

Regular Meeting

Monday, August 11, 2025 6:00 PM

Central Service Building, 2102 Wagner Street, Strasburg, CO 80136

Mrs Diana Elliott: Present

Gema Gomez: Present

Daymon Johnson: Absent

Michael Marrero: Absent

Mary O'Malley: Present

Daymon Johnson: Present

Daymon Johsson came in at 6:06

I. Opening of Meeting

Speaker(s) : Michael Marrero

I.a. Roll Call

Discussion: Daymon Johnson came in at 6:06

I.b. Pledge of Allegiance

I.c. Adoption of the Minutes

Action(s) :

I recommend we approve the minutes as presented.
This motion, made by Mary O'Malley and seconded by Gema Gomez, Carried.

Voting Detail:

Mrs Diana Elliott: Yea

Gema Gomez: Yea

Daymon Johnson: Absent

Michael Marrero: Absent

Mary O'Malley: Yea

Voting Summary: Yea: 3, Nay: 0, Absent: 2

I.d. Adoption of the Agenda

Action(s) :

Motion to approve the agenda as amended to include section VIII.f. Fall Coaching Assignments, to the consent agenda. This motion, made by Mary O'Malley and seconded by Gema Gomez, Carried.

Voting Detail:

Mrs Diana Elliott: Yea

Gema Gomez: Yea

Daymon Johnson: Absent

Michael Marrero: Absent

Mary O'Malley: Yea

Voting Summary: Yea: 3, Nay: 0, Absent: 2

II. Celebrations

Speaker(s) : Kelle Bongard

II.a. New Staff

Discussion: Superintendent Bongard shared how genuinely thrilled the district is to welcome talented and dedicated staff members this year, both new and returning. She noted that great care

is taken in the hiring process to ensure candidates align with the district's long-term vision and goals for the next 3-5 years. As a result, the district has welcomed outstanding new team members who fit seamlessly with the existing staff, all working toward a shared purpose. Kelle expressed how inspiring it is to see the district united around a common vision, eager to support and uplift students and the community. She extended heartfelt thanks to the hiring managers and everyone involved in the process, recognizing their hard work and dedication.

II.b. Back to School Night Extravaganza

Discussion: Superintendent Bongard reflected on the district's first-ever Back to School Night Extravaganza, calling it a resounding success. She noted the warm, relaxed, and community-focused atmosphere, with families, staff, and students coming together in anticipation of the year ahead. Valuable suggestions were received for enhancing next year's event, and community members are encouraged to share additional feedback or ideas to help refine the tradition for the 2026-2027 Extravaganza. Kelle expressed sincere appreciation to all staff who contributed, acknowledging that their passion and teamwork made the event truly special.

III. **Public Participation/General**

Discussion: There was no public participation at this month's meeting.

Speaker(s) : Michael Marrero

IV. **Old Business**

Discussion: There was no old business to discuss at this month's meeting.

V. **New Business**

V.a. School Board Election

Discussion: The Board reviewed and approved the resolution for the upcoming election. The resolution was read during the meeting and is attached to the minutes for reference.

V.a.i. Resolution Regarding 2025 Election and Designation of Election Official

VI. **Board Reports/Discussion**

VI.a. Board Feedback

Discussion: There was no Board feedback this month.

Speaker(s) : Michael Marrero

VI.b. Legislative and Colorado Association of School Boards

Discussion:

Board Member Diana Elliott gave a legislative update. The Governor will convene a special session on August 21 to address fiscal and budget matters, including the potential impacts of HR1 on Colorado. Topics expected to be discussed include healthcare, food security, and the "Healthy Meals for All" program, which will have

Speaker(s) : Diana Elliott

two related measures on the fall ballot. In addition, during the 2025 legislative session, a bill regarding artificial intelligence was passed, and further adjustments are anticipated. The special session is expected to address four primary items and could last as little as three days or longer, depending on the legislative process. It was noted that the cost of holding a special session is approximately \$50,000 per day, underscoring the importance of the topics under consideration. Discussions will also include cost control measures and the current state hiring freeze.

CASB has combined the Legislative Resolutions Committee and the Federal Relations Network into the **Legislative Resolutions Advocacy Committee (LRAC)** to streamline state and federal advocacy. Recent regional meeting topics included rural issues such as teacher pay and housing, a dues restructure based on student count, and a new incentive program for member participation. The CASB Fall Conference and Delegate Assembly will be held September 5-6, with ten resolutions to be reviewed during the Board's upcoming work session.

