

RECORD OF PROCEEDINGS OF THE BOARD OF EDUCATION
School District No RE-1 Valley, Logan County, Colorado

VIRTUAL BOARD BUSINESS MEETING
Board Members in Person/Zoom
March 30, 2021

Present: Jodene Boerner, Jill Brownell, Riste Capps, Debora Japp, Dennis Kaan, Ronda Monheiser, Jennifer Ogley, Shila Adolf, Ron Marostica, Robert Hall, Dennis Klein, Cynthia Lystad, Stephanie Mitchell, Joe Skerjanec, Kristy Willis, and Lakesha Hershfeldt.

Guests present: Ben Adolf, Carlye Armstrong, Jerod Armstrong, Jesi Ball, Billy Joe Ball, Cedi Ball, Kylee Blecha, Tyler Blood, Betsy Bogie, Luke Breidenbach, Lisa Collard, Emily Deckard, Alyssa DeSoto, Wendy Dudley, Kara Dudley, McCall Etl, Crystal Frank, Cameron Frank, Jimmi Gillham, Scott Gillham, Amber Girdler, Robert Hall, Chris Harms, Donelle Harms, Mary Harryman, Matt Hedges, Andrew Hernandez, Ann Hernandez, Kristin Hernandez, Marty Hernandez, Taylor Hernandez, Darlene Higgs, Mary Higgs, Shannon Holloway, David Huss, Jamie Huss, Karsyn Huss, Kelsey Huss, Carrie Jackson, Lydia Kiser, Dennis Klein, JR Knob, Kati Knob, Doug Koester, Nancy Koester, Julie Kokes, Kent Kokes, Risa Lamorie, Cynthia Lystad, Joe Marick, Ashley Marostica, Mollie McGaughey, Stephanie Mitchell, Sara Newth, Bethany Nicolet, Brittany Payner, Cindy Pilkington, Kassie Roth, Chris Roth, Theresa Schneider, Nelson Schroeder, Shannon Schumaker, Meagan Schuppe, Mike Schuppe, Joseph Skerjanec, Amy Sorenson, Jamie Unrein, Cindi Wagner, Roy Warlly, and Kristy Willis.

Attending Electronically: Carla Bornhoft, Kaila Brown, Melissa Brown, Laura Clark, Celeste Delgado-Pelton, Michelle Erb, Samantha Ewertz, Wendy Fickes, Adrian Flint, Jessie Hadeen, Callie Jones, Maggie Kilmer, Pam Koester, Joleen Locke, Elizabeth Mauler, Brandon Nichols, Kristin Nichols Sara O'Rourke, Brittany Pierce, Aleah Ramey, William Ramey, Aubree Ross, Tami Roth, Clint Rothell, Kendall Rubottom, Katie Sanchez, Lori Smith, Kaitlyn Sobieray, Peggy Stoltenberg, Andrea Young, Nate Young, Debra Zaba, and Donna.

At 6:05 p.m. President Kaan called the meeting to order.

Action Item 2:01

Motion was made by Director Brownell and seconded by Director Monheiser to approve the agenda as presented.

Roll call vote: Jodene Boerner - aye, Jill Brownell - aye, Riste Capps - aye, Japp- aye, Dennis Kaan - aye, Ronda Monheiser - aye, Jennifer Ogley - aye. Motion carried.

3. Public Participation

Nate Lauer, District wide Substitute Teacher, expressed his concern through a letter read by Ashley Marostica. Lauer concerns addressed staff turnover, teacher morale, and urged the board to visit schools and speak with District teachers to understand why there is a low morale.

Crystal Frank, Parent and Alumni of RE-1 Valley School District, conveyed her concerns of staff turnover and recommended the board meet with teachers and administration in each district building to understand why teachers are deciding or considering leaving the district.

Kelsey Huss, Community Member, informed the board of her concern with the amount of RE-1 staff that has been lost and we will continue to lose by the end of the year. Mrs. Huss also expressed her worries about district committee going away.

