

# Salida School District R-32-J

## Board of Education

**February 13, 2024**

Crest Academy, 627 Oak Street

### Work Session - Capital Wish List Review

President Smith started the work session at 4:38 p.m. Also in attendance were Directors Jodi Breckenridge Petit, Ben Hill, Matt Hobbs, Karen Lundberg (via phone), Mandy Paschall, and Jenn Schuchman, Superintendent David Blackburn, Board Secretary Kim LeTourneau, Assistant Superintendent Will Wooddell, Business Managers Shiela Moore and Aaron Dobson, Josh Buckberg, Jake Hall, Evalyn Parks, Michelle Saab, Kristie Servis, Theresa Gilson, Cory Scheffel, and Darcy Harris all attended all or most of the work session.

Superintendent Blackburn began with an overview of the list of capital projects submitted for review. Everything requested from all buildings and teams is on the list to help build an understanding of priorities and develop a tentative plan for the coming three years. The list is extensive, and projects are identified with a priority designation reflecting enhancements to student safety, learning and experience, staff and community satisfaction, and cost saving. Some projects may yet fall into maintenance budgets or be eligible to be covered with capital renewal funds.

Staff were on hand to answer questions about projects and priorities. SMS Principal Saab highlighted a request to remodel the large classroom space behind the office into several smaller spaces to better serve special needs students, and a request to replace hallway carpet. LES Principal Scheffel shared the priority requests for his building, including cubbies and coat racks for improved storage, and redesign of the kindergarten playground to remove a curb that is a tripping hazard, and prepare a space for a significant needs swing set in future years. Principal Gilson detailed the SECC request for a safety vestibule at the entrance of the building, as well as several requests to meet regulations and enhance outdoor playground opportunities for students. There are requests for new furniture from several schools as current items reach end of use from years of service.

Scheduled set asides for activities are earmarked for likely track and tennis court resurfacing in the next couple of years, and a reserve is being built for a planned new bus for the transportation fleet. Transportation has also asked for a red diesel tank and platform which could save .30-.80 c per gallon, and would pay for itself in two years.

A project to add bathrooms and a concession stand at the stadium is estimated to cost \$350,000 and, despite potential donations offered from both Rotary clubs of \$30,000 a year, isn't likely in the budget for the coming year.

The district has submitted for a grant that might cover a number of items to enhance safety and security. The award is expected to be announced on March 2, 2024 and has potential to impact several requests on the list.

The board took a short break from 5:12-5:22. The Appreciation Committee, aka Evalyn Parks, provided dinner and a thank you to the board for their work and dedication to the district. After the break, the board continued review of the Capital Renewal Wish List for the 24-25 budget year. The district is considering several equipment upgrades for the nutrition team, and will review the impact of Healthy Meals for All.

The board then looked at items requested that are less likely to be funded in the '24-'25 budget cycle. They include additional items for the Crest playground, and a significant update to the district's technology infrastructure to address an aging system.

The district continues to work on development of a facilities master plan, which will guide a number of projects beyond the '24-'25 budget year. Business Manager Moore noted that the cost to remodel 627 Oak Street needs to be accounted for in the budget, even though it has already been approved by the board.

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### Regular Board Meeting

President Smith called the meeting to order at 6:08 p.m. The **Pledge of Allegiance** was recited.

In attendance were Directors Jodi Breckenridge Petit, Ben Hill, Matt Hobbs, Karen Lundberg (by phone), Mandy Paschall, Jenn Schuchman, Joe Smith, Superintendent Blackburn, Secretary Kim LeTourneau, Assistant Superintendent Will Wooddell, and Business Managers Shiela Moore and Aaron Dobson. Also in attendance were Rene Frazee, Stacy Follet, Sebastian Nutter, Stacial Kriebel, Mike Lamond, Evalyn Parks, Darcy Harris, Kate Clark, Theresa Gilson, Cory Scheffel, Jesse Hull, Michelle Saab, Josh Buckberg, Jake Hall, Kristie Servis and Guinne Stropes.

