

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION
MINUTES FOR MAY 10th, 2018
BOARD MEETING

**Workshop
MS/HS Main Gym**

**May 10th, 2018
5:30 p.m.**

I. DISCUSSION

- A. Discussion regarding the superintendent search from 5:30 p.m. to 5:55 p.m.

**Regular Board Meeting
MS/HS Main Gym**

**May 10th, 2018
6:00 p.m.**

- I. CALL TO ORDER - The Dolores School Board meeting was called to order at 6:00 p.m. on March 10th, 2018.
- II. ROLL CALL - Members present were: Casey McClellan, Kay Phelps, Dee Prock and Deanna Truelsen. Scott Cooper, Superintendent, Gary Livick, Elementary Principal, Doreen Jones, Business Manager, staff and community members were also in attendance.
- III. PLEDGE AND MOMENT OF SILENCE
- IV. APPROVAL OF AGENDA
Changes were proposed to the agenda as follows; The school health professionals presentation, V., A., will be moved to next month; under additions VI. D. and E. will be switched; the resignation of Clint Schurr will be taken out of the consent agenda and moved to XV. Discussion among board members; X., E., F., and G. will be pulled out for further discussion.

A motion was made by Casey McClellan and seconded by Deanna Truelsen to approve the agenda with the additions and the above changes.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

V. CELEBRATIONS/PRESENTATIONS

- A. School Health Professionals Presentation – Nick Maez, Peggy Pine – None; moved to next month.
- B. Beottcher Teacher Residency Program (BTRP) – Sherri Maxwell – Ms. Maxwell thanked the board and Dr. Cooper for the opportunity to present tonight. She's been retired for three years, with close to 30 years at Dolores. Two months before she retired, she was tasked with researching CO's shortage of teachers. She did field coaching under this program, and eventually took over the whole program. Refer to her PowerPoint presentation for specifics.
- Highlights: Having great teachers is the single most important school based factor in closing the achievement gap. The teacher shortage is evident; fewer people are going into education. The classroom is the best place for teachers to develop skills they need. BTRP places residents in teaching positions alongside master teachers.
- Goals: Recruit, train and retain; they're committed to their residents for five years. Increase teacher quality, enhance collaborative cultures, improve student learning, support teachers throughout their career. The first cohort was in 2004 and they've trained 300 teachers across the state to date. This program started in Southwest CO in 2014, and they've trained 59 teachers within the nine regional school districts. There are 35 candidates on the slate for next year.
- 95 percent of Boettcher teachers are still working in education after five years, compared with national averages of less than 50 percent. It's a unique, grant funded, field coaching cohort model, mentor selection and training; they have diverse learners, professional development (PD) support of five years.
- Eligibility requirements: Bachelor's degree, strong academic talent, U.S. citizen. It is a rigorous selection process.
- Service agreement: Residents have to stay for at least three years within the network; in return they will be provided with five years of PD.
- Challenges: Residents in the program often need to earn a salary; they work for a year without salary and benefits. Some residents are hired by the district and they teach full time while in this program.

They want to enable residents to have the gift of time to grow their practice, bring highly effective community members into the field without having personal finances be a barrier. Every student deserves a highly effective teacher.

Dolores as a leader would like to offer residents a small salary and benefits commensurate with those of a para educator position; this allows Dolores to grow their own educators while allowing members who may want to teach to have the means to do so. Ms. Maxwell currently has two people on tap and several more interested to become part of the Dolores team. This is a great community and they want to share their knowledge and give back to our kids.

What do you get for the money? Local teachers for local schools; a pipeline of highly qualified teachers; new staff coaching at no cost to the district; highly qualified, ongoing PD opportunities for mentors and residents.

Look them up on Facebook.

Audience Member, Ms. Culpepper – She said her daughter will not be going here next year, but she wants to thank the teachers; teachers need to be paid; teachers are the first line; our kids are leaving Dolores, and they need to fix the problem and pay teachers what they deserve.

Contact Ms. Maxwell for more information and how to become a mentor.

Audience Member, Mr. Moore – Where does the money come from? Ms. Maxwell reported it comes from the district; the program pays for coaching and training. Mr. Moore realizes it's an expense to the district, but what's the total cost? Dr. Cooper reported this is up for a discussion later in the evening. Right now it's a grant funded opportunity, should the Dolores board choose to vote in favor; then grant funding can be applied for to fund the opportunity of new teachers attracted into the profession. At this point, funds will not come out of the general fund.

- C. Destination Imagination (DI) – A Dolores MS DI team came and shared their presentation for DI. They were 1st in the region, 3rd in the state and have qualified for global finals in Tennessee; the first ever Dolores DI team to achieve this. DI is an after school extracurricular program. Their project his year was STEM based. The students reported that DI is great to be involved with, they meet new people, they learn teamwork, problem solving, creativity. They thanked their DI leader for her mentorship. They are having a DI fundraiser on May 15; a concert, chili dinner and silent auction at the Dolores campground; come and support their efforts.
- D. Fifth and Sixth Grade Celebration of Successes – Fifth grade students and teachers thanked the board, teachers and community for this newly established tradition of celebration. The fifth grade students highlighted the great year they've had with great classroom projects, field trips, service learning trips, service animals, etc.; they presented a newspaper they created and presented on a pay it forward project of kindness.

VI. CITIZENS TO ADDRESS THE BOARD – Ms. Prock reported that there are a number of people to speak tonight and they have many things to accomplish at this meeting. She will be firm about the three-minute rule. Thanks to everyone, they are appreciated.