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Julie Kokes, a third grade teacher at Campbell Elementary, conveyed her apprehensions about teachers having things taken away without inputs. Mrs. Kokes also stated that she would like to have a clear message across the district and the Community is only as strong as school district.

Meagan Schuppe, District- wide Sub, stated she does not believe that the district is providing our children with the best when it comes to their education. She urged the board to think about the decisions they are going to make, but to also stand up for every child in the RE-1 Valley School District.

Lydia Kiser, daughter of board member Rista Capps, shared letters from a couple teachers who support Superintendent Adolf. One teacher wrote this is the first time she has felt like she was a part of the district. The second teacher thanked Mrs. Adolf for her guidance that has allowed the district to continue with in-person learning the entire school year, while many schools have not been able to do this, this year.

4. Communications Items:

4:01 Accolades and Praise:

From the Superintendent:

- Lakesha Hershfeldt- for dealing with the last board meeting and hurtful comments that were made that weren't acceptable.
- Peg Hershfeldt- goes as an unsung hero for the amount of support and helping with the board meeting tonight and her continuing to remain positive.
- Michelle Erb, Stacey Nelson, and Laura Clark for taking on responsibilities, meeting with Mrs. Adolf regularly while collecting data, and staying positive.
- Shane Kloberdanz and Mike Manuello for helping and making problems go away quickly, troubleshooting, and for setting up the meetings.

From the Board:

- Director Capps thanked the kids, staff, parents, and the community for stepping up and continuing to remain in school since August.

4:02 Student Reports: None

4:03 Staff Reports: None

4:04 Athletic Director Report: None

4:05 Principal Report: None

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4:06 Superintendent's Report:

- **Staff Resignation**
 - Mrs. Adolf listed each staff members who has resigned. We have had forty Inductions teacher, with thirty-seven who are in their year one or two. Mrs. Adolf stated that she is just as concerned with the numbers. I don't want staff to leave. Nonetheless, there hasn't been the eighty to ninety resignations that some have claimed, but the actually is around 40 since July. Some employees have left due to COVID-19 restrictions, death in the family, a few were terminated, there have been people it says has been terminated but have been reassigned, and some left for higher paying jobs.
- **Cash Flow Analysis**
 - This District is bleeding to death, Adolf stated. The District was left with on eighty-five dollars in the savings account when Luke Janes left. Adolf stated she asked for transparency. We transferred 1.5 million to make payroll. Whereas a district we had to decide to not pay bills in order to make sure staff received a paycheck. We have seventeen staff members that were not budgeted for. The district is doing a deep dive to figure out the financials.
- **Open Application Process for Director/ Principal Positions**
 - All Director position will not be opened. Would like to promote from within, but still accepting outside applications.
- **Dennis Klein's Position**
 - Mr. Klein's position was given to the board and was not open to the public because it was not a Director position or a principal's position. The district didn't want to have to fire anyone if the budget came into play next year.
- **Composition of Hiring Committee**
 - The hiring committee can't just be staff or parents.
 - We have an interview committee of fifteen volunteers ranging from community members, teachers, parents, principals, and directors.

4:07 Board Reports: The board has received forty-five emails and letters and the board would like you to still send them, but please add a name to the letter so the board can respond accordingly. The board has received numerous emails from staff, family, and parents who fully supporting the direction this district is heading. Please don't be afraid to pick up the phone to reach out to Mrs. Adolf. There will be graduations, proms, and kids are playing ball. We're looking forward to working together and get through this school.

Break 7:50-8:03

Discussion Item 5:01 Board of Norms:

Director Ogley stated the board requested to get an automatic message response to email senders, to ensure they the board has received the email.

Director Capps stated the boards job is to hear from everyone, but the board we will not micro manage any schools because that is why they hired Mrs. Adolf. There are things coming to the board that never should come to the board. There are certain processes that individuals should go through:

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teacher, principal, Superintendent and the board. Go to the direct source when curtain, then the board. If you are going to make an allegation against any of our staff members, you have to remember and understand this affects their livelihood and you may need to testify in a court of law sign and date those accusations.