Director Paschall opened **Board Member Comments** with a response to an email that was forwarded to several members of the board by an anonymous member of SEA. She recognized that the email likely put a number of people on high alert, and wanted to very clearly articulate that the board has, and will continue, to work within policy and in good faith and transparency with the Collaborative Bargaining Team, and there was no desire to “unilateral decisions” without staff input. Director Schuchman noted that the board tasked Superintendent Blackburn to review the policy book, and that the board doesn't have the authority or desire to change negotiated policy without input from CBT. She also noted that the hope for the policy review has been to improve them to help with hiring, retention, and supporting staff through agreed upon policies. Director Hobbs, who was involved in the G section review, noted the significant amount of time being dedicated to the process. He noted that the email sent by SEA was unfortunate, and included misinformation and tone that the board and superintendent were acting in bad faith, which is not correct. He shared that he had spent much of his weekend, in a volunteer capacity, to review the entirety of the G deck on behalf of the district. The information related to the review process, including the spreadsheet which suggested a process for how to categorize the G policies, a 20+ minute video with detailed explanation, and an email with further information, was sent to the board and to all of the members of CBT which was then mishandled by SEA to suggest the board was working in bad faith. He echoed the sentiment that the board wants to make sure that policies are current and updated to provide equity and clarity in policy, and that staff voice in that process is critical. Director Breckenridge Petit detailed the process that led the board to ask Superintendent Blackburn to review the entirety of the policy book, and why the G section was moved up the calendar in order to meet the timeline set by the adjustment of CBT to negotiate and work through the spring instead of the fall in coming years. She also helped with the review of the G section and discussed the specific work being done to prioritize the confirmation of clear, viable policy to support recruiting, retention, and equitable offerings to all staff. These discussions are happening with partnership from CBT.

President Smith thanked everyone for their work. He thanked Evalyn for the board appreciation, and acknowledged the Love the Bus celebration scheduled for the next day.

There were no additional **Written Messages to the Board**.

René Frazee opened **Public Comments** by sharing her concerns about the direction of the district, and hopes for more communication and understanding from the board about the challenges faced by teachers and staff. She noted concerns about facility planning, cost of living, and building trust and transparency.

Evalyn Parks then shared her thoughts on local challenges, and her insight as a member of Poncha Springs City Counsel and the expectations and limitations of being able to address housing issues with a limited budget. She also noted her disappointment of CBT and the lack of response from those who are supposed to be representing classified staff.

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Director Breckenridge Petit made a motion to Approval of Agenda with the following changes:

- Move Section G Policy First Readings from Consent to Action Item 5f
- Added to G Policy First Readings:
  - **GDBA Support Staff Salary Schedules**
  - **GBD Vacations**
  - **GBGL Staff Victim Leave**
- Move Acknowledge and Approve Section G (Non-Negotiated) from Consent to Action Item 5g
- Updated to Item 5d for clarification: Approve Awarding Stratus IQ the Category 1 Erate RFP for Dark Fiber Installation, Lease, and Service
- Update Item 5c from Approve Critical Shortage HB 17-1176 to Approve Resolution 202324-07 Declaring A Critical Shortage Of Teachers, Substitute Teachers, School Bus Drivers, Food Services Cooks, Nurses, And Paraprofessionals

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

### Reports

There were no **Guest Reports**.

Principal Saab shared a slide presentation with a detailed **Campus Report** about Salida Middle School including an overview of the campus, enrollment numbers, staffing details, and her focus on the incredible staff and students. Enrollment is down a bit, with some anticipated shift each year between SMS, The Crest Academy, and Salida Montessori. The SMS team has been working on establishing a culture that supports student development and empowerment, building relationships and community. They work towards both the academic success of students and also supporting the sense of safety and security while on campus. There is continued focus on mental health and wellness, MTSS, and making healthy choices. Staff have been participating in vertical team meetings, and on BLT (building leadership team). The board had several questions about cell phone use, safety, and staffing challenges in a rural community. They also asked about supporting students as they prepare for high school, with a note about a need for additional Spanish language teachers to address a backlog when students reach high school.

