

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
Tuesday, September 21st
Administration Building – 400 North Elm Street**

MINUTES

Regular Board Meeting 7:00 PM

Attendance:

Sherry Wright, President, District C
Sherry Noyes, Vice President, District F
Tammy Hooten, Treasurer, Director, District E
Jack Schuenemeyer, Secretary, District B (by Zoom)
Stacey Hall, Director, District D

Absent:

Chris Flaherty, Director, District G
Cody Wells, Director, District A

1. Call to Order

- a. The meeting was called to order by President Sherry Wright at 7:00 PM.

2. Pledge to Flag

- a. The Pledge of Allegiance to the flag of the United States of America was led by President Sherry Wright.

3. Set the Agenda

- a. Tammy Hooten moved to set the agenda. The motion was seconded by Stacey Hall.
Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

4. Student Presentation:

- a. Mesa Girls on the Run- Principal Layman introduced Beth Domenichini & Students
 - i. Each morning before school there is a dance program for the last 10 years for K-5.
 - ii. Last 7 years Mesa 3rd, 4th, and 5th graders have participated in Girls on the Run 2 days a week for a 1 ½ hours. There is a yearly 5K in Durango, at Three Rivers, on Nov. 6th at 11:00 AM. Mesa currently has 15 members.
 - iii. The school's annual PE Program for all students has been held the last 24 years.
 - iv. The girls talked about their goals and what they like about the program and flyers were handed out. This program is more about character building than running track.

5. Approval of Minutes:

- a. Stacey Hall moved to accept the meeting minutes from Approval of Minutes for August 17th, 2021, Executive and Regular Sessions, August 24th Emergency Session, and September 7th, 2021 Work Session as presented. The motion was seconded by Tammy Hooten.

President Wright suggested a change in the spelling of Paul Wright to Paul Reich. Ramsey will make the changes.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried

6. Celebration Reports

- a. Hall: Our golf team took second place at the regionals we hosted. This will set them up to travel on to state. Thayer Plewe placed 2nd.
- b. Noyes: Panther Softball played on their new field.
- c. Richard: Kemper's CMAS scores were higher than most of the state, particularly in math.
- d. VanderWey: Kemper and staff rallied and came tighter to shield our students and did an amazing job. She was very proud of them.
- e. Hooten: Schools and teachers were observed doing a great job, offering safety, taking brain breaks. Thanks for allowing the board to come in.
- f. Wright: She will cover classes if needed, just call her.

7. Superintendent's Report

- a. Dr. VanderWey referred to her submitted report. She highlighted that during Homecoming week staff had to adjust and they were flexible. The staff is showing up for our student's every day and working their tails off. She was recently able to meet with the tribe. Her administrators developed Collaborative Teams that will now include the assistant principals (formerly known as Shepherding). Richard has been developing Safety procedures for the district to follow. VanderWey stated that district was in a workforce shortage crisis. The district has got the election up and running for new School Board Members. DR. VanderWey and Mr. Chandler meet with representatives from the Chang Chavkin Scholars program. The board has developed a Resolution to oppose Critical Race Theory in Re-1 Schools. She attended the Montezuma County and City of Cortez Board Meetings to try an engage partnerships. She listed the district's current challenges to include the severe staff shortages which may lead to revising school schedules and calendars. There has been a rise in violent and aggressive student behaviors that have surpassed our capabilities. VanderWey will be working to hold community forums to gather suggestions and utilize our Faculties Master Plan to consider restructuring of schools. She wanted to have a plan to present to the Board.

8. Staff Reports

- a. Mrs. Richard referred the Board to her submitted report. She was thankful for the new halftime administrative assistant she will share with the grant's office. The district has been handling a lot of crisis and discipline issues. She has been trying to aggressively work on each issue to support our principals.
 - i. President Wright asked that the board receive a list of current grants. She wanted to remind the district that it is all grants must have prior board approval to application. Richard will work with Mr. Archibeque to bring that to the next board meeting.
- b. Mr. Archibeque referred the Board to his submitted report. He highlighted that they reapplied for the Medicaid Health Services program (completed every 5 years). Marlee Canada is our Medicaid team member, and she works with Montezuma County to put the report together. A summary was provided. He filed the CDE-40 Transportation report with support from Lena Galloway. The district should see some reimbursable money back. Archibeque was in the middle of the financial audit, which he planned to have results in October and present it to the Board in November. Also submitted was a salary change proposals for next year. He is attending the CASBO training Sept. 29th-Oct. 1. He would like to use time at the work session to reword our

current donation policy to make it easier for the district to accept items. The six step plan he presented last meeting is having issues with contractors bidding for the RFP's. As mentioned, Englehart Field's upgrades are now up and running.

