

**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**

**May 1, 2023**

**6:00 pm**

At 6:05 p.m. President Shinn 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 Steven Shinn. Michelle Sharp was absent.

Guests in person: Chris Connor, Hee Hun Cho, Tammy Adlesperger, Orran Adolf, Mark Appelhans, Kyle Arnoldy, Dennis Aulston, Annette Birgenheier, Debra Brady, Diana Diaz, Karen Fleharty, Tanner Gerk, Linda Jeffers, Kort Johnson, Callie Jones, Jeanett Lambrecht, Risa Lamorie, Kristin Maul, Liz Mauler, Liz Miller, Jackie Parkins, Ava Reeves, Joselyn Rodriguez, Amanda Sieck, MaryBeth Skerjanec, Kristyn Stromberger, Teagan Tennant, Joe Vergilio, Annette Vergilio, Scott Walker, and Tonya Wilson.

Guests Remote: bhillier, Crystal Frank, Dennis Klein (host), Hillier's iPhone, holloways, Justin Sieck, Kylee, Laura, Maria Gomez, Matthew Holloway, Mauler, mg, Myra W, Quinn Cunningham, reyes, rjens, and Shila's iPhone

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 Sterling High School Athletic Director Candidate as discussion item 6.01 and action item 7.01.

Director Monheiser seconded the Motion.

Roll Call Vote:

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

Motion Carried

Director Harris moved to approve the agenda as amended.

Director Monheiser seconded the Motion.

Roll Call Vote:

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

Motion Carried

## **3. Public Comment:**

Tonya Wilson, Kristen Maul, Linda Jeffers, Debra Brady, Risa Lamorie, and MaryBeth Skerjanec each asked the Board to reinstate policy GH, a repealed policy that named South Platte Education Association (SPEA) as a negotiating entity for RE-1 Valley employees during census based negotiations. Census Based Negotiations allowed all parties involved to have a voice in the decision-making process. The shared message from the speakers is that students in RE-1 Valley deserve an educational system that is built on teamwork and mutual respect.

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

4.01 Lieutenant Dennis Aulston, with the Logan County Sheriff's Department, spoke to the Board in support of providing FASTER training for employees at Caliche. He said it is a respectable program that provides solid skills. He suggested that the District consider providing easily concealable personal protective equipment, such as bulletproof vests that identify participating employees as FASTER trained. He also took the opportunity to clarify response procedures and how the type of call can affect response times. The Board thanked him for all the support he has provided over the years.

**5. Communication**

**5.01 Staff Reports:** None

**5.02 Superintendent Report:**

- Enrollment Report

Current Student count is down by 105 students from last year at this time. Based on the enrollment loss report, the majority of students lost since our last report have moved out of the District. Numbers usually increase at the beginning of the school year so numbers may increase this coming fall.

- Teacher Appreciation Week

May 8 through 12 is Teacher Appreciation Week. Dr. Foster is very grateful for our family of teachers and cannot say enough good things about them. To celebrate the week, the Board will provide lunches for all staff at each building during the week. To all staff, Dr. Foster said "From the bottom of my heart I thank you so much for all that you do every day."

- Retirement Celebration

This year's retirement celebration will be held Thursday, May 4, 2023, at Sky Ranch. Director Monheiser will share all the details.

- Crystal Apple Awards

Dr. Foster attended the Crystal Apple Award Banquet hosted by the South Platte Sentinel where many wonderful educators were honored. He had the chance to speak with principals and award winners from throughout the area enjoyed a night of celebration.

- Administrative Assistants Day

RE-1 celebrated Administrative Assistants Day on Wednesday, April 26. Dr. Foster gave a shout-out to his assistants, Michelle Erb and Kelly Jo Harlow, and to all assistants throughout the District. They play a vital role in our buildings.

- Grant

Dr. Foster congratulated Hee Hun Cho, SHS Art and CTE teacher, who applied for and received a grant for \$15,000 from the El Pomar Foundation for upgrading the multimedia lab at Sterling High School.

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- End of Year Information

Dr. Foster asked all Board members to let Michelle Erb know, as soon as possible, if they plan to attend graduation or continuation ceremonies. Graduation Ceremonies are scheduled for May 27, 2023, 10:00 a.m. for Sterling High School and 2:00 p.m. for Caliche. The SMS continuation ceremony will be on Wednesday, May 24, 2023 at 6:00 p.m. The last day of school is May 25, 2023 and will be a half day, Ayres and Campbell Elementary students will be dismissed at 11:15 a.m. All other students will be released at 11:30. No lunch will be served.

