

NORTH CONEJOS SCHOOL DISTRICT RE-1J
REGULAR BOARD OF EDUCATION MEETING
December 13, 2016
District Administration Building
6:30 p.m.

MEETING MINUTES

CALL TO ORDER

The meeting scheduled for 6:30 p.m. at the District Administration Office was called to order at 6:30 pm by Mark Bahr, President.

ROLL CALL

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.

PREDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

APPROVAL OF CONSENT AGENDA/CHANGES TO CONSENT AGENDA

A motion was made by Steve Sorensen to approve the consent agenda as presented, seconded by Chuck Finnegan. **(Attachments #1 - #4)**

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.

The motion passed.

APPROVAL OF AGENDA/ADDITIONS TO AGENDA

A motion was made by Robert Chavez to approve the agenda as presented, seconded by Joseph Baroz

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.

The motion passed

FALCON AWARD

Mr. Andrew Shelton, CMS teacher, presented Mason Sowards with a Falcon Award. Mason's soil conservation poster took first place at the school and again at the state level. His poster has now been sent to the national level for judging. NCS D is proud of Mason and everyone wishes him the best at the national level. Mr. Brian Loch presented Loren Guymon with the Falcon Award. Loren helps at the CHS basketball games with sweeping the floor and doing whatever CHS administration asks of him. NCS D thanks Loren Guymon for volunteering to help CHS athletics.

FINANCIAL AUDIT PRESENTED BY WLL SMITH & BATEMAN

Carla Wilschau and Jenna Sowards presented the 2016 financial audit findings to the board.

OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD

None

DEPARTMENT REPORTS/ACTIVITIES

Achievement Reports: (Attachment #6)

See attached reports from building administrators.

BOCES Report:

Mark Bahr reported that items discussed at the last BOCES meeting included: PARA's and the cost to employ them with districts paying 70% of their salary and BOCES paying 30% of the PARA's salary, the negative factor, new graduation requirements, and the minimum wage change and its effect on district/BOCES' budgets.

NCEA Report:

John Campo discussed the need to lobby the state legislature as an advocate for schools and students. He mentioned that NCEA membership is shrinking and asked the board and administration to speak to staff about the benefits of NCEA. John briefly addressed the early retirement policy and the need for NCEA to be involved in those discussions. He also appreciates the good communication in the district.

Administration Report:

Mr. Wilson thanked NCEA for their efforts throughout the last year and expressed his appreciation for them, and extended appreciation to the board of education for their support and service to the district and community.

Mr. Wilson reminded the board of the band and choir Christmas concert on December 19th and invited them to attend, stating this would be the last winter concert under the direction of Mrs. JoAnn Ruybal.

NCSd has no tolerance for drugs and will enforce policy and law policies, yet NCSd administration needs to use common sense and sound judgement, and treat each situation on a case by case basis in terms of age and appropriate consequences. In addition to policy and providing appropriate consequences, Mr. Wilson continues to work with Joseph Valdez and the Conejos County Drug Coalition to provide the best in drug prevention education to NCSd students.

Mr. Wilson commended staff and students for exercising class and dignity, and acting appropriately concerning the election and its outcome, as there were numerous issues statewide with adults leading inappropriate and unprofessional conduct. NCSd staff exercised a moral imperative to be the exemplars of good conduct.

Mr. Wilson and principals have been making home visits and recognizing students for positive actions throughout the month of December. Students are presented with a Falcon Award for their positive behavior. Administration is seeing good things happen as a result of these home visits as this is a concerted effort to build community trust and demonstrate the level of care NCSd provides its students.

NCSd is piloting a program with CDE and their e-licensing program, and we are seeing many benefits in partnering with CDE and the e-licensing process as the benefits will certainly assist staff in their quest to relicense and have information regarding the acceptance/decline of CDE licensure, the timing of any and all actions taken by the department, and what the overall status is of their particular license.

NCSd staff has completed training on sexual harassment conduct as Mr. Wilson wanted to educate staff again regarding these policies/conduct, seeing an increase in cases statewide and on the news. He also directed Athletic Director Jesse Shawcroft to review and re-educate coaches and student-athletes about hazing/bullying, that there is no room for it in this good district.

