



EAST OTERO SCHOOL DISTRICT R-1
301 RATON AVENUE
LA JUNTA, COLORADO 81050

BOARD WRAP-UP

Board of Education Meeting
February 24, 2020

1. **ROLL CALL** – Ayala, Backes, Bickel, Derbigny and Leyba.
2. **PLEDGE OF ALLEGIANCE**
3. **APPROVAL OF AGENDA – AGENDA APPROVED AS PRESENTED**
4. **CONSENT AGENDA - APPROVED CONSENT AGENDA AS PRESENTED**
 - A. **Personnel Approval**
 - Jeffery Fouracre - New Hire as Paraprofessional at Tiger Trades Academy for the remainder of the 2019-2020 school year
 - Frank Magana - Resignation as High School Assistant Football Coach effective January 17, 2020
 - Ray Muniz - New Hire as Custodian for the remainder of the 2019-2020 school year
 - Tiffany Salas - Resignation as Paraprofessional at Tiger Trades Academy effective January 23, 2020
 - Louie Guerrero - New Hire as Custodian for the Junior/Senior High School for the remainder of the 2019-2020 school year
 - Jeff Reeder - New Hire as Assistant Track Coach for the 2019-2020 season
 - Jack Harris - New Hire as Assistant Track Coach for the 2019-2020 season
 - Shi-Ann Patton - New Hire as Paraprofessional at the Intermediate School for the remainder of the 2019-2020 school year
 - Maria Garfio - New Hire as Paraprofessional at Child Development Services for the remainder of the 2019-2020 school year
 - Kathryn Baldwin - New Hire as Paraprofessional at Child Development Services for the remainder of the 2019-2020 school year
 - Francisco Lopez - Resignation as Bus Driver effective February 20, 2020
 - Barbara DeMars - New Hire as Bus Driver for the remainder of the 2019-2020 school year
 - Michael Leeb - New Hire as a Teacher at Tiger Trades Academy for the remainder of the 2019-2020 school year
 - B. **Approve Additional Substitute Teachers for the 2019-2020 School Year**
 - C. **Approve Additional Out of District Students for the 2019-2020 School Year**
 - D. **Approve Resolution Authorizing Signing of Checks/District Bank Accounts at First National and Colorado Bank and Trust**
 - E. **Approve Surplus Resolution**
5. **FINANCIAL REPORT**

Merinda Reisch, Business Manager, said the financial documents were attached to the agenda and informed the Board there is \$311,000 to the black for revenue. Director Ayala inquired about how much it would be to allow all staff to eat breakfast and lunch at no cost to them. It was mentioned that staff who are on duty get their meals paid for by the district. Director Bickel asked how much an adult meal is. Currently, an adult meal is \$3.75 and \$2.50 for breakfast. The teachers in the audience were asked if they are receiving adult portions and they said no. The Board would like that to be looked into again. **FINANCIAL REPORT APPROVED AS PRESENTED**
6. **MINUTES**

Approve the minutes of the Regular Meeting on January 29, 2020. **APPROVED AS PRINTED**
7. **SUPERINTENDENT'S REPORT AND RECOMMENDATIONS**

Superintendent Lovato recognized several students for their accomplishments.

 - Tri-Peaks Coach of the Year - Brandon Coates
 - Tri-Peaks Wrestler of the Year - Isaiah Gamez
 - Alyssa Bullock, Timothy Johnson, Ethan Manyik and Nariah Smith on first place finishes in the Ark Valley Regional Science Fair. All will be attending the state science fair at CSU Fort Collins in April.

