

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

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**BOARD BUSINESS MEETING**  
**Hagen Administration Center**  
**March 18, 2019**

CALL TO ORDER: At 6:02 p.m. President Smock called the meeting to order.

PLEDGE OF ALLEGIANCE: Those in attendance recited the Pledge of Allegiance.

ROLL CALL: Directors Anderson, Capps, Kaan, Smock Vogel and Westfall were present.  
Director Ogley was absent.

CALENDAR REVIEW:

April 1	Workshop/Special Meeting	6:00 pm SDR
April 15	Business Meeting	6:00 pm Board Room
May 3 & May 8	Consensus Based Negotiations Day 1	8:30 am-4:00 pm Board Room

**Public Information**

**Sterling Middle School Student Council**

Jan Mari, student council advisor at Sterling Middle School, and class representatives George Witherspoon and Ava Santo, provided an overview of the structure, purpose, and services of the Sterling Middle School Student Council.

**New Elementary Grant**

Brigitte Gustafson, RE-1 Valley Special Education Director, is applying for a \$246,000 Elementary Social Emotional Learning Professional grant from the Colorado Department of Education. Grant funds would provide an Elementary Behavior Specialist, Positive Action Curriculum, Trauma Informed Schools training for all elementary staff and other professional development and student growth opportunities. She also shared that the District has been approved to host a School to Work Alliance Program that will help 15-24 year old students with mild to moderate needs learn real world skills and find employment. All of the students who were attending Converge are receiving services within the district. Mrs. Gustafson is actively involved in trying to bring a day treatment facility to Northeast Colorado.

**Citizen's Comments:**

Lee Fetters shared information, from a staff member's perspective, regarding retirement options being considered by the Board.

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**Adoption of Agenda:** Director Anderson moved to approve the agenda as presented.

Director Kaan seconded the motion

Poll: Anderson - aye      Smock - aye  
Capps - aye      Vogel - aye  
Kaan - aye      Westfall - aye  
Ogley - absent

**Action Items**

**Consent Agenda**

**MINUTES:**

Minutes from the February 19, 2019, Business Meeting, as well as the March 4, 2019, Executive Session were approved as presented.

**DISTRICT BILLS:**

District bills for the month of February in the amount of \$892,284.90, were approved.

**FINANCIAL REPORTS:**

The February unaudited financial reports were approved as presented.

**PERSONNEL:**

The new contract of Kristy Willis, Caliche Principal, effective July 1, 2019 was approved.

The resignation of Emily Zwirn, 3rd Grade teacher at Campbell; effective at the end of the 2018-2019 school year was approved.

The retirements of Sherri Rasmussen, Kitchen Manager, Campbell, effective May 31, 2019, and Kay Wernsman, Food Services Director, effective June 30, 2019 were approved.

**ACTIVITY TRIPS:**

The trip requests of Jeff Squier for 3 chaperones and 10 students to Denver, CO for the 2019 state wrestling tournament, February 21-23 and for 3 chaperones and 15 students to Denver, CO, for the state basketball tournament, March 7-9, 2019, were ratified and the trip requests of Jeff Squier for 2 chaperones and 16 students to La Junta, CO, for a baseball tournament, and Risa Lamorie for 2 chaperones and 1 band member to Greeley, CO, for the all state band competition, March 28-30, 2019, were approved.

Director Kaan moved to approve the consent agenda as presented.

Director Capps seconded the motion

Poll: Anderson - aye      Smock - aye  
Capps - aye      Vogel - aye  
Kaan - aye      Westfall - aye  
Ogley - absent

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**SUPERINTENDENT**

**CONTRACT:** Director Kaan moved to approve the retirement of Dr. Jan DeLay effective June 30, 2019, and grant a transition year for the 2019-2020 school year in fulfillment of her current contract.

Director Vogel seconded the motion.

During discussion Director Kaan moved to amend the motion.

Director Vogel seconded.

Poll: Anderson - aye      Smock - aye  
Capps - aye      Vogel - aye  
Kaan - aye      Westfall - aye  
Ogley - absent

Amended motion: Move to approve the retirement of Dr. Jan DeLay effective June 30, 2019, and grant a transition year that does not include paid time off or paid benefits. In fulfillment of her current contract her 2019-2020 scheduled working days will be August 1 to June 30.