An active shooter training was held at La Jara Elementary over the Thanksgiving holiday for NCSd ASP's; Colorado State Patrol provided the training, and Mr. Wilson expressed gratitude for the great effort extended to plan for and train district personnel.

The North Conejos Alternative Program School Performance Framework (SPF) was delayed, but NCAP has been issued a rating of PERFORMANCE, and Mr. Wilson commends Mrs. Susan Hamilton and NCAP staff for providing a quality education for students.

NCSd may not have to do a unified improvement plan this year according to the Colorado Department of Education, exercising the option to submit a UIP every other year as NCSd is considered a rural district (under 1,000 students). A G/T addendum will need to be submitted this year as an attachment to last year's UIP.

Mr. Wilson and other San Luis Valley Superintendents have written letters to the state and national legislators concerning SRS funding, and how it impacts school districts locally, asking them to approve a new commitment to providing the funding that is in all reality local revenue.

Mr. Wilson referenced the new minimum wage requirement as it will impact our district currently and in the future stages of full implementation. We will need to increase wages for substitutes in January, which is the reason for the action item on the agenda, and will eventually need to increase wages for cooks and secretaries to be compliant.

Mr. Wilson stated that some staff have inquired regarding the feasibility of a 4-day week, which he has replied that it has not been a board discussion in any manner, and has not been directed to move in that direction.

The state superintendents are formulating a proposal to submit to legislators regarding a 1-year reprieve from the negative factor to those districts that are in most need, with a sliding scale which considers various factors to determine financial need. State superintendents will meet again on January 6th to continue to work on the language in that proposal. With the current draft, NCSD could see a 50% one-year reduction in the negative factor if passed, which would be approximately \$500,000. ESSA, replacing No Child Left Behind, may not be the reprieve initially thought as Mr. Wilson explained that state laws stemming from NCLB are still in effect. Many “hub and spoke” committees are in collaboration statewide, attempting to formulate how to implement ESSA while staying within the context of the many laws already (and still) in play per state law.

Transportation director, Pat Crowther, found a mini-bus that may work to replace one of the current and frequently dysfunctional vehicles, and will provide the details to Mr. Wilson, who in turn will ask the board to approve the purchase of a much-needed minibus in January.

DISCUSSION ITEMS

Discuss and Review Policies CBD-E and DKB for Revision

Mr. Wilson briefly reviewed the revision to the policies.

CHS Civil Rights Review

Mr. Brian Loch, Centauri Principal, presented to the board a brief report of the findings in the recent civil rights audit at CHS, and what changes are now required by the district/high school. Centauri needs to provide notice of non-discrimination via statement and include that statement in all staff and student handbooks. Teacher applications need the Superintendents name and information on it, on the teacher application it asks if the individual can do the job and ‘if not, then why’ needs to be removed, CHS parking lot needs one more handicapped spot, there must be vertical handicapped signage posted, restrooms need hand rails, and locker rooms can’t have the small drop off in the showers. CHS has two years to make the necessary changes. Mr. Loch told the board that there is a janitors’ room/closet where the cabinets can be removed and CHS may be able to turn this into a handicapped/unisex restroom. He also told the board that some signage needs to be changed to be compliant with the audit findings.

5 year Facility Plan

NCSD did not get the bid for north property; Mr Wilson noted it sold for almost twice the offer of the NCSD. The board was asked to consider the buildings in the district and their condition and the reality of repair costs; Mr. Wilson will make information available to the public when the building assessment report is delivered to him via CDE. He stated NCSD needs to make some decisions on current building repairs and where to proceed with the issues in each building following receipt of the report.

District Early Retirement Bonus

This is policy GCQE. Mr. Wilson told the board of education that this policy needs to be reconsidered and revised in light of the current cuts in funding from the state, as the district cannot consume the type of debt to hold, and to disperse, noting that the policy contains figures higher than individual's yearly salary. NCEA, staff, and the board will have input on this as it concerns a policy change.

