



Poudre School District Board of Education

2407 Laporte Avenue, Fort Collins, CO 80521 • 970-490-3607

Meeting Minutes

Minutes from Board of Education Retreat
August 6, 2024

SPECIAL MEETING – 8:00 AM Johannsen Support Services Center Boardroom

PRESENT: President Kristen Draper; Vice President Jessica Zamora; Directors Jim Brokish, Conor Duffy, Carolyn Reed, and Scott Schoenbauer; Superintendent Brian Kingsley; Assistant Superintendents Julie Chaplain, Traci Gile, and Insoon Olson; Chief Officers Lauren Hooten, Bud Hunt, Dave Montoya, and Dwayne Schmitz; General Counsel Autumnn Aspen

ABSENT: None

LATE: Director Kevin Havelda arrived at 8:17 a.m.

REMOTE: Director Carolyn Reed attended remotely

1.0 CALL TO ORDER

President Draper called the retreat to order at 8:04 am.

2.0 ACTION ITEM

2.1 Approval of Superintendent Contract

Director Duffy moved that the Board approve the Fifth Addendum to Superintendent Contract and authorize the Board President to sign the Fifth Addendum attested by the Board Secretary.

Director Brokish seconded the motion.

The voting was as follows:

Those voting AYE: Directors Jim Brokish, Kristen Draper, Conor Duffy, Carolyn Reed, Scott Schoenbauer, and Jessica Zamora

Those voting NO: None

Motion passed: 6-0

3.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS

3.1 Board Norming

Facilitator Megara Kastner led the group in norming exercises.

4.0 EXECUTIVE SESSION

4.1 Legal Advice

Vice President Zamora moved that the board enter executive session to receive legal advice on specific legal questions relating to pending civil litigation against the District regarding former bus paraprofessional attendant Tyler Zanella, as authorized by C.R.S. 24-6-402(4)(b).

Individuals invited to join the Board in executive session are Superintendent Brian Kingsley, Chief of Staff Lauren Hooten, General Counsel Autumn Aspen, and attorneys William Johnson and Michael Drews.

Director Duffy seconded the motion.

The voting was as follows:

Those voting AYE: Directors Jim Brokish, Kristen Draper, Conor Duffy, Kevin Havelda, Carolyn Reed, Scott Schoenbauer, and Jessica Zamora

Those voting NO: None

Motion passed: 7-0

Executive session began at 9:39 a.m.
Executive session ended at 10:58 a.m.

5.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS

5.1 Bus Camera Tour (JSSC Parking Lot)

Staff from the transportation department provided a tour of a district bus outfitted with a new camera system.

Bus tour began at 11:02 a.m.
Bus tour ended at 11:58 a.m.

5.2 Debrief Community Leader Meeting

Board members shared feedback from the small groups.

- Some community members volunteered professional expertise toward collaboration on a potential bond.
- Participants asked for transparency and clarity on the mill levy process to include expenditure details.
- Request was made for information about Transitional Kindergarten.
- Community Leaders expressed strong support of the district, interest in receiving more information, and clarity surrounding their charge moving forward.
- Multiple participants stated Board member presentations were effective and powerful.

5.3 Possible Ballot Measure Discussion

- Important to be realistic that school consolidation is not off the table, and funding is dependent upon stable enrollment with no changes at the State level.
- Director Duffy shared feedback from the Wellington community meeting.
- Community-wide education about the possible effects of ballot measures 108 and 50 is important.
- Suggestion was made to simplify community message; three topics at an elevated level with an explanation of what and why.
- Colorado funding mechanism should be clarified; property taxes do not go toward education.
- Important to remind the community about the McKinstry data and need for infrastructure repairs.
- Board members may participate in outreach at their neighborhood schools.
- General Counsel Autumn Aspen discussed the Fair Campaign Practices Act; memo will go to all staff reminding of protocol.
- Steps required to move forward with the potential ballot were shared.

Board recessed at 3:12 p.m.
Board reconvened at 3:20 p.m.

5.4 District Information and Board Discussion Topics

Superintendent Kingsley discussed cabinet salary comparisons and cabinet structures.

- Cabinet members are held to the highest standards in the district.
- Salary misinformation exists in the community.
- Director of Human Resources Emily Bickerton provided an overview of PSD compensation practices and best practice recommendations.
- Cabinet members currently earn 14% below market value.
- Most staff received a 6% increase for the 2024-2025 school year.
- Human Resources recommended a 6% pay increase for cabinet members.
- Board members discussed the pros and cons of a potential increase.
- Request was made for staff to provide detailed information about comparable districts.
- PSD does not offer bonuses to any employee.
- Some cabinet members provided feedback.
- Cabinet positions have not received compensation consistently with other staff over the past years.
- Superintendent is charged with establishing and approving cabinet raises.
- Board members expressed gratitude for inclusion in the discussion and for consideration of community feedback.

5.5 Forecasting Board Meetings

- Board meeting agendas will be published earlier to allow more time for review.
- Scheduled agenda items for upcoming meetings were discussed.
- Appreciation was expressed for the information provided.
- Heat and smoke conversation will take place with City and County officials this afternoon.
- Request was made to add a 'win' item to each meeting to celebrate positive things happening in the district.
- Important to publicize mill levy topics to the community.

6.0 ADJOURNMENT

The meeting adjourned at 3:52 p.m.

Respectfully submitted,

Jill Brunner
Secretary to the Board of Education