

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

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**REGULAR BUSINESS MEETING**

**Location: Hagen Administration Center, Sterling, CO**

**April 17, 2023**

**6:00 pm**

At 6:00 p.m. Vice President Monheiser called the meeting to order.

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

Guests in person: Kasey Anderson, Lesa Askew, Annette Birgenheier, Debra Brady, V. Shane Browning, Karen Burkholder, Kaina Carrasco, Macie Doherty, Randy Henderson, Matthew Holloway, Dan Hoppe, Cindy Jeffers, Callie Jones, Wesley Knuppel, Risa Lamorie, Kristen Maul, Ryder McConnell, Mike Montajano, Kaylee Myers, Janelle Nicolaus, Jackie Parkins, Ava Reeves, MaryBeth Skerjanec, Ethan Thyne, Annette Vergilio, Joe Vergilio, and Tonya Wilson.

Guests Remote: Aleah's iPhone, Dennis Klein (host), Eastin, Guest, joni, julie s, Laura, Maria Gomez, Mauler, MaulerD, Myra W, Peg Hersfeldt, reyes, rjens, and Zoom user.

Those in attendance recited the Pledge of Allegiance.

Five members present, showing a quorum.

## **2. Approval of Agenda**

Director Harris moved to amend the agenda to add FBLA trip request information to agenda items 6.01 and 7.02.

Director McCracken seconded the Motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

Director Harris moved to approve the agenda as amended.

Director Sharp seconded the Motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

## **3. Public Comment:**

The SHS Girl's Golf Team: Kaina Carrasco, Macie Doherty, Kaylee Myers, and Ava Reeves thanked the Board for adding Girl's Golf to the Athletic line up at Sterling High School this year. They shared their accomplishments so far and have high hopes for what's coming up. Coach, Karen Burkholder, said the season is off to a good start. Of the four girls on the team, three are new to golf. Between all of them, they already have a tournament win, two pars, and a birdie.

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Randy Henderson, Assistant Coach for SHS Boys Basketball, and players: Wesley Knuppel, Ryder McConnell and Ethan Thyne, spoke in support of Brad Hessler as the best candidate for the SHS Boys Basketball Head Coach. Based on his leadership this year they feel he has done a great job with the program and clearly knows what it takes to lead a successful team as their record was 17-7.. Dr. Foster clarified that posting of the position was not a reflection of the job Mr. Hessler has done. It was posted because he was employed as the Interim Coach last year which requires the position to be reposted for applicants.

MaryBeth Skerjanec, South Platte Education Association (SPEA) President, with several members attending in support, asked that the Board reinstate policy GH which formally recognized SPEA as an bargaining agent for teachers and staff. The policy was repealed in 2020. Mrs. Skerjanec also reported that two thirds of RE-1 Staff has signed a petition in support of a Collective Bargaining Agreement (CBA). It would provide a voice for staff we have lost and secure the future of those we attract. Vice President Monheiser read the policy aloud and thanked SPEA for their attendance and for bringing this forward.

**4. SCHOOL/PROGRAM/COMMUNITY PARTNER HIGHLIGHTS:**

Michael Montejano, the District SWAP Coordinator, introduced himself and the SWAP program to the Board. The School to Work Alliance Program is a collaborative effort between local school districts, Colorado Department of Education, the Colorado Department of Labor and Employment, area businesses, and young adults. The job of the SWAP coordinator is to work with state agencies and students to prepare them for employment. The program is intended for individuals between the ages of 15 and 24 who are eligible for and desire services. Mr. Montejano provided an overview of the services he provides to students and his plans to increase community awareness and connect with area businesses in order to open new doors of opportunity.

**5. Communication**

**5.01 Staff Reports:**

Deb County, Interim CFO, provided the third quarter financial report. She guided the Board through each fund, explained what they are used for and shared the bottom line: expenditures are less than revenue. She informed the Board that her department is still working to get account activity correctly classified in order to provide a clearer financial picture. Moving forward the Board will receive monthly financials.

