



# Sargent School District

## OFFICIAL MINUTES

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### REGULAR MEETING

April 25, 2022

### BOARD OF EDUCATION

High School Auditorium  
Sargent School District  
7090 N. CR 2 E.  
Monte Vista, Colorado

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#### 1. Executive Session, Discussion of Personnel Superintendent Informal Evaluation C.R.S.24-6-402-(4)(f)]

##### 1.01 Call to Order– 6:00 p.m.

The meeting was called to order at 6:00 p.m. by Michele Peterson, Board President from the High School Auditorium, 7090 N. CR 2 E., Monte Vista, Colorado, Monday April 25, 2022. All board members were present and attending the meeting in person except Lorena Price who attended the meeting by phone.

Motion #1 (Motion to Move to Executive Session): Upon motion by Mr. Smartt, second by Mrs. Mitchell, the Board of Education moved to Executive Session, Discussion of Personnel Superintendent Informal Evaluation. [C.R.S. 24-6-402(4)(f)].

Motion by Mr. Smartt second by Mrs. Mitchell

Final resolution: Motion Carries

aye: Mr. Burkhardt, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

The executive session started at 6:06 p.m.

#### 2. Preliminary

### 2.01 Call Regular Session to order

The executive session adjourned at 6:27 p.m. and returned to regular session at 6:34 p.m.

### 2.02 Pledge of Allegiance

### 2.03 Approval of Agenda

Mrs. Peterson noted an amendment to the agenda. Remove action item 6.03.7 Hiring a Kindergarten Teacher.

Motion #2 (Motion to Approve Agenda): Upon motion by Mrs. Mitchell second by Mr. Burkhart, the Board of Education approved the agenda as amended.

Motion by Mrs. Mitchell second by Mr. Burkhart

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

## 3. Consent Agenda

### 3.01 Approval of Minutes

### 3.02 Financial Reports

### 3.03 Requisitions

Mrs. Peterson noted items under the consent agenda: minutes, financial reports, requisitions to First USA Bank for \$5,635.33 for staff and student t-shirts.

Motion #3 (Motion to Approve Consent Agenda): Upon motion by Mr. Burkhart, second by Mrs. Mitchell, the Board of Education approved the Consent Agenda.

Motion by Mr. Burkhart second by Mrs. Mitchell

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

## 4. Community Input

### 4.01 Items from the Community

Bryton Burkhart voiced his concerns about the previous board meeting comments regarding elementary staff, and a board Director.

Terri VanBibber and Jen Kimberling stood to read a letter from some of the elementary staff. Terry VanBibber read and gave a copy of the letters written to board members and Mr. Crowther. The letters presented will be filed and can be released to individuals upon request. Topics of the letter include the letter from April

2021, feelings and opinions of some staff members regarding Mrs. Mitchell, and Mr. Mitchell, chain of command, and investigation report. The staff also asked Mrs. Mitchell to resign effective immediately and asked the board to initiate a public censure and support a vote of no confidence.

Jo Rice read a letter drafted by some community members. Topics of the letter were a vote of no confidence against Director Gina Mitchell and a request of resignation.

Gina Stephens addressed the board regarding the following topics: elementary teachers' sick day, leadership, and support of elementary staff.

## **5. Leadership Reports**

### **5.01 Student Reports, Goals and Needs**

Head Boy Parker Ford, and Head Girl Katherine Sewell provided an update on student activities including track, baseball, FFA Regional CDE, State FBLA student placing, and FBLA State Awards given to Mr. Brian Crowther, and Mrs. Janae Naranjo. Katherine spoke about High School Student Council elections.

### **5.02 Staff Reports, Goals and Needs**

Mrs. Peterson had questions regarding last meeting discussion on purchasing a new bus and quotes. Discussion followed.

### **5.03 Principals Report**

Mrs. Peterson asked a question regarding all school attendance information that was included in Mrs. Hemmerlings' board report. Questions were answered and discussion followed. Mrs. David reported the following; Mary Willis, and Taylor Rocky were invited to present their History Fair project at the 2022 student film festival in Denver, 8 students will be taking their seal of biliteracy test, 4 students will be attending State History Fair, 33 students will compete in the State FFA CDE's, and the teacher of the year banquet was postponed.

### **5.04 Assessment**

Mrs. Stambaugh reported on SAT, PSAT 8/9 and CMAS testing.

### **5.05 Board of Education**

Mr. Smartt reported he has been working with Rio Grande County Weed District to get some training for staff and help with the weed problem around the district. Mrs. Mitchell reported on the PTO meeting and the upcoming bike- a- thon. She also addressed a few topics regarding the complaint filed, responded to the investigation report, and misinformation. Mrs. Peterson reported on the District Accountability

Committee meeting. Topics of discussion included 2022/23 board directives, public comment and input on how to publish minutes, rotating DAC members attending board meetings, community involvement, budget, landscape project, and calendar review.