VI.c.	District Accountability Committee	Speaker (s) : Mary O'Malley
	Discussion: No meeting was held this month; there is nothing to report.	
VI.d.	East Central Board of Cooperative Educational Services	Speaker (s) : Diana Elliott
	Discussion: The next BOCES meeting will be held August 28. The search for a new executive director, to replace Jason Wasfall upon his retirement on June 30, 2026, will officially open November 3 and close January 1. Applications will be reviewed and interviews conducted in early January, with the goal of presenting a candidate for Board approval at the January 28 meeting.	
VI.e.	Chamber of Commerce	Speaker (s) : Michael Marrero
	Discussion: No report this month, as the meeting coincided with the Board retreat. The next meeting is scheduled for next week at the CORE Electric office in Bennett.	
VII.	Superintendent Report/Discussion	Speaker (s) : Kelle Bongard
VII.a.	Principal Updates	
	Discussion: Beginning this month, building principals will be invited to share updates at Board meetings on a rotating basis—starting with the elementary school, followed by the middle school, high school, and Prairie Creeks High School. This new format will provide regular insight into achievements and needs across the district, supporting the shared goal of a nurturing and thriving learning environment.	

At this meeting, **Mr. Cameron Schiller**, Elementary School Principal, shared that due to high enrollment, the elementary now has six kindergarten teachers. He also highlighted the House Reveal Party held on August 8, where new students learned which House they would be joining.

Mrs. JaLee Kitzman, Middle School Principal, Middle School Principal, shared that the school year is off to a wonderful start. Orientation was held over three days, with 153 parents attending, which allowed families plenty of time to tour the building and for students to practice with their lockers. At Back to School Night, 105 families attended, and the staggered orientation schedule helped the evening run smoothly while keeping hallways open for students to explore and get settled. She noted many positive things happening in the building, including the welcome news that the air conditioning is working.

Mr. Scott Andrews, High School Principal, reported a strong start to the school year with a well-attended Back to School Night that drew approximately 250 students and parents. He also shared that the High School Tointon Team presented to the Board on school culture and their plans for continued improvement. The Tointon Institute was an intensive leadership conference attended over the summer by three teachers and two administrators. Mr. Andrews expressed the team's gratitude for the Board's support, particularly in allowing Nancy Taylor the autonomy to help building administrators budget for and prioritize valuable professional development opportunities.

Mr. Thom Winter, Prairie Creeks High School Principal, Prairie Creeks High School Principal, reported that enrollment currently stands at 22 students from Deer Trail, Byers, Strasburg, and Bennett. He highlighted the addition of a new teacher this year, a former Strasburg High School graduate, who has already proven to be a wonderful asset to the Prairie Creeks team. Mr. Winter noted the school is off to a strong start and anticipates additional student enrollments in the coming month.

VII.b. 2025-2026 District Goals

Discussion:

Over the summer, district leaders and the Board analyzed feedback from the 5Essentials and family satisfaction surveys, using the results to set clear goals for the upcoming school year. Rooted in the strategic plan and guided by community input, the goals include:

- **Communication:** Launch a strong communication plan with weekly district updates, more active

social media presence, and consistent school/teacher communications.

- **Staff Support:** Enhance motivation and collaboration through an employee engagement committee and stay interviews.
- **Leadership Development:** Establish a leadership cohort for staff and review leadership structures to better support current leaders.
- **Instructional Excellence:** Implement the Strasburg Learning Pillars to define and ensure high-quality instruction district-wide.
- **Postsecondary Readiness:** Expand support for post-high school pathways, adding two counselors through the Colorado School Counselor Corps Grant.
- **Operational Effectiveness:** Improve efficiency, transparency, and accountability, and invite ongoing community feedback.

The Superintendent expressed enthusiasm for achieving these goals together in the year ahead.

VII.c. HMS Update

Discussion:

The investigation into the April 2024 incident at Hemphill Middle School has concluded. Of the six students investigated for possible policy violations, three were cleared, and three were found to have likely violated policy AC-R3. Two of those students will not return to the district; all consequences were applied in line with the discipline matrix.

It was noted that, despite recent social media discussions, most community feedback has been positive and supportive. The safety, both mental and physical, of all students remains the district's highest priority. Parents and students are encouraged to reach out if they have safety concerns so that personalized support plans can be developed. Appreciation was expressed for the community's trust and partnership in creating safe, supportive schools.

VIII. Adoption of Consent Agenda

Action(s):

I recommend we approve the consent agenda as presented. This motion, made by Mary O'Malley and seconded by Daymon Johnson, Carried.

