives budget requests to address those needs, making sure we are maximizing previous contributions and maximize learning. There was a note about also identifying gifted and talented needs and services, but that there isn't the same funding available to support those needs. Soon, the administration will likely recommend a gifted and talented coordinator to oversee that program.

Consent Agenda Items

Director Mattix made a motion to approve the following consent agenda items. Director Paschall seconded the motion.

- a) Approval of Minutes of Regular Board Meeting on March 14, 2023
- b) Claims Payable – All Funds
- c) Claims Payable – Bills over \$5,000
- d) Personnel Items
- e) Acknowledge and Approve Exhibits and Regulations as Recommended by the Superintendent –
 - i) JFBA-R – Intra-District Choice/Open Enrollment Regulation
 - ii) JFBB-R - Inter-District Choice/Open Enrollment Regulation
 - ~~iii) GBBB-R – Staff Fringe Benefits~~
- f) Approve on 1st Reading Policies
 - i) JFBA – Intra-District Choice/Open Enrollment

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- ii) JFBB – Inter-District Choice/Open Enrollment
- ~~iii) GBBB-N – Staff Fringe Benefits~~
- g) Approve on 3rd Reading Policies – None
- h) Approve Superintendent’s Contract
- i) Approve Change Order for \$18,700-DSI Crest Playground/Play Space Capital Project for the '22-'23 Fiscal Year
- j) Approve COLA & Quality Improvement Funding for SECC
- ~~k) Approve Science Curriculum~~
- l) Approve Early Release of funds for '23-'24 Capital Project SMS Freezer Repair - \$4,500 Tolin Mechanical
- m) Approve Early Release of funds for '23-'24 Capital Project SMS Bathroom Floor - \$25,000 First Street Flooring
- n) Approve Full Time Position for '23-'24 Occupational Therapist by adding .5 FTE to current position and removing COTA position – Total \$15,000 Budget Increase
- o) Approve District Long-Term Substitute Teacher - 7th Grade Mathematics
- p) Approve SHS Choir Trip to NYC to perform at Carnegie Hall April 12-15, 2024

There was no discussion. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

The Board took a break at 6:50 p.m. They resumed at 7:03 p.m.

There were no **Discussion Items**.

Action Items

Director Breckenridge Petit made a motion to **Approve the following policies on 2nd Reading Policies**. Director Paschall seconded the motion.

- i) CASB Special Policy Update
 - (1) ADD – Safe Schools
 - (2) ADD-E – Safe Schools – Exhibit
 - (3) JKA – Use of Physical Intervention and Restraint
 - (4) JKA-R – Use of Physical Intervention and Restraint – Regulation
 - (5) JKA-E-1 – Use of Physical Intervention and Restraint – Exhibit
 - (6) JKA-E-2 – Use of Physical Intervention and Restraint – Exhibit
 - (7) JLCDC – Medically Necessary Treatment in School Setting
 - (8) JLCDC-R – Authorizing Private Health-Care Specialists to Provide Medically Necessary Treatment in School Setting – Regulation
 - (9) DJE – Bidding Procedures
 - (10) GCO – Evaluation of Licensed Personnel
 - (11) GCO-R – Evaluation of Licensed Personnel – Regulation
 - (12) LBD - Relations with Charter Schools
 - (13) LBD-R – Relations with Charter Schools – Regulation
 - (14) LBDB-2 – Relations with District Charter Schools
 - (15) GBGF – Federally-mandated Family and Medical Leave

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(16) GBGF-R – Federally Mandated Family and Medical Leave – Regulation

Director Paschall began discussion by noting that JKA-R needs formatting adjustments before final reading and approval. She also asked that proposed polices have specific legal options selected before being presented for final reading. Legal review will also be completed prior to presentation for final reading. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Hobbs made a motion to **Approve the Long-Term Leave Request for Ingrid Youngblood**. Director Breckenridge Petit seconded the motion. Superintendent Blackburn began with a review of policy GCCFA-N and concerns noted by legal counsel, including potential for discrimination charges based on the vague guidance provided by the policy. He noted that it was best to make a decision related to the policy, not the person, and until more clarity can be provided through a policy revision. Directors noted their hope that a revision in the policy, or other policy adjustments would guarantee that if a Salida Schools employee leaves the District, they are reinstated at the step they had achieved when they left, which is not what the current policy suggests. Dr. Blackburn recommended not approving any requests until that a policy revision has been completed, and to make the same decision on any interim leave requests. President Smith noted that the long-term leave policy is different from a sabbatical request, which is different from FMLA leave. Directors also identified a gap in the policy regarding the duration of time a position would be held or offered after the end of the LTL. The Board indicated that they want to support staff members who need to step away for a time, but that current policy is too vague to provide guidance on who should qualify. There was a question about timeframes of requests and if the issue could be tabled, however, because principals would need time to fill open positions a decision was hoped for at this meeting. Superintendent Blackburn indicated an MOU could be initiated for those who opted to step away, even if the request isn't approved, until a policy can be revised for more clarity. A vote was called. Dr. Breckenridge Petit, no; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, no; Mrs. Paschall, no; Ms. Schuchman, yes; Mr. Smith, no; The motion did not carry.

