

MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
Tuesday, November 16th, 2021
Administration Building, 400 N. Elm Street, Cortez, CO 81321

MINUTES

Regular Board Meeting 6:00 PM

Attendance:

Sherri Wright, President, District C
Sheri Noyes, Vice President, District F
Tammy Hooten, Treasurer, Director, District E
Stacey Hall, Director, District D
Cody Wells, Director, District A

Absent:

Vacant - District B
Vacant - District G

1. Call to Order

- a. The meeting was called to order by President Sherri Wright at 6:00 PM.

2. Pledge to Flag

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

3. Executive Session – Pursuant to C.R.S. 24-6-402(4)(f) the board will discuss a personnel matter concerning the Superintendent’s evaluation.

Sheri Noyes made a motion to go into executive session and invited the MCSD RE-1 School Board directors and Dr. VanderWey. The motion was seconded by Stacey Hall.

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

The board went into executive session at 6:02 PM and returned at 7:00 PM.

4. Set the Agenda

- a. Stacey Hall made a motion to set the agenda for the regular meeting. The motion was seconded by Tammy Hooten. Sheri Noyes asked to amend the agenda on item 13 c. and 13 d. to include the wording “to move forward with more information School Consolidation/Merger” and “to move forward with more information on 2022 Spring School Calendar / 4 Day”. Directors Hall and Hooten accepted the changes to their motion.

Aye: Hall, Hooten, Noyes, Wells, and Wright Nay: None Motion Carried.

5. Student Presentation: Manaugh Skill Building Showcase

A video was presented by Manaugh teachers Janelle Hoffman and Julie Carrey that showed ways the school is addressing learning needs. They showed examples of the Manaugh Math Stars Program, Great Tiger Book Challenge, and the skills assembly. Students on the video showed samples of their work.

6. Approval of Minutes for October 19th Work Session, October 19th Regular Session, October 26th Indian Policy and Procedures Meeting, November 2 Special Meeting, November 2 Executive Session Meeting, and November 2 Work Session.

Sherry Noyes made a motion to accept the minutes as presented and was seconded by Cody Wells.
Aye: Hall, Hooten, Noyes, Wells and Wright Nay: None. Motion carried.

7. Celebration Reports

Director Hall reported Softball made it to the semifinals and that Coach Frost was chosen as the Coach of Year. She heard several people praise his coaching of the All-State Team. Two players received All-State honors and 1 received honorable mention. The Marching Panthers competed in their state competition. Thayer Plewe was named All-State in Golf. The Volleyball Team made it to regionals. The high school begins winter sports this week. The middle School has started their boys' basketball program and they had a very successful play with all three performances being sold out. Stacey Hall also reported being honored to have got a tour of Towaoc from Chairman Lyndreth Wall earlier today. She praised the work that is being done there and announced that the ribbon cutting for the new school would be Thursday from 4:00:00 PM. She said all were invited.

8. Superintendent's Report

a. VanderWey

The board accepted Dr. VanderWey's report with no questions.

9. Staff Reports

a. Richards, Assistant Superintendent

The board accepted Lis Richards report with no questions but referenced that some items would be covered later by Jaelyn Hall.

b. Archibeque, Executive Director of Finance

The board accepted Kyle Archibeque's report citing that some questions may come up during the action items later. Mrs. Wright expressed concern for the buildings based on the data from the Colorado Department of Education School Report dated November 10th, 2021. Cynthia Eldridge explained that when she requested the reports, she was told that they had just been done in August of 2020. The board had not seen the data before. Dr. VanderWey explained that Human Resources, Finance, and herself had already begun work on a proactive 3 to 5-year plan to address issues pertaining to facilities. President Wright asked that if a strategic plan is completed to please bring it before the board.

c. Parr, Executive Director of Student Academic Services

The board accepted his report. President Wright asked if the curriculum examples were ordered. Mr. Parr reported that some of them should arrive this week. He will be updating the rubric the district will be using to choose the new curriculum. The process will be to have the curriculum committee review it as well as the District Accountability Committee, then a minimum of 30 days for the public to view it at the district office. Dr. VanderWey said a press release can be sent out when they are available. President Wright thanked Mr. Parr and the team that worked on the spring calendar survey.

d. Eldredge, Executive Director of Human Services

The board accepted her report. Mrs. Eldredge thanked the principals for attending and for all the work they have done to help her latterly. The Board gave the principals a standing ovation and the room cheered. President Wright referenced the health report with concern. Mrs. Eldredge explained that stress, despair, loss, and divisiveness effects the entire community including teachers. Eldredge stated that the district needs to have open conversations and take away the stigma. She reported that the district offers employees counseling through their EMBS coverage and even those that opted out can still get 5 sessions (per issue).