Voting Detail:

Mrs Diana Elliott:	Yea
Gema Gomez:	Yea
Daymon Johnson:	Yea
Michael Marrero:	Absent
Mary O'Malley:	Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 1

VIII.a. Personnel Matters Contract/Letter of Assignments - New Hires/Renewals

- Lora Blake - Driver (C/S)
- Joy Buck - Counselor (SES)
- Kaitlyn Coleman - Teacher (SES)
- Renee "Marcy" Kwasniewski - Driver (C/S)
- Jeffrey Miller - Driver (C/S)
- Julia Simental - Office/ELL (HMS)
- Brian Deines - Driver (C/S)
- Trevor Lyons - Math Teacher (HMS)
- Teresa Maximiliano - Paraprofessional (HMS)
- Litzy Rodriguez - Paraprofessional (SES)
- Janeth Lopez - Life Skills Technician (PCHS)
- Jaelynne Rosier - Paraprofessional (SES)
- Morgan Bury - Teacher (Kindergarten)
- Kimberly Sullivan - Office Paraprofessional (SES)
- Ben Richie - Asst. Coach - MS Football

VIII.b. Personnel Matters Contract/Letter of Assignments - Reassignments

- Shirley Freeman - From Driver to Substitute Bus Driver
- Tawny Gregory - From Life Skills Technician to Counselor (SHS)
- Bertha Brunsvold- From Sub to Special Education Paraprofessional (SHS)

VIII.c. Personnel Matters Contract/Letter of Assignments - Terminations/Resignations/Non-Renewals

- Angel Miller
- Kim Harris - Asst. Coach Track Coach (Only)
- Shalin Zuther - Asst. Coach Unified Bowling

VIII.d. Substitute List

VIII.e. Fall Coaching Assignments

VIII.f. Resolution Regarding 2025 Election and Designation of Election Official.

IX. Calendar Review

IX.a. Meeting Times and Dates Review

Worksession: Monday, Aug 25th, 6 PM
 BOE Meeting: Monday, Sept 8th, 6 PM
 PIE Night: Thursday, Sept 25th, 6 PM
 Parent-Teacher Conferences: Oct 20th

IX.b. Future Agenda Topics

X. Adjournement

Action(s) :

Recommend the Board adjourn the meeting at 6:51p.m. This motion, made by Mary O'Malley and seconded by Daymon Johnson, Carried.

Voting Detail:

Mrs Diana Elliott:	Yea
Gema Gomez:	Yea
Daymon Johnson:	Yea
Michael Marrero:	Absent
Mary O'Malley:	Yea
Voting Summary: Yea: 4, Nay: 0, Absent: 1	

Board Secretary

Regular Meeting
Monday, June 9, 2025 6:00 PM Mountain

Central Service Building
2102 Wagner Street
Strasburg, CO 80136

Mrs Diana Elliott: Present
Gema Gomez: Present
Daymon Johnson: Absent
Michael Marrero: Present
Mary O'Malley: Present
Present: 4, Absent: 1.

I. Opening of Meeting

I.a. Roll Call

I.b. Pledge of Allegiance

I.c. Adoption of the Minutes

I recommend we approve the minutes as presented. This motion, made by Mrs Diana Elliott and seconded by Mary O'Malley, Carried.

Daymon Johnson: Absent, Mrs Diana Elliott: Yea, Gema Gomez: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 4, Nay: 0, Absent: 1

I.d. Adoption of the Agenda

I recommend we approve the agenda as presented. This motion, made by Mary O'Malley and seconded by Mrs Diana Elliott, Carried.

Daymon Johnson: Absent, Mrs Diana Elliott: Yea, Gema Gomez: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 4, Nay: 0, Absent: 1

II. Celebrations

II.a. Counselor Corp Grant

Shout out to SHS counselor Dana Bacon and K-12 district social worker Marisa Clifton for their work in securing the CDE Counselor Corps Grant, which will begin next year. The district has been awarded \$30,000 for the upcoming year to expand post-secondary opportunities for students. This includes, but is not limited to, implementing the Xello platform K-12, field trips, guest speakers, and assemblies. The long-term goal of the grant is to increase the number of K-12 counselors by two, allowing the district to focus on both post-secondary and workforce readiness as well as mental health supports—without having to prioritize one over the other.

II.b. Colorado BOCES Association All-State School Board Award

Congratulations to our very own Diana Elliott, who has been selected to receive the Colorado BOCES Association All-State School Board Award next month! This award honors Board of Education members who have made a lasting impact on both their local districts and their

BOCES. Recipients are recognized for their dedicated service, leadership, advocacy, and support of BOCES programs. Diana was nominated by Bev Blagg, Special Education Director at ECBOCES—and we couldn't agree more with her nomination!

