

# Salida School District R-32-J

## Board of Education

**March 14, 2023**

Longfellow Elementary School  
425 W 7<sup>th</sup> Street, Salida

### WORK SESSION

The work session started at 4:42 p.m. and those present included Directors Jodi Breckenridge Petit, Carrie Mattix, Joe Smith, Matt Hobbs, Mandy Paschall, Jenn Schuchman, and Ben Hill, Secretary Kim LeTourneau, Assistant Superintendent Will Wooddell, Business Manager Shiela Moore, William Stokesberry, Jesse Hull, Michelle Saab, Darcy Harris, Cory Scheffel and Jennifer Lang. Superintendent David Blackburn was not in attendance due to an illness.

Shiela Moore provided more detailed information about the line items on the proposed Operational Wish List, which is split into four blocks – Recurring Operational Expenses, Positions Projected, Positions that are grant funded, and Positions Requested but Not Considered for the next year. Moore and the Board discussed in more detail the items outlined in the Recurring Operational Expenses block. She noted that the action item to approve the health insurance renewal with CEBT is only to approve the coverage choice, and the Board will vote on the budgetary implications at the April meeting. Staff and student health and wellness were noted as priorities.

The Board then reviewed items from the Capital Wish List to be voted on during the regular meeting. Director Hill noted that it was a unique year for the budget, with the need to replace the turf and the pay increases approved in December. It was acknowledged the addition of the athletics renewal line to help the District be better prepared for significant purchases like turf replacement or track resurfacing in the future. A number of items are being looked at to be moved to the maintenance budget instead of the Capital Wish List. There was discussion about when renewal funds can be used. Items related to safety were noted to be prioritized.

The Board took a short break.

### REGULAR BOARD MEETING

President Joe Smith called the meeting to order at 6:09 p.m. The **Pledge of Allegiance** was recited.

In attendance were Directors Jodi Breckenridge Petit, Carrie Mattix (had to leave for a portion of the meeting, but joined in later via Zoom), Joe Smith, Matt Hobbs, Mandy Paschall, Jenn Schuchman, and Ben Hill, Secretary Kim LeTourneau, Assistant Superintendent Will Wooddell, Business Manager Shiela Moore, William Stokesberry, Jesse Hull, Michelle Saab, Darcy Harris, Cory Scheffel, Jennifer Lang, Courtney Landry, Marie Walter Pigg, Amy Moore, Stacy Follet, Kristie Servis, June Dallas, Eliza Sisneros Tatiana Zoberski, Ilona Witty, Matt and Cassie Luttrell, and Stacia Kriebal. Superintendent David Blackburn was not in attendance due to illness.

President Smith shared in **Board Member Comments** his excitement for the awesome work of the Salida Schools athletic programs, highlighting wrestling honors and the boys basketball team's successful run to the State Championship where they came in 2<sup>nd</sup> Place. Smith also shared his condolences to the friends and family of Buck Shacklett and his father, Mo, who were killed in a car accident over the weekend. He noted only kind things have been said about Buck and that he would be missed on campus.

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There were three **Written Messages to the Board**, including the 2023 Coordinated Election Notice from Fremont County, a Notice of Preliminary Non-Competitive Determination from the Administration for Children & Families regarding Grant No. 08CH010843 for the Salida Early Childhood Center, and a letter from Jill Blondeau regarding SEL Curriculum in Salida Schools.

Jen Lang provided the only public comment of the night by sharing a story of LES Principal Cory Scheffel who spent the morning making sure the young deer didn't cause problems on the playground.

#### **Approval of Agenda with the following changes:**

Remove items:

JFBA – Intra-District Choice/Open Enrollment

JFBB – Inter-District Choice/Open Enrollment

Add Discussion Item Inserted as **4b Long-term leave request**

#### **Note Updated Personnel list**

Director Breckenridge Petit made a motion to approve the agenda with the above changes. 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. Mattix, not available; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved.

#### **Reports**

There were no guest reports.

