NORTH CONEJOS SCHOOL DISTRICT RE-1J
REGULAR BOARD OF EDUCATION MEETING
February 18, 2025
District Administration Building
6:30 p.m.

MEETING MINUTES

CALL TO ORDER
The meeting scheduled for 6:30 pm at the District Administration Office was called to order at 6:30 pm by Mary Jane Valdez, President.

ROLL CALL
Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

PLEDGE OF ALLEGIANCE
The Pledge of Allegiance was recited.

APPROVAL OF CONSENT AGENDA/CHANGES TO CONSENT AGENDA
A motion was made by Nathan Coombs to approve the consent agenda as presented, seconded by Jake Cary.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

APPROVAL OF AGENDA/ADDITIONS TO AGENDA
A motion was made by Tyler Buhr to approve the agenda as presented, seconded by Kristin McCarroll.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed

OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD
Matthew Lobato addressed the board concerning the landscaping. He expressed concern about the voles/moles taking over the grounds and a need to do something about the voles/moles before they destroy the landscaping and grounds at the CMS/CHS Campus.

DISTRICT FINANCE

2024-2025 Second Quarterly Report Presentation
Gale Gallegos reported that the General Fund is setting pretty good at around 56% spent in the budget as of December. The District is waiting for the Rural School Funding to come through.

Currently Food Service has spent 75% of their budget as of December. Ms. Gallegos is concerned that Food Service may not make budget by the end of the year. There is a greater percent of meals being served this year as compared to last. Reimbursements and the General Fund are the only sources of revenue for the Food Service program. Menu selection and purchasing food plays a portion of the costs for food service. We may need to build a bigger budget and have more reliable reimbursements. Cost of food has increased for everyone. The program may need to shop around for food items and get better pricing on items purchased where they can.

The District will need to move more monies into Capital Reserve to finish out the year.

ACHIEVEMENT/ACCOUNTABILITY REPORTS

Principal's Report
Please see attached principal reports.

BOCES Report
BOCES met on January 22nd and Kim Baroz attended. She is ill and not able to attend the board meeting tonight. There will be another BOCES meeting in March. Mr. Edgar told board members that he and Mrs. Baroz will need to look at the interim BOCES Director evaluation. Mr. Edgar still has concerns with the communication between BOCES and school districts. He will attend the upcoming Superintendent Advisory Council meeting where the BOCES Director and Coordinator will be in attendance to discuss concerns with how BOCES is working with the school districts in the San Luis Valley.

NCEA
There was no NCEA representative in attendance.

ADMINISTRATION REPORT

Mr. Edgar met with Principals and the CHS Athletic director today. He reported that student attendance is getting better and feels that the attendance clerk following up on absences is helping. We may consider adjusting our attendance policy further to help our students continue to progress and develop.

Mr. Edgar and Gale Gallegos will have a health insurance meeting tomorrow with another insurance broker. We are hoping to have a carrier for the School District by April for next years health insurance.

All administration and teachers will be required by the Colorado Department of Education to have 10 more hours in mental health and well-being to renew their licenses in the future. Mr. Edgar plans to use staff development for the remainder of the year to help staff meet this certification requirement.

DISCUSSION ITEMS

Capital Construction: La Jara Elementary Request for Proposals

Darren met with CDE representative Meg Donaldson to get help with the RFQ/P for a BEST Cash Grant. North Conejos School District will match funding with the Colorado Department of Education to possibly get the grant. The district needs to look at La Jara Elementary, Manassa Elementary, Centauri Middle School and the North Conejos Alternative Program when it comes to getting this grant as a method of upkeep. We will look at all aspects to be able to make good decisions. The master plan will be built on all three schools and we will see if we can add NCAP to one of these sites. The board needs to look at the bigger picture and what will work best for all schools in the future. Mr. Edgar will bring the RFQ/P to the board in March to see the project schedule.

Policy GCQEB – Transitional Employment and Hiring of Retired Employees

Mr. Edgar went over recommendation for policy GCQEB with board members. The board made few changes to the recommended policy GCQEB.

They asked that under transitional year salaries and benefits we go with (a) Employed at salary negotiated with the superintendent and approved by board not to exceed _____, (b) Annual personal leave benefits offered, but not eligible for a reserve, (c) Eligible to participate in the district health plan and life insurance benefit.