- A. Why I took my child out of school – Deanna Sullivan – Ms. Sullivan missed the last board meeting so is presenting tonight. Her letter was written a couple weeks ago so it might be a bit outdated, quite a bit has transpired. She asked Ms. Shull to read her letter to the board.

Highlights: She pulled her son two months ago from Dolores; he is now attending Cortez. His grades started to fall; he had problems in class with other kids; he was being pulled out without notification of parents; she felt her son was not getting what he needed. Her son couldn't tell mom what happened, so she did some investigation.

No. 1, ineligible for basketball; no designated teacher in class. No. 2, the special ed teacher not receiving help in class, even though it was asked for. The para was helping some but it wasn't enough. The para was being left alone with the students; the teacher was not allowed back in class because of an incident that her son could not disclose to her. No. 3, talked to AD, why isn't son getting help he needs; no answer, talk to principal. No. 4, asked principal why PowerSchool was not being updated; advised to talk to the teachers. What happens for graduation? She was told Dolores will not honor her son's Alex course. No. 5, she is not mad at the teachers; she feels the teachers are going above and beyond the principal. She feels she was not included as the mom when she should have been. There was no grade all year in math; the AD talked disparagingly about her son to someone else while another coach was in the room.

- B. Health Clinic – Eric Breitenbach – Mr. Breitenbach thanked the board. He has concerns regarding the proposed health clinic. As a healthcare professional, he feels there will be a duplication of service with the proposed Southwest clinic if the SBHC is approved. He understands the clinic will offer mental health and recognizes mental health issues are challenging; there is a problem in this area, but this is a school campus and is not the appropriate setting for these problems to be treated. There are many opportunities available already, without the need for a SBHC. He feels there is a link between mental health and nutrition. The availability of junk food in Dolores schools is unacceptable. He left a copy of a study for the board that outlines this issue and how simple it can be to help.
- Work can be done to improve the mental health of students. As a taxpayer, there will be two tax supported clinics in Dolores. Mr. MacHale set the ML increase when he was superintendent; he voted in favor of it, understanding it would sunset; it never did as the current administration went after a permanent bill increase. He feels the district has an insatiable appetite for money. Every program initiated costs more money, and the expenses are put on the backs of taxpayers. Spending money doesn't fix problems.
- He's a parent of two HS students; they've had difficulty receiving proper guidance with college prep and appropriate courses, so much so that they had to seek outside help. The experience has been difficult on the accelerated track and concurrent enrollment. Dr. Cooper said years ago that Dolores lacked teachers with credentials, so those teachers can't teach the college level classes. To date, no new qualified teachers have been hired since that meeting. Excellence requires focus. Dolores is an educational facility. Students attend for a diploma; Dolores should provide its students with a thorough and relevant education in a safe environment. Everything beyond that is a distraction. The SBHC giving out contraception and vaccines under the umbrella of education will be a distraction. Invest in the education of the students, the teachers and the safety of our kids.
- C. Finding Common Ground – Jennifer Adams – Ms. Adams has been involved with Dolores for 10 years. She's been attending board meetings, and many have brought up valid concerns; there is a need for common ground. She doesn't appreciate the disrespect and the derailing that occurs at board meetings by those with personal agendas. She is frustrated, and she is not the only one. She's had some time to reflect on the last few months. With the current recall, if it moves forward, the district will have to pay for the new election. There are three seats up for election in 2019, which allows time for the board to do what needs to be done; hire quality educators, help the community recover, find common ground.
- She urged the board to disregard politics and personal agendas. There's a lot at stake. By law every child that shows up should receive a quality education. The board needs to collaborate on common values and solutions to bullying, recruiting and retaining quality educators.
- D. Employees for meeting norms - Melody McNeil – Ms. McNeil supports the board holding their meetings to Robert's Rules; she is concerned about how the school board meetings have gone. It's her opinion that meetings have deviated from set agendas and devolved into shouting matches. It's creating a bad atmosphere, blame, distrust, and it's harmful to the school and community. Board meetings are a forum to not only obtain information but express opinions; she understands some of those opinions evoke emotion and passion. She would like the community to respect the rules of the forum and act civilly. Please maintain order under Robert's Rules. Because the board president holds folks to these rules, that does not mean it's a way to suppress opinions; it's to maintain a level of decorum. Dolores motto, Respect, Responsibility, Relationships. She distributed a copy of a letter signed by staff to all board members.
- E. Thank you to Scott Cooper - Meg Neeley – Ms. Neeley wants to thank Dr. Cooper for his service to the district; she outlined his triumphs and accomplishments.
- First, she'd like to clarify the responsibilities of a superintendent. Education programs, spending, staff, facilities, respond to other constituency and interest groups in the district, financial and human resources of the district to achieve best results.
- Accomplishments: He's not been afraid to take risks, make commitments, oversaw a successful ML override; \$6.5 million budget success; infant and toddler center; \$2.6 million BEST grant; initiative to match funding; half a million dollars for the School Based Health Clinic; excellent work ethic; constant presence on campus; model of dedication; helped in teacher evaluations; effective communicator and listener; implemented Coffee Wednesdays; responds to messages; he didn't focus on one aspect of the district, always keeping the future of the staff, students and community in his sights to make the district the best it could be. Thank you for your focus and best wishes.
- F. School Based Health Clinic – Kyan Maloney – Thanked the board for the opportunity to speak. She is a fifth generation Dolores resident and a Dolores HS graduate. She's proud of her community and