### District Reports

Business Manager Moore opened with a response to the SEA email and reminded those in attendance that the district is in fact a business that must balance its revenue and expenditures to balance its budget. She noted that the first thing she was tasked with when she started was finding a way to get more money into staff pockets, and that she is always happy to answer questions and has spent a considerable amount of time with CBT in that role. She also noted the importance of addressing confusing, contradictory policies that have potential to significantly impact the district's budget.

Assistant Superintendent Wooddell addressed the nationwide challenge in recruiting and retention of teaching staff with an estimated 5 million teacher jobs available and only 1 million new graduates entering the workforce. The board has the opportunity later in the meeting to approve a resolution identifying a critical shortage that would allow the rehiring of retired staff members. He shared the number of opportunities available for those interested in becoming teachers, and ways the district is working to recruit and retain staff. Smith asked about the TOSA dean positions, and the principal in attendance clearly support the importance of the position in running the schools.

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Business Manager Dobson shared an update on the work of the insurance committee, which is evaluating a likely increase in costs. He noted that benefits were well used, significantly supporting a number of staff in the last year. The board should anticipate a proposal from the committee in coming months.

Superintendent Blackburn began with corrections to the Annual Report to the Community. One, on page 4, was an additional match of 21% to PERA, and on page 11 there should be clarification on the collection of taxes and funding of schools. Local property taxes stay local, however, the state augments those taxes with state sale and income taxes to meet the determined per pupil funding amount. As income from property taxes goes up, funding from sales and income taxes are reduced. He shared an update from his day at the state capital, and his hope to work towards big funding reform for schools and identifying ways to trim some of the bureaucracy from the system. Director Schuchman is participating with the Rural Alliance and appreciates the work they are doing to look towards solutions to a better future. In the fall, CBT opted to send minutes from their sessions to help provide clarity to the work being done. Through the fall of 2023 CBT worked with the board to identify negotiated G policies that are recommended for possible revision. The security team, composed of the superintendent, assistant superintendent, PIO, facilities manager, SRO and representative from the local fire department, meet once a month and focus on communication and improvements for the safety of students and the community. Smith noted that he was at the district office and watched the team at work when a safety situation happened and he was impressed by how the team moved into action and worked together. He shared praise for SRO Tucker for her dedication to district students and staff.

The board took a short break from 7:19 and returned to session at 7:29.

Director Hobbs made a motion to approve the **Consent Agenda** as follows:

- a) Approval of Minutes of Regular Board Meeting on January 9, 2024
- b) Claims Payable – All Funds, from 12/12/23
- c) Claims Payable – Bills over \$20,000, from 12/12/23
- d) Personnel Items - Updated 12/12/24
- e) Acknowledge and Approve Exhibits and Regulations as Recommended by the Superintendent
  - i) ADF-R School Wellness Regulation
- f) Approve on 1<sup>st</sup> Reading Policies
  - i) ~~Section G (Non-negotiated) Moved to Action~~
- g) Approve on 3<sup>rd</sup> Reading Policies
  - i) 3<sup>rd</sup> Reading of CHCA - Handbook and Directives
- h) Approve and Accept Head Start and Early Head Start Grant, Award 08CH012497
- i) Approve Agreement to Provide Early Head Start Center-Based Services at Children’s Discovery Ranch
- j) ~~Acknowledge and Approve Section G (Non-negotiated) Moved to Action~~

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

The board opened **Discussion Items** with an update on the **Section G Policy** review process. Superintendent Blackburn shared his disappointment in the misrepresentation of the process. He noted that the review of the policy book has been one of the most complicated projects of his career, and also one of the most important.

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The G section is significant in size and importance in its impact to staff and legal liabilities to the district. The G section was moved up the calendar in order to meet the timelines CBT has for spring negotiations. Directors Hobbs and Breckenridge Petit also read through the G section providing their feedback before bringing recommendations to the board and CBT.