- i. President Wright asked why Pleasant View doesn't show up on the building reports. Archibeque said the roof probably needs replaced but it should be a part of the bigger district picture. Richard said a few safety issues at Pleasant View are being worked on by her and Ray Lopez.
 - ii. Hooten asked about RFP on M-CMS carpet. Mr. Archibeque said there was back and forth about carpet verses tile and a crack that need to be included in the RFP, but that it will be out this week.
 - iii. President Wright thanked Mr. Archibeque for the update on the Manaugh playground.
- c. Mr. Parr referred the Board to his submitted report. He highlighted program use in the district and that the community committee was still meeting. Tammy Hooten had joined them at their committee meeting. If the resolution passes tonight this team could possibly serve as a review for the next step. He shared a handout with the teachers' comments. Oct. 17th (new date) is the new deadline to submit our Unified Improvement Plans. CDE will be here meeting with us tomorrow. The different administration departments are compiling the Indian Policy and Procedures Report, with a plan to deliver it Friday.
- d. Mrs. Eldredge referred the Board to her submitted report. Our Triad Employee Assistant Program was emailed out to staff. There has been a 62% utilization of the counseling available through Triad. This means staff, spouse, or dependent can call up to 3 times to discuss issues they are dealing with. The program can be expanded. Just last week it jumped up 14%. Access is available if the Board would like to review it. The district is working with Our Worker's Comp provider Copperpoint / Associates Insurance Group on cost containment program to reduce our premiums. We would train the staff to identify safety hazards.

Mrs. Eldredge talked about the critical staff shortages becoming more apparent now that enrollment is up, and resignations are coming in for all levels of positions. She highlighted two recommendations she asked the board to consider.

- The ESS Paraprofessional shortage at all campuses may be improved if we move all ESS & Life Skills Para that are either in the Para or Para 48 column to the "Behavioral Specialist" column and that the salary schedule be increased by \$1.00 per hour on each step in that schedule to start September 1st, 2021.
- There are only 22 working subs currently and 13 are serving as long-term subs. Most teachers are covering in a teacher for teacher role. That pays \$13.00 per hour to give up their plan period. The same teacher that tutors or does something after school makes \$30.43 per hour. Mrs. Eldredge recommended that we pay the \$30.34 per hour rate to these teachers that step up for us when we have no other option.

The district has hired just 1 substitute and 1 para in the last week. Eldredge has hung flyers, gone into businesses, and meet with others to recruit. Our district goal is to make Montezuma-Cortez RE-1 an employer of choice.

Suzanne

The 3 of our J-1 teachers have arrived and are now working at Kemper and Manaugh. They are happy to be here. One more is waiting on their passport.

President Wright asked if the School Board could sub. Mrs. Eldredge said they could and explained that the district administration had built an emergency team process in case we need them in the building.

Tammy Hooten asked if these 2 recommendations should be considered as an action item. President Wright pointed out the board does not approve moves on the salary schedule (that is the Superintendent's job) just they only control the amounts of the schedule.

Mrs. Wright called for a motion pertaining to these two recommendations from Human Resources. Stacey Hall made a motion that we add an action item for these pay raises. Tammy Hooten seconded the motion.

Tammy Hooten had suggested we go up more than \$1.00 per hour, but group wanted to leave it at \$1.00 at this time. Ramsey reminded the board this would need to be unanimous vote to add the item.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.
Action item added to agenda as item 12. K.

- e. Transportation Director Galloway referred to the report she had submitted. Some of the busses have been breaking down. Pagosa was able to help. Parts are coming in very slowly, they are waiting on fans.
- f. Drew Pearson -- He wanted to advocate for staff covering multiple classes and that he was aware they have been cancelling personal appointments just to keep school running. Mr. Pearson suggested going to remote Fridays. Administrators and elective teachers are covering daily. He has talked with staff members crying daily for help. He asked the Board to be the help.
- g. Whitney Rapp -- She had recently covered a class at the Middle School and saw that other schools are having similar issues to hers. Teachers keep losing plan time. ESS shortages are affecting all other classrooms. Student safety is number one priority but when teachers miss their IEP's it is a safety issue. Principal Rapp said her team was great when they are used in the positions they were meant for.
- h. Eric Chandler -- High School has been fortunate in staffing, but most teachers are still being asked to sub teacher for teacher. They pulled off Homecoming but week 6 felt like week 60.
- i. Angela Sauk -- The small rural schools have no admin to cover, and they are experiencing an influx of ESS Students. They still have a position for a specials teacher that have been open since the beginning of the year. Her staffs prep time will end next week after their sub leaves.