Director Brownell stated it is important for board member to reach out to hear what they have to say. One thing the board is asking is to not send anonymous emails please add a name because we cannot take action without a name.

Director Monheiser stated in order for people to feel comfortable in going through the chain of command there has to be a culture of trust. We need to work on that to get there so they are comfortable going through the proper chain. Director Monheiser also specified that she would like better communication on which committee meetings the Directors dividing to attend all committee meetings.

Discussion Items 5:02 District Calendar/ Staff Contact Time

- Principal Lystad, Sterling High School, held five different meetings with the option to email if staff member was unable to attend in-person. Teacher want to make sure they have time for their work on those Monday Professional development days. Some teachers were concerned that a \$4000 base raise was not as impactful as a second job.
- Principal Mitchell, Hagen Early Education Center, met with different small groups. Staff members would like to continue to not have school or meetings on Mondays. Also concerns with the parent teacher conferences being interfered with new schedule.
- Principal Klein, Campbell Elementary, three separate groups met, which includes thirty staff members. Staff was concerned with Monday PD days and be unable to schedule appointments. Staff felt there was no need to have a full week off for Thanksgiving and would rather not have any five day weeks. Staff also concerned about not having enough subs for testing in the beginning of the year or getting to know their student.
- Principal Hall, Sterling Middle School, held five different meetings with staff input. Staff concerned with the five day instead of the four day weeks. Staff concerned with childcare with extra PD days.
- Principal Skerjanec, Ayres Elementary, main concern was children testing and possible five day weeks. Positive is that there is a break between Logan Count fair and school starting. Teachers also like there are less meetings after school.
- Principal Willis, Caliche Jr/Sr High, held four different meetings. If staff was unable to attend they were given the option to email, there concerns. The five day weeks was one of the most concerns. Staff felt that there are too many professional development days. Too many unknowns regarding calendar, PD days, and salary schedule.

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Action Item 6:01

Motion was made by Director Brownell with a second by Director Boerner to approve the consent agenda.

Roll call vote: Jodene Boerner - aye, Jill Brownell - aye, Riste Capps - aye, Debora Japp – aye
Dennis Kaan - aye, Ronda Monheiser - aye, Jennifer Ogley - aye. Motion carried.

Director Monheiser stated for the record it should be noted that evaluation tool that was used as originally presented and not changed. Director Kaan stated it was for that was for the Board to discuss their individual inputs on the evaluation the date of March 15, 2021 Special Meeting which was moved to the March 23, 2021 due to not posting agenda legally within 24 hours and to included public participation.

Action Item 6:02

Motion was made by Director Ogley with a second by Director Brownell to approve the following policies for first reading: GBA, GBAA, GBAB, GBEA, GEBEA-R, GBEB, and GBE-R.

Roll call vote: Jodene Boerner - aye, Jill Brownell - aye, Riste Capps - aye, Debora Japp – aye
Dennis Kaan - aye, Ronda Monheiser - aye, Jennifer Ogley - aye. Motion carried.

Action Item 6:03

Motion was made by Director Ogley with a second by Director Brownell to table the staff contract for Mrs. Eastin for the position of Interim Chief Financial Officer and Human Resource Director.


Roll call vote: Jodene Boerner - aye, Jill Brownell - aye, Riste Capps - aye, Debora Japp – aye
Dennis Kaan - aye, Ronda Monheiser - aye, Jennifer Ogley - aye. Motion carried.


Action Item 6:04

Motion was made by Director Brownell with a second by Director Monheiser to table in Executive Session.

Roll call vote: Jodene Boerner - aye, Jill Brownell - aye, Riste Capps - aye, Dennis Kaan - aye,
Ronda Monheiser - aye, Jennifer Ogley - aye. Motion carried.

At 10:03 pm the meeting was adjourned


Dennis Kaan,
President


Riste Capps,
Secretary/Treasurer