wants her son to have a similar positive experience. As an elementary school parent, a concerned taxpayer, she has concerns for prudent financial spending. The SBHC has been under investigation and she expects the results will be shared tonight. She attended a community advisory meeting for the health clinic and learned that Dolores will be responsible for in kind maintenance costs for the clinic. There has been different numbers given; \$100/month; \$200/month; estimates from the architect. She consulted the finance director, compared the SBHC to a school building of comparable size and costs could be as follows: Gas 135; electric 92; water/sewer 58; cleaning one hour five days week \$325; two hours five days a week \$653; the maintenance director's estimate includes trash, floors, general cleanup. Supplies are not included. Telephone, Internet and other expenses are not included, therefore a lot of unknowns that the school will have to pay. Possibly \$600-\$1,000/month? The finance director suggested an MOU will be needed between the facility and the school to determine exact costs, and those costs are not allocated in next year's budget because it hasn't been finalized. 26 students have left Dolores since October 2017. Yes, a grant was received to build the clinic, but moneys already spent have been more than anticipated. Additional costs could change because often construction goes over budget. Will Dolores be responsible for the increased costs? Where will the money come from? General funds? Unused transportation building funds? The school is in a watch status due to low test scores; why isn't extra money being used for education? Dolores is a school, not a health clinic; students are here to learn, not go to the doctor. How will this clinic help the school? She trusts the board to look towards the future and what's best for the education of its students. She's asking the board to table the contractor decision until the board can talk to the finance director and have more information on costs going forward. She read the mission and vision for Dolores.

- G. Letter from former student regarding misinformation at last board meeting – Brenda Hindmarsh - Ms. Hindmarsh's son was a student at Dolores 12 years ago; and in student successes at the last meeting he was mentioned as being a current student, which is a misrepresentation. He wanted to set the record straight, and being over 400 miles away, he wrote a letter for his mom to read. Highlights: Although he's humbled to be included in the successes, gross inaccuracies were presented. He graduated from DHS in May of 2007; elected to the CO State FFA in June of 2007; traveled the state promoting ag ed. He attended Northeastern Junior College and received an AS in animal science; attended CSU and received a bachelor's and then a DVM degree in 2016. He's in Phoenix now. He's perplexed that he was mentioned for current student successes. Was the presenter completely naive? He also was not the first alumni to be an FFA officer, there were several others before him. He does not appreciate the implication; Archibeque was the primary administrator when he attended Dolores; Schurr, Gordanier, Melvin and others were instrumental in the ag ed program when he attended. His success was influenced by an ag foundation. He's saddened at how far the school has fallen over the past few years. It's apparent the community has relinquished faith in the district to provide a safe learning environment for its students. The admin should be held to a higher standard as leadership is directed from the top down. With Dr. Cooper's resignation, Dolores can rewrite history, institute effective leadership, with the many teachers and parents that care about the school and its future. Trust is being put in the school board to lead the school the way it should be lead. Ms. Hindmarsh agrees with her son's sentiments and hopes Dolores will turn around.
- H. School Based Health Clinic – Jeff Pope – Mr. Pope is the father of two elementary school students, here tonight speaking in favor of the SBHC. SBHCs are tried and tested and they increase positive outcomes for students and families, leaving a lasting impact on the community. He feels it's a proactive approach to building capacity and resilience in children and families. They're the first line of defense in identifying communicable disease, mental health issues, substance abuse, education, and they can make a difference academically. Students with mental health issues are twice as likely to stay in school with proper supports. SBHCs can provide social emotional learning programs and improve achievement scores by 11-17 percentage points. Available social workers can carry out proper treatment for those that need it. He will be ultimately sending three children to Dolores. In today's society, many kids will experience a lot of mental health issues. He wants all tools at the disposal of the district to help him and his family and others navigate the world today. Dolores is visionary in its leadership providing a SBHC in its schools. They can be anchors in communities. He stated the goals outlined in 2014 and what are listed on the website, The Dolores School District will provide all students with a positive, student centered organizational culture. In September 2017 Dolores stepped into visionary leadership,

accepted the SBHC grant; let's finish what was started, fund the construction and operation of the clinic; he feels it will help to keep kids safe.

- I. School Based Health Clinic - Amy Bean – Ms. Bean has been 31 years in the district; her daughter attended Dolores from kindergarten until graduation in 1993. She has concerns from a fiscal standpoint regarding the contract approval for the SBHC. She contacted the business manager inquiring about the bid amount. The lowest bid was Weeminuche at \$454,000; that's what's up for approval tonight. Grant money received was \$478,000; \$70,000 has been set aside for the owner's rep and architect; leaving \$408,000 for construction. There will be a deficit. The school is in a turnaround status; 29 students have left since October.

What was originally proposed was that the SBHC would be no cost to the school district; this is false, the bid proves this. Three board members are business owners. If you're over approximately \$46,000 what you intended to spend, you would go back to the drawing board and rethink the plan. The school and community needs to make responsible decisions.

