NORTH CONEJOS SCHOOL DISTRICT RE-1J
REGULAR BOARD OF EDUCATION MEETING
October 21, 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, aye; 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, aye; 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 Kristin McCarroll to approve the agenda with the addition of moving discussion item 11b, NCSD Facilities Master Plan to 7b, seconded by Tyler Buhr.

Kimberly Baroz, aye; 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

Jessica Morales spoke to board members on behalf of co-workers at CHS.
Bart Shawcroft addressed that board concerning salary/step increase.
Clint Sowards expressed concerns for Manassa Elementary and the Facility Master Plan.
Cade Huffaker discussed working together with possible salary/step increases.

GUEST PRESENTATION

Neenan Archistruction: Field Services Report

David Kurtz with Neenan presented the field service report to board members and those in attendance. David gave an overview of the community meeting held on October 3rd that discussed the priority of values the district holds, they used those values to evaluate and score elementary consolidation options, tested plans for how a K-8 would work, tested plans for how a consolidated elementary would work at the Centauri site, explored best location of elementary if it were consolidated, identified the variety of master plan options (separate elementaries, consolidated elementaries, consolidated elementaries and Middle School, phased approach of each of each), and discussed basic budgets of Master Plan options. CDP helped determine options and reasoning for options. David told the board that the BEST application deadline is March 2nd with an intent to apply for the BEST grant due by December 5th. Mr. Edgar recommended the board complete the intent to apply for the BEST grant on December 5th. The board will need to discuss this and make a decision at the November board meeting. All information concerning the Facility Master Plan can be found on the district website that is updated regularly.

NCSD Facilities Master Plan

There will be another community meeting for the Facilities Master Plan on November 11th at 6:00 p.m. in the Manassa Elementary Gym.

Mr. Edgar plans to meet soon with Colorado Department of Education's Meg Donaldson to get her help, input, and recommendations in applying for the BEST Grant which may help us have a better opportunity to receive the grant should we decide to apply. Mr. Edgar discussed diving deeper into the district analysis, gaining a better understanding of community priorities and coming up with a presentation of possibilities. He felt the next steps would be meeting with CDE, developing a values and options presentation, refining option costs, and a best strategy for phase one.

David with Neenan discussed having priorities and lists ready to view for each building by the November 11th meeting. Darren told the board we will have the capital reserve updated and ready for the November meeting.

DISTRICT FINANCE

Quarterly Financial Report

Gale Gallegos went over the quarterly financial report. The Board had no questions for Ms. Gallegos.

ACHIEVEMENT/ACCOUNTABILITY REPORTS

Principals Report

Please see attached principal reports.

BOCES Report

Mr. Edgar reported that the current BOCES building had a fire recently. Darren told board members that there have been a few unexpected issues with the newly purchased BOCES building in Monte Vista. He reported that our MOU with BOCES is being updated due to concerns of San Luis Valley Superintendents at the last Superintendent Advisory Council meeting with the MOU.

NCEA

Misty Espinoza reported on staff concerns and challenges of teachers concerning steps, salary, and health benefits. She shared concerns with raises calculated on the base versus across the board and concerns with staff morale. Mr. Edgar shared that he is compiling the results of the staff survey which is now closed. He plans to send the data from the survey to the board and administration this Thursday with the staff getting the data from the survey the following Monday.

ADMINISTRATION REPORT

Mr. Edgar welcomed Mr. Jimmy Lopez to the board meeting. Jimmy will be replacing Board President Mary Jane Valdez in November. Mary Jane has served the board for two terms and Darren thanked her for her 8 years of service. Darren recommended we have the board organizational meeting on November 18th at 6:00 p.m. with the regular board meeting to follow at 6:30 p.m.

Darren brought up a couple of capital construction projects that have begun. A new heater will be installed in the Library wing at La Jara Elementary. The heater and installation cost is over $12,000 and was previously approved by the board. The score boards and shot clocks have been ordered and we are waiting for the scheduling of their installation in the very near future.