District Pay Scale

Mr. Wilson presented to the board our current pay scale, and how he feels it is not a good measurement of staff educational compensation, noting the systematic problem with individuals who have a BA+32 or +40, then return to school and receive a Master's degree (they go backwards, rather than forward on the scale). The board would like a work session to discuss this and then make any needed changes and revise the scale. The board directed Mr. Wilson to present his recommendations on a revision of the current pay scale for their consideration.

ACTION ITEMS

Resolution authorizing the use of a portion of beginning fund balance as authorized by Colorado statutes to finish security upgrade at all locations and upgrade phone system at Manassa Elementary and La Jara Elementary

A motion was made by Steve Sorensen to approve the Resolution authorizing the use of a portion of beginning fund balance as authorized by Colorado statutes to finish security upgrade at all locations and upgrade phone system at Manassa Elementary and La Jara Elementary, seconded by Chuck Finnegan

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.

The motion passed.

Resolution to appropriate to each fund as specified in the Adopted Budget for the ensuing fiscal year beginning July 1, 2016 and ending June 30, 2017

A motion was made by Robert Chavez to approve the Resolution to appropriate to each fund as specified in the Adopted Budget for the ensuing fiscal year beginning July 1, 2016 and ending June 30, 2017, seconded by Joseph Baroz

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Certification of Mill Levies for Property Tax Year 2016

A motion was made by Robert Chavez to approve the certification of Mill Levies for Property Tax Year 2016, seconded by Steve Sorensen

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Solar Garden Contract

A motion was made by Steve Sorensen to approve the Solar Garden Contract as presented, seconded by Joseph Baroz

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Discuss and Review policies DAB, DAB-E, and DB for adoption or revision, for the second reading

A motion was made by Robert Chavez to approve policies DAB, DAB-E, and DB for adoption or revision, for the second reading, seconded by Chuck Finnegan

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Discuss and review policies DBD, DBG-E, DBG, DEA, DFA/DFAA, DH, DID, DJ/DJA, DJG, DKC, DEB for adoption or revision, for the first reading

A motion was made by Joseph Baroz to approve policies DBD, DBG-E, DBG, DEZA, DFA/DFAA, DH, DID, DJ/DJA, DJG, DKC, DEB for adoption or revision, for the first reading, seconded by Steve Sorensen

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Discuss and review policies CBIA, CBD-E, DBC, DBC-E, DBD-E-1, DBD-E-2, DBE/DBF, DBGA, DGH, DC, DCA, DEAA, DG-R, DGA, DI-R, DJB, DJB-R, DJD, DJF, DKA, DKC-E, DKC-R, DKG-E, DN for repeal, for the first reading

A motion was made by Robert Chavez to approve policies CBIA, CBD-E, DBC, DBC-E, DBD-E-1, DBD-E-2, DBE/DBF, DBGA, DGH, DC, DCA, DEAA, DG-R, DGA, DI-R, DJB, DJB-R, DJD, DJF, DKA, DKC-E, DKC-R, DKG-E, DN for repeal, for the first reading, seconded by Chuck Finnegan

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

15-16 Financial Audit

A motion was made by Steve Sorensen to approve the 15-16 Financial Audit report as presented by Wall Smith & Bateman, seconded by Robert Chavez.

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

Staff Christmas Bonus

A motion was made by Robert Chavez to approve the staff Christmas bonus as presented, seconded by Steve Sorensen

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

NCSA Substitute Pay

A motion was made by Robert Chavez to approve NCSA substitute pay as presented, seconded by Chuck Finnegan

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.
The motion passed.

EXECUTIVE SESSION

A motion was made by Steve Sorensen to go into executive session with Mr. Wilson and others as needed, to discuss privileged information and personnel issues, seconded by Robert Chavez.

Mark Bahr, aye; Joseph Baroz, aye; Robert Chavez, aye; Garth Crowther, absent; Chuck Finnegan, aye; Steve Sorensen, aye.

The motion passed.

Meeting adjourned at 9:45 p.m.

Topic 1 – 3 minutes

Topic 2 – 3 minutes

Topic 3 – 17 minutes

The next regular board of Education meeting will be January 17, 2017 at 6:30pm.