

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

REGULAR BUSINESS MEETING

Location: Hagen Administration Center, Sterling, CO

March 20, 2023

6:00 pm

At 6:01 President Shinn called the meeting to order.

Present: Dr. Marty Foster, Kelly Jo Harlow, Heather Harris, Dennis Klein, Ron Marostica, Joel McCracken, Ronda Monheiser, Michelle Sharp, and Steven Shinn.

Guests in person: Travis Ayers, Debra Brady, Callie Jones, Brenda Kloberdanz, Angie Nicolaus, Janelle Nicolaus, Penny Nicolaus, Troy Nicolaus, and Michael Stevens

Guests Remote: Brett Locke, Dennis Klein (host), holloways, Home, iPhone, jml, Merb, Name (Original Name), and reyesc.

Those in attendance recited the Pledge of Allegiance.

Five members present, showing a quorum.

2. Approval of Agenda

Director Monheiser moved to approve the agenda as presented.

Director Sharp seconded the Motion.

Adopted by consensus

3. Public Comment:

Debra Brady, SMS Math Teacher and SPEA Treasurer, invited the Board to attend a Collective Bargaining Agreement (CBA) informational meeting. The meeting will be held at the Sterling Public Library this Wednesday, March 22, 2023 at 6:00 pm. Several representatives from schools around the state will share what a Collective Bargaining Agreement is, what it does for the District, and how it works.

4. SCHOOL/PROGRAM/COMMUNITY PARTNER HIGHLIGHTS:

Brenda Kloberdanz, Campbell Elementary Principal, introduced Michael Stevens, VFW Post Commander, who came to award the VFW National Citizenship Education Teacher of the Year Award to Janelle Nicolaus. Mrs. Nicolaus received this honor not only from Post 3541, the Sterling Chapter, but Northeastern Colorado District 4, which encompasses Colorado towns east of Fort Morgan. Mrs. Nicolaus has been instrumental in teaching Campbell students about patriotism, the importance of our flag; placement, folding, and respect for it. She has also made a positive impact on the students through helping them honor veterans for their service. She has done this through a training partnership with the VFW, hosting special events for veterans, and a music production celebrating Veterans Day. Her devotion to her students and respect for her country makes her a shining example of patriotism. Board President Shinn thanked Janelle for leading this effort, and the extra work she puts in, "We are proud and honored that you are in RE-1 Valley."

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5. Communication

5.01 Staff Reports: Ron Marostica, Assistant Superintendent, shared information about today's Professional Development for CMAS Training. Training took place in each building and went very well. The official testing window opened today, normally training would have been completed sooner but snow days delayed it. Mr. Klein, Mr. Karg, and Mrs. Nelson are working diligently to be sure that all technology is operating correctly. Mr. Marostica worked with Sarah Lorazel, our CDE contact, to come up with a concise message for parents about the impact of not participating in testing. The goal is to maximize student performance in order to provide accurate placement data for the next school year. It is also used in conjunction with other testing to keep students working at their level and helping them grow. If less than 95% of students participate in CMAS testing the District would be penalized which could result in intervention by the state. Principals will be well-equipped to answer parent questions and encourage student participation.

5.02 Superintendent Report:

- Settlement Agreement

On the advice of the District's attorney, Dr. Foster completed a settlement agreement in the amount of \$3,250.00 with Matt Roane for the improper posting of Executive Session purpose and participants. The settlement is the most cost-effective method of handling the situation. Going forward, with help from an attorney, the District will provide more specific information when entering and exiting Executive Session. Mr. Roane has filed 32 lawsuits across Colorado. Dr. Foster quoted an editorial from the Durango Herald that read: "At the onset, Mr. Roane's efforts led to increased trainings and awareness around public notice required for a board to lawfully convene in executive session. However, at this point, our districts simply feel harassed and frustrated by allegations that often involve minor technical violations of law, with no evidence of concern for local communities, and put school boards in the impossible position of settling to avoid costly litigation." Director Monheiser thanked Dr. Foster for taking the lead and handling this in a timely fashion.

