



**NORWOOD SCHOOL DISTRICT BOARD OF EDUCATION  
BOARD MEETING  
MINUTES  
February 15, 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, Mr. Harris, Ms. Bray, Ms. Snyder, Mr. Fourney, Mr. Ryan, Mr. Bittner, Mrs. Rasmussen, Mr. Golaszewski and Mrs. Epright. Guests: Amanda Pierce and Destanie Forbes.

- A. The Pledge of Allegiance was given by all.
- B. Request for Additional Items

Mr. Bittner requested action Item E. Approval of March 24th as an additional day for Spring Break.

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

**III. STAFF REPORT**

Frank Golaszewski reported that Eagle glass will be here this Friday, February 18, 2022 to install windows finally. Frank is also working on contacting electricians for the HVAC project. It will be crucial for all parties to work together on the project. We do not have a cost for the electrical component, he will inform the board when he receives the cost. The hope is to complete the project in six weeks.

**IV. COMMUNITY REPORTS**

Amanda Pierce, from the Town of Norwood, reported the town of Norwood approved the twenty four housing project! They plan to break ground in March. Individuals can get information at <https://www.pinionparknorwood.co>. It will be set up with deed restrictions for individuals who work and live in the Norwood area.

## V. BOND PRESENTATION

Mr. Todd Snidow of Stifel presented facts and figures on bond procedures. The district's current bonding capacity is \$10,457,000. Mr. Snidow explained the need to get the public excited about the building project and make sure all the pertinent information is made available for all to understand. The need to educate taxpayers is very important. (See attached information).

## VI. NEENAN TEAM UPDATE

The Neenan Team, Paul Vanderheiden, David Kurtz, Charles van Wormer, Kate Sawyer and Chad Norton presented drawings and ideas for remodels and new buildings. The most viable options Neenan feels are either B2, C2 or C3. A discussion was held on the possibility of having two locations and doing a phase project instead of completing it all at once. This is not feasible, but a suggestion if funding is not available.

A discussion was held on purchasing new land and is twenty acres really enough. Questions were asked on cost analysis and when they will be done. The size of the building cannot exceed the current student count.

Ballpark figures for building cost were presented for the Best Grant as:

Option A.	52 Million dollars
Option B:	50 Million dollars
Option C:	51 Million dollars
Brand New:	64 Million dollars
Bus Barn	2.5 Million dollars
Football Field	2 Million dollars
Baseball Field	1 Million dollars
Track	1 Million dollars
Pool	11 Million dollars

Inflation and material shortages have caused a huge increase in prices of all materials!

Discussion was held on what the next step will be for the district. The district needs to move forward thoughtfully. Everything has a solution. Just need to take the time and do things correctly. Figure out the best way to move forward and look for priorities and what is best for students and staff. The board will discuss several issues and meet with The Neenan Group in the near future.

## VII. CELEBRATIONS

We have three high school wrestlers going to state wrestling.

MS wrestlers performed very well last weekend

MS Girls BB is in the championship games this coming weekend.

Mr. Bittner stated the students/parents enjoy coming into the building, it is a happy place.

## **VIII. APPROVE CONSENT ITEMS**

- A. Approval of January 18, 2022 Minutes
- B. Approval of February General Fund Bills
- C. Approval of second reading of Policy EHC-Safeguarding Personal Identifying Information
- D. Approval of Jessica Smith as paraprofessional for the remainder of the 21-22 SY
- E. Approval of March 24, 2022 as a calendar change for the start of spring break

Ms. Snyder made a motion to approve action items A: Approval of January 18, 2022 Minutes, B: Approval of February General Fund Bills. E. Approval of the calendar change to start spring break on MArch 24, 2022. Seconded by Ms. Bray. No Discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

## **IX. ACTION ITEMS**

C. Approval of second reading of Policy EHC-Safeguarding Personal Identifying Information

Ms. Bray made a motion to approve the second reading of Policy EHC-Safeguarding Personal Identifying Information. Seconded by Ms. Snyder. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

D. Approval of Jessica Smith as paraprofessional for the remainder of the 2021-2022 SY

Ms. Snyder made a motion to approve Jessica Smith as paraprofessional for the remainder of the 2021-2022 sy. Seconded by Mr. Fourney. Mr. Ryan explained Jessica will be a floating paraprofessional as we have filled the other positions with existing paraprofessionals. She will be a good fit. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

## **X. MISCELLANEOUS REPORTS**

### **A. UNBOCES**

Mr. Morlang stated the board extended Tammy Johnson’s contract with a cost of living raise. The UNBOCES is running well.