Director Breckenridge Petit made a motion to **Approve the Long-Term Leave Request for Cara Rosingana**. Director Schuchman seconded the motion. There was no discussion. Said motion was put to a vote as follows: Dr. Breckenridge Petit, no; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, no; Mrs. Paschall, no; Ms. Schuchman, yes; Mr. Smith, no; The motion did not carry.

Director Paschall made a motion to **Approve Emergency Policy Update as Recommended by the Superintendent - GBBD-R – Staff Fringe Benefits, Approve on 1st Reading Policy - GBBD-N – Staff Fringe Benefits**. Director Schuchman seconded the motion. At the March meeting the Board approved accepting the insurance committee's recommendation to continue with CEBT and the 8% increase to those on PPO 7 coverage at a total cost of \$119,349.80. Superintendent Blackburn feels the District paying for this cost for employees is a key way to show support for staff and the best way to do business. This month, the Board must decide if the District will pay for the additional 8% or if instead, employees will need to pay for the increased amount. Superintendent Blackburn noted that the amount paid per employee is in the negotiated policy GBBD-N. According to current policy a change to an "N" policy must first be recommended by CBT, then sent through a ratification process with all staff. However, in order to meet deadlines, and for the District to be able to cover the 8% increase, the Board must update the policy to reflect an increase from \$505.46 per month to \$543 per month per employee during the meeting. Although CBT did recommend this change, there

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was not time to ratify that recommendation with staff. Approving this change, in order to pay the increase for staff benefits, and meet the deadline with CEBT would violate that revision process. It was suggested to propose revisions to both policy GBBD-N, which would remove the specific numbers that are likely to change on an annual basis, and instead put them into GBBD-R, where the specific numbers could be changed by approval of superintendent recommendation supported by the negotiated portion of the policy. Shiela Moore confirmed that she felt comfortable that the budget had room to accommodate this increase, although we are still waiting on budget expectations from the state. Director Breckenridge Petit noted that the District paying for this increase is just one example of how the Board shows its support for staff members, and reached out to CBT members to communicate that with others on staff. Director Paschall amended her motion to accept the updates to GBBD-N to pay for the 8% increase to CEBT costs and prepare proposed changes to policies GBBD-N and GBBD-R to move specific numbers from N to R to be reviewed and approved through the CBT approval process. Director Schuchman seconded the amendment. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, no; Mr. Hobbs, yes; Mrs. Mattix, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; The motion carried.

Board Communications and Committee Reports

Director Hobbs reported on last week's meeting of CBT. They reviewed proposed changes to negotiated policy. Proposed changes proposed by Directors and legal counsel, and presented and discussed with CBT reflect the goals of minimizing legal risk to the District, allow nimbleness for needed policy revisions, and support District goals and priorities. Among those priorities is to maintain the innovative collaborative process SSD has created, while streamlining the process and approving clarity and efficiency in the process. Following the last CBT meeting, a straw group was created to continue review and discussion of the proposed changes. It was acknowledged that because of summer vacation, availability of CBT members becomes challenging, and progress slows.

Director Paschall noted that **BOCES** was scheduled to meet on April 12 and there were no other updates to report.

Director Smith decided that after trying several different Board meeting locations, and thankful for the hospitality provided at each, he would like to hold future regular meetings at the Crest Academy at the Oak Street building. Blackburn and LeTourneau will make arrangements to ensure the facility is ready. Director Mattix thanked everyone for their support as she took care of some personal matters.

LeTourneau reported for the Communications committee that work continues on the Annual Report, Website and sharing information on upcoming spring activities.

Director Schuchman shared that she has been keeping up with Rural Alliance updates. Director Breckenridge Petit is submitting a presentation for the CASB conference co-led by David and herself related to the success of Salida Schools partnership with CMC to provide concurrent enrollment and work-based learning opportunities for students.

Director Smith reminded everyone of the school board election with the 2023 general election. Some Directors shared their intent tonight. Election deadlines are on the calendar.

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Calendar of events

A Special Meeting is planned for '23-'24 Budget Review on Tuesday, April 25, 2023 at 6 p.m. The District is still waiting for additional budget detail from the State.

The next regular meeting of the School Board is May 9, 2023 at 6 p.m. at The Crest Academy. Director Schuchman will attend agenda review.

A Special Meeting to approve the '23-'24 budget will be held May 23, 2023 at 5 p.m. at The Crest Academy.

Director Hobbs made a motion to adjourn the meeting at 8:47 p.m.

Respectfully submitted,



Kim LeTourneau, Board Secretary



Joe Smith, Board President



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BOARD OF EDUCATION

Joe Smith, President

Jodi Breckenridge Petit, Vice-President, Carrie Mattix, Treasurer

Directors: Ben Hill, Matthew Hobbs, Mandy Paschall, Jenn Schuchman

David Blackburn, Superintendent

William Wooddell, Assistant Superintendent

April 2023 Personnel Changes for Board Approval

New Hires

Susan Butler – TOSA/Dean/Assistant Coordinator for SECC – start August 1, 2023, Summer Oversight for Home Visit Program starting June 1, 2023

Tamalynn Scharer- ECC Kitchen Manager

Don Tanner- Kitchen (Hourly) All Buildings

Retirements (End of School Year)

Debra Norby

Updated 4/10/2023 – 3:21 p.m.