

Salida School District R-32-J

Board of Education

March 12, 2024

Crest Academy, 627 Oak Street

President Joe Smith began the Work Session to review the proposed Operational Wishlist at 5:03 p.m. The following directors were present: Jodi Breckenridge Petit, Ben Hill, Matt Hobbs, Karen Lundberg, Mandy Paschall, Jenn Schuchman, and Joe Smith.

Business Manager Aaron Dobson led the board through a discussion about the items submitted through the operational wishlist. The first three boxes, Recommended Recurring Operational Expenses, Transfers and FTEs Approved by the Board in 23/24, and Items that need review but would not be added to the budget, are likely to be requested for approval. The fourth section details recommended recurring transfers, and the final section details items Recurring Operational Expenses that are not expected to be recommended. Superintendent David Blackburn, Assistant Superintendent William Wooddell, and Dobson answered questions from the board. Work will continue to create a budget that accounts for no more than 100% of anticipated revenue. At 6:03 the board took a short break.

1) Call to Order

a) President Joe Smith called the meeting to order at 6:10 p.m. The **Pledge of Allegiance** was recited. The following directors were present: Jodi Breckenridge Petit, Ben Hill, Matt Hobbs, Karen Lundberg, Mandy Paschall, Jenn Schuchman, and Joe Smith.

b) Board Member Comments

Director Hill spoke about his disappointment in recent newspaper coverage of the denied long term leave.

Director Schuchman spoke to the board's legal and ethical obligations, the benefits provided to staff members, and the process the board must work through to change a policy.

Director Breckenridge Petit spoke about setting an example for students in the community by modeling ways to have hard conversations. She then spoke about the current long term leave policy, work being done to update policies, the board's role to protect the district, and her appreciation for being a part of an engaged community.

Director Smith offered the final comment, noting the important connection of student success to involvement in activities and athletics. He recognized changes in the district that validate the need for additional support for English Language Learners, and connecting with CMC for potential support.

c) Written Messages to the Board

i) Starr and Desirae Westphal - Notice of Letter to Buena Vista School Board, CHSAA Administration

ii) Cerena Seeber - Letter Regarding Mountain Mail Coverage of Last Board Meeting

d) There were no Public Comments

e) Director Hill made a motion to **approve the agenda**. 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.

2) Reports

a) There were no **Guest Reports**.

b) **Campus Reports** - The detailed HEA Report will be formally presented at a later meeting.

c) District Reports

Blackburn spoke about the busy months ahead, including budget work and a variety of events the board will be invited to attend. Wooddell spoke about the hostile work environment claim that was looked into and dismissed

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by the district's attorney. He noted how it generated positive conversations. The district is also working toward developing an exit interview to gain more insight into how many people are leaving and why. Dobson indicated that the district had received the first big tax payment which should allow the district to pay off the 0% interest loan in March. The district has moved funds into an account with better interest rates to increase revenue, as well as selected a new credit card partner with more incentives. The new financial plan document has allowed for better comparison to other districts and helps to identify potential areas to reduce spending. The business office has been working to get contracts out earlier, and if the board approves the step increase, covering the increase to insurance, and the longevity list, contracts will likely be out to staff before spring break. Universal Preschool funding continues to be very unpredictable, which could lead to a loss of spaces for children. This could have a significant impact on the community. Healthy School Meals for All is also a program in flux. Current recommendations are to participate for another year while the program stabilizes and then make a determination at that point to continue participation or not. The federal government is also considering ways to help better fund meals for students. The State has suggested there may be rural funding available, which was not anticipated this year.

3) Consent Agenda Items

Director Schuchman made a motion to approve the consent agenda items as follows:

- a) Approval of Minutes of Regular Board Meeting on February 27, 2024
- 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 - None
- f) Approve on 1st Reading Policies
 - i) CASB Special Policy Update
 - (1) GBA - Open Hiring/Equal Employment Opportunity
 - (2) JLDAC - Screening/Testing of Students
 - (3) JLDAC-E Notification of Rights Under the Protection of Pupil Rights
 - (4) AEA Standards Based Education
 - (5) GBI - Criminal History Record Information
- g) Approve on 3rd Reading Policies - None
- h) Review and approve GDBA-E3 - Administrator and Manager Salary Schedule (missed in February)
- i) Correction to Stop February 1st Reading Approval of GDBA, policy is negotiated
- j) Approve Longevity List

Director Hobbs seconded the motion. Director Hill identified items 2.f.i.1 policy GBA, and 2.f.i.4 policy AEA and will send Superintendent Blackburn his suggestions to changes to those policies. He will submit them as soon as possible so there is time for legal review before 2nd reading of redlines. 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.