Mrs. Eldredge reported some new positions had been filled but that we did have a few new resignations as well. In her report, she included salary data of ESS teacher from neighboring districts, but she reported receiving feedback from staff that only giving raises to some teachers would not be supportive of all teachers. Mr. Archibeque added that doing this mid-year would be another problem as it would look as if the district was picking certain teachers out. The two suggested the better long-term solution would be to take the time to develop a new salary schedule in spring that would support everyone next year.

Mrs. Eldredge reported that she was contacted by Lyneth Fuller of the Work Force Center about a grant they received that can pay for the district to hire Paras and Sanitation helpers. It goes until January 31st but may be able to extend through the end of the school year.

Director Wells asked why there were no exit surveys reported this month and Mrs. Eldredge said no new ones had been turned in during the time period.

e. Jaclyn Hall, Director of Health Services - Quarantines/ Serial Testing/ Masks

Jaclyn Hall reported that the districts COVID-19 Cases were currently coming down. She worked with the Montezuma County Health Department to draft a new letter that would be sent to parents about quarantines that allows them to make more choices. Soon there will be place on the district's website where daily count information will be available to assist parents in their decisions.

Mrs. Hall reported that the district had applied earlier in the year for the state's serial testing screening prevention program. The program does have built in incentives, like \$25.00 gift cards to students on first visit then \$10.00 after that. The use a 3rd party tester. The district would receive \$2.50 per test, but we can opt out of the payment. Mancos is doing it, but Dolores is not. The program has been delayed, and in the meantime the CDC has come out with mailed home rapid test kits. Her concerns included that the incentives may come off as if we were bribing students, asymptomatic positives were problematic to deal with, loss of class time, and the wording in the terms was awkward. Mrs. Hall asked Mancos if they had any issues and they shared that the 3rd party vendor did not cover PPE expenses, test results were not shared with the school, and that there had been some inconstant communication. She felt as if there were currently more options available to parents now than when the district applied to the program, and it might not be necessary to implement it.

She said the School Based Health Center is equipped to host a mobile vaccination clinic if needed.

Mrs. Hall reported receiving several comments about the staff requirement to wear masks. Her research said CDPHE suggested masking the staff in areas where the vaccination rate was low and the Federal transportation mandate for masking was still in place. Mancos does not require staff masking and Dolores uses a color chart. She could not find any guidance that said having masks on just the staff is beneficial. The board thanked her for her COVID-19 updates.

f. Lissa Lycan, M-CMS 8th Grade Teacher and Language Arts Department Chair

Ms. Lycan thanks Director Hooten for visiting her classroom to see the curriculum and she said any other board member were welcomed as well. She reported the differences between the middle school and the elementary curriculum. She explained that the board had decided to remove the elementary curriculum since CDE had not approved it, but that CDE approves curriculum through the READ Act which only goes k-3rd grade leaving no list from CDE for higher grades. The current curriculum was highly rated by nation companies that the district uses to help with curriculum selection. The current curriculum does not go against the resolution, but like any lessons there may be some topics that some community members have thoughts and opinions about. We would like to see a curriculum committee that reflected the demographic of our student body, so it better represents our families. The way Wit and Wisdom is written its not possible to pick and choose text, but you can pick modules. We currently use 2 of the 4 available. These could all be reviewed to by the committee to see which is best. The middle school feels that this curriculum prepares our students for the state tests, helps them excel in reading in ways they could not before, and engages interest while keeping all ability levels working hard. President Wright thank Ms. Lycan for her letter, for presenting to the board, and her clarity on the matter.

10. Board Requests/Reports

- a. President Wright reported that Tammy Hooten, Dr. VanderWey, and herself went to Fort Collins to attend the CASB Delegate Assembly Fall conference where Director Hooten presented our Resolution for more money for rural schools. All 77 delegates passed it unanimously. She said the Rural Alliance also supported it as well. Director Hooten asked that Montezuma-Cortez School District continues to be the voice in Southwest Colorado for all rural schools. She reported to Mr. Archibeque that they are moving to a 2 time a year October count sometime in the next year. Mrs. Wright attributed the passing of the resolution to the Mrs. Hooten's passionate presentation and thanked her. The room applauded her efforts.

President Wright reported that the resolution to abolish the state budget stabilization factor is now at the state level.

