

Official Minutes
Wednesday, September 8, 2021
6:30 p.m. - 9:00 p.m.

Regular Meeting

1. **Call to Order** by President Baumgartner at 6:33 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, Hayes, and Jensen were present. All participated in the meeting virtually. Director Gustafson joined the meeting remotely at 6:36 p.m.
3. **Pledge of Allegiance**
4. **Approval of Agenda**
Director Haffner moved to approve the agenda as presented. Director Jensen seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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5. **Information/Discussion**

5.1 **Annual Food Service Report**

Clay Magnino, Food Services Director, joined the meeting remotely to highlight the Food Service program, provide a summary of the department's continued COVID-19 response, and describe any new initiatives led by Chartwells. Board members welcomed Mr. Magnino to the district.

5.2 **Enrollment Update**

The Board reviewed an enrollment summary that included elementary school enrollment by grade and showed sectioning by school/grade as well as enrollment for the middle and high schools. These enrollment figures were adjusted for 10th day enrollment when students who had not formally withdrawn but not attending school have been removed. Hoff Elementary has a total enrollment of 275 which is 71 students greater than the October count from the 2020-2021 school year. Online students were included in each school's count, but Dr. Rabenhorst explained that the minimal enrollment at the elementary level has not affected class sizes much. Meadow Ridge Elementary has seen a decrease in enrollment from last year's October count. Overall, enrollment has increased in the district. Director Baumgartner asked if there was an increase across grade levels or in one specific grade level at Hoff Elementary. Dr. Rabenhorst explained that there was an increase in most of the grades with the exception of Kindergarten.

5.3 **Budget Revenue Update**

Based on enrollment figures, Ms. Clark updated the Board on projected revenue. Compared to the original budget, the student FTE will possibly be 50 K-12 students higher than what was originally estimated. Ms. Clark explained that the district budgeted for growth, but not this significantly. This could result in approximately \$440,000 in additional revenue per the state formula. Dr. Rabenhorst also highlighted some of the open positions that remain unfilled. Ms.

Clark noted that a number of the unfilled positions are funded by ESSR II funds, so the additional revenue would not be affected if those positions are filled in the future.

5.4 Staff Compensation Proposal

With enrollment numbers higher than projected, Ms. Clark and Dr. Rabenhorst proposed compensation increases for teachers on the salary schedule and for all classified staff through a bonus. Dr. Rabenhorst noted that in a year where retention must be highly valued, the proposal is based on rewarding staff for remaining with the district.

Licensed: Dr. Rabenhorst completed a preliminary review of the salary schedule comparisons with other regional districts, and Re-3J falls 4th on beginning salary; however, the district is tied with two other districts.

Administration proposed a \$500 increase to the salary schedule in order to lock in a 4th place standing on starting (base) salary. The Board reviewed the changes in the schedule. Ms. Clark answered questions regarding the proposal and overall effect on the budget. The cost of the proposal would be \$144,000 in salary and benefits. If approved, this increase could be applied to the first payroll of the new contract year for licensed staff. Director Jensen asked what the risk is regarding losing the students that were gained this year since this would be a recurring expenditure, and Dr. Rabenhorst noted that with the number of developments underway, the expectation is that the district will continue to grow. Director Baumgartner asked what surplus is available if there would be a loss of students, and Ms. Clark noted that the district has approximately \$150,000 in reserve for that reason.

Classified: Dr. Rabenhorst noted that the district is specifically struggling to hire and retain custodial staff. In addition to stressors of the job, neighboring districts are recruiting with promises of higher pay. Administration is recommending a retention bonus for all classified staff. The proposal included a sign-on bonus for new custodians as well. The proposal applies to all classified staff in order to promote equity and value across the district. Dr. Rabenhorst noted that Ms. Wiener updated the proposal following changes discussed by the Joint Committee at a meeting prior to this meeting. Dr. Rabenhorst and Ms. Clark provided additional details to the proposal including the total cost of approximately \$114,000 for classified staff.

Director Jensen asked that each Board member voice their opinion of the proposed compensation packages. Board consensus was in agreement with the overall plan of compensation changes.

