NORTH CONEJOS SCHOOL DISTRICT RE-1J
REGULAR BOARD OF EDUCATION MEETING
April 21, 2026
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 6:35 pm by Kristin McCarroll, President.

ROLL CALL
Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

PLEDGE OF ALLEGIANCE
The Pledge of Allegiance was recited.

APPROVAL OF AGENDA/ADDITIONS TO AGENDA
A motion was made by Nathan Coombs to approve the agenda with no additions, seconded by Jake Cary.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed

RECOGNITIONS
La Jara Elementary School
Michelle Woodward introduced Mrs. Anna Gearhardt, elementary music teacher, and some of her students. Mrs. Gearhardt and her students shared with Board members some of the things they are learning at La Jara Elementary. They gave a hand bell presentation with the Board members participating in the hand bell presentation. Mrs. Gearhardt is doing great things with the elementary music students.

Mrs. Woodward announced to the Board that April McCarroll has been selected at the North Conejos School District Teacher of the Year.

OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD

There was no citizens to address the board of education this evening.

FINANCE REPORT

Mr. Edgar reported that Gale Gallegos, Finance Director, would not be in attendance tonight as she was attending the CASB conference in Pueblo. The board received the quarterly finance report in their board packets prior to the meeting tonight. Darren reported that the District is currently at about 72% of our budget and that looks good for North Conejos School District.

REVIEW OF INVESTMENT ACCOUNTS

Darren went over our District investment accounts with board members. He reported that a couple CD's are not really doing anything and suggested that we may want to look for better investments. He told board members that it is good to have diversity in different banks as well with our investments.

SUPERINTENDENT REPORT

Mr. Edgar told board members that most of his report will be covered in discussion and action items. He reported that he met with staff and discussed the district's strategic plan. At the staff meeting he focused on declining enrollment, anticipated school funding for the 2026-2027 school year, staffing plans, salary increases, district health insurance and contracts. He reported that he is confident the staff has been formed in these areas.

BOARD MEMBER REPORTS

Nathan Coombs shared that he was happy to see the high school open up the gym for students before school and during lunch with games and activities that encourage social interaction and physical activity instead of students going to their phones.

Kim Baroz was impressed with La Jara Elementary being able to celebrate 100% student attendance on March 30th. That was a milestone for the school that has not happened in a number of years and was celebrated with a school-wide ice cream party.

DISCUSSION ITEMS

2026-2027 Certified Employee Staffing Plan

Mr. Edgar and Principals have been working to build a team of teachers and support staff for the 2026-2027 school year. Certified employees will be notified of the renewal of their agreement on April 30th with contracted agreements to be distributed by May 7th. Classified notices and contracts will be dispersed on June 1st. This timeline used to be a standard procedure for school districts when they were not sure about funding. The District will be potentially absorbing two classified positions and we have applicants for positions that need filled for the next school year. We are never really set until we start the new school year. Board members should refer to the staffing plan in their board packet.

2026-2027 Salaries & Benefits

Mr. Edgar met with staff concerning salaries and benefits. He reported there are some mixed numbers and funding is still in question. Student enrollment is declining and it looks as if there will be less funding next year. We will have a better idea at the end of May to see what funds are there. Darren is recommending a step increase on contracts with a holiday bonus of $1,000 and looking at a possible bonus in June if it looks like there will be money left over.

2026-2027 District Health Insurance Plan

Mr. Edgar reported that we investigated the current plans available in more earnest this year. We met with four different brokers and looked at quite a few plans including individual and group plans. After reviewing the benefit and cost/affordability values associated with plans, Darren recommends we go with the Harbor Bridge Plan. They offer three plan designs, much like the Gravie plans we currently have, with increases that range from 2.5% - 4%. The plans are through United Health Plans and offer a 3-year stabilization program that issues maximum rate increases over the next three years. The staff step increase will not cover the increase in cost of health insurance for employees. Darren and Kim Baroz will check on numbers in the plan and get more information on the percent of increase yearly, making sure United Health has providers in our area, and getting more detail of the plan. Mr. Edgar will email board members with a contract and more information before the board meeting in May.

Land Purchase

Darren has been working with Marci Schulz concerning the Martinez property. He told Marci the board still felt that the price of the land and the cost of the road would be a heavy lift and Darren inquired to whether the Martinez' would consider working with the District on the price per acre. He expressed that there would have to be terms of agreement on the easement of the road that satisfied all parties. Marci will begin working with the attorney to start drafting the language for the contract. Darren told Marci it was important that NCSD had a contract in our hand before May 12th due to the BEST grant. Darren would like to get the agreement to the board for review before the May Board meeting.

Board Policies: GCHA-GCHB, GCHA-GCHB-R, IHCDA-R, IHCDA, IHCDA-R, JHC, JICJ, JS, JIC
Mr. Edgar went over policies with board members. GCHA-GCHB-R concerns mentor teachers and GCHA-GCHB-R is a new regulation. IHCDA and IHCDA-R are on concurrent education and Darren would like to have Mrs. Montague look over these policies. Darren is taking policy JHC off of the discussion and is a policy he does not want to change for now. JICJ, JS and JIC are policies on student use of technology, phones, and student conduct. He would like these to be addressed in our District and student handbooks. Darren will bring the updates in policies to the board for a first reading in May.

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

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed.

ACTION ITEMS

Hiring of Personnel
A motion was made by Kimberly Baroz to approve the hiring of personnel Alan Scheibe, CMS Custodian; Flint Muniz, CHS Custodian; and Nikki Pepper, LJE Physical Education teacher for the 2026-2027 school year, seconded by Jake Cary.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed.

2026-2027 Certified Employee Staffing Plan
A motion was made by Nathan Coombs to approve the 2026-2027 Certified Employee Staffing Plan as presented, seconded by Tyler Buhr.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed.

2026-2027 Contracted Salaries and Benefits
A motion was made by Tyler Buhr approve the 2026-2027 contracted salaries and benefits of a 1 step increase with a $1000 holiday bonus and the potential of a June bonus if funds allow which will be decided by the board in May or June, seconded by Nathan Coombs.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed

District Health Insurance Plan
A motion was made by Nathan Coombs to approve the 2026-2027 District Health Insurance Plan with Harbor Bridge, pending staff review and with the understanding of more clarification on the language of opting out, seconded by Jack Cary.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed

Outsourced Agreements/Proposals (1) Power School Proposal (2) Conejos County SRO Proposal
A motion was made by Jake Cary to approve the outsourced agreements/proposals with Power School for $9670.00 and Conejos Country SRO proposal for $6111.00 as presented, seconded by Tyler Buhr.

Kimberly Baroz, aye; Tyler Buhr, aye; Jake Cary, aye; Nathan Coombs, aye; Kristin McCarroll, aye; Jimmy Lopez, aye.

The motion passed.

FUTURE AGENDA ITEMS
Work session May 6, 2026 at 6:00 p.m.

Next regular board of education meeting will be May 18, 2026 at 7:00 p.m.

Board Work Session scheduled for May 6, 2026 at 6:00 p.m.

Meeting Adjourned at 8:37 p.m.