

Salida School District R-32-J
Board of Education

SPECIAL MEETING OF THE BOARD OF EDUCATION

November 29, 2022, 5 p.m.

Kesner Board Room, 349 E 9th Street, Salida

At 5:02 President Joe Smith called the meeting to order. In attendance were also Directors Jodi Breckenridge Petit, Ben Hill, Matt Hobbs, Carrie Mattix, Mandy Paschall, and Jenn Schuchman. Superintendent David Blackburn, Assistant Superintendent Will Wooddell, School Board Secretary Kim LeTourneau, and Business Manger Shiela Moore, and William Stokesberry were also in attendance.

The **Pledge of Allegiance** was recited. Guests were asked to sign in, and included Darcy Harris, Pam Sterle, Susan Matthews, Brenda Heckel, Janee Martinez, Jen Lang, Missy Tanner, Terra Toner, Alex Weston, Schuyler Mcallister, Kelley Jones, Stacy Follet, Liz Amettis, Nancy Powers, Mont Brown, Sarah Zhang, Danielle Brown, Erin Johnke, Kelly Hamilton, Brady Hines, Cailey McDermott, Terry Lengerich, Terri Buck, Jessica Bena, Jake Hall, Tanya Stewart, Jean Dyer, Courtney Miller, Deb Bass O'Brien, Molly Collins, Aaron Trenary, Stacia Kriebel Jenny Majeski, Karina Madden, Jennifer Campbell, Angie Morrison, Cristina McNierry, Deborah Kline, D.J. DeJong, Cindy Millsap, Rene Frazee, Scott McFarland, Jesse Hull, Evalyn Parks, S. Rodgers, Michael Lamond, Lindsey Stearns, Kate Clark, Kate McClelland, Robin NeJame, and others may have been present who did not sign in.

Approval of Agenda

Director Mattix made a motion to approve the agenda as presented. Director Paschall 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. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved.

Public Comment

Jennifer Lang, Dean of Students at Longfellow Elementary School, spoke first. She offered thank you to the Board, to classified staff, and everyone behind the scenes. She suggested that instead of using the word "risk" to use a different word "invest" and noted her belief that we can do more than just survive, together we can thrive.

Kate Clark, speaking as teacher/librarian/SEA representative, expressed her gratitude to everyone who worked hard through the CBT process. She expressed how scary the decision might be and shared the words of gratitude, and the excitement of staff about the possibilities for the future. She felt it is so meaningful for people to know the Board cares and is willing to make an investment in the people who work for Salida Schools.

Action Items

Director Hobbs made a Motion to **Approve the collaborative bargaining team recommendation as presented in Attachment A (GBB-R-2-N)**. Director Schuchman seconded the motion. Discussion began with Superintendent Blackburn reviewing the handouts and charts, including the results of the staff ratified with 98.8% support for the proposed package.

Director Hobbs, who participated as a member of the Collaborative Bargaining Team, expressed his gratitude for everyone who works in the District, who he feels are the glue that hold the community together. He noted

Updated December 6, 2022

Salida School District R-32-J Board of Education

that there was risk involved with the proposed package, and he feels that taking a risk on the District's most valuable assets is a risk worth taking.

Director Paschall shared that she enjoys school finance and feels the values of the Board should be reflected in the District budget, and District staff are valued highly. She also noted that the District must stay reasonable in order to avoid having to make cuts to programming in future years.

Director Mattix shared her appreciation for District staff, in particular classified staff, after her time subbing in most of the District schools this year. It was confirmed that all hourly rates would be a minimum of \$20 for all staff. Shiela Moore pointed out that subs, bus monitors and aides are not included in this package, and will be addressed in the future.

Director Breckenridge Petit shared her reasoning for a planned no vote on the proposal. She shared how excited she is to get money in staff members' pockets, but noted that the total amount of the package is larger than the number she and the other Directors agreed to at the regular meeting of the board in November. She isn't comfortable with the proposed amount as she feels that moving to such a large increase so fast may decrease the District's ability to solve problems, innovate and retain, adapt to challenges, and meet mandates or the unknown and the unexpected. She supports an incremental increase and feels the importance of her responsibility to the amazing people in the community to maintain a fiscally responsible school district.

Director Smith thanked Directors Hobbs and Hill for participating on the Collective Bargaining Team. He noted his commitment to increasing pay, but is concerned about the unknown and unexpected, and has some concerns about indicators in the economy and what is to come. He is still considering the numbers, and notes the importance of providing fiscal responsibility for the District to the community to provide financial oversight. He wants to avoid having to cut projects or positions because the increases are too much too fast.

Director Schuchman thanked Directors Hobbs and Hill for their work on CBT. She feels we are in a position we can do this now and it is time for the Board to err on the side of staff salary if making an error.

Director Hill noted how much he learned by participating on CBT and acknowledges the 98%+ support from District staff for the package. He believes that those who voted for the package understand the possibility for future risk, and he is willing to accept that risk to enhance staff happiness. He also noted that 90% of budget dedicated to pay and benefits is not his expectation for the future.

Said motion was put to a vote as follows: Dr. Breckenridge Petit, no; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, no; and was approved with a vote of 5-2.

Director Hobbs made a Motion to **Approve Salary Schedules as Presented in Attachment B (Policies GDBA-E-N, E-2-N, E-3-N, E-4-N)**. Director Schuchman seconded the motion. Superintendent Blackburn began discussion by noting that the numbers in the proposal reflect what was discussed by CBT, however there was typo in the presented chart for certified staff for the BA+40 column starting at step 20 – it should say \$56,907 all the way to step 37. He noted that the approval of the listed policies brings them into compliance with the approval of GBB-R-2-N above. Director Smith reflected on the goal of increasing salaries and the significance of the raises reflected in the salary schedules as presented. He also noted that there is more work to be done to address pay for subs, substitute bus drivers, and bus monitors.

Salida School District R-32-J

Board of Education

Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved.

Those in attendance shared their approval with cheers and a round of applause for the work of the Collaborative Bargaining Team and passage of the items by the School Board.

The Board took a short break at 5:41 p.m. Upon returning from the break, Transportation Manager Evalyn Parks shared her thank you with the Board and her belief that the District has the ability to get through any future challenging times, as we have done it before in the past as a community.

At 5:59 p.m. Director Hobbs made a motion to move into **Closed Executive Session for the purpose of discussing personnel matters concerning Talmage Trujillo as authorized by CRS 24-6-402(4)(f) and to confer with the District's legal counsel regarding such matter as authorized by CRS 24-6-402(4)(b)** and that Superintendent Blackburn and Assistant Superintendent William Wooddell were invited to stay. The motion was seconded by Director Hill and Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved. The recorder for the executive session was turned on and everyone except the Board, superintendent and assistant superintendent were excused from the room. Counsel Darryl Farrington was available via conference call.

Mr. Farrington advised the Board that, pursuant to the Open Meetings Law, the portion of the executive session in which he would be participating should not be recorded, because it is covered by the attorney-client privilege. At 6:02 the Board turned the recorder off in order to confer with the **District's legal counsel as authorized by CRS 24-6-402(4)(b) for the purpose of obtaining legal advice concerning Talmage Trujillo.** When the consultation was completed, the recorder was turned back on at 6:46 and the Board closed the executive session at 6:47 p.m. There was no separate discussion of the personnel matter apart from the legal consultation with Mr. Farrington.

Director Paschall made a motion to adjourn the meeting at 6:49 p.m.

Respectfully submitted,


Kim LeCourneau, Board Secretary


Joe Smith, Board President