## **XI. NEW BUSINESS**

### **A. Elementary/Middle School Structure**

Mr. Ryan discussed the possibility of moving the 6th grade into the elementary building for the 2022-2023 school year. The thought behind it is to have the 5th and 6th grade teachers move between the two classrooms and better prepare the students for middle school. The 5th and 6th grade teachers would collaborate with middle school teachers about what students need to succeed successfully in middle school. It would help free up staffing needs and hopefully produce more electives for 7-12 students. The 6th grade students will continue to have art and pe in middle school.

## B. 2022-2023 Calendar

Mr. Ryan explained the draft version of the calendar. There will possibly be early release days for the elementary staff for parent teacher conferences. The start time for each day may be five minutes earlier and release five minutes later in the day. Graduation will be a dedicated day. Mr. Ryan and Mr. Bittner are going to build calendars for three years in advance. This will make the process easier and be consistent year to year.

## C. Norwood Town Council Meeting

Mr. Bittner informed the board there will be a Town meeting on Thursday, February 17 at 7:00 p.m.. Regan Snyder, Nichol Bray, Todd Bittner, Sam Ryan, Mike Morlang, and Randy will attend the meeting. There will be discussion on the land for sale within the town limits.

## **XII. OLD BUSINESS - None**

## **XIII. PRINCIPAL REPORT -see attached**

Mr. Ryan stated there were several links within his report which have great information to read.

## **IVX. SUPERINTENDENT REPORT - See attached**

Mr. Bittner added the Sports COOP personnel are sending out surveys to all students and parents on their thoughts and commitments to the existing programs. The programs need to be determined to do what is best for the sport and the safety of the students.

Mr. Bittner stated he will send the superintendent evaluation to Ms. Snyder and she will send it on to the other board members.

## **XV. EXECUTIVE SESSION**

### A. Pursuant to CRS 24-6-402-(4) (f) to discuss personnel matter

#### I. Contract Discussions

Mr. Fourney made a motion to go into executive session pursuant to CRS 24-6-402-(4) (f) to discuss personnel matters at 9:32 p.m.. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried. Those in executive session: Mr. Bittner, Mr. Ryan, Mrs. Rasmussen, Mrs. Epright, Mr. Morlang, Mr. Fourney, Mr. Harris, Ms. Snyder and Ms. Bray.

Mr. Fourney made a motion to go out of executive session at 9:36 p.m. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

## **XVI. ADDITIONAL ACTION ITEMS - None**

## **XVII. ADJOURNMENT**

Ms. Bray made a motion to adjourn the meeting at 9:37 p.m. Seconded by Mr. Fourney. Roll call vote: "aye's" 5, "no's" 0. Motion carried.

Respectfully submitted,  
Susan Epright

# Superintendents Report

February 15, 2022

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## General Report

The complex nature of the pandemic has left school administrators across the country scrambling for some normalcy. This struggle continues with us here in Norwood. The general staffing shortages have affected our ability to offer a consistent curriculum to our students. Sam has effectively managed this by moving Elementary teachers to secondary and created online opportunities for students.



As we progress into the new year Sam will be presenting some alternatives to address staffing



needs and help with better academic cohesion K-12. Our teachers are utilizing our community resources to provide dynamic learning opportunities for our students. The picture on the left is an example of how Ms. Kolbet is creating a real life learning experience for our students. Darcy B. demonstrated the use of an avalanche airbag during their science class.

