



**NORWOOD PUBLIC SCHOOL DISTRICT
BOARD OF EDUCATION
MEETING MINUTES
April 18, 2023**

I. CALL TO ORDER

The regular meeting was called to order at 7:00 P.M. by school Board President, Mr. Morlang. Those in attendance: Mr. Morlang, Mr. Harris, Mr. Fournery, Mrs. Bray, Mrs. Snyder, Mr. Bittner, Mr. Ryan, and Mrs. Reams. Other citizens present: Shelley Fournery, Catherine Kolbet, Quentin Strand, Shelley Donnellon, and Kelly Sutherlin.

A. The Pledge of Allegiance was given by all in attendance.

B. Request for Additional Items: Mr. Fournery made a motion to add Item I. Approval of First reading and first vote of Policy BE School Board Meeting review and discussion. Mrs. Bray seconded the motion. No discussion. Roll call vote: "aye's" 5, "no's" 0. Motion carried.

II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD

None.

III. CELEBRATIONS

Mr. Ryan stated that as the school year is coming to an end, we have been making progress!

Mr. Bittner discussed the CASB Board training and the tremendous resource that it is. It will take approximately two years to get us caught up to where we need to be. He and Christine are going to begin working through the policies in order to focus on the little things. He appreciates the time the Board put into the meeting. He would like to have all of the Board members in attendance at the CASB conference in the fall.

Mrs. Bray stated that the Honors Society induction was phenomenal!

IV. COMMUNITY REPORTS

None.

V. STAFF REPORTS

Sam Ryan, Catherine Kolbet, Shelley Donnellon, Quentin Strand, and Kelly Sutherlin flew to Atlanta, GA to attend the Ron Clark Academy <https://ronclarkacademy.com/> for professional development. The Ron Clark Academy (RCA) is a highly-acclaimed, nonprofit middle school located in Southeast Atlanta. The

Academy has received both national and international recognition for its success in creating a loving, dynamic learning environment that promotes academic excellence and fosters leadership. Each staff member spoke to the board about how the experience impacted them and what they learned that they can bring back to the classroom or what they've already begun to implement. The staff was very excited and appreciative about the opportunity and hope that more staff members will have the same opportunity to go and learn. The board would like to support the implementation of the RCA program at the Norwood Public Schools and are committed to helping make this happen. Mr. Ryan and Staff will be rolling this out to other Staff members and to the students in the upcoming 23-24 SY.

VI. APPROVE CONSENT ITEMS

- A. Approval of March 21, 2022 Minutes
- B. Approval March/April General Fund Bills
- C. Approval of Second Reading of Policy IKF: Graduation Requirements
- D. Approval of the 2022-2023 Financial Audit
- E. Approval of 2023-2024 Salary Schedules
- F. Approval of 2023-2024 Extra Duty Salaries
- G. Approval of Certified Employees for the 2023-2024 SY (See attached list)
- H. Approval of Classified Employees for the 2023-2024 SY (See attached list)
- I. Approval of First Reading and Vote of Policy BE School Board Meeting Review and Discussion

Mrs. Snyder made a motion to approve Consent Items A, B, D, E, F, G and H. Mr. Fourney seconded the motion. Mrs. Bray stated a correction needing to be made in the March minutes: [Mrs. **Snyder** stated that she feels if we are paying someone as the Head Coach for track there should be full commitment to that.]

Mr. Bittner stated that last year it was his intent to do a 3% raise in the 22/23 SY, but we were only able to do a 2%. We are still determining whether we can do the additional 1% in the 23/24 SY, but at this time, are still awaiting for State calculations to be finalized. In the past, we have not adequately adjusted the hourly employees schedules to an equitable point. We have spent some time reviewing this, as well as adjusting the office-type salary schedules where it is more equitable for the time being put into the position. Mr. Ryan briefly discussed the Extra Duties rolls and pay. Roll call vote: "aye's" 5, "no's" 0. Motion carried.

Mrs. Snyder made a motion to approve Item C. Approval of Second Reading of Policy IKF: Graduation Requirements. Mr. Harris seconded the motion. There was discussion about giving athletic managers the same credits as teacher aides. Mr. Ryan spoke about the PE related credit, which would allow them one full credit if they participate for 2 seasons as a team manager; he did not want them getting community service hours for this as there are many other community related opportunities for credits to be earned. Teacher's aide would be the same (½ credit per semester). Mrs. Snyder stated that the athletic manager is not technically performing physically so she feels it is different than actually participating in a sport. Mr. Ryan stated that one credit of PE would still be needed in order to earn all necessary credit. Discussion took place about making the athletic manager position an elective. Discussion continued regarding accelerated classes. Mr. Bittner will bring the policy regarding accumulated credits to the Board for review. Roll call vote: "aye's" 1 (Harris), "no's" 0. Motion failed.

Mr. Fourney made a motion to approve Item I. First Reading and Vote of Policy BE School Board Meeting Review and Discussion. Mrs. Snyder seconded the motion. Discussion is to change the meeting time to the Third Monday of the month to 6 PM beginning in August. Mr. Bittner stated that he sent out

some information in order to make the determination that Monday nights were the least impacted. Roll call vote: “aye’s” 5, “no’s” 0. Motion carried.

VII. NEW BUSINESS

A. San Miguel Resource Center- Mr. Bittner stated that SMRC’s curriculum has been updated with regard to domestic violence/domestic abuse and learning about developing healthy relationships. This will be an “opt-in” by parents/guardians and will be communicated. Mrs. Snyder asked if these classes were engaging to the kids and whether Mr. Bittner has sat in them. Mr. Morlang wants to be cautious about interrupting classroom time.

VIII. OLD BUSINESS

A. Update on Best Grant/Neenan- May 15th between 1 PM and 3PM is our 2 minute presentation. We will know by May 17th whether we have been approved for the BEST Grant or not. Mr. Bittner will be attending by Zoom from Neenan’s office, so that they can be strategic on how the information is verbalized.

B. Determination of Summer Work Session Date- Tentatively scheduled for Monday, August 14th 6 PM. The subject matter will either be regarding the BEST Grant or Mission/Vision Statement and then review policies that need attention.

IX. PRINCIPAL REPORT

Included in the packet.

X. SUPERINTENDENT REPORT

Included in the packet.

CSD has announced that they will no longer be performing school audits. We will be sending out an RFP.

XI. EXECUTIVE SESSION

A. Pursuant to CRS 24-6-402-(4) (f) - Personnel

a. Superintendent Todd Bittner’s 2022-2023 evaluation

Mr. Fourney made a motion to enter into executive session Pursuant to CRS 24-6-402-(4)(f)- Personnel to discuss Superintendent Bittner’s 2022-2023 evaluation. Mrs. Snyder seconded the motion. Roll call vote: “aye’s” 5, “no’s” 0. Motion carried. The Board entered into Executive Session at 8:26 PM and came out at 8:59 PM. While in the Executive Session no decisions were made and no votes were taken.

XII. ADDITIONAL ACTION ITEMS- None.

XIII. ADJOURNMENT

Mrs. Bray made a motion to adjourn the meeting at 8:11 p.m. Seconded by Mr. Fourney. Roll call vote: “aye’s” 5, “no’s” 0. Motion carried.

Respectfully submitted,
Carla Reams