III. Public Participation/General

III.a. Bryon Fetty

A parent addressed the Board to express concerns regarding the district's handling of bullying and student safety, contributing to a perceived loss of trust between families and the district. He referenced recent media coverage quoting the superintendent and outlined three specific examples that, in his view, contributed to that mistrust: the prioritization of legal compliance over effectiveness in anti-bullying policy discussions; an incident of alleged psychological mistreatment by a staff member; and a concerning comment made by an SRO following a physical threat against his son.

The speaker emphasized the need for open and genuine communication between the Board and parents, encouraging members to take accountability when mistakes occur and to follow through on commitments. He acknowledged recent improvements, such as the removal of the requirement for students to publicly state their address when addressing the Board and the district's approval to become a VA-approved school, which allows students of disabled veterans to access additional education benefits.

He concluded by commending his son's resilience, recognizing other students who have faced similar challenges, and urging the Board to review past correspondence, consider potential areas for change, and work toward restoring the district to a place where students feel safe and supported. He also thanked a Board member for her personal efforts to offer support, while noting the limitations she faced in doing so in an official capacity.

III.b. Grant Fetty

A former student addressed the Board to share personal experiences involving bullying, harassment, and lack of disciplinary action while attending Strasburg High School. The student described incidents involving physical and verbal threats, sexual harassment, and interference during online college coursework. Concerns were also raised regarding the conduct of both students and staff members, as well as the lack of timely or effective responses to reported incidents. The student expressed that retaliation and ongoing mistreatment contributed to feelings of isolation during their time at school. They shared that they are now moving forward and grateful for the opportunities provided through bowling and the broader bowling community.

IV. Old Business

IV.a. Amended Agenda Item: Coffee with the Board

The agenda was amended at the start of the meeting to include an update on Coffee with the Board under Old Business.

Board President [Name] provided an update on the "Coffee with the Board" initiative, which was launched following last summer's board retreat as a way to increase community accessibility and engagement. The district held three events over the course of the year, with very low attendance—ranging from zero to two community members at each event.

While the turnout was lower than anticipated, the Board emphasized that this is not the end of their efforts to connect with the community. Instead, they plan to reevaluate and identify new approaches for outreach and communication. "Coffee with the Board" will be discontinued for now, and future engagement strategies will be discussed further at the upcoming board retreat. The Board also noted the potential for increased community interest during this election year and remains committed to finding meaningful ways to encourage dialogue and transparency.

V. New Business

V.a. 2025-2026 Budget

The Board received a final presentation on the 2025-2026 proposed district budget. While no changes have been made since the budget was reviewed during the May work session, key updates and highlights were reviewed for clarity ahead of its approval later in the meeting under Board Action.

Key points discussed included:

- **Enrollment Trends:** The district anticipates a decrease of approximately 8 students due to a larger graduating senior class and a smaller incoming kindergarten class. Declining enrollment continues to be a statewide trend.
- **Per-Pupil Funding:** An increase of approximately \$800 per student is projected, resulting in an overall increase in total program funding of 4.28%.
- **Fund Balance:** The proposed budget maintains a conservative approach, with an anticipated ending fund balance of approximately 23%, aligning with district targets.
- **Staff Compensation:** The budget includes a 2.5% salary increase for staff—1.5% step increase plus a 1% base salary increase—and reinstates a staff bonus program beginning in 2025, with a focus on retention.
- **Budget Risks:** Ongoing risks include declining enrollment, rising insurance premiums (workers' comp and property liability), and uncertainties surrounding state funding formula changes. The district is monitoring the potential elimination of averaging in the School Finance Act and the impact of upcoming Healthy Meals for All ballot measures.
- **Student Transfers:** Data on student transfers over the past three years shows the majority of students transferring to online schools or Denver Metro schools. A small percentage transfer to other areas within the state or along the I-70 corridor. Incoming student transfer data will be reviewed at a later date.

- Salary Schedule Adjustments: Minor corrections were made to the salary schedule, including updates to exempt status for certain positions, inclusion of new athletic activities (eSports and Girls on the Run), and updates to special assignments (SOSA positions) for the 2025-2026 school year.

The Board expressed appreciation to Nancy for her thorough and strategic work on the budget during a challenging funding year at the state level.

VI. Board Reports/Discussion

VI.a. Board Feedback

There was no Board Feedback for this month.

VI.b. Legislative and Colorado Association of School Boards

The Colorado legislative session concluded on May 8. The district is now awaiting policy updates from CASB that reflect changes in state legislation. CASB's current focus has shifted to federal issues, including developments from the U.S. Department of Education and ongoing discussions in Washington regarding school vouchers. No major updates have been shared at this time.