4) Discussion Items

a) Insurance Committee Presentation

Assistant Superintendent Wooddell reviewed the work the insurance committee completed to bring the recommendation to the board. They reviewed a number of options, and really dug in to minimize the increased costs for next year. He is working to help staff understand all of the benefits they have available and make sure

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they understand how to maximize their impact. Business Manager Dobson spoke about the increased deductible, and the district's increase in HRA payment to neutralize the impact to staff members, keeping out of pocket maximums to \$2000 for enrolled staff members. Thanks were sent to Amy Moore for her years of service to the insurance committee and the district.

At 7:20 the board took a 5 minute break.

b) Update on CBT

Superintendent Blackburn updated the board on CBT's recent work on G policy review. Dobson spoke to policy GDBD-N and the challenges it creates for the business office. The board discussed personal leave, sabbatical and long-term leave and the need for guardrails, FAMLI leave, opportunity for obtaining a master's degree, a policy adjustment that would allow staff to return to the district with the same steps they left with, and the a reminder of the spring deadlines set for CBT.

c) Board Training on Colorado Sunshine Laws and Board Responsibilities

Melissa Barber from Caplan and Earnest, LLC gave a presentation on Colorado Open Meeting Laws.

5) Action Items

a) Approve on 2nd Reading Policies - None

b) Director Breckenridge Petit made a motion to **Approve Recommendation by Insurance Committee to Renew with CEPT**. Director Schuchman seconded the motion. The board recognized Amy Moore for her work to chair the insurance committee and thanked the committee for their dedication. 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.

c) Director Paschall made a motion to **Approve Salary Schedule Steps**. Director Hobbs seconded the motion. Director Breckenridge Petit asked how many staff members were maxed out on their steps. Dobson said he would get that information to the board. 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.

d) Director Breckenridge Petit made a motion to **Approve 2024-2025 Capital Projects List as Recommended**. Director Schuchman seconded the motion. Dobson clarified that approval is for the top three boxes, including a reset for technology infrastructure throughout the district. 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.

e) Director Hobbs made a motion to **Approve Pre Annexation Agreement** Director Lundberg seconded the motion. The board reviewed the process of working with the City of Salida, and trying to coordinate annexation, construction at 627 Oak Street, and updates to Oak, Illinois, and Scott Streets. Director Breckenridge Petit spoke about her plan to vote no, and she supports the annexation and remodel, but is hoping for more support from the city. Said motion was voted on as follows: Dr. Breckenridge Petit, no; Dr. Hill, yes; Mr. Hobbs, yes; Mrs. Lundberg, yes; Mrs. Paschall, yes; Ms. Schuchman, yes; Mr. Smith, yes; and was approved 6-1.

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6) Board Communications and Committee Reports

- a) Superintendent Blackburn spoke about BOCES reviewing and potentially redesigning how they provide services. Director Paschall will have an update following the April 4, 2024 meeting.
- b) Director Smith applauded Superintendent Blackburn for pushing to get the goals of the Facilities Committee taken care of.
- c) There was not an update from the Communications committee.
- d) Director Schuchman spoke about the current legislative session and there is tentative excitement that the BS Factor could go away.
- e) Superintendent Blackburn spoke about DAC's interest in work-based learning. Now that a financial plan has been approved and a facility plan is nearing completion, there is interest in focusing on programmatic aspirations next. The board thanked CMC for being such a wonderful partner.
- f) There was agreement that the Policy Audit will focus on the G section for the spring, and pick up with the other sections at the start of '24-'25 school year.

7) Future Business

- a) Topics for Future meetings
- b) Calendar of events
 - i) **March 26, 2024** 6 p.m., Special Meeting of the Board, The Crest Academy, 627 Oak Street
 - ii) **April 9, 2024**, Regular Meeting of the Board, The Crest Academy, 627 Oak Street
Agenda Review - Ben Hill

8) Executive Session

Director Schuchman made a motion to move into executive session to confer with the School District's attorney for the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(4)(b) on the following specific legal questions: (1) the Board's legal rights and obligations with respect to engagement with employee groups in negotiations about district policies and terms and conditions of employment, and (2) the potential resolution of claims with an employee. Director Paschall seconded the motion. 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 invited Melissa Barber, David Blackburn, Will Wooddell, Aaron Dobson, and Jesse Hill to join when requested.

At 9:10 the board moved to the 2nd Floor conference room, and discussion on this topic began at 9:17 p.m. at which time the recorder was turned off. The recorder was turned back on at 11:30 p.m. Director Paschall made a motion to adjourn the meeting at 11:31 p.m.

Respectfully submitted,



Kim LeTourneau, Board Secretary



Joe Smith, Board President