

Salida School District R-32-J

Board of Education

September 12, 2023

Crest Academy, 627 Oak Street

Work Session - Collaborative Bargaining Team

The Work Session to continue the process of moving towards agreement on which policies in G Section of the policy deck are negotiated began at 5 p.m. In attendance were Directors Carrie Mattix, Jenn Schuchman, Mandy Paschall, Joe Smith, Matt Hobbs, and Ben Hill, Superintendent David Blackburn, Secretary Kim LeTourneau, Business Manager Aaron Dobson and CBT members Pam Sterle, Stacia Kreibel, Kate Clark, and Janee Martinez, and Karen Lundberg. Note that Director Jodi Breckenridge Petit was not in attendance.

Together, the Board and CBT members continued to work through the policies listed in BG-E-N to refine the bargaining process after nearly a decade of using the process to negotiate between the Board and staff. The goal is to allow CBT to focus on the negotiated items where staff voice is important, while allowing the Board to navigate any legal updates quickly, and efficiently. The work was clear and productive. Of the 49 identified negotiated policies, after the work session, CBT and the Board had agreement on 35 policies. Twelve policies regarding leave are being managed in a separate audit, to be completed this academic year, 2 policies will be reviewed further by the Board at the October meeting, and 10 policies will be removed from the scope of negotiations, with 4 of those being revocations.

The work session was done at 5:53 and the Board took a short break.

Regular Board Meeting

President Smith called the meeting to order at 6:05 p.m. The **Pledge of Allegiance** was recited.

In addition to the attendance noted above, the Board was joined by Evalyn Parks, Marko Hahn, Cory Scheffel, Michelle Saab, Theresa Gilson, William Stokesberry, Josh Buckberg, and Mountain Mail Reporter Brian McCabe.

Director Pashcall began **Board Member Comments** by acknowledging Andrea Moore's presentation at the recent Guidestone dinner and thanked her for all of the great work she does for the District and community.

Director Mattix shared her excitement for the new turf, both in looks and performance for users. She also shared her appreciation for the SHS Marching Band program.

Director Schuchman then shared that Director Mattix had been honored with the 2023 McGuffey Award from CASB and read the description of Mattix's contributions to the District for which she was recognized. The Board took a brief moment to capture a picture.

There was one **letter to the Board** from Aaron Trenary who applauded the successful start of the year at SHS.

There were no **Public Comments**.

Director Mattix made a motion to **Approval of Agenda with the following changes:**

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- Remove items 3.g.1-5 A Policies AC, AC-E-1, AC-E-2, AC-R-1, AC-R-2* from Review and Approve
 - Clarify Policy BG - School Board Policy Process to be process in Action (item 5.d) not Consent
 - Remove items 3.h.4-6 - School Board Member Conduct Policies* from Review and Approve
Combine Discussion Items 4.b and 4.c Policies GCBC-N, CBCB-E, GBCB - CBT Recommendations
 - Remove Policy BDFB from Review and Approve (Item 3.h.14) and add to Action Item 5.f.v.
Revoke 1st Reading
 - Remove Policy BEC from Review and Approve (3.h.19) and Add Consent Item 3.f.iii 1st Reading
Policy Remove Remove Policy BEDB-E from Review and Approve (3.h.22) and add Consent Item 3.e.iii to Revoke
 - Table 3.e.ii KF-E-1 Facilities Use Agreement until October
 - Table 3k UPK Contracts for The Children's Discovery Ranch until October
- *To coincide with CASB policy updates currently in process

Director Hobbs seconded the motion. Superintendent Blackburn noted that the numerous changes were reflective of the careful, detailed policy audit work being done, starting with Sections A and B. He thanked Directors Paschall and Schuchman for their review and confirmation of his work. Smith noted that the policy audit is appropriate work right now and understands it will take a lot of time this year. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Reports

Athletic Director Marko Hahn thanked the Board for inviting him to provide the **Guest Report**, and offered a huge thanks for voting to fund the new turf in the stadium which is a significant safety update. He shared details about the increased numbers of students participating in athletics and activities. He noted the improved academic performance of students involved in extracurricular activities and why it is important to help students feel connected to their community. He's Spartan Proud of the great coaches and kids involved.

