



**NORWOOD SCHOOL DISTRICT BOARD OF EDUCATION  
BOARD MEETING  
MINUTES  
August 9, 2022**

**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, Mrs. Bray, Mrs. Snyder, Mr. Fourney, Mr. Bittner, Mr. Sam Ryan, Mrs. Reams. Guests: Destanie Forbes, Melissa Merrill

**A.** The Pledge of Allegiance was given by all

**B.** Request for Additional Items:

Mr. Fourney made a motion to add Acceptance of Abbie Mahlin’s resignation under Approve Consent Item S and Approval of Brad Campbell as Head Football Coach for the 22-23 SY as Item T. The motion was seconded by Mrs. Snyder. Roll call vote: “aye’s” 4, “no’s” 0. Motion carried.

Mrs. Bray requested that CASB Fall Conference be added for discussion under New Business. The motion was seconded by Mr. Fourney. Roll call vote: “aye’s” 4, “no’s” 0. Motion carried.

Mrs. Bray made a motion to add Approval of Carrie Zunich as a Bus Driver for the 22-23 SY under Approve Consent Item U. Mrs. Snyder seconded the motion. Roll call vote: “aye’s” 4, “no’s” 0. Motion carried.

**II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD - None**

**III. STAFF REPORTS**

Mr. Bittner reported that Staff reports will begin in September. Mr. Ryan and Mrs. Rasmussen will give State data testing results at that time, should the results be available.

**IV. CELEBRATIONS**

Mr. Ryan reported that school will be starting on Monday 8/15. Staff began on 8/8 and the buzz seemed positive while in training.

## **V. APPROVE CONSENT ITEMS**

- A. Approval of June 21, 2022 Minutes
- B. Approval of July General Fund Bills
- C. Approval of Sheri Carr-LaCosse as part-time PE teacher for 2022-2023 SY
- D. Approval of Lucinda Salzman as 6th grade teacher for 2022-2023 SY
- E. Approval of Nate Lee as Social Studies teacher for 2022-2023 SY
- F. Approval of Teresa Neuberger as part-time Kitchen Supervisor for 2022-2023 SY
- G. Acceptance of John Cross resignation
- H. Acceptance of Andrya Brantingham resignation
- I. Approval of Student Handbook for 2022-2023 SY
- J. Approval of Sara Rasmussen as full-time Principal for 2022-2023 SY
- K. Approval of revision to Teacher Salary Schedule to carry steps to 25
- L. Approval of Sheri Carr-LaCosse as Assistant Volleyball Coach for the 2022 Season
- M. Approval of Kate Andrews as MS Volleyball Head Coach for the 2022 Season
- N. Approval of Misty Galley as the MS Volleyball Assistant Coach for the 2022 Season
- O. Approval of Sandy Shaffer as a Cook for the 2022-2023 SY
- P. Approval of Shayla Carver as a part-time Paraprofessional for the 2022-2023 SY
- Q. Approval of Sarah Franklin as Business & Office Assistant for the 2022-2023 SY
- R. Approval of Mikhael Grundhofer as part-time Library Para Support for the 2022-2023 SY
- S. Acceptance of Abbie Mahlin's resignation
- T. Approval of Brad Campbell as the H.S. Football Coach for the 2022-2023 SY
- U. Approval of Carrie Zunich as a Bus Driver for the 2022-2023 SY

Mrs. Snyder made a motion to approve action items A through S with the exception of Items I and K. Seconded by Mr. Fourny seconded the motion. Mr. Fourny read the letters of resignation for John Cross (Item G), Andrea Brantingham (Item H) and Abbie Mahlin (Item S). Mr. Ryan gave a verbal bio/work history overview of Mrs. Salzman and Mr. Lee. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

## **VI. ACTION ITEMS**

### **I. Approval of Student Handbook for 22-23 SY**

Mrs. Bray made a motion to approve the Student Handbook for the 22-23 SY. Mr. Fourny seconded the motion. Mr. Bittner stated that the handbook was reviewed by the Staff then final revisions were made by Mr. Ryan and Mrs. Rasmussen. Mr. Ryan reviewed the measures of discipline and consequences that were changed, as well as giving an overview of the cell phone and devices portion of the handbook. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

### **K. Approval of revision to Teacher Salary Schedule to carry to step 25**

Mr. Fourny made a motion to approve the revision to the Teacher Salary Schedule to extend to Step 25. Mrs. Bray seconded the motion. Mr. Bittner gave a brief overview of why

the current salary schedule doesn't necessarily incentivize teachers, especially those in elementary education. Extending the steps to 25 on the schedule will bring the teacher(s) who have been here for many years up to a more equitable level based on their years of experience, rather than solely focusing on their degree. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

**T. Approval of Brad Campbell as Head HS Football Coach for 22-23 SY**

Mr. Fourney made a motion to approve Brad Campbell as the Head HS Football Coach for the 22-23 SY. Seconded by Mrs. Bray. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

**U. Approval of Carrie Zunich as a Bus Driver for the 22-23 SY**

Mrs. Bray made a motion to approve Carrie Zunich as a Bus Driver for the 22-23 SY. Mrs. Snyder seconded the motion and the motion carried.