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- Nariah Smith's pigeon training project also earned her an all-expenses paid trip to the International Science and Engineering Fair in Anaheim, California.
- Jacob Martinez - a music scholarship to CSU-Pueblo in the amount of \$17,000 was awarded at the Festival of Winds on Saturday, February 15
- Kelli Lofing - a music scholarship to CSU-Pueblo in the amount of \$14,600 was awarded at the Festival of Winds on Saturday, February 15
- State Wrestling qualifiers:
Benny Diego Gonzales, Jeremiah Martinez, Isaiah Gamez, Wyatt Hoepfner, Mitch Peabody (regional champ), Benny Austin Gonzales, Ryan Metzger
- State Wrestling results:
Isaiah Gamez, 2nd; Mitch Peabody, 3rd; and Benny Austin Gonzales, 4th
- Hannah Smith - will attend the CHSAA State Speech Tournament in March. She qualified in Humor and Program Oral Interpretation
- Ark Valley Honor Choir participants which is on March 2:
Isabelle Roman, Elah Backes, Noah Nunez-Rebel, Myah Hernandez and Ashley Torrez
- Rena Ruiz will be attending Western State Honor Choir in Gunnison on March 5

Superintendent Lovato updated the Board on the Primary School construction project. He said the commissioning phase is almost complete however, there are some outstanding items, such as some roof leaks. Everything is paid out with the exception of \$94,000 in retainage.

Regarding summer school, Superintendent Lovato met with elementary principals and in order to give the summer school teachers an extra week of summer, summer school would run 3-4 hours per day for five days per week for three weeks instead of four. There is a summer reading camp program through Scholastic which will be available for all students who would like to attend and summer school will be only intensive support for those students who require it.

The district calendar is still in draft form. Otero Junior College set an early spring break on their calendar, which surrounding districts follow. They have agreed to re-visit their spring break. It is planned for the calendar to be on the March agenda and there still may be a revision or two before then. Director Leyba asked if there would ever be a year-round school calendar presented and Director Ayala asked when a good time is to see if a 4-day week is effective.

On March 11 and 12, the Colorado Department of Education will conduct a site visit which is the beginning process of the EASI Connect for Success Grant the district applied for and received. This year, the district will receive \$20,000 of the grant to help offset travel costs to visit schools of distinction in other districts.

A health and wellness activity has been planned for Friday, March 6. Kevin Hines will give a suicide prevention presentation from 9:00-11:00 a.m., then lunch will be offered. After lunch until around 2:00 p.m., there will be booths showcasing the many health and wellness resources the community has to offer. There will be drawings throughout the day for health and wellness items.

8. UNFINISHED BUSINESS

- a. Approve Revised Policies BEC, GBEB, ILBC, JLCD, JLCDB, KDB and KFA on Second/Final Reading (Lovato) **APPROVED ON SECOND/FINAL READING AS PRESENTED**

9. NEW BUSINESS

- a. Approve Policies IKF-2, IHCD, JKD/JKE and JICDA on First/Revised Reading, adoption of new Exhibit IKF-2-E on First/Revised/Final Reading and approval of Regulation JKD/JKE-R on First/Revised/Final Reading (Lovato) **APPROVED ON FIRST/REVISED AND FIRST/REVISED/FINAL READING AS PRESENTED**
- b. Approve Summer School Curriculum (Lovato) **APPROVED AS PRESENTED IN THE AMOUNT OF \$31,964.33**
- c. Approve Architectural and Engineering Services for the Bus Barn (Lovato) **APPROVED WITH A 4-1 VOTE AS PRESENTED IN THE AMOUNT OF \$37,280.00**

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d. Superintendent Evaluation Results (Leyba)

The Board had an informal evaluation discussion regarding Superintendent Lovato's performance.

Superintendent Lovato began the discussion by sharing his self-evaluation and the beginning of year goals he has set for himself. He discussed his top three items of improvement:

1. Academic Achievement

He said he is not happy with the achievement piece. It is constantly being worked on. Progress is being made, but it is not happening as fast as he would like. His biggest area of growth would be how are we going to continue to drive performance and academic success.

2. Construction Project

The construction project was a big of his job last year and he feels his effort was okay. He is looking at how can better instill a sense of urgency in a contractor's mind if there is another major project in the future.

3. Building Climate

The three buildings are functioning well. Things have been improved but there is still work to do. The efforts on the bullying side with the advisement and the 7 Mind Sets strides have been made.