Under Employment after Retirement and Transitional Year the board selected the second choice to read that current employees may complete an abbreviated application excluding letters of recommendation and reference checks. Current employees will be subject to the interview process and will provide the superintendent with a statement declaring the reasons for applying for the position. The superintendent will provide the statement to the interview committee for consideration. Entering into an At-Will agreement will be at the sole discretion of the Board of Education and based on recommendations of the Superintendent.

The board asked that items (a) and (b) under Employees hired after their transitional year of employment are subject to the following conditions be combined to read (a) In good standing with the district with three years of satisfactory performance evaluations. Items c through g are to be included as recommended by Mr. Edgar.

2025-2026 Staffing Plans

Mr. Edgar gave board members a handout on certified and classified staffing plans for 2025-2026. It showed positions that will be open for the 2025-2026 school year, employees/positions that may change due to staffing plan change or extenuating circumstances, and new positions added to the school district in the 2024-2025 school year. Darren told the board that we may be able to reduce a bus route this next year. Mr. Edgar would like to begin advertising open positions by next week.

EXECUTIVE SESSION

Board president Mary Jane Valdez asked that the board go into executive session pursuant to C.R.S. 24-6-402(4)(f) employment matters related to the evaluation and contractual agreement with the North Conejos School District Superintendent.

A motion was made by Kristin McCarroll to approve going into executive session pursuant to C.R.S. 24-6-402(4)(f) employment matters related to the evaluation and contractual agreement with the North Conejos School District Superintendent, Jacob Cary seconded the motion to go into executive session pursuant to C.R.S. 24-6-402(4)(f) employment matters related to the evaluation and contractual agreement with the North Conejos School District Superintendent.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

The North Conejos School District Board of Education went into executive session pursuant to C.R.S. 24-6-402(4)(f) employment matters related to the evaluation and contractual agreement with the North Conejos School District Superintendent at 8:04 p.m.

The North Conejos School District Board of Education ended their executive session pursuant to C.R.S. 24-6-402(4)(f) employment matters related to the evaluation and contractual agreement with the North Conejos School District Superintendent at 8:52 p.m. with the sole topic being the evaluation and contractual agreement with the North Conejos School District Superintendent.

ACTION ITEMS

First Reading of Policies: GBK, GCCAD, IMDA, IMBB, IK, GBGAB

A motion was made by Nathan Coombs to approve the first reading of policies: GBK, GCCAD, IMDA, IMBB, IK, GBGAB with minor changes made to policy GCCAD which will read All eligible employees shall be allowed three days of bereavement leave each year to be used in case of the death of an immediate family member as defined in Colorado Revised Statutes 2-4-401. Employee absences for bereavement will be charged to the employee's sick leave, or vacation leave, at the eligible employee's option, seconded by Jacob Cary.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

2025-2025 School Calendar

A motion was made by Nathan Coombs to approve the 2025-2026 school calendar pending scheduling of open houses, seconded by Kristin McCarroll.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

Capital Construction Quotes/Proposals

A motion was made by Jacob Cary to approve the Capital Construction Quotes/Proposals as presented giving the superintendent power to negotiate these contracts but not to exceed $130,000, seconded by Nathan Coombs.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

2024-2025 Superintendent Evaluation
A motion was made by Tyler Buhr to approve the 2024-2025 Superintendent evaluation as presented, seconded by Nathan Coombs.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

2025-2026 Superintendent Contracted Agreement
A motion was made by Kristin McCarroll to approve the 2025-2026 Superintendent contracted agreement with the Superintendent's salary to be negotiated with staff contracts, seconded by Jacob Cary.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

Letters of Resignation
The motion was made by Kristin McCarroll to approve the letters of resignation from Tiffany Atencio, CMS Paraprofessional; Nancy West, CMS Special Education Teacher; Jan DeSautell, Manassa Elementary Teacher; and Alexis Miller, CHS Head Volleyball Coach, seconded by Tyler Buhr.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

Hiring of Personnel
A motion was made by Kristin McCarroll to approve the hiring of Lori Winters, NCSD transportation route driver and Ahlisia Gallegos Valentine, CMS Paraprofessional, seconded by Jacob Cary.

Kimberly Baroz, absent; Tyler Buhr, aye; Jacob Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Mary Jane Valdez, aye.

The motion passed.

Meeting adjourned at 10:05 p.m.

The next regular board meeting will be on March 25, 2025 at 6:30 p.m.