**5.02 Superintendent Report:**

● Financials

Dr. Foster is very pleased that for the first time in two years the Board received an actual Financial Report. This has been a monumental task and he is very appreciative of the dedication and loyalty from Deb County, Brooke Quint, Terry Buswell, Scott Szabo, and the in house finance team. Even though adjusting entries remain to be done in order to make next year's

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budget accurate, we are back on track. Moving forward, regular reports need to be consistent and transparency in financial practices must be standard practice.

- Budget Development Timeline

The District Accountability Committee (DAC) will meet on April 27, 2023 to examine the proposed budget for next year. There is still a lot of work to be done on the budget for the upcoming year, but the intention is that cost of updating salary schedules, employee health insurance and a step for all employees will be included. DAC will present their findings and recommendations to the Board at the May 1, 2023 Business Meeting. Preliminary reading of the budget is scheduled for May 15, 2023 and the goal for final approval is June 19. State Law requires approval prior to July 1.

- Salary Schedules

The majority of the District's budget goes towards employee salary and benefits. These are also huge factors in attracting and maintaining staff. The highest priority with this year's budget is to prove that we value the years of service and education of our employees by making up for steps lost during frozen years. To that end the salary schedules have been reformatted in order to determine where to correctly place staff based on where they would be if past steps had not been frozen. The intent is to send a message to staff that says: things are getting better, we value you, we want you to stay, and we want to provide stability so that you can enjoy your work.

- Health Insurance Committee

At the most recent Health Insurance Committee meeting the District's Broker shared that staying with our current service provider would result in a 13% increase in cost of insurance. At their next meeting, on the 25<sup>th</sup> of April, other options will be presented. There has also been a change in rules of participation. In the past, 100% participation was required, which means the district paid insurance cost for eligible employees even if they had other coverage options. The 100% participation no longer applies. The goal is to present insurance information to the Board at the May 1, 2023 Business meeting and hold open enrollment May 15, 2023 through May 19, 2023.

- CASB Conference

The Colorado Association of School Boards (CASB) holds their annual conference, which offers training opportunities for Boards of Education, the first weekend in December. It is especially beneficial to new board members. The Broadmoor Hotel hosts the conference and uses a lottery to prioritize rooms for District representatives. In order to be included in the lottery the Broadmoor requires that districts request the anticipated number of rooms by April 21, 2023. The district will request 9 rooms, 7 rooms for Board Members, 1 for the Superintendent and 1 for the Superintendent's Secretary. This does not guarantee rooms or obligate the district to use them. If chosen in the lottery, rooms must be reserved through dedicated, limited access, links sent via email in August. Only schools that register now will receive those links.

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- Enhancing School Safety

In light of the tragic, horrendous and mind boggling events resulting in student deaths across the country, Dr. Foster has taken a long hard look at school security. In an effort to thwart these events in RE-1 he has been conversing with Chief Kerr of the Sterling Police Department about School Resource Officers for in town schools. Cost to the District would be one half of each officer's salary and benefits package. Because a school resource officer is not available for Caliche and response times can be over ten minutes, Dr. Foster has been looking into FASTER training for Caliche staff. FASTER stands for Faculty/Administrator Safety Training and Emergency Response. Cost for the program is \$1,000 per person per class. Mr. Joe Vergilio, Caliche Principal, shared that school safety is a huge concern for the Caliche community and a number of his staff are ready and willing to receive the training. Although there is a cost to these programs, you can't put a price on the safety of our staff and students. If anyone has questions they are invited to call Dr. Foster for more information.

### **5.03 Board of Director Reports**

- Director Harris: Thank you for RAPTOR and these security enhancements. They show you really care.
- Director Ayers: Thanks, these enhancements will also affect future students not just current ones.
- Director Sharp: Ditto
- Director McCracken: Thanks Deb for the financials I liked the details and it's great to see the numbers. Safety of our kids is paramount.
- Director Monheiser: There is lots of work to be done; these safety enhancements show we value our students and staff. We've got a long way to go and lots of decisions to make, but seeing progress is promising.