- Professional Development plan

Because tonight's agenda was so packed, Dr. Foster thought it best to present the 2023-2024 Professional Development plan at the May 15, 2023 Board Meeting in order to spend more time with it.

- Assistant Superintendent Position

Applications for the position of Assistant Superintendent are now being accepted with a closing date of May 5, 2023. Dr. Foster hopes to have a candidate to present at the May 15, 2023, Board Meeting.

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

- Director Ayers enjoyed the Famous Faces presentations at SMS. The kids were phenomenal and did amazing work. He also congratulated MaryBeth Skerjanec, SMS Teacher, on a great job.
- Director Harris gave a shout-out to Hagen Early Education Center for great results with their state inspection and shared that the SHS Choir and Jazz Band are performing in the pavilion at the courthouse this evening.
- Director Monheiser happened to stop by Hagen Early Education Center while kids were enjoying an onsite visit from one of the Waste Management trucks. The preschoolers seemed to be having a great time and she thanked Director Harris for arranging the visit. She also congratulated the Crystal Apple Award winners. Teacher Appreciation Week is all about staff and she hopes lunch expresses the Board's appreciation. She invited all staff to the Teacher and Staff Celebration event at Sky Ranch on May 4, 2023 at 4:00. The Retirement Reception will follow this celebration at 5:30. All are encouraged to come. The 2023 retirees are: Amy Genereux, Bob Hall, Peg Herschfeldt, Cristine Mooney, Ron Marostica, William Piper, and April Squier.
- Director McCracken attended the recent track meet in Longmont where, thanks to coach Jeanett Lambrecht, Caliche had the top three finishers for the pole-vault. He also saw Wesley Knuppel, SHS student who is new to track, make a 42-foot triple jump. He commended SHS Track Coach Brad Hessler, who has coached four state champions in the triple jump, for encouraging all students to compete. The SHS 4x2 team currently has the top time in the state. "Great job! Keep up the good work."

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- Director Shinn took inspiration from John Wooden to speak about Teacher Appreciation Week. John Wooden was a master coach who instilled character into his players. During his career he coached high school and college students. At UCLA he won 10 NCAA Championships, 7 of those in a row. Teaching was his passion. To express his gratitude to RE-1 Staff, Director Shinn borrowed the following words from Coach Wooden “I think the teaching profession contributes more to the future of our society than any other single profession.” He also assured staff that the Board of Education will do the best they can with what they have to prove how important they are.

**6. Discussion Items:**

**6.01 Mark Appelhans: Sterling High School Athletic Director Candidate**

Mark Appelhans, SHS Interim Principal, shared results from the selection committee regarding the Athletic Director position at SHS. There were 17 applicants who they pared down to 10 and then held 7 interviews. The candidate that rose to the top of the pool was Kyle E. Arnoldy. Mr. Arnoldy is a highly competitive individual who is currently coaching at Lone Star. Mr. Arnoldy is a Sterling High School graduate who is ready to come back home. The hiring committee recommends awarding him the SHS Athletic Director contract for the 2023-2024 school year.

**6:02 Trip Request for National Competitions**

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

Mark Appelhans, SHS Interim Principal, introduced Brad Hessler and Hee Hun Cho, TSA Advisors, and thanked them for their work with the Technology Student Association. SHS TSA members, Teagan Tennant, Diana Diaz Yanez, and Joselyn Rodriquez, placed first at state, the only public school to receive this honor. They have been invited to compete at the TSA National Conference in Lexington Kentucky this summer. The students introduced themselves, shared their project, their experience at state, and their gratitude for the opportunity to compete at Nationals. They imagine this will be a life-changing experience.

Future Business Leaders of America (FBLA) members from Caliche High School, Orran Adolf, and Tanner Gerk; and Sterling High School, Elizabeth Miller and Ava Reeves; placed well during the state competition and have been invited to compete at the FBLA National Conference in Atlanta Georgia. The FBLA Students introduced themselves, shared their journey so far and thanked the Board for supporting their endeavors. Mr. Vergilio, Caliche Principal, thanked both Jeannett Lambrecht; CHS Advisor, and Scott Walker; SHS advisor, for their work and dedication to the program.

Both groups are still engaged in fundraising activities to help with the cost of their trips. The Board wished them the best of luck and hopes they enjoy the experience.