- J. Rumors and Facts – Deanna Truelsen – Ms. Truelsen thanked everyone that has done research and made presentations. She heard a rumor, the real estate business has over 100 homes in the Dolores area for sale, people are not buying because of the school; false, there are 56 homes for sale, and one's been on the market for over a year. Last meeting she heard 200 students were ineligible; false, there were only 100 students; yes, still too much but what are the facts? When the terrible assault occurred, she heard it was two days before Sheriff Nowlin knew; false, he was there the day it happened. Rumor, the school board had a secret meeting and approved Dr. Cooper's contract with a raise; false, it was a publicly posted meeting and the minutes are available online; they had a meeting in executive session; a motion made to approve the contract with a slight decrease in his salary.

- VII. SRO Report – Deputy Green reported on the last two months, missing last month's meeting. They've been busy. There have been five Safe 2 Tell reports. One of those was a suicide threat, the other four were for harassment, all have been investigated. The suicide threat led to a bullying issue, and it's been investigated. There were two incidents of bullying in the last month. One was unfounded; the second one resulted in consequences. There were four criminal incidents reported; investigations were done; one was unfounded; one referred to the City of Cortez; one resulted in a summons being issued; the fourth is under investigation. She's had 25 traffic contacts, mainly for speeding. Two MS students were issued summons for vaping incidents out in the school parking lot. There was one threat assessment. There was a vandalism of a student's car.

The preschool graduation was a success; prom was a success.

Sheriff Nowlin reported the summary of criminal incident brought to them in March; the detective prepared a written summary, which the board received and Sheriff Nowlin read. The investigation only deals with facts, not opinions. They received a tip from a concerned citizen that Dr. Cooper fraudulently obtained grant funding for the SBHC, by falsifying free and reduced lunch (FRL) numbers in Dolores. Dr. Cooper was solely responsible for the grant application. Dr. Cooper reported on the grant application to the CO Health Foundation (COHF) the Dolores free and reduced lunch at 50%. The SBHC would need approximately 300 clients to fall into a category for the FRL program to continue to receive grant funding; this would be unobtainable causing financial issues and Dolores would have to pay back some of the money.

Documents were provided to the investigator, along with percentages at Dolores of FRL; 37.7 % for Dolores RE-4A for 2017-'18. This doesn't include the kindergarten age group, so it actually totals about 41 or 42%. The grant application states if milestones are not met, Dolores will be responsible for paying back the grant.

The investigator contacted COHF, a private foundation focused on serving low income Coloradoans who don't have access to healthcare service. When looking at the grant, several pieces are brought up and elevated to determine if it falls in their mission. 50% was not a condition put forth from COHF; it was put in the contract by Dolores. 41% is acceptable; minors that live in the surrounding area that are not attending Dolores would also be able to use the SBHC. There was a finding of no fraud or misrepresentation by Dr. Cooper related to the grant. The investigator reached out to Dr. Cooper, who said he would consult with the school attorney and get back with the investigator. The school's attorney contacted the investigator; the attorney said the percentage could be higher because of surrounding people using the clinic, so there was no misrepresentation. Dr. Cooper didn't speak with the investigator personally. These are just the facts of the investigation.

Mr. McClellan has more information, and since the school's attorney is present, he would like an executive session to discuss and resolve the issue.

EXECUTIVE SESSION – LEGAL ISSUE

A motion was made by Casey McClellan and seconded by Deanna Truelsen to break into executive session for the purpose of discussion regarding legal matters as authorized by C.R.S. 24-6-402(4)(b). Those present at the outset of the executive session shall be members of the Board of Education, the Superintendent, the Dolores District’s attorney and Sheriff Nowlin.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

The Board broke into Executive Session at 7:35 p.m. and returned at 8:02 p.m. with no votes taken or decisions made.

VIII. STUDENT GOVERNMENT REPORT – None.

IX. DISTRICT ACCOUNTABILITY – MULTI TIERED SYSTEMS OF SUPPORT LEADERSHIP TEAM (MLT) – None.

X. ACTION ITEMS (CONSENT AGENDA):

A motion was made by Deanna Truelsen and seconded by Casey McClellan that the Board approve and adopt the recommended actions for the items on the consent agenda pulling out X. E., F. and G. and the resignation of Clint Schurr under C.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

A. Approval of April bills and financial statements for period ending April 30th, 2018

B. Approval of minutes for the April 4th, 2018, special board meeting

C. Personnel: **Approval of:** *Fourth-grade teacher:* Ellen Hanson
Fifth Grade Teacher: Lucas Werner
HS ESS Teacher: Nyibol Bior
Second Grade Teacher: Danene Yokeum
Substitute Teacher: Richard “Jim” Siscoe
Fourth Grade Teacher: Renee Nall
Resignation of: *MS/HS P.E. Teacher:* Forrest Grosh
Fourth Grade Teacher: Kathy Carpenter
Elementary Social Worker: Catherine Anliker
Superintendent: Scott Cooper

D. Policies:

CODE	TOPIC	READING
ADF♦	School Wellness	HOLD
ADF-R	School Wellness –regulation	HOLD
DKC♦	Expense Authorization / Reimbursement	HOLD
BG	School Board Policy Process	1st reading
GBEE♦	Staff Use of the Internet & Elect. Commun.	1st reading
GCE/GCF♦	Professional Staff Recruiting / Hiring	1st reading
GCE/GCF-R	Professional Staff Recruiting / Hiring reg.	1st reading
GDE/GDF♦	Support Staff Recruiting / Hiring	1st reading
GDE/GDF-R	Support Staff Recruiting / Hiring reg.	1st reading
JKA-E-2	Complaint Procedures...Use of Restraint...	1st reading
ACA	Nondiscrimination on the Basis of Sex	repeal
ACA-E	" " " " – exhibit	repeal
ACE	Nondiscrimination on the Basis of Disability	repeal
ACE-R	" " " " – reg.	repeal
AA	School District Legal Status	repeal
ACE-E-1	" " " " – exhibit	repeal
BB	School Board Legal Status	repeal
BBAA	Board Member Authority & Responsibilities	repeal
BBBB	Board Member Oath of Office	repeal