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We see many opportunities to bring these types of community resources into our school. Mr. Ryan is working on the schedule for our 2022-2023 school year that will increase elective opportunities for our students, while providing real life skills.

## **Operations**

Our new windows started to be installed in the Elementary school last Friday. These windows will allow our elementary staff the ability to open their windows versus opening doors that create safety hazards for our school. These windows were purchased through ESSER funds from last year's budget.

The HVAC upgrade is moving along slowly but surely. Please see the attached document in the board packet to see the update. We will have a meeting with the HVAC company in the first week in March to make sure the current supply chain issues will have a minimal effect on the start of the school. We have created a few contingency calendars in case the construction moves into the month of August.

## **Neenan - Master Plan**

The Neenan group has started our weekly meetings in regards to the master plan and the design build process. These meetings create an opportunity for board members and the administration to discuss the challenges



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involved in the creating a school with limited land resources and financial capabilities.



The Community Design collaboration meeting was a tremendous success. We managed to connect with our community leaders and create an environment that offered everyone to share their opinions without controversy. The environment was one of the best examples of a community connecting with the school to meet a common goal.

Teresa, Susan and Sam created a warm room with lots of light refreshments to nourish the participants. The office staff knew that a 7-8 hour meeting would be grueling for all participants.

## **Food Services**

We have started to stock up on non-perishable foods with the additional monies we have received from the federal and state governments. We are communicating with the state to guarantee our expenses will be entirely covered. As many of you know these processes are complicated and frequently, nonsensical.

## **Business Manager**

At the writing of this report we are preparing to interview an excellent local candidate for the Business Manager position. I will provide more specific information during our executive session about the process.

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# 3266 Norwood School District | School Board Update – Plan Options

Date: 02/15/2022, 1 hour

Attendees:

## Agenda

- 1) Introduction: Order of Questions for the Board to Consider from Highest Level (in 50 years) to Next Steps (in the next year) (10 min)
    - What is the ideal final outcome? (in 50 years)
    - What are the main constraints pursuant of the ideal final outcome?
    - What are the overall cost ranges of the final outcome?
    - What are some ways to phase the final outcome to fit the different types of financing opportunities?
    - What are the immediate phases and financing opportunities to pursue? (now)
  - 2) Review Plan Options from CDP (15 min)
    - Organization of options based on building configuration and site location
    - Description and size of options
    - Benefits and drawbacks
    - Neenan Recommendations
  - 3) Initial Cost Comparison of Options (15 min)
    - Compared to each other (regardless of cost/sq ft)
    - Bonding capacity and BEST match (w/o waiver)
- Phasing possibilities of options. (what would be the first step, first project)
  - 4) Discuss Options (25 min)
    - If no “clear winner,” what additional info would be helpful to decide which direction to go with a master plan?
  - 5) Next steps
    - Option chosen by March Board meeting?
    - Neenan to finalize master plan document

**Norwood Public Schools Board of Education**  
**Principal's Report**  
**02-15-22**

**Respectfully Submitted by Sam Ryan**

**Behavior**

In an effort to bring down the number of students who are failing a class(es) whether because of behaviors or an additional need for academic support, we have implemented or increased working lunches (lunch & learn), after school detentions, and brought back a Friday school option from 9-11 a.m. as needed and as noted in these letters that were sent home to families.

[HS Expectations](#)

[MS Expectations](#)

The first week (week of 1/31) we saw 18 HS and 8 MS students in need of assistance, and the number of failing grades has seemed to be decreasing since implementation. The hope is for this trend to continue.

**Communication**

[Semester 2 Family Update](#): Welcomed all back to Semester 2 and the new year. Reviewed staffing changes and expectations for the new year.

[Indoor Public Mask Mandate Update](#): Updates around indoor mask policy and CDC guidance regarding quarantines.

[Parent Notice of Immunization Rate](#): Requested public notice of district vaccination rate percentages sent to all parents.