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**6:03 Frances Gillespie Excellence Award: Selection Committee Presentation**

MaryBeth Skerjanec, Frances Gillespie Excellence Award Committee chairperson, shared the recommendation of the nine-person committee for this year's Frances Gillespie Excellence Award. Nominees must have worked for the district for ten years and meet specific criteria as laid out on the nomination form. The committee received six nominations this year, two of them were incomplete. The committee recommends Ruth Bera, District Interventionist, and Amanda Maxwell, SHS Academic Advisor, be named 2023 Frances Gillespie Excellence Award recipients.

**6:04 FASTER Presentation**

Tim Kistler, with FASTER Colorado, explained the Faculty/Administrator Safety Training and Emergency Response (FASTER) program. The program is designed to train teachers, administrators, and other school employees to stop school violence quickly and administer medical aid immediately. Prior to training, all candidates must have a handgun permit. Courses are taught by active duty first responders and strict performance outcomes must be met in order to complete the training. Training includes mindset (mental status), use of force, combat casualty (triage), range work, and scenario-based training. Joe Vergilio, Caliche Principal, reiterated that the community supports this training. He shared, "We want to provide the safest place we can for our kids," and invited anyone with questions or concerns to call him.

**6:05 Employee Health Insurance Proposal**

Brian Hillier, the District's Insurance Broker, and Kristyn Stromberger, with Gordon Insurance, described the process by which the District Insurance Committee determined the best option for employee health insurance. They compared 20 proposals and then whittled them down to two plans that were very similar. Based on cost savings and parallels in the programs, the committee determined that Aetna was the best choice for the District. By switching to Aetna, there will be a 4% cost savings. The district will continue to provide health, vision, and life insurance and all deductibles will carry over to the new provider. Dental will be available for purchase by employees. The Board commended Brian Hillier and Kristyn Stromberger for their work.

At 8:30 p.m. the Board took a break

At 8:45 p.m. the Board reconvened

**6:06 District Accountability Committee (DAC) Budget Recommendation**

Jared Sonnenberg, District Accountability Committee (DAC) Chair was unable to be here tonight, in his absence Dr. Foster shared the DAC's recommendation for the 2023-2024 Budget. The main focus of this budget is to increase salaries for employees with the highest priority being to place employees where they should be on their respective salary schedule. Dr. Foster stressed that no line items have

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been cut; each of the line items has the same amount budgeted for the 2023-2024 school year as the current year. Extra funding from the state and insurance savings will be used for salary increases. Deb County, Interim CFO, guided the Board through a worksheet that illustrates the cost of these changes and where the funds will come from to cover the proposed salary increases. This work has taken a great deal of time and effort. If funding sources come through, all employees will receive an increase in base pay, a step for this year, and, for employees affected by frozen years, makeup steps. Continuation notices, including salary information, are projected to be sent to employees following the first reading of the Budget on May 15, 2023.

**6.07 Policies for First Reading:**

- GBI: Criminal History Record Information (New)
- JLCDC: Medically Necessary Treatment in School Setting (New)
- JLCDC-R: Authorizing Private Health-Care Specialists to Provide Medically Necessary Treatment in School Settings (New)
- Guide Book Policies

*Verbiage:*

- GCQC/GCQD-R
- GCQF-R
- GDBC
- GDE/GDF

*Name/Reference:*

- GCA
- GCQC/GCQD
- GCQF
- GD

Amanda Sieck introduced policy GBI: Criminal History Record Information, a new policy required for adoption, regarding the storage and disposal of Criminal Justice Information (CJI) and its subset of Criminal History Record Information (CHRI); Elizabeth Mauler introduced policies JLCDC and JLCDC-R, pertaining to Medically Necessary Treatment in a School Setting, also new policies for adoption. The Guidebook policies presented this evening have minor changes to verbiage or changes only in the title or references.

**6.08 Policies for Second Reading:**

- JKA: Use of Physical Intervention and Restraint (PIR)
- JKA-R: Use of Physical Intervention and Restraint Regulation
- JKA-E-1: Student Restraint Incident Report Form-Exhibit
- JKA-E-2: Complaint Procedures and Regulations Regarding the Use of Restraint or Seclusion-Exhibit

Liz Mauler reviewed the aforementioned policies and assured the Board that seclusion rooms at all schools have windows and are compliant with this policy.