9. Board Requests/Reports

- a. Sheri Noyes said the ESS sub shortage has been building for a while. She appreciated those staff that shared their thoughts and frustrations, because we usually don't hear about it until its too late to help.
- b. Tammy Hooten reminded that we will briefly cover legislation at the next work session which was moved to 1 hour before the board meeting on October 19th. The CASB regional meeting Oct. 5th.
- c. Sherri Wright said she had been looking at teacher numbers to come up with some answers to the issues mentioned, but that she had not meet yet with Dr. VanderWey. She asked for the community's support to make these tough decisions. Dr. VanderWey asked that we work with the county and the city to solve these problems that they are also facing.

10. Citizens Address the Board (comments beyond the allotted 3 minutes will not be recorded in the minutes) 1 hour limit start time: 8:16 PM and end time 9:21 PM (The Board allowed everyone that turned in a ticket to talk, since it was close to an hour).

- a. Suzanna Deane / Teacher: She wondered why people were so critical about teachers. They work hard usually 50-60 hours a week, they are encouraging. She has never taught Critical Race Theory, so she was not sure why this keeps coming up. The conversation about the Rainbow club at the Middle School has broken her heart. It seems we don't understand these students' struggles. Please research if you don't understand. Can't we just support them while they figure out who they are? Every child, every day.
- b. Amanda Robinson / Teacher: Representing as 1 of 4 M-CMS staff speaking but she asked the Board to see the presence of their staff that came to meeting that they are speaking for. They collaborated on these concerns and solutions. They have been working tirelessly and we love our students. We all stayed through the last year and a half with all the changes in education. We need real solutions.
- c. Brittany Lang / Teacher: Staffing situation this year has been in the making for a while. We are in the situation of not being able to hire anyone at all. We exhausted all our resources of place fillers. We know the board is aware and working on the uncompetitive pay. Empty positions affect all teachers, some are writing sub plans for classes that are not theirs, teachers are covering other classes during their sub periods, and we are absorbing other classrooms. Elective teachers do not have plan time at all on Friday's. If we take off for deaths in the family or doctor appointments, we are faced with the knowledge that our overburdened colleagues will suffer the consequences.
- d. Joe Magie / Teacher: We have a lack of behavioral support with a large number of students with behavioral issues. Forty percent of referrals come from these students. We do not have the resources for these students and protections for these behaviors do not align with the consequences in our student handbook or the Colorado State laws. Our administrators' hands are tied. Experts have suggested to use "planned ignoring" and allow these students to dysregulate (ex. yelling obscenities, throwing chairs around the room, ripping down things in the hall) in order to protect the other students. We ask that the Board put an urgent priority to

resolving any issues that hinder our administration's ability to handle behaviors according to our handbook. If an out of school placement is necessary, we need the backing of our district and school board. We also ask for an increase in Para pay and training opportunities. Our long-term suggestion is to create an alternative middle school with staff trained to help these students and grants to cover the supports these students and families need.