BBBC/BBBD	Board Member Resignation / Removal	repeal
BBBE	Unexpired Term Fulfillment / Vacancies	repeal
BBBG	Board Elections	repeal
BGB	Policy Adoption	repeal
BGB-R	Policy Adoption (Waiver Requests)	repeal
BGC	Policy Revision and Review	repeal
BGD	Board Review of Regulations	repeal
BGE	Policy Communication / Feedback	repeal
BGF	Suspension / Repeal of Policy	repeal
CFBA	Evaluation of Evaluators	repeal
CHB	Board Review of Regulations	repeal
DJGA	Sales Calls and Demonstrations	repeal
EB	Environmental and Safety Program	repeal
EBCA	Disaster Plans	repeal
EBCB	Safety Drills	repeal
ECAC	Vandalism	repeal
EEAEF	Video Cameras on Transp. Vehicles	repeal
EEAEF-R	" " " " reg.	repeal
EEAEF-E	Notice to Parents - Video Cameras – exhibit	repeal
EEAFA	Extracurricular Activity Buses / Field Trips	repeal
EEAFA-R-1	" " " " – reg.	repeal
GBG	Liability of School Personnel...	repeal
GBGAA	Staff Training in Crisis Prevention...	repeal
GDFB	Support Staff Selection (Bus Drivers)	repeal
IIA	Grouping for Instruction	repeal
♦ Required by law † New Policy		

E. Approval of Recommendations for Expulsion

XI. STRATEGIC PLAN UPDATE/PRESENTATION.

A. Strategic Plan #1: Student Success! - None

B. Strategic Plan #2: Student Centered Culture - None

C. Strategic Plan #3: Student First Financing - Ms. Jones reported on the 2018-'19 budget summary. All salary estimates were sent, with three options: Estimated salaries with regular steps and moving classified up to \$11.10, minimum wage, for January; estimated salaries with steps and suggested increase of \$780 for certified, moving classified up to \$12; the previous two plus the 5 additional positions requested in the secondary and Boettcher pay benefits.

She received the actual funded pupil count from CDE and as of now it's 659 students; this includes 44 kindergarten, which Dolores only gets half of the funding. They are able to average the last five years, so it will bring the number up to 681.96. The PPOR is \$8,647.96/student. The total program is \$5,922,141; back out the property tax and specific ownership, so the total estimated state share will be \$4,597,919. This is up from last year by approximately \$239,630; not quite as much as hoped for. Dolores has lost 29 students since the October count. Revenues and expenses are estimated. Salaries are estimates only because people are coming and going. There is an estimated increase in PERA that can be backed out if needed.

Medical insurance is going up; there is not yet a beginning balance figured in, no contingencies, strictly revenues against expenses, as the funding stands now.

If they choose the option of: one- estimated salaries with regular steps and classified increasing to \$11.10, there will be a \$383,538 deficit in the budget. If they choose option two - implement a step increase for teachers of \$780 to bring the base wage for certified teachers to \$31,500, and bring classified up to \$12, there will be a \$480,012 deficit. These figures do not have a carryforward balance. If they choose the third option, granting the five additional positions in the secondary (MS math, online coordinator, part time sign language person, extra CDE director, dean of students), the deficit will be approximately \$644,074.

The last piece is the Boettcher program; Dr. Cooper explained it is not part of CDE funding, there is grant money that is available if Dolores wants to apply. The cost for four teachers would be \$104,064, PERA pay plus full benefits.

Ms. Jones reported in the past they did contracts in June for the teachers; the last two years they've been trying to get the contracts done and signed in May. If the board would like the latter, she needs direction on how to proceed with salaries. They will have a better outlook next month when they know the carryforward and the definite numbers on staff. They can do the contracts at the minimum level for now and change that if money becomes available.

Ms. Jones recommends the following, until more information is known: One step for everybody; move classified to \$11.10 minimum wage.

Dr. Cooper would like to add a Dean of Students in the secondary now so they can advertise for the position.

(Unintelligible discussion between Ms. Prock and Dr. Cooper.)

Mr. McClellan asked Ms. Jones on the options, what will change if there is a \$250,000 carryover in any of the options? Mrs. Jones stated that each with each option the deficit will decrease by \$250,000. The student count could change the numbers as well. The funding won't change until the October count. They are building the budget on the actual numbers known now. There are a lot of unknowns on how the year will end. There is still ordering being done; insurance to be paid, etc.

Ms. Prock is recommending to approve Option No. 1 with a step and \$11.10 for classified and a step for certified. The minimum wage needs to be at \$12 by January 2020.

Mr. McClellan is concerned regarding the dean of students position, why the rush? What does Dr. Cooper know that others don't? Dr. Cooper has been helping the secondary principal all year, the secondary has been without a dean of students; if they advertise now, candidates can apply that will be on track to be principal some day, a lot of candidates will want to be in a building with an experienced principal. It's getting late in the hiring season and hard to get applicants.

Dr. Cooper recommends approving Ms. Jones' recommendation tonight and get the contracts out before the end of year, incorporating in the secondary dean of students position.