Blackburn began a detailed review of the list of G policies, naming conventions, and the process used to sort them into four buckets. The first are non-negotiated policies that are current and are suggested for a simple review and approval that have been looked at by the committee of Blackburn, Hobbs, Breckenridge Petit, with support from legal counsel. As with many policies from sections A, B, C, and D, which were reviewed by the board in the fall, many simply need to be acknowledged as being current. There were several small typos the lawyers said could be corrected without three readings and both Hobbs and Breckenridge Petit were comfortable recommending those corrections.

The second bucket of G policies are non-negotiated policies that the G section committee, with support from legal counsel, felt needed some review and potential revision, which would be sent through the revision process with three readings and opportunity for public comment. These are proposed for first reading later in the agenda to move the process along. It is likely that redlines for second reading won't be ready in time for the regular March meeting, but some are linked to policies that will fall into the third bucket, which will need CBT input and careful coordination to make sure that neither team is holding up the other. The board discussed the intent of policy BG which guides the revisions of most policies (with the exception of negotiated policies). Jumping to the fourth bucket, Blackburn identified the negotiated policies the committee planned to submit to CBT for their review and approval as is. The third bucket are negotiated policies that the committee, following the work of the entire board and CBT in the fall, have recommended need to be evaluated for more in depth review and revision. Within the four "buckets" of policies are also four sets of color-coded policies that should be considered together and sometimes land in different buckets. These are proposed for further review and work by the board and CBT. One of the color-coded blocks include the policies that direct leave, which has been assigned a deadline of the May meeting for suggested revisions for board review and opportunity for approval.

There was discussion about reasons for some of the suggested in-depth reviews which included more clarity and consistency across policies, more equity for all staff, increased ease of application by the business office team, and understanding by staff with goals of providing for and support staff members for recruitment, retention, and recognition. The discussion included a number of questions from the board and clarity in the direction they hope to see the work move towards to achieve the above goals. The board also recognized that it was likely a challenging process in the short run, with a goal of ensuring fair, consistent, equitable policies for future staff and boards.

The board took a break at 9:14 and returned to session at 9:21.

The next discussion item was **Technology and Safety Infrastructure**. Superintendent Blackburn began with an introduction to the current situation and the opportunity to review the infrastructure as Josh Buckberg has stepped into the role of Technology Director. Buckberg's goal is to help update the system to serve the district for the coming 10 years.

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This review has been comprehensive and includes the architecture of the network as a whole, safety and security components, and devices for student use, all working together to make sure students have the opportunities and experiences they need to be prepared for the world after school. The current vision includes four phases, including the first phase which is on the agenda later to approve the dark fiber installation which can be accomplished at a neutral expense when savings are realized for expenses that will go away. The second phase will include setting up a refreshed active directory, followed by phase three that includes new phones and computers to replace models that will no longer be supported by the industry because they are so old. The final phase includes the remaining items to support the dark fiber system. There was a question about possible collaboration with community partners, but the general consensus was that the district needs to get going with the technology as soon as possible, but will look towards the potential for partnerships as there is more clarity and understanding.

### Action Items

There were no 2<sup>nd</sup> Reading Policies.