5.5 Board of Education Meetings Schedule, Electronic Participation, and Public Participation

President Baumgartner and Dr. Rabenhorst facilitated discussion regarding how to proceed with public participation in Board meetings and whether or not meetings should continue to be available remotely by the public and participants. Director Haffner noted that he thinks the meetings should include a virtual element to allow for more participation from the community and teachers. Director Gustafson noted that it is an advantage to teachers to be able to join

remotely from home. Director Hayes pointed out that the sheer geographical size of the district proves to be a disadvantage regarding participation without a virtual option. Director Jensen agreed that the more communication available is advantageous. Dr. Rabenhorst noted that the desire would be for presenters to attend in person but also provide flexibility regarding circumstances, and he also noted that WCEA has appreciated the virtual option.

Dr. Rabenhorst also asked for feedback regarding public comment at Board meetings and suggested that public comment should be reserved for in-person participation. Director Hayes agreed as typed comments can be misconstrued or taken out of context. Director Haffner noted that keeping virtual public comment may eliminate heated debates that other districts have experienced recently. Dr. Rabenhorst added that correspondence can still be submitted to the Board at any time which allows for participation outside of an actual in-person interaction. Dr. Rabenhorst and Ms. Wiener will review the current policy regarding Public Comment at Board meetings and research what other districts are doing. This policy will be placed on a future agenda for review.

5.6 American Education Week Recognition

American Education Week takes place November 15-19, 2021. The Board is welcome to submit ideas for consideration to Dr. Rabenhorst and Ms. Wiener via email. Director Jensen asked that WCEA leadership be consulted regarding the gifts of appreciation.

6. Action/Discussion

6.1 Staff Compensation

Ms. Clark reviewed the total expenditures projected from the compensation proposal discussed earlier in the meeting. Joint Committee recommended the proposal at a meeting that took place earlier and administration recommended the bonus proposal for classified staff.

The Board had no further discussion than what had occurred earlier in the meeting.

Director Jensen moved to approve the Sign-on and Retention Bonus Proposal for classified staff as presented and directed the superintendent to develop a plan for payroll distribution. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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6.2 2021-2022 Revised Licensed Salary Schedule

Based on the proposed increase to the licensed salary schedule, the Board was asked if they had any additional questions regarding the proposed, revised salary schedule. If approved, the schedule would take effect on the first payroll of the licensed staff contract (September 15). Ms. Clark provided a fiscal impact of the change previously.

The Board had no further discussion.

Director Jensen moved to approve the revised 2021-2022 Licensed Salary Schedule as presented with a retroactive effective date for the start of the 2021-2022 school year. Director Gustafson seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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7. Board Consent Agenda

7.1 Approval: Resignations/Retirements

- Brandi Olivas - Human Resource Specialist @ District

7.2 Approval: 2021-2022 Amended Contracts

7.3 Approval: Additions to the Substitute Teaching List

- Heather Cook - Full Time, In-Building Substitute Teacher @ Weld Central High School (previous employee)

Dr. Rabenhorst noted that since the salary schedule had been revised, an amendment to all licensed staff contracts would be required which is why that is a consent agenda item.

Director Haffner moved to approve the consent agenda as presented. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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Prior to adjourning the meeting, President Baumgartner asked if there was anything else the Board desired to discuss.

Director Gustafson noted that at a recent CASB legislative meeting, possible resolutions were reviewed and 26 resolutions will be proposed at the upcoming Delegate Assembly. She noted that many resolutions have been heard in the past and are familiar to the Board. The Board discussed their desire to allow Director Gustafson the responsibility of voting on their behalf without first reviewing the resolutions given her many years of experience in both Weld Re-3J and education. Dr. Rabenhorst added that he would be willing to confer on resolutions that Director Gustafson required assistance. Director Baumgartner asked that Director Gustafson provide an update at a later date.

Director Haffner moved to give Director Gustafson the authority to make decisions regarding the proposals on behalf of the Board. Director Hayes seconded the motion.

Baumgartner - Y	Gustafson - Y	Haffner - Y	Hayes - Y	Jensen - Y
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6. Adjournment at 7:20 p.m.