Principal Servis provided the **detailed campus report** for Horizons Exploratory Academy with the help of HEA students, June, Eliza and Tatiana. Their slideshow shared information about staff, students and goals of the school. HEA serves as the alternative high school for Salida students looking for an individualized approach to receiving a high school diploma. Servis has been working with SHS and SMS staff to help match students who are a good fit for the HEA program, with a goal of 40 students enrolled on the campus. Students answered questions from Directors about their HEA experiences.

Assistant Superintendent Wooddell opened the **District Report** with an update that the nutrition team has filled all vacant positions. The pay increases passed in December were incredibly helpful to fill open positions, allowing all kitchens to return to normal operations.

#### **Consent Agenda Items**

Director Hobbs made a motion to approve the following consent agenda items. Director Hill seconded the motion.

- a) Approval of Minutes of Regular Board Meeting on February 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 - None

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- f) Approve on 1<sup>st</sup> Reading Policies – CASB
  - i) ~~JFBA – Intra-District Choice/Open Enrollment~~
  - ii) ~~JFBB – Inter-District Choice/Open Enrollment~~
  - iii) 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
    - (16) GBGF-R – Federally Mandated Family and Medical Leave - Regulation
- g) Approve on 3<sup>rd</sup> Reading Policies
  - i) DK – Payment Procedures
  - ii) JHA - SHS Student Attendance – Repeal
- h) Approve 2023-2024, 2024-2025 and 2025-2026 Academic Calendars
- i) Set aside \$52,373.56 for the 5-year commitment to Efile Cabinet
- j) Approve Superintendent’s Recommendation to Hire Theresa Gilson as the SECC Principal/Head Start Director beginning with the ‘23-’24 school year
- k) Approve Coach Steps for FY22-23 and FY23-24 at a cost of \$10,000 for each year
- l) Approve SECC Toddler Teacher proposal to be funded by SECC Private Pay
- m) Approve School Health Professional Grant Application (SHPG)
- n) Approve Longevity List – 2022-2023
- o) Approve Mechanic Salary Schedule

President Smith opened discussion with a question about the longevity list. Asst. Superintendent Wooddell clarified that per the new legal counsel, this was the requested way to approve certified contract renewal each year. Approval of the Longevity List will become an annual process. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, not in attendance; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved.

#### Discussion Items

Courtney Landry and Marie Walter Pigg presented with a request to Salida School Board for a **letter of support for the Montessori’s Best Grant application**. They noted their hope for the Montessori to support the

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community and Salida Schools. They currently have 128 k-8<sup>th</sup> grade students and 45 pre-k students. With a new facility, they hope to grow to 160 students, with additional slots opening for pre-k students, a critical need in the community. Because Salida is still seeing growth, while many communities are not, the potential for additional seats at the Montessori may help slow the need for new facilities for Salida Schools that are edging towards capacity. The Board noted the role the Montessori plays in the community and is comfortable with providing a letter of support, with an understanding that their enrollment goals do not exceed 160 seats. The deadline for the letter is March 22, 2023.

Secretary LeTourneau shared some concerns about potential gaps in the **CASB Electronic Board Document/Policy Management** system. As the new lawyer is doing research, it appears there may be some discrepancies in the information in the database. Additional work will be done to determine what inaccuracies might exist. Director Hobbs noted that Board Docs might be another option worth looking into, and to find out what other district do and what the associated costs are.

The Board took a break from 7:09 to 7:17 p.m.

A **long-term leave request** has been submitted and it brings attention to the need for clarification and potential policy review and revision. Because Superintendent Blackburn was not in attendance, this item was noted, but will be discussed again in April when the request is formally presented.

The Board then discussed **CBT Policies GBB-N, GBB-R-2-N, BG-E-N**. President Smith expressed that he would like for the Board to give Superintendent Blackburn and Director Hobbs direction for the next CBT meeting. The new lawyer has been reviewing current policy and providing feedback about current practice in other districts. There is a need to define the scope of which policies are included in the Negotiated space. Director Hobbs noted how important it is receiving employee feedback as well through this process. He also shared that after participating as a Board representative this year, he did not feel the process was healthy and was very time consuming. As the new lawyer is getting oriented to Salida Schools, it is an excellent time to review the process and supporting policies in order to work towards an improved process that is simpler and healthier for everyone involved. Director Breckenridge Petit shared that she sees community values reflected in the collective process of CBT and wants to retain and prioritize the pieces that are essential to the process, but also allows for nimbleness to the District, and minimizes legal risks. Director Hill, who also participated in the process this year, noted that while the process was not comfortable, the end result was exciting and worthy of celebration. However, he agreed the process needs improvement.