- e. Forrest Kohere / Teacher: He was here to address the School Board's priorities and the CRT resolution. We went through the process of reviewing and vetting curriculum for many unpaid hours. We worked trained on it in summer to be ready for fall. The amount of work it takes to prep for a new curriculum should not be underestimated, only to return in fall to find the Board putting together a committee to review and possibly remove it. It was devastating. We have been asked again to explain the procedures for adopting policy all of which was given to the board in May which resulted in the curriculum being passed. Short Term solution is we propose the Board acknowledge that the curriculum was adopted by following policy and that they stop stating that our curriculum contains Critical Race Theory before they define the term. We would like to proceed with our hard work. In the long term, we would be happy to offer to review the curriculum for CRT using the correct definition with a committee that reflects our schools' demographics. We would also be glad to work to remove any CRT while we continue to work with what we have learned. Thank you. We would not be here if we did not feel our school was in a state of crisis.
- f. Susan Kemnetz / Community Member: She had sent email 6 weeks ago to board about concerns, but never received any response from anyone. CRT is a Marxist doctrine that is designed to pit people against each other by embracing racism. It is demonizing one race of people. Children are not born to judge people they are taught too.
- g. Tammy Coulon / Community Member: She appreciates teachers and she agreed they deserve a raise. Why are we using a supplemental curriculum with social emotional learning that puts down the founding principles of our country we need age-appropriate material that will bring our students up to state standards. All students should have a signed parental permission at age 18 not 14. Middle school is still too young to be able to have their own rights to attend a club without parental knowledge. Schools are subject to all laws. Isn't this Wit and Wisdom curriculum in violation of state statues if it is promoting this? This causes children to be more judgmental of others leading to behavior issues.
- h. Mindy Nelsen / Community Member: In favor for teachers getting raises. She is here to talk about the supplemental curriculum and CRT that cost \$350,000. It was approved and never reviewed by the board and never passed the state board. This is failed material – why wouldn't we want the best for our children. It is a toolkit for indoctrination. We killed the Cortez Land Use code in its entirety. We need to start over. She has emailed board.
- i. Allen Maez / Community Member: If there are superior curriculums out there, they should be utilized. The teachers have said they do not follow it point by point so they should have no problem waiting for the new curriculum to get in their hands. He saw VanderWey and Eldredge at the County Commissioners meeting. He said a parent at that meeting talked about her 5 yr. old child wanting to kill themselves and seemed to come from the school.

- j. Lynnette Ward / Committee Member: Teachers deserve raises. She talked about Hitler's tactics to control people. We are programming child that sexual is being encouraged by the roots they hold. She has gone through the curriculum. CRT is not curriculum it's ideology. Social emotional learning is curriculum. It didn't even past the state standards. It was purchased with grants. It is holding our amazing teachers and students back.
- k. Neisha Calhoun / Teacher: ESS Teacher pointed out that her students do not have behavioral needs – they have manifestations of their disabilities. We can't just make it go away. She wanted to advocate for her paras that help protect her kids. These students' manifest behaviors to tell us something is wrong. These behaviors are dangerous when we do not have enough staff. Its our fault when their needs are not meet. I have heard we are critically understaffed, and I would argue we are dangerously understaffed. Someone is going to get hurt. My paras are impressive, but we do not pay them enough and we do not have enough of them.
- l. Chase Wesley/ Teacher: Thank you for considering raising paraprofessionals pay. For \$12.00 a paraprofessional provides interventions that are specialized per student. They may be teaching a 18 year old to write their name for the first time, teaching them sign important documents, teaching them basic math skills so they go to the store. It can be teaching them math and reading to control their own monitors. Through verbal or augmented communication so they can tell us their stories. They provide feeding assistance, tube feeding, toileting and teach them to recognize choking hazards. For 12.00 and hour our paras are trained in life saving procedures and following nurse delegations. They are keeping our students alive.
- m. Katy Maxwell / MCPHD: Suicide Prevention program at Montezuma County. We heard concerns about the lunch bunch at the Middle school and wanted to offer some perspective from public health. Feeling connected to a community increases youth resiliency. The lunch Bunch meetings are a resource and a tool for LBGQT youth. Suicide is the second leading cause of death in young people 10-24. In our county we have a high suicide rate and of those a high percentage identified as LBGQT. They consider suicide at 3 times the rate of other youth. 8.4 times more for students with family rejection. This is group may be the only support in their lives. Everyone deserves help and support and these kids are no different.
- n. Crystal Burge / Parent: Daughter came home with note and had learned new terms after attending the Lunch Bunch meeting. There was a bomb threat and no one told the parents. There should not be any politics, sex, religion, gender in school. Bring back cursive. She was against CRT and for raises for the staff. Can this meeting be in a bigger place? Can parents attend the Rainbow Club? Can we get those students support outside of the school?
- o. Nicci Crowley/ Parent: Daughter has come home in tears the last few weeks because of the behaviors she has seen in her regular ed classroom. She couldn't talk to the Principal because he was filling in for Science and the counselor was filling in in another room .We are losing students to other districts that do not have these problems.

