

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1**  
**Tuesday, April 5, 2022**  
**400 N. Elm Street, Cortez, CO 81321**

**MINUTES**

**Special Meeting 6:00 PM**

**Board Attendance:**

Sheri Noyes, President, District F  
Sherri Wright, Vice-President, District C  
Jeanette Hart, Treasurer, Director District B  
Stacey Hall, Secretary, Director, District D  
Ed Rice, Director, District E  
Cody Wells, Director, District A  
Layne Frazier, Director District G  
Avery Wright, M-CHS Student Rep.

**Absent:**

Amita Crowley, M-CMS Student Rep.

**Administration Attendance:**

Kyle Archibeque, Exe. Director of Finance  
Jim Parr, Exe. Director of Academics Services  
Cynthia Eldredge, Exe. Director of Human Services, ZOOM  
Debra Ramsey, Exe. Assistant

Brad Miller, District Legal Counsel

**1. Call to Order**

- a. The meeting was called to order by President Sheri Noyes at 6:01 PM.

**2. Pledge to Flag**

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

**3. Executive Session:** Pursuant to C.R.S. 24-6-402(4)(g) the board will discuss documents made confidential by Colorado's Open Records Act. The particular matter for discussion is the content of resumes, letters of intent, and supporting documents for Superintendent candidates who are not yet finalist/s as defined by Colorado Revised Statue 24-72-204(3)(a)(XI).

Vice President Wright made a motion to go into executive session pursuant to C.R.S. 24-6-402(4)(g) the board will discuss documents made confidential by Colorado's Open Records Act. The particular matter for discussion is the content of resumes, letters of intent, and supporting documents for Superintendent candidates who are not yet finalist/s as defined by Colorado Revised Statue 24-72-204(3)(a)(XI). Wright invited the board, Mrs. Eldredge, Mr. Burris, and Mr. Miller. The motion was seconded by Director Wells. Aye: Frazier, Hall, Hart, Noyes, Rice, Wells, and Wright Nay: None. Motion carried.

They adjourned to this executive session at 6:02 PM.

The session ended at 7:16 PM and the board meeting restarted at 7:20 PM.

**4. Set the Agenda**

- a. Vice President Wright moved to set the agenda. The motion was seconded by Director Rice.  
Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**5. Discussions Items****a. Policy CBA/CBC and CBB**

President Noyes said that Board had read through these policies and they were pretty straight forward. All were in agreement with the statement. She asked Mrs. Ramsey to include them on the agenda for the April board meeting for first reading as is.

**b. Policy KHC, KHC-R, JICEA, JICEA, Sample XXXX**

President Noyes expressed that the board was wanting these policies to reflect clear guidance on expectations for our school leadership at all schools. Mr. Burris suggested sending them to CASB for review and then have first reading at the April board meeting. Mr. Miller said that devices were more common nowadays and the suggested policy reflects on new responsibilities.

**c. Salary Schedule Review**

Mr. Archibeque provided the board with handouts of the current and proposed salary schedules to compare and discuss before they go in next year's budget. Coach's stipends were not included at this time. Archibeque said there would be discussions to come about a policy to do with classroom sizes. The goal of the proposed salary schedule was to make it regionally competitive. This proposal was based on Durango and Central (Shiprock) pay scale, and was only less than Dove Creek (regionally). An example was given of a starting teacher this year was \$31,557.00 and next year this would be \$36,000.00, with a \$600.00 increase on each step. There had been at least 1 step added to every position so no one goes backwards and changes to account for those well past 10 years in some areas. Burris said any future changes should start at the base pay line, then go across the scale. Mr. Archibeque explained how changes would affect each department. Also, he said there was still discussion about how the 12 month employees would work with one suggestion being that they follow the teachers calendar during the school year, some like Maintenance may need to remain on 5, 8 hour days. The board thanked the executive team for the work on the proposal and expressed excitement towards improved pay for the staff.

**d. Board & Superintendent Covenants**

A summary of the board's input that had been put together by Mr. Burris and was provided to the board. The board wanted to make more edits and clear up duplicate items before final approval at the April 19<sup>th</sup> Board Meeting.

**6. Action Items****a. Resolution to name finalists for Superintendent position**

Mr. Burris suggested to President Noyes that the board name their finalist for the superintendent position. Vice President Wright made a motion to name Dave Crews, Christopher Burr, and Jack Props as finalist for Superintendent. Director Hall seconded the motion. Vice president Wright was grateful to have had multiple applicants to review (7). Eldredge will set up interviews upon coordinating with District Accountability Committee, Community, Staff Committee, and Board. The most likely dates for the interviews were April 14<sup>th</sup> and 15<sup>th</sup>. She will prepare interview materials, then the reference checks, followed by an executive session on April 19<sup>th</sup> where the board can announce their selection for Superintendent. Eldredge reminded that board it was not required that they make a selection if a quality candidate is not identified. Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**b. Paid administrative leave**

Mr. Burris recommended to the board discuss and review the paid administrative Leave document regarding Dr. Risha VanderWey. Hall made a motion to approve the document for paid administrative leave for Dr. Risha VanderWey. The motion was seconded by Director Hart. President Noyes preceded to give a brief timeline of the order of events in the process leading up to placing Dr. Risha VanderWey on paid administrative leave. Director Rice said the board was in sink on the issue and the decision was the best for the district and the students. Director Frazier pointed out the whole board was following legal council's advice through the entire process.

Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**c. Separation Agreement**

Vice President Wright made a motion to accept the separation agreement regarding Dr. Risha VanderWey. Director Rice seconded the motion. President Noyes gave the background and timeline as to how she received the separation agreement from Dr. VanderWey's attorney.

Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**d. CASB Policy Review \$16,000 yearly**

Mr. Burris asked if the board wanted to table this item since he has a call into CASB to get the quote. It sounded like it would be much less but he needed to confirm. Director Rice motion to leave the item of business on the table. Vice President Wright seconded the motion.

Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**e. Board Docs \$11,000.00 yearly**


Mr. Burris recommended that the board approve the yearly subscription to Board Docs. Director Frazier moved to approve the purchase of Board Docs. Director Hall seconded the motion. Ramsey reported to the board that she sat through a training/presentation this fall with Board Docs and that it looked like a good way to get organized and look more professional with board documents and meetings items. It would allow for more transparency for the community as board packet documents would be available and clear. The agenda would be listed in the order of Robert's rules of order. Archibeque requested that if the board is considering both Board Docs and the CASB Policy options, that they move one of the purchases to 22/23 year budget in July.

Aye: Frazier, Hall, Hart, Noyes, Rice, Wells and Wright Nay: None. Motion carried.

**7. Adjournment**

The meeting was adjourned at 8:55 PM.

  
Secretary, Board of Education

  
President, Board of Education