- New Buses

Two new buses, paid for through ESSER funds, a grant received from the federal government, were recently delivered to the District. Another bus, purchased with capital reserves from this year's budget, will be delivered soon. These 65-passenger Thomas school buses will be used to replace existing route buses whose mileage is very high. The District is still struggling to find bus drivers. Northeastern Junior College is trying to put together a CDL Driver's training course with a bus driver endorsement for this summer. CDL training is very expensive, and bus drivers are in short supply. Many Districts have simply canceled bus routes due to this issue.

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- Fourth Quarter

Today is the first day of spring which means winter is officially over. We have almost made it through the “snowiest month” with no snow days. Fourth Quarter is underway and will go very quickly. May 25, 2023, is the last day of school and graduation ceremonies will be held on May 27, 2023. The ceremony for Sterling High School will begin at 10:00 a.m. and Caliche’s ceremony starts at 2:00 p.m. As we all know, graduation is a very big deal for participants and Board member attendance is encouraged.

- Professional Development

Planning for next year is well underway. The calendar is complete and now we are working on a District Wide Professional Development Plan. Trainings will be site based and carefully planned. The goal is to present the completed plan at one of the Board meetings in May.

- Personnel and Budgeting

There are many factors to take into consideration for next year’s budget, benefits and personnel being two of the largest. There are several positions posted for the 2023-2024 school year and several more are anticipated. United Health Care has not yet provided its rates for the upcoming fiscal year. When they do, comparisons from other companies can be considered. Salaries are the largest budget item. The main focus with this budget is to make employee pay match up to years of experience and education. To that end, salary schedules are being reconstructed. Based on this work the estimated cost of placing teachers correctly is \$287,000.00 and placing all other employee groups correctly is estimated at an additional \$67,000.00. This is the number one budget priority. The message needs to be “you matter and we care.”

5.03 Board of Director Reports

- Director Harris: nothing right now.
- Director Monheiser gave a shout-out to teachers, staff and principals for the efforts being made to help parents understand the importance of CMAS testing. She also asks that parents encourage their students to show up and try their hardest.
- Director Sharp: none
- Director McCracken shared some exciting things coming up at Sterling High School. Brian Imbus, Hypnotist, will perform “Miracles of the Mind” on March 22, 2023, at 7:00 p.m. in the Wally Post Gym. Students who would like to be part of the show will be looking for sponsors. The cost to attend is \$5 for students and \$7 for adults. The Sterling High School Art Show will be open to the public on March 31st and April 1st from 6:00 to 10:00 p.m., and April 2nd from 2:00 to 6:00 p.m. Show times for the Spring Musical: Once On This Island are 7:00 p.m. March 31st and April 1st, and 3:00 p.m. April 2nd. Rounding out these events will be the Annual FFA Oyster Fry from 5:00 to 7:00 p.m. on Monday, April 3rd in the Wally Post Gym. Director McCracken congratulated Janelle Nicolaus, stating that she is great not only in the District but in the community. She is just what this

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community needs. He also thanked Jeanett Lambrecht for stepping in as Head Coach for SHS Track and Field. Under her direction, boys won their first meet and girls took third.

- Director Shinn thanked Dr. Foster for his extra work preparing for tonight's meeting and suggested that next year's schedule not include a Board meeting the Monday after spring break. There were no applicants for the District 7 Director opening, leaving this seat vacant. After 60 days, if there are no applicants, the president can appoint a person to fill the vacancy. Director District 4 is also vacant however, Mr. Travis Ayres has presented the required documentation and would like to be considered for that seat. Mr. Shinn spoke with him and asked that we put this on the agenda for April 3, 2023, in order to be sure it is done correctly. Mr. Ayres agreed and is willing to provide anything more that the Board might need.