- p. Tiffany Ghere / Community Member: Teachers are doing more with less. SRO's need a better presence in the schools. Where are you going to get the funding? Curriculum is laced with CRT. The same people that promoted Black Lives Matter are sitting in this room. If they are here to support his curriculum you better ask yourself why. The conditions in the other room are terrible. We are helping you do your jobs better. We are helping the community see what is happening in the schools. Have a parent night with activities? Parents need to be involved. Gay pride and LBGQ2 does not need to be in our schools. There is no transparency in this club. Do it off the grounds.
- q. Kim Martin / Parent: Concerned about discrimination in our schools. Some vaccinated versus some unvaccinated but given different options to follow. Why is the district allowing this? The recommendations are your choice. Healthily students were discriminated against and lost educational time. This is violating a student's FERPA rights. If you choose to reword the Citizen's Guide to Re-entry you will be depriving students of the private health decisions.
- r. Janet Hongh / Parent: She is the proud supporter of LBGQIA+ students. The students have the right to have access and participate in a club that makes them feel less alone. This improves their quality of life by decreasing bullying, adds tolerance, and lowers the suicide rate. You don't have to like the club, just provide it. You are the group tasked to provide for these students; every gay student, bi-sexual students, etc. Adopting a resolution to block CRT is ludicrous since it is not being taught at any schools. They need to learn actual history, the good and bad.
- s. Brigitte Farley/ Parent: Mainly she was concerned for the elementary students. She doesn't oppose the CRT it seems just seems like a political science type thing. She reminded the Board that there was a murder in Cortez in the last 20 years that was a hate crime because we are not teaching inclusiveness. We need to embrace our differences. Students need to have the clubs they want. Our teachers are awesome. We need a little more information on Critical Race Theory so it's not such an inflated political thing.
- t. Lance McDaniel/ Community Member: God bless these teachers. 47% of your student body is non-white and 10% is not safe coming to school. They are triggered by different things that happen at school. If you are going to remove the phrase "non-instructional time" from the policy just remember that lunch is still going to be "non-instructional time". He said he only went to the Rainbow Club one time. CRT – Please re-read the article from the Montrose County Superintendent. As you know if test scores drop the state will take over this district then you don't have anything to do. This board will not exist. None of you have spoken to a single student in this club and neither have these people that spoke today.

A brief break was taken at 9:21 PM.

Meeting called back to order at 9:33 PM.

10. Discussion Items:**a. Corona Virus 19 Update:**

Lis Richard provided a PowerPoint presentation. There have been more cases in the last 2 weeks. It has accelerated in children but the symptoms they are experiencing mostly minor symptoms. One charter School has closed due to staff exposures. A discussion followed. The Principals added that the ambiguity of saying "recommend" is vague and sets them up to not be able to control the situation. Having half online and half not is even more burden.

11. Action Items:**a. Consent Calendar (see list)**

A motion was made by Stacey Hall to approve the Consent Calendar as presented was seconded by Tammy Hooten.

There was discussion about the asterisks. Ramsey explained they were for people that were hired and left during this consent calendar period. A grants Director is now in place.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

b. Rewording of Citizen's Guide to Re-Entry

A motion was made by Sheri Noyes to approve the suggested rewording of Citizen's Guide to Re-Entry as presented and was seconded by Stacey Hall.

Mrs. Noyes discussed that she felt we took away many educational opportunity days from the students and that we do not want to be discriminating against vaccinated or unvaccinated students. Hooten agreed. Hall asked about testing. Richard said it should arrive next week. The program was free to all districts.

Aye: Hall and Wright Nay: Hooten, Noyes, and Schuenemeyer Motion fails.

c. Donation of Radios from Homeland Security

A motion was made by Sheri Noyes to approve the Donation of Radios from Homeland Security as presented and was seconded by Tammy Hooten.

Archibeque explained that in 2019 Durango High School applied for the school safe radios, but COVID slowed it down. We received 38 radios worth \$16,245.00.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

d. 2021 Purchase Services Options offered to Southwest Open School Schedule A

A motion was made by Sheri Noyes to approve the 2021 Purchase Services Options offered to Southwest Open School Schedule A as presented was seconded by Tammy Hooten.

It was noted this may have come now because SWOS is up for Charter renewal.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

e. MOU for Southwest Colorado eSchool

A motion was made by Tammy Hooten to approve the MOU for Southwest Colorado eSchool as presented and was seconded by Stacey Hall.

Richard noted that we will still receive PPR.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

f. MOU from Montezuma County for Evacuation Sites

A motion was made by Tammy Hooten to approve the MOU from Montezuma County for Evacuation Sites as presented and was seconded by Stacey Hall.