Director Paschall made a motion to **Approve the Strategic Financial Plan**. Director Schuchman seconded the motion. Superintendent Blackburn thanked everyone for their feedback and response which was helpful for creating the plan. Business Manager Dobson noted that DAC, school administrators, CBT, the board, staff, and members of the public who attended two separate listening sessions were all helpful in developing the document which will guide the budget process for years to come. Said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Breckenridge Petit made a motion to **Approve Resolution 202324-07 Declaring A Critical Shortage Of Teachers, Substitute Teachers, School Bus Drivers, Food Services Cooks, Nurses, And Paraprofessionals**. Director Paschall seconded the motion. Blackburn was excited to get feedback on this proposed resolution, especially to hear from veteran staff members who might be interested in participating. If the resolution passes, the district will host an informational session for staff to learn more. Assistant Superintendent Wooddell said that some districts have been working with the critical shortage designation since 2017 and have found it helpful to fill some gaps in staffing. This would allow staff to retire, earn their PERA, and come back as a probationary staff member. It was clarified that the designation would stay in place until the board decided otherwise, and the anticipated administrative burden is expected to be minimal. It is hard to anticipate the budgetary impact until there are better numbers on how many are interested in participating. It was noted that there is no guarantee that someone who retires would get hired back, as the position will be posted publicly in a fair hiring process. With no further discussion, said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Schuchman made a motion to **Approve Awarding Stratus IQ the Category 1 Erate RFP for Dark Fiber Installation, Lease, and Service**. Director Breckenridge Petit seconded the motion. There was no further discussion. Said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Breckenridge Petit made a motion to **Approve 627 Oak Street Remodel Final Phase Design**. Director Paschall seconded the motion. Discussion included the resolution to the bathroom design that all parties were comfortable with. Safety is always a first priority, and bathrooms are always a challenging space balancing privacy with safety. The design change didn't impact the cost and the number of bathroom stalls still fits requirements. Principal Servis shared the approval from the HEA and Crest teams. Said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill,

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yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Hobbs made a motion to **Approve on 1<sup>st</sup> Reading Policies with the exception of 1) GBABA - repeal**, which he requests instead be run through the CBT process.

- i) Section G (Non-negotiated)
  - (1) ~~GBABA--REPEAL--Staff Recruiting/Hiring~~ (identified to send to CBT for review and recommendation)
  - (2) GBEE - Staff Use of the Internet and Electronic Communications
  - (3) GBG-- REPEAL - Liability of School Personnel/Staff Protection
  - (4) GBGAA--REPEAL - Staff Training in Crisis Prevention and Management
  - (5) GBQEB--REPEAL - Supplemental Employment of Retired Employees
  - (6) GCE/GCF (NEW POLICY) Professional Staff Recruiting/Hiring
  - (7) GCFA - Hiring of Instructional Staff/Portability of Non-Probationary Status
  - (8) GCQA - Reduction in Force
  - (9) GCQEB - REPEAL - Supplemental Employment of Retired Employees
  - (10) GD--REPEAL - Support/Classified Staff
  - (11) GDE/GDF - Support Staff Recruiting/Hiring
  - (12) GDBA Support Staff Salary Schedules
  - (13) GBD Vacations
  - (14) GBGL Staff Victim Leave

Director Schuchman seconded the motion. Hobbs noted that these were also reviewed by the lawyer, and some were recommended for adjustment as they conflict with the Clare Davis Act and could potentially set the district up for liability. It was requested that GBABA be added to the list of policies presented to CBT at the next session and a recommendation brought back for 1st reading in March to begin the traditional policy revision process at that time. With no further discussion, said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

Director Paschall made a motion to **Acknowledge and Approve Section G (Non-negotiated) policies:**

- ii) GBA Open Hiring/Equal Employment Opportunity
- iii) GBAA Sexual Harassment
- iv) GBAB Workplace Health and Safety Protection
- v) GBCB Stipend Policy
- vi) GBCB-E Extra Duty Pay Scale with CHSAA Activities Stipend Scale
- vii) GBEA Staff Ethics/Conflict of Interest
- viii) GBEA-E Staff Ethics/Conflict of Interest
- ix) GBEB GBEB - Staff Conduct
- x) GBEB-R1 Staff Conduct
- xi) GBEB-R2 Staff Conduct
- xii) **GBEBA Staff Dress Code**
- xiii) GBEBC Gifts to and Solicitations by Staff
- xiv) GBEC Alcohol and Drug-Free Workplace
- xv) GBGA Staff Health
- xvi) GBGA-R Staff Health
- xvii) GBGAB\* First Aid Training
- xviii) GBGB Staff Personal Security and Safety
- xix) GBGD Workers' Compensation
- xx) GBGF Federally-Mandated Family and Medical Leave