Director Backes said it has been clear that Superintendent Lovato hasn't had to spend as much time at the Intermediate School this year. This is a huge credit to what has been put into place to make sure this year was more successful than last. This frees up the superintendent's time to do other things. She added that the focus still needs to remain on improving academic achievement. Continued improvement needs to be on alignment in curriculum.

Director Ayala stated that since the focus can be taken away from Superintendent Lovato having to actually be in the buildings and lead by example, as well as filling the roles that were vacant and not functioning properly, she would like to see more growth. She understands great strides are being made towards that but she wants to see some payoff for working hard. These are things that take time. She told Superintendent Lovato she thinks he did take that by the horns and owned it from the beginning without hiding anything. She thinks he is actively leading the district into the right director to try to remedy some of the situations. She wants to see some of the stuff that has been put into play and how it will be applied. She said some of the things have been danced around the subject for a little while now, but an actual change hasn't been implemented and would like to see that get going.

Director Bickel feels like Superintendent Lovato's communication has improved. She feels he is in tune with the staff. He has also handled social media conversation well and invites people to come and talk to him. She said he has made big strides in that.

Director Leyba said when she sees Superintendent Lovato do something that she thinks is a big deal or is profound for the district, she tries to tell him at that time. There are things that she has asked for, as both a parent and Board member, and there are areas she has noticed some movement on, the ICAP for example. It is understood what needs to be communicated to parents so parents can be engaged in their student's education. Director Leyba said at the beginning of the year she wanted to be aggressive with parent engagement and including them in this journey with their kids. She said sometimes parents get shoved to the side and she likes that Superintendent Lovato is trying to make that happen. She likes that the district is actually trying to use our DAC to statute by allowing the new chair to reorganize it and having different representation there. She said the meeting atmosphere is better and feels like Superintendent is communicating to the community about things the district is doing instead of just talking at the committee. There is more conversation and it is better. She feels Superintendent Lovato does a really good job of letting the Board know what is going on and answering their questions. Comparing the meet and confer meetings from the first one Director Leyba attended to today's meeting, it is nice to hear that the district realizes that all of things they have asked for or brought to our attention come to fruition.

Superintendent Lovato said he is not asking for any more than two years. He said his career plan of action is to look at retirement in six years. He wants to put a plan in place for transition, whatever the time frame, and wants to leave the community better than he found it. He wanted to upfront with this to the Board.

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Director Ayala asked about the superintendent evaluation tool being revised. It was revised last year, but she would like to add data points and would like to see a data growth chart for year to year comparison.

Director Leyba would like to change the scoring descriptors, to what was on the previous evaluation tool. This can be added to the agenda for revision.

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- e. Approve Superintendent Contract (Leyba) **RENEWED SUPERINTENDENT'S CONTRACT TO JUNE 30, 2022 AT THE CURRENT SALARY OF \$105,000.00 PLUS \$1,800.00 FOR TRAVEL EXPENSES.**

10. BOARD COMMENTS

- ✓ Director Backes commented on all the recognitions in the meeting and thinks that is pretty cool.
- ✓ Director Ayala said it was exciting to be at the Science fair and see all the awards La Junta received. She is very proud of the students.
- ✓ Director Backes thanked all the staff who attended the Meet and Confer meeting and appreciates the thought put into their requests. Superintendent Lovato said he is proud of the fact that he tries to fulfill most requests. Director Backes said an atmosphere is trying to be created.
- ✓ Director Leyba thanked the Board members for working well together and having the primary focus be on what is best for students and staff. She enjoys working with all of the members and appreciates they are not afraid to try new things.

13. ADJOURNMENT – MEETING ADJOURNED AT 7:42 p.m.

BOARD OF EDUCATION

DEE LEYBA, President KRISTIN BICKEL, Vice President
KIDRON BACKES, Secretary/Treasurer ANGELA AYALA, Director
DARLENE DERBIGNY, Director