6. Discussion Items:

6.01 Teacher Salary Schedule

The Board packet contains a copy of the current Teacher Salary Schedule as well as a proposed Teacher Salary Schedule that is intended to provide more opportunities for movement associated with education and accurately honor years of service. These changes will not affect this year's pay, The goal is to get those misplaced on the current salary schedule, placed correctly in order to have a clean starting point for next year's budget. This placement will not negatively affect current placement or pay. If at some point the District decides to change this format, Dr. Foster suggests involving people in the process, comprehensive input is very important. The group is working on the remaining salary schedules. Dr. Foster intends to present those at the April 3, 2023, Board Meeting.

6:02 Director District Reapportionment

School boards are periodically required to determine the population in each director district. If each director district does not contain substantially the same population as the other director districts, the director district boundaries are to be redrawn. This reapportionment will not affect any of the current director's ability to serve. RE-1 Valley is past due for this requirement. Dr. Foster has contacted Western Demographics to provide this service. If the Board gives the ok to move ahead, he will get the process started. It may also be a good time to discuss changing the plan of representation for the district. Changing this plan would require approval by the voters and would be best done during a regular Board Election Year. There are options and stipulations for a change of this magnitude and any of these options would only be considered after gathering input from the community.

At 7:17 p.m. the Board took a break

At 7:30 p.m. the Board reconvened

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7. Action Items:

7.01 Consent Agenda

Director Harris moved to approve the Consent Agenda including the resignation of Ryan Rosete, Music/Band Teacher, Caliche, effective 5/25/2023, Tabitha Held, School Nurse, effective 4/1/2023 and Mikkayla Farquhar, Ayres Elementary Librarian, effective 5/25/2023; new hires: Peter Spahn, Mechanic for Transportation, effective 2/22/2023, and Azucena Nunez Del Rio, Family Community Coordinator, effective 3/06/2023; and the March 6, 2023 Board Minutes as presented.

Director McCracken seconded the motion.

Adopted by unanimous consent

7.02 Teacher Salary Schedule

Director Monheiser moved to approve changing the format of the 2022-2023 Teacher Salary Schedule from the current five-column format back to an eight-column format for use in the preparation of the 2023-2024 budget.

Director Harris seconded the Motion.

Roll Call Vote:

Harris: aye

McCracken: aye

Monheiser: aye

Sharp: aye

Shinn: aye

Motion Carried

8. Closing Remarks:

Director Sharp: April is National Child Abuse Prevention month and the Week of the Young Child will be celebrated April 1st-7th. In celebration of the event, the Early Childhood Council-Logan, Phillips, Sedgwick will sponsor a movie day at the Fox 5 Theater in Sterling on Saturday, April 1, 2023. Children age 0-17 are invited to see The Dog Who Saved Easter. Doors open at 12:30, show time is 1:00 p.m. Admission is free and each child will receive a goody bag.

Director Harris: We are coming into a busy time of year, excited about music programs, athletics, and graduations. Thank you RE-1 Valley staff for all you do.

Director Monheiser: The Caliche PTO is sponsoring Pancake Bingo Night on Friday, March 24th, from 5:00 to 8:00 p.m. in the elementary gym. They are also hosting the Caliche Foundation Buffalo Races on April 1st from 5:00 to 11:00 p.m. For more information on the Buffalo Races contact Jared Armstrong.

Director Shinn: Appreciates the effort that staff always puts in, major accomplishments are underway, we are recognizing employees the best we can with salaries and benefits, there are a lot of things to be addressed and we are looking forward to this busy time.

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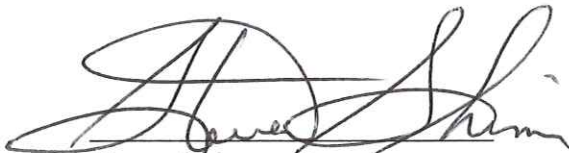
6:00 pm

9. Adjournment

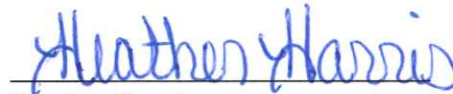
Director Monheiser moved to adjourn

Meeting adjourned at 7:42 p.m.

The next Board Meeting is scheduled for Monday, April 3, 2023, at 6:00 p.m. at the Hagen Administrative Center.



Steven Shinn
President



Heather Harris
Secretary/Treasure