- b. **Introduction of new Board Members and Student Representatives**

President Wright introduced two of the three newly elected board members Jeanette Hart and Ed Rice. She also introduced the new student representatives on the board from M-CHS Avery Wright and from M-CMS Amita Crowley. All new members were welcome with applause.

President Wright asked the new board members if they would be available November 30th at 6:00 PM for a special meeting to take the Oath of Office and select Board Officers. They agreed to the time and date. Wright asked Mrs. Ramsey to provide them with their district emails and begin forwarding board information to them.

11. Citizens Address the Board * 1 Hour limit (3 minutes each / Must turn in a filled-out ticket)

Kathy Clark, M-CMS Teacher: She thanked the board for their recent changes in the para pay, teacher for teacher pay, and the considering the proposed spring 4-day calendar. She felt that the calendar proposal mitigated work week problems, helped to keep teacher in our district, and supports recruitment. Student success is based on the teacher.

Mike Lavey, Mayor of Cortez: He congratulated the Board on the hire of Dr. Risha VanderWey and strongly urged them to support her and her decisions.

Susan Kemnetz, Community Member: She talked about the aging baby boomer moving into retirement and younger generations not having as many teachers coming into the field. She suggested a better salary and to look further into lack of new teacher's issue.

Phil Kasper, Former Educator/Superintendent & Community Member: He had watched the last board meeting on YouTube and came to give feedback. He referenced the comments about Pleasant View's multi age education and stated that it is a strong design and deserves defense. Mr. Kasper said facility reports are done on five-year cycles and the district should have newer data available than the report that was referenced from 2009. When talking about safety of the Pleasant View building, he suggested having the state come out and provide a report since they do it for free. He suggested the district consider hiring Filipino international teachers.

Melanie Clark: M-CMS & Kemper Literacy Teacher: She asked for the board to consider pay increases across the board. She said after the second mill levy failed the staff came up with a lot of ideas that were left behind when COVID hit. Paying ESS teacher 1.5 times what a classroom makes will have a negative impact since regular education have those same students all day. Please do not set up my kids your kids' dichotomy. She felt it was time for the district to go to a 4-day week like the all the other area schools. She talked about some current student behaviors are out of control and demeaning to staff. She felt some programs that were to put in place to help with behavior issue seem to only be partially implemented.

Mary Ranney, Retired Teacher: She agreed with Melanie Clark on all points. She wanted to tell the board to give the teachers a raise to all employees including subs but not to single one group to reward as it will send a message that the others do not deserve it.

Robert Moore, RE-1 Transportation Employee: He wanted to again extend an invitation to the board to come down and visit about their questions any day of the week 9AM-12PM. He had been reassured that this year they would continue to get paid the same, but his concerns were for next year if the district moves to a four-day schedule would their insurance change and will their pay reflect the lost day? He asked the board to not forget about the transportation staff.

Kim Martin, Re-1 Parent: She would appreciate seeing these reports. She was glad the quarantine policy was going to be reviewed and requested that we leave the vaccinated / unvaccinated out of it because everyone has had a chance to get the shot, and everyone can get COVID vaccinated or not. She asked that the district quit discriminating against those not vaccinated both students and staff. She was grateful that all the activities got to compete, but she was angry that it was handled the way it was. She asked that the district have a plan in the future, so parents know what to expect. She referenced the tears and how devastated the kids were and how it affected their mental health.

Laura DeWitt, Re-1 Parent: She said our district has amazing teachers that have risked their own lives to keep schools functioning. The staff has been warning of serious problems pending and they have given thoughtful solutions and have been dismissed. If we do nothing now our teachers may hear the message “you are replaceable, and we don’t value you”. Other districts will be thrilled to hire these teachers at better pay and with better resources. Let’s fight to retain our teachers with competitive salaries, listen to their warnings about discipline and safety, and seek out best practice solutions that benefit everyone, and approve the 4-day school week. A layered strategy for Covid planning is happening at many schools and is recommended by state and national medical organizations. We can do much better.

Paul DeWitt, Re-1 Parent: He said the turnover at the district was 25% placing the district in the 23rd percental in salaries – 30% below the state average. The Citizens Guide to Reopening claims the district is committed to providing a healthy and safe work and learning environment. The board responsibilities and powers policy states that the board is responsible for acquiring reliable information from responsible sources. The district’s strategic plan says they will ensue all school are implementing national best practices in safety. The national organizations related to the health of children recommend and support best practice which include universal masking. CASB Supports it, National Education Association, the Association of American Educators, the National Association of School Nurses, the American Academy of Pediatrics all support it. He said board members have stated personal reasons they have voted against national best practices, which goes against their own code of ethics. To show that the board does care and is committed to the educational welfare, health and safety, and to build a strong team of educators – which was identified in the unified improvement plan. The board should make decisions that are aligned with their mission and vision and give tremendous weight to staff driven proposals.