DISCUSSION ITEMS

Use of Leftover Funds from Graduating Classes

Mr. Edgar explained to board members that at the end of each school year there have been funds left in the graduating class account that were not spent. This has accumulated over the past several years. We need to find a place/cause for these left over funds. He asked board members for their input. He suggested that the accolades committee could use some of the funds to update athletic awards in the new high school. Other suggestions were to use some of the funds to encourage students to do better and improve on grades, attendance, participation, service, etc. Mrs. Montague suggested we use some of the fund to help with CHS concessions each year. She also said that in the past some of the monies left over were donated to the incoming freshman class to get their class funding a jump-start. Mr. Edgar will come back in November with recommendations for the left-over funds in the Senior class account and how they might be put to use in coming years.

2025-2026 Employee Salary and Benefit Increases

Darren went over the 25-26 SLV school district salaries and benefits comparison and the NCSD school employee position ranking comparison & percent increase cost with board members.

He shared with the board the 2025-2026 Employee Salaries and Benefits Recommendation which had two options. The options depict various approaches to how the board may wish to increase salaries for this school year. The board may choose to select an option or add and eliminate increases in salaries and benefits under each option. The options are for discussion and figures represented are close estimates and do not include some extra pay that is computed on days and the percentage of salaries which will not be exact until salaries are set for the year. These options include ideas that have been discussed with the board of education and staff and take into account step value increases, percentage raises on the base salaries, percentage raises on contracted salaries, and reimbursement values for saved personal days. Mr. Edgar leans more toward option #2 percentage raises on all contracted salaries versus option #1 increases on the base. Employee salary and benefit increases was discussed extensively by the board with the pros, cons and concerns. The board concluded to go with option #2 for the 2025-2026 school year. They decided to discuss employee salary and benefit increases at the end of each school year when they have a better picture of where the district sits fiscally at the end of the school year.

Policy Update GBGG, GCCAA, JRA/JRC, KLG, KLG-R

Mr. Edgar went over policies GBGG Staff Sick Leave and GCCAA Professional Staff Leave and shared with board members his recommended changes to the policies. He also discussed CASB recommended changes on policies KLG and KLG-R. These policies will go before the board next month for a first reading. Darren will take board suggestions for the first reading of policies GBGG and GCCAA since they will match the salary and benefit decision by the board.

ACTION ITEMS

2025-2026 Employee Salary and Benefit Increases

A motion was made by Kristin McCarroll to approve the 2025-2026 employee salary and benefit increases which includes an 8% on all contracted salaries for all certified and classified employees, includes a 9% on all contracted administration salaries, includes district paying for leftover personal and vacation days over 45 days at a rate of 75% of the employee's salaried daily rate, includes increasing all certified and classified steps values by 10.75%, includes a $1000 bonus for all certified and classified employees in December as presented, seconded by Jake Cary.

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

The motion passed.

Second Reading Policy Update: JICJ, IJ, KEC, ACA, JICA, JLCD, JLCD-R, JICDE-E-2, JLDAC, KFA, EF-E2, GBEE-E

A motion was made by Nathan Coombs to approve the second reading of Policy Update: JICJ, IJ, KEC, ACA, JICA, JLCD, JLCD-R, JICDE-E-2, JLDAC, KFA, EF-E2, GBEE-E as presented, seconded by Tyler Buhr.

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

The motion passed.

Outsourced Agreements: Purchase of Property & Equipment

A motion was made by Kristin McCarroll to approve the outsourced agreements: Purchase of Property & Equipment (1) Davis Property $475,000 with $5,000 earnest money, with the Board of Education giving Superintendent Darren Edgar authorization to sign all documents for the purchase of the Davis property (2) Transportation Plow to OJ Watson $12,880.72 (3) Convection Oven @ LJE to Gradys $11,594.88 (4) Chromebooks to Pine Cove $69,223.98, CMS Freeze Repair to Vendola Plumbing $14,713.37, as presented, seconded by Nathan Coombs.

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

The motion passed

Hiring of Personnel
A motion was made by Jake Cary to approve Mitchell Jarvies as a transportation bus driver as presented, seconded by Tyler Buhr.

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

The motion passed.

CTE Program: Out-of-State Travel
A motion was made by Nathan Coombs to approve the CTE Program: Out-of-State Travel to Cheyenne Wyoming for a welding competition as presented, seconded by Kim Baroz.

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

The motion passed.

EXECUTIVE SESSION
None

Meeting adjourned at 9:30 p.m.

There will be a Board Organizational Meeting November 18, 2025 at 6:00 p.m. at the district administration building with the regular board meeting to follow on November 18, 2025 at 6:30 p.m. at the district administration building.