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**6.09 Policy Discussion: GH-Recognition of the South Platte Education Association**

Policy GH has a storied history going back many years. The Board appreciates the comments shared by staff earlier in the meeting. Prior to voting on the matter, they will take some time to gather additional information about negotiations and policy GH. Ultimately the Board's goal is to take the time needed in order to make a sound decision.

**7. Action Items:**

**7.01 Sterling High School Athletic Director Candidate**

Director Ayers moved to approve the contract of Kyle E. Arnoldy as Sterling High School Athletic Director effective July 1, 2023.

Director Harris seconded the motion.

Roll Call Vote:

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

Motion Carried

**7.02 Consent Agenda**

Director Harris moved to approve the Consent Agenda including staff changes as read, Meeting Minutes from April 17, 2023, as presented, and the addition of new positions: TOSA-GT Coordinator and Data Analyst.

Director Ayers seconded the motion.

Adopted by Consensus

|   |                                 |                          |   |                       |
|---|---------------------------------|--------------------------|---|-----------------------|
| <b>Monday, May 1, 2023</b>  |                                 |                          |   |                       |
| <b>Personnel</b>  |                                 |                          |   |                       |
| <b>Classified /</b>   | <b>Resignation / Retirement</b> | <b>/ Work Agreement:</b> |   | <b>Effective Date</b> |
| William Piper   | Retirement                      | Transportation           | Bus Driver                                  | 5/25/2023             |
| <b>Certified / Contracts / Reassignment / Transfer / Resignations / Disciplinary Actions:</b> |                                 |                          |   |                       |
| Amy Genereux  | Retirement                      | Ayres Elementary         | Interventionist                             | 5/25/2023             |
| Ryan Einspahr   | Resignation                     | SMS                      | Social Emotional Learning Specialist        | 5/25/2023             |
| <b>Classified /</b>   |                                 |                          |   |                       |
| <b>New Hire / Rehire</b>  | <b>/ Work Agreement:</b>        |                          |   |                       |
| Danyelle Phillips   | New Hire                        | Caliche Little Buffs     | Preschool Paraeducator                      | 8/10/2023             |
| Terri Miller  | New Hire                        | District Wide            | District Nurse                              | 8/10/2023             |
| Tristen Kleimola  | New Hire                        | Campbell                 | Summer Sweeper                              | 5/30/2023             |
| Alexis Kleimola   | New Hire                        | Campbell                 | Summer Sweeper                              | 5/30/2023             |
| <b>Certified /</b>  |                                 |                          |   |                       |
| <b>New Hire / Rehire</b>  | <b>/ Work Agreement:</b>        |                          |   |                       |
| Carissa Weber   | New Hire                        | Campbell                 | 3rd Grade Teacher                           | 8/10/2023             |
| Crystal Schmidt   | Rehire                          | Campbell                 | 5th Grade Teacher                           | 8/10/2023             |
| Jacob Meska   | New Hire                        | Caliche Jr/Sr High       | Band Teacher                                | 8/10/2023             |
| Jaime Miller  | Change in Position              | Campbell                 | Sub to Long Term SubTeacher                 | 8/10/2023             |
| Kristina McKay  | New Hire                        | Campbell                 | 5th Grade Teacher                           | 8/10/2023             |
| Jessica Japp  | Rehire                          | Campbell                 | 5th Grade Teacher                           | 8/10/2023             |
| Ashley Reimers  | Change in Position              | Campbell                 | Sub to Long Term SubTeacher                 | 8/10/2023             |
| Sarah VanRensselaer   | New Hire                        | District Wide            | Affective Needs Teacher/Program Coordinator | 8/10/2023             |
| <b>New Positions:</b>   |                                 |                          |   |                       |
|   | Data Analyst                    | TOSA - GT Coordinator    |   |                       |

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**7.03 Teacher Appreciation Week Proclamation**

Director Monheiser moved to acknowledge the 2023 Teacher Appreciation Proclamation for the week of May 8-12, 2023 as read.

Director McCracken seconded the motion.

Roll Call Vote:

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

Motion Carried

**RE-1 VALLEY SCHOOL DISTRICT**  
**STERLING, COLORADO**

**PROCLAMATION**

WHEREAS, an excellent public education is vital to the quality of life of all citizens in our community; and

WHEREAS, our teachers represent a tremendous resource as local educators, responding to the challenges of creating 21<sup>st</sup> Century schools that meet high education standards; and

WHEREAS, our teachers serve our community by educating our children and preparing them for the future; and

WHEREAS, our teachers continually strive for improvement and progress in education; and

WHEREAS, our teachers deserve recognition and thanks for their hard work and dedication to public education;

NOW, THEREFORE, we hereby declare our appreciation to the teachers in the Re-1 Valley School District and proclaim the week of May 8 - 12, 2023, to be

**TEACHER APPRECIATION WEEK**

We urge all citizens to join us in recognizing the dedication and hard work of our teachers in preparing today's students for tomorrow's world.