Some suggestions included:

- A concrete timeline with a pre-defined default to fall to if there is an impasse
- Needing a supermajority vote instead of unanimous one to prevent one person from halting the process for everyone.
- Steps and levels are planned every year
- The board sets the amount of money available for negotiation beyond that. Then CBT determines how to distribute that allotment. The amount would not be negotiable.
- A renewed focus on policy, not just pay and benefits
- Determine the best way to maximize the use of time to minimize the impact on schedules
- Review makeup of the Team.

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- Review which policies are included in the Negotiated umbrella based on the recommendations from legal counsel.
- Preparation guidelines so participants come prepared to do the work.
- Clear guidelines provided to the facilitator
- While there was some consideration of only working through the pay negotiation process every three years, the feeling was in the small Salida community, every year would make people feel more comfortable.

These recommendations will be shared with CBT at the next meeting.

#### Action Items

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

Director Hobbs made a motion to **Approve Quote for DSI for \$82,387.03 for the Salida High School Office Remodel**. Director Breckenridge Petit seconded the motion. Discussion started with the note that as more details were clarified on this project the actual cost is more than anticipated. Cassie Luttrell shared details of how the five new offices that would be created with this project would support the school's ability to better serve the student population. The remodel will also provide better use of space for staff, including the guidance counselors, SolVista and CMC counselors, the SRO and the front office team that will gain back their conference space currently being used for some of these needs. It was clarified that this added cost would come from the '22-'23 budget year. Director Hill noted he would like to see estimates be more accurate in the future. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, a; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved.

Director Hobbs made a motion to **Approve the Capital Projects for '23-'24**. Director Breckenridge Petit seconded the motion. Shiela Moore began the discussion noting that two items on the list, the bathroom floors at SMS and the bleacher replacement at SMS will be taken from the SMS renewal fund. As the middle school building ages, there are a number of things that are starting to need attention. Moore also noted that the \$155,000 in the Athletics capital renewal fund can be applied to the ask for turf replacement for the stadium. Cassie Luttrell shared information about the importance of replacing the turf. This ask has been requested for a number of years and continues to be a concern. Last year the Board started a Capital Renewal Athletics Account and seeded it knowing this was a need, and knowing that there will always be athletic facility needs. They will use all \$155,000 currently in the Athletics Capital Renewal account and will continue to look to grants and fundraising efforts to minimize this cost as much as possible. However, the safety concerns with the current turf must be addressed and the cost only continues to go up. With this approval, plans are underway to get the project started the day after graduation (which is scheduled to take place in the stadium) so that the new turf is ready to go for the '23-'24 school year/fall athletic season. If approved, there will need to be an early release of funds or an agreement with the company to begin before the start of the '23-'24 budget cycle. While there may be several grants available, that are still being pursued, there isn't a grant that will significantly lower the cost to the District. She also shared the importance of the stadium to the District, as well as the community.

The Board then discussed the remaining items on the list. After discussion, the following items were identified to be included in the Capital Wish List:

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- Turf for the stadium - \$545,000
- Chain link Fence at Longfellow Elementary School - \$23,800.00 - Main Playground and Privacy Fence
- District Radios - \$12,190.95 - Maintenance on the radio fleet, replacement cost for old/no longer reliable radios, new radios to fill gaps
- Re-roof of 2 modulars - \$28,200.00, \$11,000.00
- Walk-in Cooler at SMS - \$25,000
- Additional Security Cameras (LES, HEA, Crest/Oak, Transportation) - \$18,000

This brings the total amount included for the '23-'24 Capital Wish List to \$663,190.95.