Christa Zubieta, Public Health Nurse and Re-1 Parent: She thanked the staff for their work to help every student, every day. She asked that the board consider the 4-day work week by listening to the staff and their solutions. She reported an increase in cases in Montezuma County and encouraged the board to follow the CDC suggestions for universal masking and social distancing. This would help with less quarantining and less writing letters for the quarantining. She had written a letter to President Wright in August about the spread of the virus and the rise of hospitalizations. She responded that the board was in contact with the hospital and the health department. Both institutions recommended universal masking and social distancing, but the board did not follow these recommendations. Covid infections in children with diabetes can lead to life threatening conditions. She shared comments from Dr. Tarpey, the pediatrician at Southwest Memorial Hospital, warning about exposures in schools could have far reaching effects with autoimmune conditions with stress events. She asked how we were helping those kids that do go into diabetic ketoacidosis?

12. Discussion Items:

- a. **Christmas Party** – President Wright announced that the board would be hosting a Holiday Bash for the Re-1 Staff on Friday, December 17th, from 6:00 to 10:00 pm, with a DJ and catered dinner, at the American Legion. Staff will be welcome to bring a guest. There will be door prizes. This is the board’s way of telling the staff they appreciate them. Email invitations will come out later this week. Please RSVP by Dec. 3rd.
- b. **Communication** – Director Wells felt like we could do better with communication to the community. He highlighted the efforts of the middle school to bring parents in. He wants to improve communication at the board level too. President Wright suggested we make it a discussion item for the next work session.

President Wright thanked Manaugh for their presentation and awesome programs.

President Wright mentioned that someone requested us to supply our reports. We cannot share all the reports, but we have done it in the reports. Director Hooten reminded about the idea from October of having coffee talks around town where a couple board members show up. Director Hall saw that Grand Junction has done this as well. A conversation about Board Docs came up from previous meetings. The program would help us provide all the documents on their website and the district could decide what was for public viewing and what was not. President Wright suggested we put the demo during the board retreat.

13. Action Item:

a. To approve the Consent Calendar (see list)

Tammy Hooten made a motion to approve the consent calendar with a change under coaches where a total was transposed. Mrs. Ramsey noted the change. The motion was seconded by Cody Wells. Abstain: Hall Aye: Hooten, Noyes, Wells and Wright Nay: None. Motion carried.

b. Healthy Kids Survey

Stacey Hall made a motion that the district does not accept (does not participate in) the Healthy Kids Survey. The motion was seconded by Tammy Hooten. A conversation ensued about which schools did it, if we received the data, if the data was useful, and if a survey of the community should be given to see what the parent and staff's interest is. Director Hall withdrew her motion in lieu of further discussion at the next work session and Director Hooten agreed to withdraw her second to the original motion. No vote was taken. Director Hall requested the board be provided with past results to this survey to help them understand it better.

A short break was taken at 9:16 PM, the meeting resumed at 9:28 PM

c. To move forward with more information on the School Consolidation/Merger

Stacey Hall made a motion that the district research and discuss the school consolidation /merger. Tammy Hooten seconded the motion. President Wright clarified this will give the administration direction to consider this as an option. She said a temporary merger could be used to get us through the school year with staff shortages and that school consolidation would be more for long term planning. The district would need to collect parent input on all the options. Director Hall included that the safety of the buildings is also part of this discussion. Archibeque had concerns about December being too soon. Dr. VanderWey added that the merger is in response to the workforce issue and that the consolidation is part of our plan to help build the base pay and to create a more efficient and effective way run our schools. President Wright invited Principal Rapp to address the board. She gave a handout with her staff's responses. She reported on ESS support issues, considerations of having a novice staff, time constraints now that will turn around and possibly change in fall, and emotions that are running high with the unknown. She proposed alternatives to the merger. 1. Shift some experiences and willing staff to Manaugh. 2. Hold off on merger and spend more quality time working on consolidation plan for fall. 3. Prioritize teacher coaching and training in the building. She stated that she spent 20 hours on hiring only to be turned down by all candidates based on low pay, but if Principal Rapp, the Assistant Principal and Cindi Haupt had spent 20 hours coaching this novice staff the district would see better results. Principal Layman said his staff was ready and willing to help with whatever needed to be done including shifting personnel. Hall felt that the information provided showed that shifting teachers was a better option than a merger. Eldredge said parent input would be required as well.