**VII. MISCELLANEOUS REPORTS- None**

**VIII. NEW BUSINESS**

**A. Opt-In and Opt-Out of outside curriculum**

Mr. Bittner stated that he is still working on a clear process and procedures for opting in or out of the outside curriculum, in order to provide parents with a say in the curriculum being presented to the students. SMRC and other organizations who come into the school to give presentations are being postponed for now until this is final.

**B. Pinon Park Housing**

Mr. Bittner reported that there have been 24-26 houses proposed for the new development. Since San Miguel County donated the land, they will get 3 of those homes. He requested direction from the Board Members to continue seeking information and applying for the purchase of one of the homes in the Pinon Park development. The Board Members vocalized that they would like Mr. Bittner to continue down the path of submitting an application for purchase of a home for the purpose of employee housing.

**C. Housing/Storage**

Mr. Bittner stated that he has been making some connections with folks who own homes to rent so that school employees might be considered first as a possible renter. He has also reached out to 4R Storage regarding establishing 1 storage unit for new hires to store their belongings until they find a more permanent solution.

**D. Early Child Care**

Mr. Bittner stated that PrimeTime has lost 5 or 6 of their employees recently, which has caused notice to be given that the infant room and after school program will be closing down. In an attempt to augment the programs and not work against PrimeTime, the school district is seeking permission from the Board to offer an after-school program and will also have to get daycare licensing in order to establish the program. The program will give preference to the needs of our staff. All Board Members present were in agreement to move forward.

## **E. CASB Fall Conference**

Discussion took place about the CASB Fall Conference. Mrs. Reams stated that she has held one room for whomever from the Board would be in attendance. It was determined to add this item to the September agenda.

## **IX. OLD BUSINESS**

### **A. 2022-2024 Football Cycle- Community Meeting (Parent/Athletes) Follow-up**

Mr. Bittner stated that the football cycle will be discussed during the open house on August 10th, although he has a conflicting meeting with the Town Council.

The plan remains the same, to depart from CHSAA and have scrimmages in place of games during the rebuilding period.

## **XI. PRINCIPAL REPORT**

Mr. Ryan stated that Alma seems to be a bit more user friendly than Infinite Campus. The reports are easily accessible and support for functionality is good.

We will be utilizing Imagine Learning from Colorado Digital Learning Systems for Science and Spanish. Ms. Kolbet will be teaching Earth Science to the Freshman class. Nancy Wells will be tutoring or assisting whenever needed.

With Andrea Brantingham's resignation, Staffing Specialists are willing to help keep us in compliance. Kelly and Ashley Sutherlin will be working with them.

The CDPHE hasn't issued any further COVID or Pandemic related safety protocols. We are operating business as usual. If our school hits a point where things are looking unsafe, we will come back for discussion and to determine next steps.

## **XII. SUPERINTENDENT REPORT**

Mr. Bittner reported that Keenan's has worked diligently to complete the HVAC project by the deadline date. As of late we have had a few issues with the control panel for the remote operation system, but they have agreed to work in training our Maintenance department.

Mr. Bittner reported that the policy review process will be starting soon. The plan is to bring policies to the Board on a quarterly basis.

It was reiterated that because of our legal obligations when it comes to intervention, we will be contracting with Staffing Specialists.

Mr. Bittner mentioned that to maintain transparency, we could add the Board packet to the website each month. He would like the Board to consider any pros/cons to doing this and decide at the September meeting.

## **XIII. EXECUTIVE SESSION**

- A. Mr. Morlang made a motion to enter into executive session at 8:53 p.m. pursuant to C.R.S. 24-6-402- (4) (d) Safety. Mr Fourny seconded the motion. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

**XV. ADJOURNMENT**

Mr. Fourney made a motion to adjourn the meeting at 9:15 p.m. Seconded by Mrs. Snyder.  
Roll call vote: “aye’s” 4, “no’s” 0. Motion carried.

Respectfully submitted,  
Carla Reams