It was noted that the district will receive a slight increase in Title I funding, which is the district's largest federal funding source. Allocations for Titles III and IV are still pending. Title II funding, which supports professional development, is expected to remain stable and continues to be used effectively. Title II funds are administered through BOCES.

Board members discussed the upcoming CASB Regional Meeting, scheduled for August 7 in Limon from 4:30 to 7:30 PM. Jen will register attendees. It was noted that this year's meeting will consolidate into one location rather than being split between Stratton and Simla, in response to feedback from the region.

The Legislative Resolutions Committee is beginning work on potential resolutions for the next session. The call for resolutions is expected in early August. There was brief discussion regarding the potential for a resolution related to rising health insurance costs. The district recently transitioned to an Individual Coverage Health Reimbursement Arrangement (ICHRA) plan in response to a projected 52% premium increase. Early feedback from staff on the new plan has been positive.

Additionally, board members discussed presentation proposals for the upcoming CASB convention, which are due Friday. The district will submit a proposal in partnership with Susan and others, focusing on strategic budgeting aligned with the district's strategic plan. This presentation will serve as a follow-up to last year's proposal, highlighting the district's progress and implementation.

VI.c. District Accountability Committee

Superintendent Bongard provided an update on the DAC meeting held the previous Thursday. The committee reviewed budget-related items and policy updates, which will be further addressed in the superintendent's report.

DAC officer elections for the upcoming school year were held:

- President: Vennissa Jimenez (continuing)
- Vice President: Debra Dyrdaahl
- Secretary: Brianna Damron

The committee also conducted an initial review of district data but opted not to present it at the board meeting. Instead, the data will be shared and discussed with board members during the upcoming board retreat.

VI.d. East Central Board of Cooperative Educational Services

There was no new update this month, as the committee has not met since the last report. The next ECBOCES meeting is scheduled for June 25, during which the budget will be approved and additional end-of-year business will be addressed.

Looking ahead, ECBOCES will begin the process of hiring a new Executive Director, as current Executive Director Jason Westfall has announced his resignation effective June 30, 2025. While other leadership transitions are also expected, those roles are already in place and will not require new hires at this time.

VI.e. Chamber of Commerce

President Marrero shared information about upcoming I-70 Corridor Chamber of Commerce events taking place in June:

- June 10: REAP Open House - Enterprise Zone update and information on a new state tax credit for businesses. The event will be held at 5:30 PM at Shooters Bar & Grill in Byers.
- June 13: *Party in the Park* - A Business After Hours event at the Town of Bennett Park beginning at 4:00 PM. The event includes an art show and artisan market.
- June 18: *Lunch & Learn* at May Farms at 11:30 AM. The topic is "Care and Teens for Change," a community-owned coalition focused on upstream prevention to reduce youth substance misuse.

Although no board members are signed up to attend these events this month, participation remains open.

The Board also noted that the topic of increasing Chamber involvement in Hometown Days has been added to an upcoming work session agenda, with the goal of engaging earlier in the

planning process. Additionally, there are plans to get on the Chamber's agenda in the fall—potentially October—to present on the district's strategic plan and host a lunch.

VII. Superintendent Report/Discussion

VII.a. 2025-2026 School Year Calendar

The superintendent reminded the community that the school year calendar for 2025-2026 was previously approved as part of a three-year calendar cycle and is available on the district website. The first day of school for the 2025-2026 school year will be Thursday, August 7, 2025.

VII.b. Policy Update

The following policy updates were presented and reviewed:

- **GCCAA - Staff Paid Leave**
Updates were made to align with the district's current four-day school week. The revised policy reflects the correct number of days and hours worked under the four-day calendar, rather than those from the traditional five-day week.
- **Expense Authorization for Meal Guidelines**
Language in this regulation was clarified to state that mileage distance is measured as a 50-mile radius from the Central Services address to the event location.
- **JLCB - Immunization of Students**
Updates were made to reflect recent changes to the state's immunization recommendations for K-12 students. While it is not district practice to enforce immunizations, the policy aligns with state guidelines outlining the required process for families choosing not to vaccinate their children, to ensure the safety of all students.
- **EBCE - School Closings and Cancellations**
This policy was updated to reflect current district practices regarding school closures, particularly snow days. Specific communication platforms (e.g., Class Dojo, Schoology) were added to clarify how assignments will be shared during remote learning days. Additionally, families in need of technology support for remote learning can contact their student's school directly for assistance.

VII.c. Leadership Retreat

Last week, all building administrators—including current interim administrators—participated in a leadership retreat, dedicating approximately 20 hours to reviewing data from the 5Essentials survey and the parent satisfaction survey. The purpose was to establish both district and building-level goals for the 2025-2026 school year, while also working to develop and strengthen systems and structures across the district.