Poll: Anderson - aye      Smock - aye  
Capps - aye      Vogel - aye  
Kaan - aye      Westfall - aye  
Ogley - absent

**POLICY**

**SUSPENSION:** Director Anderson moved to suspend paragraphs 4 and 5 of policy GCQEB: Employment of Retired Professional Staff Members for the 2019-2020 school year.

Director Vogel seconded the motion.

Poll: Anderson - aye      Smock - aye  
Capps - aye      Vogel - aye  
Kaan - aye      Westfall - aye  
Ogley - absent

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**RETIREMENT OPTION**

**TRANSITION YEAR:** Director Anderson moved to allow retiring certified staff requesting a transition year to maintain health benefits and receive paid time off equivalent to their current status for the 2019-2020 school year.

Director Kaan seconded the motion.

During discussion Director Anderson moved to amend the motion.

Director Kaan seconded.

Poll:	Anderson - aye	Smock - aye
	Capps - aye	Vogel - aye
	Kaan - aye	Westfall - aye
	Ogley - absent	

Amended motion: Move to allow retiring classified and certified staff requesting a transition year to maintain health benefits and receive paid time off equivalent to their current status for the 2019-2020 school year.

Poll:	Anderson - aye	Smock - aye
	Capps - aye	Vogel - aye
	Kaan - aye	Westfall - aye
	Ogley - absent	

**RETIREMENT OPTION**

**BONUS/STEP INCREASE:** Tabled for in depth review of information.

The Board took a break at 7:45 p.m.

The Board reconvened at 7:55 p.m.

**Discussion Items**

**Q&A:** There were no questions in the Any Questions box.

**Salary Schedules:**

As requested at the March 4, 2019 Workshop, Kim Krier presented more salary schedule scenarios for the Board's consideration and included numbers of staff on each pay schedule. She also shared the cost of reinstating benefits for paras. Dr. DeLay provided a comparison of principal salaries for schools in the Patriot League. The Board is exploring budget options until a funding source is identified.

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**Correspondence/General Information**

The Board received the March Newsletter from Ayres, an invitation to the Logan County Chamber of Commerce Banquet, and a copy of the Journal Advocate's Milligan Music Award Winner article in their packets.

**Reports**

**SUPERINTENDENT'S**

**REPORT:** Dr. DeLay shared a YouTube video about school funding in Colorado and the inequity of mill levies across the state. The legislature is currently looking at uniform mill levy legislation that could provide increased funding to RE-1 Valley. She also shared an update on the Caliche gym project sealed bid process.

**BOARD DIRECTORS'**

**REPORTS:** Director Capps attended the CASB Legislative Conference in Denver. She learned problem solving suggestions for community relations strengthening and that for some behavior issues an exercise break works better than a time out.

Director Westfall remotely attended the Every Student Succeeds Act meeting. Discussions included equitable distribution of teachers and the model that may be used to achieve that, an alternative diploma for alternative students and how to clean up absenteeism data across the state in order to make the data usable for federal program evaluation.

Director Kaan attended a meeting in Sedgewick County where they were discussing construction of Fort Sedgewick Park. They were able to get a grant for outdoor lighting, something the District is in need of. Dennis will get more information and invite the grant writer to the May workshop.

**Agenda Planning/**

**Key Questions:** There will be a Special Meeting Friday, March 29, 2019, at 5:30. In April the board will revisit the extra duty schedules, homecoming royalty and the "Every 15 Minutes" program. There will also be more budget discussion and a presentation from the Math Frameworks Committee.

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**Executive Session**

Director Anderson moved to convene in Executive Session for the purpose of discussion regarding a personnel matter pertaining to the Superintendent as authorized by C.R.S. 24-6-402 (4)(f).

Those attending will be Board Members and the Superintendent.

Director Vogel seconded the motion.

Poll: Anderson - aye	Smock - aye
Capps - aye	Vogel - aye
Kaan - Aye	Westfall - aye
Ogley - aye	

Adjourned for Executive Session at 8:52 p.m.

Executive Session was called to order at 9:07 p.m.

Those in attendance were Board Directors Anderson, Capps, Kaan, Ogley, Smock, Vogel, and Westfall, and Superintendent, Dr. Jan DeLay.

Executive Session adjourned at 9:35 p.m.

The Board returned to open session at 9:35 p.m.

**Adjournment** At 9:35 p.m., the meeting was adjourned

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Marty Smock,  
President

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Dena Vogel,  
Secretary/Treasurer

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