Mr. Steve Shinn  
President, Re-1 Board of Education

Dr. Martin L. Foster  
Superintendent of Schools



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**7.04 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 McCracken moved to approve the trip requests from Hee Hun Cho for three students and two chaperones to attend the TSA National Conference in Louisville, Kentucky departing June 28, 2023, returning on July 2, 2023; and the one from Jeanett Lambrecht for 4 students and 2 chaperones to attend the FBLA National Leadership Conference in Atlanta Georgia, departing June 27, 2023 and returning July 1, 2023.

Director Monheiser seconded the motion.

Roll Call Vote:

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

Motion Carried

**7.05 Francis Gillespie Excellence Award:**

Director Ayers moved to accept the selection committee's recommendation and award this year's Frances Gillespie Excellence Awards to: Ruth Bera and Amanda Maxwell.

Director Harris seconded the motion.

Roll Call Vote:

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

Motion Carried

**7.06 FASTER Training**

Director Monheiser moved to approve Faculty/Administrator Safety Training and Emergency Response (FASTER) Level 1 training classes for Caliche staff, who qualify and are willing to participate, to be scheduled as soon as training dates become available.

Director McCracken seconded the motion.

Roll Call Vote:

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

Motion Carried

**7.07 Employee Health Insurance Proposal**

Director Monheiser moved to select Aetna as the Health Plan Provider to RE-1 Valley full-time, benefit-eligible employees for the 2023-2024 fiscal year, with coverage to include the premium for Aetna OAMC 4000 plan, at a cost of \$819.46. If an employee chooses Aetna OAMC 6750, the district will deposit the difference in premiums of \$186.94 in that employee's HSA account. If an employee chooses AETNA plan OAMC3000, the difference in premiums of \$2.21 will be the responsibility of the employee. The District will continue to provide vision coverage through VSP (Vision Service Plan) at

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the single rate of \$9.42 and life insurance. Benefit-eligible employees will be offered Delta Dental coverage at a cost of \$32.17 to be paid by the employee. All dollar values in the above paragraph represent a per-employee per-month cost.

Director Ayers seconded the motion

Roll Call Vote:

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

Motion Carried

**7.08 Policies for Second Reading**

- JKA: Use of Physical Intervention and Restraint (PIR)
- JKA-R: Use of Physical Intervention and Restraint (PIR): Regulation
- JKA-E-1: Student Restraint Incident Report Form-Exhibit
- JKA-E-2: Complaint Procedures and Regulations Regarding the Use of Restraint or Seclusion-Exhibit

Director Ayers moved to approve policies JKA: Use of Physical Intervention and Restraint, JKA-R: Use of Physical Intervention and Restraint-Regulation, JKA-E-1: Student Restraint Incident Report Form-Exhibit and JKA-E-2: Complaint Procedures and Regulations Regarding the Use of Restraint or Seclusion-Exhibit, for second reading as presented.

Director Harris seconded the motion

Roll Call Vote:

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

Motion Carried

**8. Closing Remarks:**

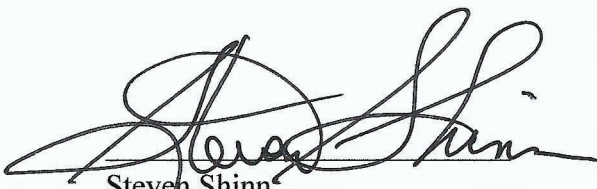
**Director Monheiser:** We got a lot done tonight. The Caliche Spring Program is May 2, 2023.

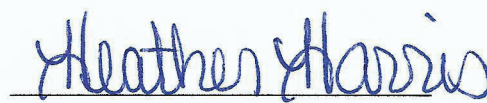
**Director Shinn:** Thank you, everyone, for all your efforts, we'll see you at our next meeting on May 15, 2023, at the Hagen Administrative Center.

**9. Adjournment**

Director Monheiser moved to adjourn

Meeting adjourned at 10:06 p.m.

  
Steven Shinn  
President

  
Heather Harris  
Secretary/Treasure