Key themes that emerged from the data included the need to ensure equitable discipline practices across schools and to rebuild or strengthen trust—within individual schools, across

the district, and throughout the broader community. In response, leadership teams have begun developing concrete plans and strategies, which will be shared with the community in August.

The district remains committed to using data to identify trends and drive informed decision-making. Community input is essential to this process, and families are encouraged to engage—by completing surveys, attending parent/teacher conferences, or reaching out to building leaders or the superintendent directly. The district believes that the strongest outcomes for students are achieved through true partnership with parents, and fostering that collaboration remains a top priority.

VII.d. Back to School Night Extravaganza

Save the Date: Tuesday, August 5 | 4:00-6:00 PM

This year, the district is reimagining its traditional back-to-school nights. Rather than hosting separate events at each school, there will be one district-wide community event—the Back to School Night Extravaganza—designed to bring students, families, and staff together for an evening of food, fun, and information.

The event will be held in an open house format on the practice football field located between the elementary and high school buildings. All schools and staff will be available, and booths will be set up to help students explore clubs, sports, and extracurricular opportunities. Parents will also be able to learn about ways to get involved in the district, including the Booster Club, District Accountability Committee, and even potential school board candidacy in the upcoming November election.

VIII. Adoption of Consent Agenda

I recommend we approve the consent agenda as presented. This motion, made by Mrs Diana Elliott and seconded by Mary O'Malley, Carried.

Daymon Johnson: Absent, Mrs Diana Elliott: Yea, Gema Gomez: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 4, Nay: 0, Absent: 1

VIII.a. Personnel Matters Contract/Letter of Assignments – New Hires/Renewals

- Josie Hemphill - MS Asst Volleyball Coach
- Nicole Dodge - Kindergarten Teacher (Elementary)
- Chad Hauser - Science Teacher (High School)
- Carol Sepulveda - Special Education Teacher (Middle School)
- Taylor Pelkey - Paraprofessional (Elementary)
- Maria Castillo - ELL Paraprofessional (High School)

VIII.b. Personnel Matters Contract/Letter of Assignments – Reassignments

- Nicole Zacharias - ELA Teacher (Middle School)

VIII.c. Personnel Matters Contract/Letter of Assignments – Terminations/Resignations/Non-Renewals

- Margaret Baumgartner-Retirement Date 6/13/2025 - Modified PERA Contract 2025-2026
- Tiffany Neuman - Math Teacher (Middle School)
- John Leisge - Science Teacher (High School)
- Brian Deines - Paraprofessional (Elementary)
- Kathryn Romano - Counselor (Elementary)

VIII.d. GCCAA - Staff Paid Leave

VIII.e. DKC-R Expense Authorization - Meal Guidelines

VIII.f. JLCB - Immunization of Students

VIII.g. EBCE - School Closing and Cancellations

VIII.h. 2025-2026 Budget

IX. Calendar Review

IX.a. Meeting Times and Dates Review

IX.a.i. June Work Session (June 20, 2025)

The Board discussed upcoming work session scheduling and potential changes to the regular calendar moving forward.

- June Work Session:
While the original plan was to cancel the June work session due to scheduling conflicts and the transition to evening meetings, the Board agreed to tentatively hold a June work session on Monday, June 23 at 6:00 PM, pending confirmation of quorum. A call for topics will go out the week prior, following the usual process.
- Transition to Evening Meetings:
Beginning in August, the Board will move work sessions to the fourth Monday of each month at 6:00 PM. Regular Board meetings will continue to be held on the second Monday of the month.

IX.a.ii. Board Retreat July 14th - 16th

IX.b. Future Agenda Topics

X. Adjournment

Recommend the Board adjourn the meeting at 6:52 p.m. This motion, made by Mary O'Malley and seconded by Mrs Diana Elliott, Carried.

Daymon Johnson: Absent, Mrs Diana Elliott: Yea, Gema Gomez: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 4, Nay: 0, Absent: 1

Special Meeting - Zoom Only
Friday, June 20, 2025 7:00 AM Mountain

Central Service Building
2102 Wagner Street
Strasburg, CO 80136

Mrs Diana Elliott: Present
Gema Gomez: Present
Daymon Johnson: Present
Michael Marrero: Present
Mary O'Malley: Present
Present: 5.

I. Opening of Meeting

I.a. Roll Call

I.b. Adoption of the Agenda

I recommend we approve the agenda as presented. This motion, made by Mrs Diana Elliott and seconded by Mary O'Malley, Carried.