## **6. Discussion Items:**

### **6.01 Trip Requests for Nationals**

SHS's Fashion Design and Technology team (Teagan Tennant, Diana Diaz Yanez, and Joselyn Rodriquez) won 1st place at the State TSA Conference earning them an invitation to Nationals. Three members of the Caliche FBLA (Oran Adolf, Tanner Gerck and Meagan Kizer) and two members of the SHS FBLA (Elizabeth Miller and Ava Reeves) also qualified for Nationals. The teams are asking for approval to attend the conferences and for assistance with cost. Tonight the Board will be asked to approve moving forward with planning of the trips. Final cost and funding arrangements will be discussed and acted upon at the May 1, 2023 Board Meeting.

### **6.02 School Board Member District Reapportionment**

Dr. Foster shared an updated quote for District reapportionment from Western Demographics that includes an additional fee if the Board decides to move forward with preparing a proposal for changing

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the plan of representation. The boundary results for staying with 7 director districts can be ready in June. Moving to 5 Director Districts or a combination at large and director district plan would take a vote of the people. It is also unclear whether a 5 member combination plan would be allowed. CASB says 6 members are required for a combination plan but the Secretary of State's office is non-committal. If the Board decides to move forward with changing the plan of representation, Dr. Foster suggests getting a legal opinion from District Counsel. Gathering input from the community is also needed prior to any action.

**6:03 Policies for First Reading:**

- JKA: Use of Physical Intervention and Restraint (PIR)
- JKA-E-1: Use of PIR Exhibit
- JKA-E-2: Use of PIR Exhibit
- JKA-R: Use of PIR Regulation

Liz Mauler shared updates to the aforementioned policies. Legislation, based on legal issues in bigger districts, has resulted in stricter requirements for written documentation and state reporting for use of Physical Intervention and Restraint (PIR) with a student. Use of PIR for over five minutes was the prior requirement; new guidelines shorten that time to one minute. The legislation also requires stronger guidelines for seclusion rooms including windows or video surveillance that is closely monitored.

**6:04 Policies for Second Reading:**

- GCQEB- Employment of Retired Professional Staff Members
- GDQCA- Employment of Retired Classified Staff Members
- AC: Nondiscrimination/Equal Opportunity
- AC-E-1: Nondiscrimination/Equal Opportunity Exhibit
- AC-R-1: Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)
- AC-R-2: Sexual Harassment Investigation Procedures (Title IX) \*NEW

Dr. Foster clarified changes to policies GCQEB and GDQCA that make them align with current process. He also went through changes to the other policies mentioned above. These changes were additions of specific verbiage in antidiscrimination statements, more robust encouragement for reporting discrimination, contact information for filing complaints and a stronger definition and expectations of the Compliance Officer.

At 8:17 p.m. the Board took a break

At 8:25 p.m. the Board reconvened

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Prior to continuing with Action Items, Dr. Foster personally thanked Ron Marostica, who is retiring, for his work and friendship. He said “You have been a great help during this transition and you are greatly appreciated.” Mr. Marostica’s dedication to RE-1 Valley goes back 20 years. He has seen the District through thick and thin and his presence and expertise has been invaluable. He will be greatly missed.

**7. Action Items:**

**7.01 Consent Agenda**

Director Harris moved to approve the Consent Agenda, which includes staff changes as follows and the Meeting Minutes from April 3, 2023, as presented.

Monday, April 17, 2023				
Personnel Classified /	Resignation / Retirement	/ Work Agreement:		Effective Date
<b>Certified / Contracts / Reassignment / Transfer / Resignations / Disciplinary Actions:</b>				
Marostica, Ron	Retiring	District Wide	Assistant Superintendent	6/30/2023
Orin, Andrea	Resignation	SHS	Academic Advisor	3/29/2023
Serrato, Tanner	Resignation	Campbell	Teacher	5/26/2023
Wied, Rachel	Resignation	Campbell	Teacher	4/14/2023
<b>Classified /</b>				
<b>New Hire / Rehire</b>	<b>/ Work Agreement:</b>			
Bandy, Kenneth	Rehire	SHS	Evening Custodian	5/22/2023
Beckham, Bryce	New Hire	CHS	Paraeducator	4/4/2023
Benson-Lively, Yadira	New Hire	Ayres	Paraeducator	4/5/2023
Reyes, Jacob	New Hire	Ayres	SEL Specialist	8/10/2023
Scholz, Abby	Rehire	SMS	Paraeducator	4/4/2023
<b>Certified /</b>				
<b>New Hire / Rehire</b>	<b>/ Work Agreement:</b>			
Hass, Ashlynn	New Hire	Ayres	1st Grade Teacher	8/9/2023
Kirschbaum, Kaitlin	Reassignment	SMS	Library Admin to 6th Grade SPED Teacher	8/9/2023
Rye, Tara	Reassignment	Ayres	Teaching Assistant to Kindergarten Teacher	8/9/2023
Twigg, Summer	Reassignment	SMS	SSN Para to 8th Grade SPED Teacher	8/9/2023