The Board identified the following items to be included in the Capital Renewal List:

- SHS Turf System - \$155,000
- Bathroom Floors at SMS - \$49,475.10
- Bleacher Replacement at SMS - \$40,000

This brings the total amount for the '23-'24 Capital Renewal Wish List to \$244,475.10.

An upgrade to the doors/door hardware at SMS was authorized to begin as soon as possible under the '22-'23 budget at a cost of \$12,523.21.

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

Director Paschall made a motion to **Approve Health Insurance Renewal with CEBT**. Director Schuchman seconded the motion. Amy Moore, as a representative for the insurance committee, shared some information about the increased cost which is an additional \$125,000 to the District in support of employees. There will be plans to communicate with staff about how to use the programs available to lower costs to employees. The Board will decide at the April meeting if they will pay for the additional recurring funds, or if this cost will be passed on to employees. There was a request for more detail about how many employees have insurance through the District. Said motion was put to a vote as follows: Dr. Breckenridge Petit, yes; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Mattix, a; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was unanimously approved.

### **Board Communications and Committee Reports**

Director Hobbs will take the information from tonight's meeting back to the next **Collaborative Bargaining Team** meeting. Contracts have been reviewed and updated by the new lawyer, and have been presented to CBT representatives for review. They seem to be well received and the conversation will continue.

Director Paschall reported that the last **BOCES** meeting was rescheduled because of low attendance. There are a number of policy updates being discussed and the possibility of an additional health professional being hired.

Directors Smith and Mattix shared an update on recent activities of the **Facilities Committee**. There has been communication with Chaffee County to follow up on the District's offer regarding property out near the fairgrounds. They look forward to continued discussion about that offer. They are working with CMC on next steps for the Kesner building, as the current lease is due in a year, and it is helpful for everyone to have clarity

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on hopes and expectations about the future use of the building. The City is also working towards creating a master plan for the South Ark Neighborhood (a portion of the Vandeverer Ranch) through community meetings and engagement. There is discussion about what presence the District might have or be interested in at that location.

Kim LeTourneau shared an update for the **Communications Committee**. She attended a 3-day FEMA PIO training recently to learn more about communications during incidents and emergencies. She continues to work to finish the 2022 Report to the Community, and looks forward to prioritizing updates to the website in April.

Director Schuchman reported that she felt like the **CASB** Day at the Capital has room for improvement. She shared her feedback with CASB and hopes for more planned activities and discussions with lawmakers in the future.

LeTourneau shared a reminder that 2023 is an election year for the Salida School Board. Directors Smith and Paschall are the only two Directors who do not need to run for re-election this year. There will be more information about the election process and procedure at future meetings. Anyone with questions should reach out to LeTourneau.

#### **Future Business**

##### Calendar of events

There were no community members at either of the winter listening sessions. The Board will only plan to hold listening sessions at the start of the '23-'24 school year.

Directors Smith, Paschall, and Schuchman attended a facility discussion with CMC on March 2, 2023.

The next BOE meeting will be held on April 11, 2023, with a 4:30 p.m. work session, and the regular meeting to start at 6 p.m., both to be held in the Salida High School Auditorium. Director Paschall will help with Agenda Review, the week before the meeting. A reminder that there will be a special meeting on May 23, 2023 for budget approval.

#### **Executive Session**

Director Breckenridge Petit made a motion to convene in executive session pursuant to C.R.S. § 24-6-402(4)(e) for the purpose of discussing and determining positions concerning matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators, specifically with respect to the terms of the Superintendent's employment contract. The Superintendent will not be present in the executive session. Director Hobbs seconded the motion. At 9:38 p.m., the Board removed to meet in Executive Session until 9:57.

Director Paschall made a motion to adjourn at 9:58 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

### **March 2023 Personnel Changes for Board Approval**

#### **New Hires**

Randy Carricato- All Schools Maintenance (PM Security)- Start Date 3/1/23

Jeremy Valett- Transportation Mechanic- Start Date 2/27/23

Trish White – LES 1<sup>st</sup> Grade Teacher – Start '23-'24 School Year

#### **Resignations**

Luis Alberto Rodriques – SECC Full time SafeCare Provider