A motion was made by Deanna Truelsen and seconded by Kay Phelps to approve Ms. Jones' budget recommendation for Option No. 1, incorporating Dr. Cooper's recommendation to advertise for a Dean of Students at the secondary.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

Ms. Prock requested that as soon as Ms. Jones knows the numbers, please let them know so they can be the most supportive to staff as they can be.

XII. SUPERINTENDENT REPORT – Dr. Cooper's thanked the board for the past seven years; it's been challenging, fun, rewarding, and he's looking forward to watching Dolores go far and build off what he's helped accomplish.

XIII. ACADEMIC REPORT – All reports are in packets, no discussion.

A. Preschool – Ms. Prock thanked Ms. Rosenkrance for a wonderful preschool graduation.

B. Elementary – Mr. Livick reported on the melodramas and sixth grade tea; he's excited to see what they'll do next. Tomorrow is career day. They are down in pink slips compared to last year, a 37% decline. NWEA numbers have come in, a couple highlights: Measuring growth, math, 60% made a years' worth of growth this year, last year it was 45%; reading, 60% this year, last year 51%.

Ms. Prock said she heard that in secondary it's up, too.

C. Middle School – None.

D. High School - None.

Ms. Truelsen reported the baseball team won; they leave tomorrow at 1:00; there will be a big sendoff. They play at 10 o'clock in Olathe on Saturday.

XIV. BOARD REPORTS AND REQUESTS

A. BOCES – None.

B. Legislative Network Reports – Dr. Cooper reported they finished last night, yielding the highest funding in seven years. PPOR is going up, negative factor is going down, providing for hundreds of millions of dollars across the state, possibly in the \$400,000s of new money for Dolores. The rural sustainability

bill has been put forth for another year; \$4 million in one time funding coming to the districts if approved. It's shaping up to be a good year for school finance. ERA, pension will cost a bit more in 2019.

- C. Town/County Board Reports – Ms. Truelsen reported that the parks committee has a survey out, and they want everyone to fill it out, what they'd like to see in the playground and the park system. She suggested folks go to the town hall to meet with new interim town manager; she said for a year they haven't had much direction and the new interim manager has insight and enthusiasm.
- D. Board requests for future agenda items and information, etc. – Ms. Truelsen has heard about students having trouble getting their transcripts; not getting help with college applications, not getting the support they need. She would like a report on that next month.

Ms. Prock would like a committee formed on scholarships and their availability, to help get word out to students on what's available. They are addressing it, but it would be nice to get participation from students and parents to help with this.

XV. DISCUSSION AMONG BOARD MEMBERS/ACTION ITEMS

- A. Set Special Meeting (Budget) for June 2018 – Action Item

Ms. Truelsen would like a special meeting for the budget. When will Ms. Jones be ready? The last week of June would be the best time.

After discussion, a motion was made by Deanna Truelsen and seconded by Casey McClellan to set a special budget meeting for June 26, 2018, at 5:00 p.m.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

- B. District Issues and Solutions – Mr. McClellan sent a message yesterday to teachers recognizing them for teacher appreciation week; he took heat from folks that didn't believe it was genuine. He was encouraged to publicly make a statement that he appreciates teachers, but he feels that wouldn't be believed. He does appreciate the teachers. He has four kids that have gone or are going to school here at Dolores for 13 years; some are going to be attending for nine more years. He has a lot of time vested in the district, it means a lot to him, means a lot he's on the board. He's not here to bash teachers, nothing he's ever said has been anti teacher. He's wanting to see a change that benefits teachers, and he doesn't see it. Almost everything he's talked about and done ultimately is for the benefit of the teachers. It's somewhat troubling that others don't recognize it, but it's something he's used to.

When he recognizes where problems are coming from he doesn't hesitate to speak about them.

Dolores is losing great teachers, he's spoken with most and done his research. He's asked folks to mull it over, sleep on it, are you sure you want to do that? If he had no respect for the teachers, would he make the effort? It's absurd to think he doesn't care. He knows why he's here, he's here for the teachers, he appreciates each and every one, there is not a teacher he's met that he's had anything bad to say. All of his kids' teachers he's appreciated. His daughter is successful because of teachers. He's been told to propose solutions, not just throw out problems, so he'd like all to consider the following:

Interviews - Problem – interviews of employees are not held at the district office; elementary parents are not invited on hiring teams. This was common in the past. Solution - all interviews should be held at the district office (DO) in the board room, parents should be on teams.

Hiring – employees are hired without backgroundchecks, they're not qualified, no application has been filled out, they're hired when not being recommended by the hiring team. Solution - let parents help on teams, interviews at the DO, the recommendations of the hiring team should be provided to the board for review. Follow the current district policies.

Bullying – it's still happening, two parents have come to him within a week and a half; this should not require a special meeting to deal with. Follow the policy.

Disrespect – at the secondary, two students are disrespectful daily to a teacher, and this happens a lot with other students. Solution – there doesn't need to be a special meeting. Follow the discipline policy.

Classroom environment – give teachers the freedom to focus on teaching, eliminate chronic disruption from students, the chronic push in. Solution - follow the policy.