Mrs. Richard said in this new MOU we are leaving the site up to law enforcement. Mrs. Hall suggested we have a similar contract with the City of Cortez.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

g. Resolution Opposing Principles of Critical Race Theory

A motion was made by Tammy Hooten to sign the Resolution Opposing Principles of Critical Race Theory drafted by the RE-1 Board Members and was seconded by Sheri Noyes.

Mrs. Wright said that after talking about it with the UMU Tribe the board removed one bullet point. Dr. Schuenemeyer suggested waiting to vote until an attorney could review it and the board could define CRT better.

Aye: Hall, Hooten, Noyes, and Wright Nay: Schuenemeyer, Motion carried.

h. ERBOCES Board Approval for Lis Richard

A motion was made by Sheri Noyes to approve Lis Richards request to join the ERBOCES Board and was seconded by Stacey Hall.

Mrs. Richard wants to join this board to give our area more representation, but it is required that she have our board's approval first. Meetings are virtual once a month.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

i. Policy Revisions – First Reading

Mrs. Ramsey requested we strike items viii. and ix. Since they were not prepped in time. It was decided to vote on all the first readings together.

- i. GBAA Sexual Discrimination and Harassment
- ii. GBK Staff Concerns/Complaints/Grievances
- iii. IC/ICA School Year/ School Calendar / Instruction Time
- iv. JLCD Administering Medication to Students
- v. JLCD-R Administering Medication to Students Regulation
- vi. JLCD-E Administering Medication to Students Exhibit
- vii. JLCDB* Administration of Medical Marijuana
- ~~viii. JLCB Immunization of Students~~
- ~~ix. JLCB-R Immunization of Students Regulation~~
- x. JJA-2 Student Organizations- Open Forum

A motion was made by Stacey Hall to approve the first reading of the listed policies as presented and was seconded by Tammy Hooten.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

j. Policy Revisions – Second Reading

It was decided all policies for second reading would be voted on together.

- i. AC Nondiscrimination/Equal Opportunity
- ii. AC-R-1 Option 1- Nondiscrimination/Equal Opportunity Regulation
- iii. AC-R-2 Sexual Harassment Investigation Procedure Title IX
- iv. ACE Nondiscrimination on the Basis of Disability
- v. ACE-E-1 Nondiscrimination on the Basis of Disability Exhibit
- vi. ACE-E-2 Nondiscrimination on the Basis of Disability Complaint Form
- vii. ACE-R Nondiscrimination on the Basis of Disability Complaint Process

A motion was made by Sheri Noyes to approve the second reading of the listed policies as presented and was seconded by Stacey Hall.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

- k. ADDED ACTION ITEM: Raising the salary schedule for Behavioral Paras by \$1.00 per hour on each step and increasing the pay for Teacher for Teacher subs to align with current amount paid to after school programs teachers per hour, as suggested by Re-1 Human Resources and to start September 1st, 2021.**

A motion was made by Sheri Noyes to approve the salary increases for paras and to change the amount of pay for teacher-to-teacher subs and was seconded by Stacey Hall.

Aye: Hall, Hooten, Noyes, Schuenemeyer, and Wright Nay: None. Motion carried.

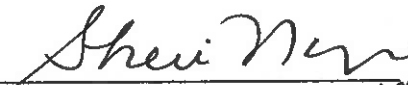
President Wright thanked Mrs. Eldredge for being a strong advocate to the staff and said she was a great find for the district.

12. Items to add to the next Agenda (work session):

- a. Corona Virus 19 Update
Hooten Legislation Discussion
- b. Policies for Discussion:
 - i. GBAA Sexual Discrimination and Harassment
 - ii. GBK Staff Concerns/Complaints/Grievances
 - iii. IC/ICA School Year/ School Calendar / Instruction Time
 - iv. JLCD Administering Medication to Students
 - v. JLCD-R Administering Medication to Students Regulation
 - vi. JLCD-E Administering Medication to Students Exhibit
 - i. JLCDB* Administration of Medical Marijuana
 - ii. JJA-2 Student Organizations- Open Forum

The next Board of Education meeting is a mixed meeting with a work session at 6:00 PM and a regular session at 7:00 PM, on October 19th, at the Administration Building Board Room.

The meeting was adjourned at 11:10 PM.


Secretary, Board of Education *VP position*


President, Board of Education