**Personnel Development**

- SSaCC Day Trainings have included the following topics:

[SSaCC Day January Agenda](#)

- AptaFund electronic leave requests.
- 22-23 school year calendar discussions.
- 22-23 Secondary scheduling possibility
- MSL planning discussions
- Secondary RTI discussions

[SSaCC Day February Agenda](#)

- Learning targets discussions and plans for the remainder of 21-22 going into 22-23 school year.
- Alma SIS demo with admin and staff
- MLT planning time- discussions/planning around family, community, and school partnerships and our goals as a district.
- PBIS Meeting- continued check-in check-out system planning and handbook writing. Tiered interventions training and discussions.

- Formal student acknowledgments.

Mr. Ryan attended CASE Winter Leadership Conference in Westminster first week in February:

- Rural school funding opportunities workshop.
  - ATL candidates, CTE etc. funding possibilities.
- [FSCP best practices presentation](#)
  - Shared with MLT and continued focus on intentional family partnerships and home visits.
- Legislative breakout
  - No major legislative changes related to education were in the pipeline for this year.
- Student goal setting breakout
  - How schools have held meetings with students k-12 to set goals and plan for student success.

Mrs. Brantingham is scheduled to take 4 online courses pertaining to student success.

### Time

**Neenan group Master Planning:** Conversations held during the work session were incredible. Staff that participated appreciated the conversations.

**Evaluations:** Almost all first-round evaluations are complete. A couple of ES evaluations have been shifted to Sara, and Sam and Sara have been in regular conversation about consistent practices. Great progress is being made in the evaluation and coaching process.

**CMAS/SAT Testing:** Student prep is happening throughout the school. Dates are scheduled for testing to occur in April.

**Mock Crash:** Event is scheduled for Monday, April 18th. West End MS/HS has been invited to attend, all secondary students will participate throughout the day.

### Other Important Information

**Quarantines:** We have been fairly fortunate overall, to not have had a tremendous number of quarantined students or staff. Thus far, as those have happened, the numbers have been small enough to not cause major disruptions. The staff has been incredible about continuing to provide work or allow students to Zoom in and join a class session throughout the process. Mr. Ryan and Mrs. Williams have worked closely with Public Health and our community to keep our school open and keep all as safe as possible.

**Elementary Literacy Coach:** Continuing with our Early Literacy Grant programming, Amy V has met with those teaching 6-8 grade English virtually and was here at the school on 2/10/22 to meet with all K-8 English instructors. Her work is always incredible, and she challenges our staff to be their very best.

**Early Literacy Grant (ELG):** Sara Rasmussen has been working to write the narratives for

our next ELG application. Work will continue to complete this application and hopefully become the recipients of this grant again. The work it has allowed us to do as a staff has been incredible.

**SPDG CO-MTSS Grant:** After completing the application for the initial deadline, the state office pushed the deadline back a month due to a lack of applications, and we found out in January that we had been awarded the SPDG grant for another 5 year cycle. In total we will receive a total of \$100,000 over the life of the grant. A huge thank you to our MLT members!

**MLT Leadership:** With staffing shifts and changes, we had a possibility of an opening for a MTSS co-lead. Catherine Kolbet kept her seat, and Quentin Strand asked to fill the open position. The team has now

**22-23 School Year Calendar:** Proposed Calendar sent separately.

**22-23 Secondary Bell Schedule:** [Proposed Bell Schedule](#) This is by no means a final decision yet. Still a work in progress. Especially based on staffing concerns. One non-negotiable for me is the inclusion of an Advisory period. Whether we move toward the hybrid block, stick with 7, or go to 8 periods are all still open discussions.

[Staff Proposed Schedule Feedback Document](#) pieces of the ongoing discussions around potential changes.

**Combined FFA Chapter Improvement Grant:** In conjunction with West End FFA, Ms. Kolbet and our FFA chapter secured a chapter improvement grant to complete a leather working unit in their courses.

**Yearbook Cover Submitted:** [See Cover Proof Here:](#) The book is still definitely a work in progress, but we are working diligently to continue making forward progress.