Discipline – many kids are disrespectful, they bypass the push in, the students have learned to manipulate the system, teachers aren't supported by the administration. Solution – eliminate the push in model; he has done some research, a friend of his in the Denver public schools has never heard of the push in model. If the social worker is there to develop trust and then is the disciplinarian, this

doesn't work. It can't be both. This takes the parents out of the equation. He as a parent wants a phone call from the principal if there's an issue with his child. Solution – follow the policy. Inconsistent endorsement and handoff – some students go to the next level of discipline, some don't – inconsistent, disparate treatment. Solution - follow the policy.

CHSAA – students are allowed to play when ineligible, there's inconsistent management, students are not getting the help they need, grades are not updated as they should be, students get to decide when they attend detention. Solution – follow the policy.

Ms. Prock would like Mr. McClellan to share these with the rest of the board so they can discuss them; he has about five more minutes.

Ineligibility is a problem – it was stated the board does not have access to this information; the board does have access and they should be monitoring this on a monthly basis, considering the longevity of the problem.

Grants – could obligate the district beyond its means. Grants have been applied for without adequate board input or oversight. The business manager has been asked to sign on a grant without having seen it. The board should be more active in this process.

Purchasing policy – this was requested to be done through the school offices by the administration and secondary principal, and it's now done by the schools, against the advice of the business manager. There have been late pays and no order oversight. Solution - move it back to the DO.

Planning periods – they're not in sync with the secondary school; can't plan for shared projects. Solution – align planning periods with the secondary school.

Curriculum – ensure its aligned across all grade levels; the board should approve curriculum with parent and community involvement.

Student advisory – college transcripts are asked to be sent, sometimes requests spanning months; a student had been trying to get her transcripts and she was recently told, you're legal at 18, call them yourself; many times scholarship information is given after the deadline to apply; students are not properly informed of many opportunities. Our guidance counselors should be responsive to the needs of our students.

CHSAA – football, the move to opt out was not brought to the board or community. The policy specifically states it must be brought to the board but it wasn't. A special meeting had to be set to see about rejoining the league. Follow the policy.

Cell phones – huge distraction; stop using them in class. Teachers should place phones in a rack in the classroom.

Accountability – policies are routinely bypassed by the administration; unnecessary time is spent in special meetings; it's stressful for parents, it's getting students out of a walkout. The administration should be held accountable by the board when policies are not followed.

Audience member, Ms. Adams - What was that about? Maybe she couldn't hear, what was Mr. McClellan's intention? Mr. McClellan stated his intention is to identify problems and solutions. Ms. Phelps reported they've already begun a process to help with some of these issues, at the community forum they discussed discipline, the push in is optional, phones are being addressed; they need to refine them and get weigh in. Ms. Prock said they need to find the ones that they haven't already put time and change into. They'll accomplish those and work on other things that have been brought in tonight.

Mr. McClellan said there are policies for nearly everything, the administration simply needs to follow them, thereby eliminating special needs for disciplinary actions and other situations that arise. If this were being consistently done and policies followed, they wouldn't have all the issues they're having. Ms. Phelps recognizes the need for a culture change. Things need to be adjusted and in order to move forward, policies need to be adjusted. At what point does the discipline policy have to go through the approval of the board? What Ms. Huffman presented at the community forum, those changes around discipline approach, does that require a policy change? Ms. Prock said there is an existing policy; a social worker is needed but they aren't the disciplinarian.

Ms. Shull requested a point of order, she would like to speak. The community would like a time frame for resolutions to be met; the phrase we're working on it is not good enough. Ms. Prock said some of these issues brought up by Mr. McClellan have been dealt with, they are being worked on, some of what he read tonight the rest of the board didn't have the opportunity to see ahead of time; they want to be able to go over it and process the information. Ms. Shull again asked for a deadline, when will resolutions be met?

Audience Member, Ms. Boyd – She took away from Mr. McClellan's points that there is a breakdown in the chain of command, policies are not being followed consistently and fairly across the board, and it's causing serious problems within the school. She understands what Mr. McClellan's points are and they need to be addressed.

Audience Member, Ms. Nichols – Agrees, they already have policies right now; they don't need to change them, just follow what's in place, and that might eliminate some of the issues. The leaders at Dolores aren't following policy, they aren't consistent, and they need to be held accountable.

Ms. Prock agrees, but she said they also need to look at the policies and determine can they be followed, are they current and do they need updating.