The vote was taken on the motion:

Nay: Hall, Hooten, Noyes, Wells and Wright Aye: None Motion fails.

The board thanked the staff for their input and requested that they come back with a new plan. President Wright said if the board needed a special meeting could be held to vote on this item.

d. To move forward with more information on 2022 Spring School Calendar / 4-Day

Tammy Hooten made a motion to approve the 2022 Spring School Calendar / 4-day Week. It was seconded by Cody Wells. President Wright had a concern from teachers about losing the Monday holidays. She asked the principals to be sure and explain to their staff that school would have extended into June if they keep those holidays. Mr. Archibeque clarified that if the board approved this motion, they would also have to approve an additional expenditure to pay the staff for their contract days because we can't pay them for days they do not work. An additional \$780,000 (approx.) to cover all jobs and the district will need to amend all current contracts to show that employees acknowledge that they are being paid more for the same time. He would bring that before the board in January for a vote. Conversation went on to talk about issues that would need hammered out by administration. Hall asked if the results of the survey could be published. Avery Wright reported that 6 respondents to her social media request were for the 4-day week even though they pointed out the cons of a longer school year, AP student's timeline would move much faster, some students use Fridays for club obligations, and they worried that would change, and 1 was concerned about Graduation. President Wright confirmed that the Graduation date will not change for seniors, but underclassmen will have school a week longer. Director Noyes said with this temporary fix we should be looking at a 4-day schedule next year diligently.
Aye: Hall, Hooten, Noyes, Wells and Wright Nay: None. Motion carried.

e. Staff Bonus

Tammy Hooten made a motion to approve staff bonus based on Option B from Mr. Archibeque's report that reads "to give a \$610.00 (\$500.00 take home) bonus to all staff (excluding substitutes and coaches) Which will cost \$293,318.01. This was seconded by Stacey Hall.

Director Wells expressed he was more interested in option c that allowed for a 3% bonus to all staff (excluding substitutes) and 3% bonus of each coaching stipend. Mrs. Eldredge asked that the board consider changing the word "bonus" to "retention pay" since bonus implies that on their evaluation, they merited a bonus. This could cause issues further down the road (when all staff received it). A conversation was had about the offer of a 3% hazard pay from the former administration and its suggested use as a recruiting tool. Mrs. Eldredge expressed that the 3% option would be best to correct this issue. The conversation went over to the consideration of coaches being included and what would be fair. Mr. Archibeque stated it was approximately an extra \$40,000.00 to pay all the coaches the \$250.00 option and that if long term substitutes were included the administration had identified 9 that were basically working full time.

Tammy Hooten amended her motion that the district give a 3% Retention Pay to all staff, to include long term substitute teachers, and 3% Retention Pay for each coaching stipend. Stacey Hall seconded the motion.

A conversation ensued about how much 3% would be for the coaches verses \$250.00 flat rate.

Tammy Hooten made an amendment to her amended motion stating she would be making a motion to give a 3% Retention Pay to all staff, including long term substitute teachers, and \$250.00 take home to each coach per activity they coach. (Clarified as: Sports Coach).

Votes were cast for the amended amendment: Aye: Hall, Hooten, Noyes, and Wells Nay: Wright. Motion carried.

A second vote was cast on the original motion as it was amended: Aye: Hall, Hooten, Noyes, and Wells Nay: Wright. Motion carried.

President Wright clarified she was all for the retention pay but did not like the coach part.

f. ESS Salary

Mrs. Eldredge asked to pull this item for further discussion at a work session.

Tammy Hooten made a motion to move the ESS Salary to the board's next work session discussion. It was seconded by Cody Wells.

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

g. Revisions in the Citizens Guide to Reentry 21/22

Stacey Hall made a motion to accept the revisions in the Citizens Guide to Reentry as presented. It was seconded by Cody Wells. Jaelyn Hall reported that the revisions take a lot of the stipulations off. It was difficult to build a matrix as there is currently not as much guidance as there was last year. Conversation about changes and where we are at right now. It is a living document so it can be changed all at any time if needed. Directors had changes they wanted made to the letter and the matrix. Dr. VanderWey offered to work with Jaelyn Hall on it tomorrow and resend it to board. Aye: None Nay: Hall, Hooten, Noyes, Wells and Wright Motion fails.