Mrs Diana Elliott: Yea, Gema Gomez: Yea, Daymon Johnson: Yea, Michael Marrero: Yea, Mary O'Malley: Yea
Yea: 5, Nay: 0

II. Public Participation (Amended)

II.a. Avis Devlin

One individual submitted a request for public comment after the agenda was published. The agenda was amended to reflect the addition; however, the individual did not attend the meeting and no public comment was given.

III. Superintendent Report/Discussion

- Staffing Update

The Superintendent provided clarification regarding the administrative hires listed on the consent agenda. Due to the timing of the hiring season—typically occurring around Spring Break—and to maintain consistency for students, staff, and the community, the Superintendent recommended keeping administrative positions as they have been since April.

At Strasburg Elementary, Cameron Schiller was recommended as Interim Principal and Jami Hopwood as Interim Assistant Principal. Per board policy, the Superintendent may appoint interim positions for up to one year. Because these appointments are considered promotions, both positions will be posted in January 2026 to allow for a full and thorough hiring process.

At Hemphill Middle School, Jaylee Kitzman was recommended as Principal and Jeromie Bongard as Dean of Students. These are lateral moves within the district (Principal to Principal; Dean to Dean) and therefore do not require a posting under current board policy. Should the structure of the middle school change in the future—for example, shifting back to an Assistant Principal model—Jeromie Bongard would interview for that position at that time.

Also included on the consent agenda were two additional hires since the June meeting:

- Katelyn Swallow, 6th Grade Math Teacher
- Mecca Stribling, Elementary School Paraprofessional

The Superintendent invited questions from the Board, but none were raised.

IV. Adoption of Consent Agenda

I recommend we approve the consent agenda as presented. This motion, made by Mrs Diana Elliott and seconded by Daymon Johnson, Carried.

Mrs Diana Elliott: Yea, Gema Gomez: Yea, Daymon Johnson: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 5, Nay: 0

IV.a. Personnel Matters Contract/Letter of Assignments – New Hires/Renewals

- Katelyn Swallow - Math (HMS)
- Mecca Stribling - Paraprofessional (SES)
- Jami Hopwood - Interim Assistant Principal (SES)

IV.b. Personnel Matters Contract/Letter of Assignments – Reassignments

- Cameron Schiller - Interim Principal (SES)
- JaLee Kitzman - Principal (HMS)
- Jeromie Bongard - Dean of Students (HMS)

IV.c. Personnel Matters - Rescission of Prior Offer

- Johnnie Echer - Principal (HMS)
- Avis Devlin - Assistant Principal (HMS)

V. Adjournment

Recommend the Board adjourn the meeting at 7:17 a.m. This motion, made by Mary O'Malley and seconded by Mrs Diana Elliott, Carried.

Mrs Diana Elliott: Yea, Gema Gomez: Yea, Daymon Johnson: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 5, Nay: 0

Special Meeting - Staffing Update
Friday, July 11, 2025 7:00 AM Mountain

Central Service Building
2102 Wagner Street
Strasburg, CO 80136

Mrs Diana Elliott: Present
Gema Gomez: Present
Daymon Johnson: Present
Michael Marrero: Present
Mary O'Malley: Present
Present: 5.

I. Opening of Meeting

I.a. Roll Call

I.b. Adoption of the Agenda

I recommend we approve the agenda as presented. This motion, made by Mrs Diana Elliott and seconded by Michael Marrero, Carried.

Mrs Diana Elliott: Yea, Gema Gomez: Yea, Daymon Johnson: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 5, Nay: 0

Diana motion;

II. Superintendent Report

II.a. Staffing Update

Mrs. Bongard reported to the Board that she will move forward with a Middle School Math teacher.

III. Adjournment

Recommend the Board adjourn the meeting at 7:03 a.m. This motion, made by Mrs Diana Elliott and seconded by Daymon Johnson, Carried.

Mrs Diana Elliott: Yea, Gema Gomez: Yea, Daymon Johnson: Yea, Michael Marrero: Yea, Mary O'Malley: Yea

Yea: 5, Nay: 0

STRASBURG SCHOOL DISTRICT 31J

BOARD OF EDUCATION

RESOLUTION REGARDING 2025 COORDINATED ELECTION AND DESIGNATION OF ELECTION OFFICIAL

WHEREAS, the Board of Education of Strasburg School District 31J, Counties of Adams and Arapahoe, State of Colorado (the "District"), will participate in the coordinated election scheduled for Tuesday, November 4, 2025, pursuant to the Colorado Election Code;

WHEREAS, Colorado law requires the District to designate a Designated Election Official ("DEO") to be responsible for conducting the election on behalf of the District and to coordinate with the County Clerks of Adams and Arapahoe Counties;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of Strasburg School District 31J hereby:

1. Calls for the regular biennial school director election to be held on Tuesday, November 4, 2025, as part of the coordinated election;
2. States that two (2) director seats will be up for election, each for a term of four (4) years;
3. Designates Jen Hall, Executive Assistant, as the Designated Election Official (DEO) for the 2025 coordinated election; and
4. Authorizes the DEO to take all necessary steps to comply with state election law, including but not limited to notifying the appropriate County Clerks, publishing notices, issuing nomination petitions, and coordinating all required election duties on behalf of the District.