Director Sharp seconded the motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

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**7.02 Trip Requests for National Competition**

- SHS - Technology Student Association: Lexington Kentucky, 6/28-7/2
- SHS & CHS – FBLA: Atlanta, GA , 6/27-7/1

Director Sharp moved to approve the concept of trip requests from Brad Hessler for two students and two chaperones to attend the National TSA Conference in Louisville, Kentucky departing June 28, 2023, returning on July 2, 2023; and of Jeanett Lambrecht & Scott Walker for 5 students and 2 chaperones to attend the FBLA National Leadership Conference in Atlanta Georgia, departing June 27, 2023 and returning July 1, 2023.

Final cost and funding arrangements for both trips will be discussed and acted upon at the May 1, 2023 Board Meeting.

Director Ayers seconded the motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

**7.03 District Reapportionment/Plan of Representation Proposal**

Director Ayers moved to approve the proposal from Western Demographics to conduct the 2023 reapportionment for RE-1 Valley School District at a cost of \$7,875.00, with a possible increase of \$1,575 if the district pursues a change in the plan of representation, as presented.

Director Harris seconded the motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

**7.04 Policies for Second Reading**

Director McCracken moved to approve policies GCQEB- Employment of Retired Professional Staff Members, GDQCA- Employment of Retired Classified Staff Members, AC: Nondiscrimination/Equal Opportunity, AC-E-1: Nondiscrimination/Equal Opportunity Exhibit, AC-R-1: Nondiscrimination/Equal Opportunity (Complaint and Compliance Process), and AC-R-2: Sexual Harassment Investigation Procedures (Title IX), as presented for second reading.

Director Ayers seconded the motion.

Roll Call Vote:

Ayers: aye   Harris: aye   McCracken: aye   Monheiser: aye   Sharp: aye   Shinn: absent

Motion Carried

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**8. Closing Remarks:**

**Director Sharp:** Thank you for updating policies. We are moving in a positive direction. Thank you Deb for your work on finances. And, Dennis, for keeping technology operational.

**Director McCracken:** None

**Director Ayers:** Middle School Track Meets on Friday and Saturday the team is doing very well with 6<sup>th</sup> grade participation. Thanks for your patience; I look forward to the work to come.

**Director Harris:** Deb thank you, Scott and your staff. Ron thank you for all your hard work and caring. Kelly Jo and Marty thanks for your policy work. Prom is coming, be safe and have a good time.

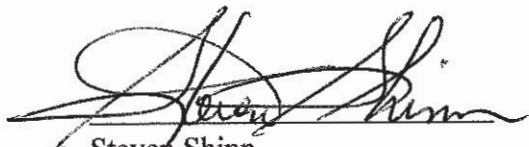
**Director Monheiser:** There are a huge number of events coming up for the district. The end of Spring Semester is always such an exciting time. Every meeting we are moving forward in a positive direction, Ron, thank you for your willingness to help students and your dedication and loyalty for all these years: Job well done.

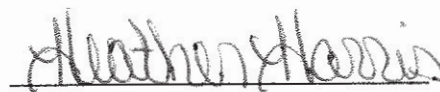
**9. Adjournment**

Director Harris moved to adjourn

Meeting adjourned at 8:40 p.m.

The next Board Meeting is scheduled for Monday, May 1, 2023, 6:00 p.m. at the Hagen Administrative Center.

  
Steven Shinn  
President

  
Heather Harris  
Secretary/Treasure