Stacey Hall made a motion to strike the temporary school closure and the matrix and all references to the matrix in the Citizens Guide to Reentry 21/22. It was seconded by Tammy Hooten.

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

h. Serial Testing

Cody Wells made a motion to decline the district from the COVID-19 serial testing program. The motion was seconded Tammy Hooten. Jaelyn Hall explained that there are now free home testing kits available from CDPHE. She can share the link out to parents and post it on the website.

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

i. Masks

Stacey Hall made a motion to no longer require RE-1 Staff to wear a mask with exception of the bus drivers that fall under the Federal Mandate. Sheri Noyes seconded the motion. Director Hall said it would be optional for staff with the understanding that it is highly recommended.

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

j. EBCE – School Closings and Cancellations

Sheri Noyes made a motion to have the district administration rewrite policy and bring it back in December for first reading. The motion was seconded by Stacey Hall. The conversation was about rewording the policy to require the superintendent to get board approval to close schools. Aye: Hall, Hooten, Noyes, Wells and Wright Nay: None. Motion carried.

k. MOU – Pinon Project Check and Connect & Student Engagement

Stacey Hall made a motion to approve the Pinon Project Check and Connect & Student Engagement MOU. It was seconded by Tammy Hooten. MOU was read aloud by Sheri Noyes. Aye: Hall, Hooten, Noyes, Wells and Wright Nay: None. Motion carried.

l. MOU – Montezuma School to Farm Project

Cody Wells made a motion to approve Montezuma School to Farm Project MOU. Stacey Hall seconded the motion. MOU was read aloud by Sheri Noyes. Board concerns were that the softball field remain undisturbed, and the sign be viewable.

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

m. Capital Reserve Request: Transportation Heating Replacement, \$20,380.00

Tammy Hooten made a motion to accept the Capital Reserve Request for Transportation Heating Replacement of \$20,380.00. The motion was seconded by Stacey Hall and read by Sheri Noyes. Mr. Archibeque talked about the need to replace the heating coils in the work areas at the bus garage.

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

n. Policy Revisions – First Reading**i. JIBB Student Member of School Board**

Sheri Noyes made a motion to accept policies JIBB Student Member of School Board, IMB Teaching about Controversial / Sensitive Issues and Use of Controversial Materials, and IMB-R Teaching about Controversial / Sensitive Issues and Use of Controversial Materials as presented for first reading. The motion was seconded by Cody Wells.

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

ii. IMB Teaching about Controversial / Sensitive Issues and Use of Controversial Materials**iii. IMB-R Teaching about Controversial / Sensitive Issues and Use of Controversial Materials****m. Policy Revisions – Second Reading****i. GDBC Support Staff Supplementary Pay/Overtime**

A motion was made by Tammy Hooten to approve policies listed on the agenda as i-xix as listed and presented. Stacey Hall seconded that motion.

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

ii. CBB Recruitment of the Superintendent**iii. IHCDA Concurrent Enrollment****iv. IHCDA-R Concurrent Enrollment****v. JB Equal Educational Opportunities****vi. JBA Nondiscrimination on the Basis of Sex****vii. JBA-E Nondiscrimination on the Basis of Sex****viii. JBB Sexual Harassment****ix. JII Student Concerns, Complaints and Grievances****x. JII-R Student Concerns, Complaints and Grievances**

- xi. **JLCB Immunization of Students**
- xii. **JLCB-R Immunization of Students Regulation**
- xiii. **KE Public Concerns and Complaints**
- xiv. **KE-R Public Concerns and Complaints**
- xv. **KCD Public Gifts/Donations to the Schools**
- xvi. **JLCD Administering Medication to Students**
- xvii. **JLCD-E Administering Medication to Students Exhibit**
- xviii. **JLCD-R Administering Medication to Students Regulation**
- xix. **JLCDB* Administration of Medical Marijuana**

14. Adjournment

Items for upcoming agendas:

Staff report: Presentation of Audit, Lori Haley Auditor, SWOS Presentation

Action Item: To approve 2021 Audit

Board Retreat and discussion about communication

Superintendent's Evaluation

Next Meeting: Special Meeting for Oath of Office & Election of Officers: Tuesday, November 30th at 6:00PM

December Meeting: Tuesday, Dec. 14th 6:00 PM Work Session and 7:00 PM Regular Meeting

The meeting was adjourned at 11:34 PM.


Secretary, Board of Education


President, Board of Education