The increased participation numbers also bring challenges. Because there are only so many minutes available on the field or court, there are limitations on how many students actually get the opportunity to participate in competitions. He is beginning to look into possible additions to the programs offered to open up additional opportunities for more student participation. He is considering budget impacts, facility and equipment needs, and balanced opportunities for boys and girls. He also shared his hope to encourage well-rounded, multi-sport athletes. Smith acknowledged the increased use of facilities and the staffing needs related to an increase in activities, which impacts budgeting and availability of space for community use as well. Hahn also shared his interest in building healthy rivalries, where we cheer on our own teams, and not against the other team.

Hahn then identified the coming need for uniforms for the marching band. The band purchased used uniforms, but again, because of participation numbers, they are quickly running out of uniforms that fit correctly for all musicians. There was discussion about the importance of uniforms fitting all participants. Hahn talked about

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the schedule of uniform ordering and how one of his goals is to make sure every participant has a uniform available that fits and is appropriate for the activity. The Board thanked Hahn for his presentation.

Campus Reports

It was noted that Assistant Superintendent Wooddell and SHS Principal Hull were not in attendance as they were attending training out of town. The Board praised the testing data from the '22-'23 school year and applauded the dedication of staff and students. Capital projects from around the District have been well received, with the added fencing at LES and the new bathrooms at SMS receiving special notice. Superintendent Blackburn shared there are still clarifications on enrollment and funding at SECC related to the shift to UPK.

District Reports

The District Report featured information about Student Achievement, Data, Enrollment. Superintendent Blackburn cheered the success of the District and shared his pride in staff, students and thanks to the community for their support. There were several details in the data that the District asked the state statistician to verify. The District has received Accreditation or Accreditation with Distinction recognition for over a decade. The Board discussed the testing data, early enrollment estimates and how they could impact the budget. It appears that enrollment predictions used to craft the '23-'24 budget look like they will be very close to actual enrollment numbers, although that won't be confirmed until October Count numbers are tallied.

Director Paschall made a motion to approve the **Consent Agenda** to include the following items:

- a) Approval of Minutes of Regular Board Meeting on August 8, 2023
- b) Claims Payable – All Funds
- c) Claims Payable – Bills over \$20,000
- d) Personnel Items
- e) Acknowledge and Approve Exhibits and Regulations as Recommended by the Superintendent
 - i) KEC-E - Public Concerns/Complaints About Institutional Resources
 - ii) ~~KF-E-1 - Facilities Use Agreement~~
- f) Approve on 1st Reading Policies
 - i) ACD - Commitment to Religious Neutrality
 - ii) ~~BG - School Board Policy Process~~
 - iii) BEC - Career and Technical Advisory Council
- g) Confirm Review and Approval of Policies from Section A
 - ~~(1) AC~~
 - ~~(2) AC-E-1~~
 - ~~(3) AC-E-2~~
 - ~~(4) AC-R-1~~
 - ~~(5) AC-R-2~~
 - (6) AD

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- (7) ADA
- (8) ADB
- (9) ADC
- (10) ADD
- (11) ADD-E
- (12) ADD-R
- (13) ADE
- (14) ADE-E
- (15) ADE-R
- (16) AE
- (17) AE-R
- (18) AEA
- (19) AED
- (20) AEE

h) Confirm Review and Approval of Policies from Section B

- (1) BBA
- (2) BBB
- (3) BBBA
- ~~(4) BC~~
- ~~(5) BC-E~~
- ~~(6) BC-R~~
- (7) BCA-E1
- (8) BCA-E2
- (9) BCB
- (10) BDA
- (11) BDB
- (12) BDF
- (13) BDFA*
- ~~(14) BDFB~~
- (15) BDFC*
- (16) BDFD*
- (17) BE
- (18) BEAA*
- (19) BEC
- (20) BEDA
- (21) BEDB
- (22) BEDB-E
- (23) BEDD
- (24) BEDF
- (25) BEDG
- (26) BEDH
- (27) BEDH-R

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- (28) BEDJ
- (29) BG-R
- (30) BID/BIE

- i) Approve on 3rd Reading Policies
 - i) DAC - Federal Fiscal Compliance
 - ii) JRCB - Privacy and Protection of Confidential Student Information
- j) Approve Meeting Minutes from Special Meeting of the Board on September 8, 2023
- ~~k) Approve UPK Contracts for The Children's Discovery Ranch~~
- l) Capital Project, Not to Exceed \$14,000 for Parts Washer for Bus Barn

Director Schuchman seconded the motion. President Smith thanked Directors Paschall and Schuchman for their help with review of Policy Book Sections A and B. It was noted the Policy ACD will be ready with a redline for 2nd reading at the October meeting. The Board agrees that the review of all policies is worthy of the effort and time to complete the process.

Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

The Board took a short break from 7:11 until 7:19.

Discussion Items

The first Discussion Item was **Leave Benefit Packages**, including policies: Military Leave (GBGI), Legal Leave (GBGK), Short Term Leave (GBGM), Maternity/Paternity/Parental Leave (GBGE), Sabbatical Leave (GCCAF), Sick Leave Bank (GBGH), Bereavement Leave (GBGJ), Sick Leave (GBGG), Personal Leave (GBGN), Professional Leave (GBID), and Long-Term Leave (GCCAFA). Superintendent Blackburn updated the Board on the progress of reviewing negotiated policies and the agreement that the leave policies should be pulled out and looked out in a separate process. There needs to be a balance between care for staff and sound fiscal management. Business Manager Aaron Dobson noted the unbudgeted liability of banked leave and the importance of having a plan to account and prepare for it. The Board discussed the noted policies and their individual benefits and potential impacts to budget and operations. There was some discussion of the Sick Leave Bank and options to support staff who need extended leave who don't have the needed time banked. More research is needed, but there was conversation about if it is best to start from scratch and build a new package, or try to untangle the current block of policies. It was noted the importance of having teachers in classrooms with students as much as possible for stability, and allowing for flexibility for needed time off. There are a lot of details to unravel to reach a goal of supporting staff and having clear guidelines and expectations around the use and management of leave.

The Board then discussed **Policies GCBC-N, GBCB-E, GBCB Professional Staff Supplementary Pay/Plans/Overtime as per CBT recommendation** which discuss situations where staff contribute time to items outside of their contracted work agreement. These policies are largely regulated by law, and the District

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has interest in removing them from Negotiated status in order to have flexibility to layer in more support as needed. There were also concerns regarding equity/nepotism/favoritism. Superintendent Blackburn will take the thoughts shared and will work towards next steps.

The Board took a short break at 8:49 p.m.

Action Items

Director Hobbs made a motion to **Accept the Accreditation of Salida School District Schools as Recommended by The State of Colorado**. Director Schuchman seconded the motion. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Mattix made a motion to **Approve the '23-'24 Strategic Priorities** for Salida Schools. Director Paschall seconded the motion. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Hobbs made a motion to **Approve Resolution 202324-02 Transfer Interest Income From Fund 10 to Fund 43 at End of Fiscal Year**. Director Paschall seconded the motion. Clarity was needed in the details of the resolution, which would be honored at the end of the fiscal year. There was discussion on identifying either a specific amount or a percentage of income earned, knowing that the income isn't known until the end of the fiscal year. Director Hobbs amended his motion to table the item until the October meeting, which was seconded by Director Paschall.

Director Paschall made a motion to accept the **1st Reading of Policy BG**, clarifying that subordination regulation and exhibits policies can't change the parent policy. The District lawyer has reviewed this item, and has approved of this clarification. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Mattix made a motion to accept the **1st Reading to Remove Negotiated Status** from the following policies after reviewing CBT's August recommendation:

- i) BG-E-N Table of Contents for Negotiated Policy
- ii) GBABA Staff Dress Code
- iii) GCBA-R Professional Growth Schedule Placement
- iv) GCBA-E-3 Administrator and Director Salary Schedule
- v) GDBA-E-3 Administrator and Manager Salary Schedule
- vi) GCBA-E-1 Certified Salary Schedule Placement Worksheet
- vii) GBABA-E Other Paid Duties Compensation, renamed to "Activities Support Duties Pay Structure"
- viii) GBD Vacations

Director Paschall seconded the motion. There was no further discussion. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

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Director Hobbs made a motion to Approve Revocation of the following policies on 1st reading

- GDBD-E-N Support Staff Fringe Benefits
- GDBD-E-2-N Half Time Benefits Agreement
- GDBA-E-2-N Instructional Staff Certified Salary Schedule
- GDBA E-4-N Special Service Provider Salary Schedule
- BDFB - Career and Technical Advisory Council

Director Schuchman seconded the motion. It was noted that these revocations were agreed upon by CBT. There was no further discussion. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Schuchman made a motion to Approve on the following policies on 2nd Reading:

- ix) EJ - Service Animals
- x) CASB Special Policy Updates - 8/1/23
 - (1) JK - Student Discipline
 - (2) JKA - Use of Physical Intervention and Restraint
 - (3) LBD - Relations with Charter Schools
 - (4) JKD/JKE - Suspension/Expulsion of Students
 - (5) AC - Non Discrimination/Equal Opportunity
 - (6) GBAA - Sexual Harassment
 - (7) JBB - Sexual Harassment
 - (8) IC/ICA - School Year/School Calendar/Instruction Time
 - (9) IHBIB - Primary/Pre-primary Education
 - (10) BDFC - Repeal Preschool Counsel
 - (11) BC - School Board Member Conduct
 - (12) CBF - Superintendent's Conduct
 - (13) GBEB - Staff Conduct

Director Mattix seconded the motion. There was no discussion. There was no further discussion. Said motion was voted on as follows: Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Board Communications and Committee Reports

Director Paschall shared that **BOCES** would be meeting on Wednesday, September 13, 2023. Superintendent Blackburn shared that much of the BOCES board was likely to change, and encouraged Paschall to stay on as the SSD representative for BOCES to add stability to that group.

There were no additional updates from the **Facilities Committee**. Superintendent Blackburn is currently working from guidance outlined at the Annual Retreat.

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Communication committee member Hobbs noted the Board listening session. While community attendance was light, with only one person attending, Directors agree it is a good opportunity for the community and would like to continue to host these events. President Smith noted the importance of an upcoming District Newsletter, and final updates to the website.

Director Schuchman shared that **CASB** updates have included some possibility of a buy down of the Budget Stabilization (BS) Factor, with some hoping for a buy down of the entire amount. She hopes to focus more specifically on work with the rural alliance as its focus aligns more closely with the needs of the SSD. Registration has been completed for Directors planning to attend the Annual CASB conference the first weekend in December. Final travel details will be refined closer to the date.

Secretary and Designated Election Official LeTourneau shared a final update on the **2023 School Board Election**. Because there was only one candidate for each position, the election was formally canceled. The Board met on 9/8 to pass the corresponding resolution, and all official paperwork was filed with the Chaffee and Fremont County Clerks.

The Board sent William Stokesberry a huge thank you for sharing decades of his life with Salida Schools and sends him off on retirement with incredible amounts of gratitude.

Calendar of events

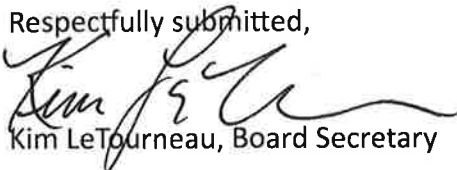
The next **Regular Meeting of the Board**, October 10, 2023, 6 p.m., at The Crest Academy. Director Hobbs will attend the agenda review, to be scheduled for the week prior.

The Board has been busy with the start of the new school year. In addition to the regular meeting of the Board on August 8, 2023 Directors were present at the following events:

- 9/8 Special Meeting of the Board
- 9/7 Listening Session
- 8/28 CMC Lunch - appreciate the time together
- 8/22 Safety Night - Directors Paschall, Schuchman, Hobbs, and Hill - well attended

Director Mattix made a motion to adjourn the meeting at 9:16 p.m.

Respectfully submitted,


Kim LeTourneau, Board Secretary


Joe Smith, Board President



SALIDA SCHOOL DISTRICT R-32-J

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

September 2023 Personnel Changes for Board Approval

Resigned:

Sarah Boggs-Bus Driver 1.0 FTE

Samantha Bartholomew-SMS Cook 1.0 FTE

Katherine Close-SECC Cook 1.0 FTE

Tahrea Millberry-Library Aide SMS 1.0 FTE

New Hires: 2023-2024

Lyndsay Kinnamon-Paraprofessional .75 FTE

Patty Baker-SPED Paraprofessional 1.0 FTE

Williams, Lucinda-1.0 FTE SMS Cook

Rudney, Dionne-1.0 FTE LES Cook

Flores, Noah-1.0 FTE Language Arts Teacher

Buchanan, Jordan-Hourly Nutrition

Van Eps, Brent-Hourly Lunch Aid

Ross, Ashley-Hourly Lunch Aid

Quattrocchi, Clark-Library Aide SMS 1.0 FTE