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- xxi) GBGF-E Certification of Physician or Practitioner
- xxii) GBGF-R Federally-Mandated Family and Medical Leave
- ~~xxiii) GBGL Staff Victim Leave Moved to 1st Reading~~
- xxiv) GBGI Staff Military Leave
- xxv) GBI\* Criminal History Record Information
- xxvi) GBJA Disclosure of Information to Prospective Employers
- xxvii) GBK-E Grievance Form
- xxviii) GC Professional Staff
- xxix) GCA Professional Staff Positions
- xxx) GCBA-E1 Certified Salary Schedule Placement Worksheet
- xxxii) GCG/GCGA Part-Time and Substitute Professional Staff Employment/Qualifications of Substitute Staff
- xxxiii) GCG/GCGA-R Part-Time and Substitute Professional Staff Employment
- xxxiv) GCHA/GCHB Mentor Teachers/Administrators
- xxxv) GCHC\* Professional Staff Induction Program
- xxxvi) GCI Professional Staff Development
- xxxvii) GCKB Administrative Staff Assignments and Transfers
- xxxviii) GCOE Evaluation of Evaluators
- xxxix) GCQC/GCQD Resignation of Instructional Staff/Administrative Staff
- xl) GCQC/GCQD-R Resignation of Instructional Staff/Administrative Staff
- xli) GCQE Retirement of Professional Staff
- xliv) GCQF Discipline, Suspension and Dismissal of Professional Staff
- xliv) GCQF-R Discipline, Suspension and Dismissal of Professional Staff
- xlv) GCS Professional Research and Publishing
- xlvi) GDA Support Staff Positions
- xlvi) GDG Part-Time and Substitute Support Staff Employment
- xlvi) GDG-R Salary Schedule for Additional Classified (Support) Staff
- xlvi) GDO Evaluation of Support Staff
- xlix) GDQB Resignation of Support Staff
- l) GDQD Discipline, Suspension and Dismissal of Support Staff

Director Schuchman seconded the motion and opened discussion with a reminder of the discussion and work back and forth with CBT. She also noted the desire to keep the forward progress and set expectations that the board expects the rest of the G section review to meet the timeline agreed to by CBT. Motion: MP

2nd: JSh

### Board Communications and Committee Reports

- k) **BOCES** – Paschall shared that with the new additions to BOCES, she is still serving as the vice president. They are working through their budget, reviewing policy and Susan is doing great work leading the group.
- l) There were no additional **Facilities Committee** updates.
- m) The **Communications Committee** acknowledged the recent community listening sessions and look forward to gathering more feedback from the community. The sessions were focused on the proposed strategic financial plan, but the board welcomed other questions and feedback.
- n) Schuchman shared that **CASB** has identified 375 bills introduced to the state legislature. She is looking forward to more clarity after items start coming out of committee.
- o) Hill attended his first **DAC** meeting and appreciated the group and their dedication to the district and community.



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p) There were no further updates on the continuing **Policy Update**.

**Future Business**

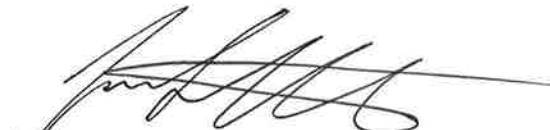
- q) Calendar of events
- i) **February 27, 2024** 6 p.m., The Crest Academy (note updated to the 2nd Floor Conference Room to meet technology needs)
    - (1) Any needed facility updates
    - (2) Any other timely items to be identified on the agenda prior to the meeting.
  - ii) **March 12, 2024**, 6 p.m., The Crest Academy
    - (1) Agenda Review - Mandy Paschall
  - iii) Review meeting schedule for spring semester
    - (1) Community Listening Session in April for Strategic Facility Plan

At approximately 10:20 Director Schuchman made a motion for the Board to convene for the evaluation for Superintendent David Blackburn in executive session to discuss personnel matters as outlined in C.R.S. § 24-6-402(4)(f). The motion was seconded by Director Paschall. Said motion was voted on as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved. The executive session was completed at 10:44 p.m. with a motion from Director Paschall and the meeting was adjourned at 10:45 p.m. with a motion from Director Hill.

Respectfully submitted,



Kim LeTourneau, Board Secretary



Joe Smith, Board President