Adopted this ___ day of _____, 2025.

Board President

Board Secretary

Full Name	Active	Attribute(s)	Has	Attributes
Angelo, Sa	Yes	Sub Health	Yes	
Armendariz	Yes	Sub Teach	Yes	
Beeck, Kor	Yes	Sub Teach	Yes	
Busse, Sus	Yes	Sub Para,	'	Yes
Chavez, Cj	Yes	Sub Teach	Yes	
Crouse, Vic	Yes	Sub Teach	Yes	
DeWolf, Cc	Yes	Sub Teach	Yes	
Elliott, Diar	Yes	Sub Teach	Yes	
Elliott, Kurt	Yes	Sub Para,	'	Yes
Garrett, Ja	Yes	Sub Para		Yes
Goble, Tan	Yes	Sub Para		Yes
Griggs, Cy	Yes	Sub Teach	Yes	
Gudka, Lin	Yes	Sub Teach	Yes	
Hassell, S	Yes	Sub Food	'	Yes
Hemphill, k	Yes	Sub Bus D		Yes
Jeffries, Ju	Yes	Sub Teach	Yes	
Johnson, S	Yes	Sub Teach	Yes	
Kruse, Mar	Yes	Sub Para,	'	Yes
Muehlause	Yes	Sub Teach	Yes	
Osborne, L	Yes	Sub Teach	Yes	
Perrino, Cc	Yes	Sub Custor		Yes
Rigdon, Ja	Yes	Sub Teach	Yes	
Rose, Alec	Yes	Sub Food	'	Yes
Schermerh	Yes	Sub Teach	Yes	
Simpkins, F	Yes	Sub Teach	Yes	
Steinman, I	Yes	Sub Para,	'	Yes
Villa, Rosa	Yes	Sub Custor		Yes
Vining, Rit	Yes	Sub Teach	Yes	
Wailles, Jul	Yes	Sub Health	Yes	
Wiersma, k	Yes	Sub Teach	Yes	
Winkleplec	Yes	Sub Teach	Yes	

<u>Activity</u>	<u>Coach</u>	<u>Postion</u>
High School		
Cheer	Stephanie Peabody	Cheer - Head Coach
Cheer	Alaina Franklin	Cheer - Asst. Coach
Cross Country	Mike James	Cross Country - Head Coach
Cross Country	Marissa Hauser	Cross Country - Asst. Coach
Football	Brian Brown	Football - Head Coach
Football	Doug Burchfield	Football - Asst. Coach
Football	Nick Dickens	Football - Asst. Coach
Football	Darel Dodge	Football - Asst. Coach
Football	Jordan Ross	Football - Asst. Coach
Football	Thom Winter	Football - Asst. Coach
Boys Golf	Eric Gilbert	Boys Golf - Head Coach
Boys Golf	Jacqueline Cunningham	Boys Golf - Asst. Coach
Unified Bowling	Vicki Manahan	Unified Bowling - Head Coach
Unified Bowling	TBD	Unified Bowling - Asst. Coach
Volleyball	Larry Deffenbaugh	Volleyball - Head Coach
Volleyball	Brandi Marrero	Volleyball - Asst. Coach
Volleyball	Nikki Welch	Volleyball - Asst. Coach
Volleyball	Alyssa Garcia	Volleyball - Asst. Coach
Volleyball	TBD	Volleyball - Asst. Coach
Softball	Wes Madrill	Softball - Head Coach
Softball	Jerome Bongard	Softball - Asst. Coach
Softball	Brandon Archuleta	Softball - Asst. Coach
Softball	Jodie Archuleta	Softball - Asst. Coach
ESports	Greg Ferber	ESports - Head Coach
Middle School		
Football	Matt Vance	MS Football - Head Coach
Football	Kerry Kemper	MS Football - Asst. Coach
Football	Rigel Stephenson	MS Football - Asst. Coach
Football	Ben Richie	MS Football - Asst. Coach
Volleyball	Courtney Manahan	MS Volleyball - Head Coach
Volleyball	Josie Hemphill	MS Volleyball - Asst. Coach
Volleyball	TBD	MS Volleyball - Asst. Coach