- C. Approval of Weeminuche Construction Authority (WCA) contractors to construct the School Based Health Clinic (SBHC) – Ms. Prock has always been tentative towards the idea of this facility being associated with the school; she's learned and grown with the concept. She agrees with Dr. Breitenbach for the need and focus on health, nutrition; does feel this is a separate situation, looking at what's best for our community, not based on personal preferences.
- Ms. Phelps agrees that the focus needs to be on academic achievement; good teachers know that academic achievement and social/emotional wellness are closely linked. Until somewhat recently it was an intuitive knowledge; now, it's backed by research in cognition and neuroscience. They now know that in order for students to achieve and be successful academically they need to be seen as whole people. There is research to support this. When there is a SBHC right there in front of the school, she feels it sends a strong message that we care about students as whole people.
- Ms. Prock – cleaning in the health clinic would be done by employees of the clinic; it's not an obligation for Dolores to do that. Mrs. Jones stated that according to the draft Memorandum of Agreement, the District will be responsible for the cleaning.
- Mr. McClellan – the school has challenges ahead; the clinic is over budget, they shouldn't spend any more than what's allotted from the grant; the scope of the project has changed enough with two bidders that in the event they move forward, it should be put out for bid again. Half a million dollars is a lot of money for a 1600 sq. ft. building; he feels it can be built for considerably less.
- Ms. Prock – understands his points, but it was put out for bid a second time, and they did receive lower bids.
- Mr. McClellan clarified that the second time it went out they only renegotiated with the previous two bidders; Dr. Cooper confirmed, yes, each bidder came back with a much lower bid.
- Ms. Prock – Moneys are available for the building and running of the clinic and some has been received. There are advantages to the community to receive that funding for the people who need the services. The hospital clinic that was going to come here, that is on hold as of now.
- Ms. Truelsen – She called the hospital to find out the projected date of the opening of the clinic; as of now, they don't know when it will be. As an employer of low income people, she feels the clinic would be beneficial. Research shows that with a SBHC there's less absenteeism; cost is an issue, but it's gone out for bid twice.
- Ms. Shull asked if the overruns have been figured in? Ms. Prock reported a 3% contingency was figured in.
- Mr. McClellan asked Ms. Jones what is it over budget so far? Ms. Jones reported with accepting the WCA bid, they will be approximately \$89,405 over budget with numbers they were presented. This amount is not in the proposed budget summary figures that she gave earlier. This was also the lowest bidder.
- Ms. Prock reported if we do not go forward Dolores will still have to pay approximately \$71,000 for the owner's rep and architect.
- Audience Member, Ms. Breitenbach – The new hospital clinic is not going forward at this time because the hospital is over budget. They're in the healthcare business, Dolores is in the education business. If they're over budget being a hospital, how can a school be knowledgeable enough to carry the project through within budget?

A motion was made by Dee Prock and seconded by Kay Phelps to approve WCA contractors to construct the SBHC, with up to 90,000 from capital reserves to cover potential overture.

Discussion: Audience Member, Mr. Moore - Where will the extra money be coming from, capital projects? This was set aside for the transportation building. Ms. Jones reported that the original quotes on the transportation building design, the smallest building was \$558,000, the largest \$937,000;

they have downsized it, moved out of that design build frame. So far they've hired the architect, done the geotech; the next thing is ordering the metal building. They don't know what the final cost will be on the transportation building. Ms. Prock reiterated if they don't go forward Dolores will still have to pay approximately \$70,000.

Mr. Funk won't guess on the final cost; the metal building kit needs to be ordered, the architect's drawings and the concrete work needs to be done. Final amounts are unknown at this time.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

- D. Approval of 4 Boettcher Teacher residents with para pay and benefits – This will be moved to another board meeting; more information is needed.
- E. Superintendent Search – The DEA would like to be involved, also community members and parents; the board is trying to determine if it's best to look for an interim to fill the position for the next year; this might provide more opportunity for attracting effective people with appropriate backgrounds; they can come out of retirement for the fall and spring. Mr. McClellan doesn't feel they need to spend money on CASB for their help, let's go through the four or five names that have already been given to them. Ms. Phelps feels local involvement would be good, they can do an interim, then can get CASB help if they need it. Ms. Prock reported some of the people recommended are not aware they've been recommended, so they're reaching out to them to see of their interest. Ms. Truelsen would like to see an interim; when Dr. Cooper was selected they had three panels, they interviewed three candidates. It was a good process and they should do that again. Ms. Prock – They need to set up a time where they can sit down, establish the committees, and go with an interim.

Audience Member, Ms. Vass – As a board member she was involved with Mr. MacHale and Dr. Cooper's interviews; the board reached out to teachers, community, students, and everyone put their name in. There were so many that wanted to be involved so it became a lottery and names were drawn; this made it fair for everyone.

Mr. McClellan feels this is a great idea, and once the committee is formed, the interview process should be open to the community to sit it on; he feels it's critical the community is engaged in the whole process.

Ms. Truelsen reported the committees were large; Ms. Prock reported they also had an open meet and greet.

Audience Member, Mr. Pope – Did the board develop a policy that related to such a search, being they've done it in the past; why reinvent the wheel at this late hour and date? Move forward with what has worked.

Audience Member, Ms. Vass – During both superintendent searches she was involved in, the board reached out to CASB for help with the search; they came down, guided the board on next steps, technicalities they would have to go through; they helped do a statewide and outer states search for possible candidates. The interim will help guide the board as to starting salary; CASB offered their input as well. CASB does the pre-meetings, it does cost money but she highly recommends having them.

Audience Member, Mr. Pope – With where we are in the year, July 1 is fast approaching, which is a new school year, a new fiscal year, they should want to have someone in place. The board should run their search, adjourn now and get to it. That would be a great use of tax dollars for efficiency.

Ms. Phelps – Was there audience in the interviews? She was involved in a president search and they did have audience members sit in on the interviews; they could ask questions that were presented ahead of time and provide some input.

More to come.

- F. Approval of Transportation metal building kit purchase – Mr. Funk reported the cost is approximately \$53,000; spreadsheets are in board packets.

A motion was made by Casey McClellan and seconded by Kay Phelps to approve the transportation metal building kit purchase in the amount of \$53,844.

Votes: McClellan-aye; Phelps-aye; Prock-aye; Truelsen-aye

G. Clint Schurr Resignation – This will be dealt with at a later time in executive session, and that will be published when known.

XVI. ADJOURNMENT was at 9:29 p.m. The next workshop and board meeting will be held on Thursday, June 14th, 2018, at 5:30 p.m.

Am Prock 6/26/18
Board President Date

Deanna Paulsen 6-14-18
Board Secretary Date