#### **5.06 Superintendent**

Mr. Crowther gave a brief budget update and mentioned the following topics: state budget, reduction of the BS factor, new health insurance provider, staffing, and salary scale.

### **6. Action Items**

#### **6.01 Board Policy Revision List for a Second Reading**

Mrs. Peterson noted the following policies for a second reading; AD- School District Mission/Vision/Goals, BEAA- Electronic Participation in School Board Meetings, and GBGM- Staff Extended Leaves of Absence. The board amended policy BEAA to include "(Running November 1st to October 31st)" to clarify the calendar year.

Motion #4 (Motion to Approve Policy AD, GBGM, BEAA as amended): Upon motion by Mrs. Mitchell, second by Mr. Burkhart, the Board of Education approved policies AD, GBGM, and BEAA with amendments for a second reading and adoption.

Motion by Mrs. Mitchell second by Mr. Burkhart

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### **6.02 Board Policy Revision List for a First Reading**

Mrs. Peterson noted the following policies for a first reading; BEC- Executive Sessions, JJIH-R- Drug Testing for Students Involved in Extracurricular Activities, JJIH- Drug Testing for Students Involved in Extracurricular Activities, JLCD-Administering Medicines to Students, JICDE-Bullying Prevention and Education, JICDE-E-1- Bullying Report Form, JICDE-E-2- Bullying Investigation Form, DJB- Federal Procurement, GBI- Criminal History Record Information, AC- Nondiscrimination/ Equal Opportunity and Repeal BEDA-E- Notice of Virtual School Board Meetings

Motion #5 (Motion to Approve Policy Revision List for a First Reading): Upon motion by Mr. Burkhart, second by Mrs. Mitchell, the Board of Education approved policies BEC, JJIH-R, JJIH, JLCD, JICDE, JICDE-E-1, JICDE-E-2, DJB, GBI, AC, and BEDA-E for a first reading.

Motion by Mr. Burkhart second by Mrs. Mitchell

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

## 6.03 Employment List

### 6.03.1 2022-23 Teacher Contracts

Mrs. Peterson noted the list of teacher contracts for the 2022-23 school year presented for approval.

Motion #6 (Motion to Approve all Teacher Contracts for 2022-23): Upon motion by Mrs. Mitchell, second by Mr. Smartt, the Board of Education approved the 2022-23 list of teacher contracts.

Motion by Mrs. Mitchell second by Mr. Smartt  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell Mrs. Peterson, Mrs. Price, Mr. Smartt

### 6.03. 2 2022-23 Memos of Reasonable Assurance

Mrs. Peterson noted the list of memos of reasonable assurance of continued employment.

Motion #7 (Motion to Approve all Individuals Provided): Upon motion by Mr. Smartt, second by Mrs. Mitchell, the Board of Education approved the list of memos of reasonable assurance.

Motion by Mr. Smartt second by Mrs. Mitchell  
Final resolution: Motion Carries  
aye: Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt  
abstain: Mr. Burkhart

### 6.03. 3 Substitute Position

Mrs. Peterson noted the substitute application John Naranjo. Mr. Crowther noted the substitute position for the kitchen, Kathryn Entz.

Motion #8 (Motion to Approve Substitute Position): Upon motion by Mr. Burkhart second by Mr. Smartt, the Board of Education approved the substitute applications for John Naranjo and Kathryn Entz.

Motion by Mr. Burkhart second by Mr. Smartt  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

### 6.03. 4 Extra Duty Pay Agreements

Mrs. Peterson noted the list of extra duty pay agreements for 2022-2023. Mike Lister, High School Athletic Director, Mike Lister, Junior High Athletic Director, Cameron King, Head Varsity Football Coach, James Holmes, Varsity Assistant Football Coach, Roxy Carleo, Varsity Assistant Football Coach, Kacey Cobb, Junior High Girls

Volleyball Coach, Sara Schaller, Junior High Girls Volleyball Coach, Jonathan Medina, Junior High Football Coach, Stan David, Junior High Boys Basketball Coach, Skyla VanBibber, Varsity Assistant Cheer/Dance Coach, Brittney VanTresse, Varsity Head Cheer/Dance Coach, Ignacio Lopez, Varsity Assistant Wrestling Coach, Dave Larson Head Varsity Wrestling Coach, Kendra Schmittel, Varsity Girls Assistant Basketball Coach, Cameron King, Varsity Girls Head Basketball Coach, Shelley David, Assistant High School Volleyball Coach, Randi Asbell, Head Varsity Volleyball Coach, Alexis Wingert, Junior High Girls Assistant Basketball Coach, and Dave Larson, Junior High Wrestling Coach.

Motion #9 (Motion to Approve All Individuals Listed): Upon motion by Mrs. Mitchell second by Mr. Smartt, the Board of Education approved the Extra Duty Pay Agreement list.

Motion by Mrs. Mitchell second by Mr. Smartt  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### **6.03.5 Resignations**

Resignations: Sheldon Rocky- Junior High Girls Basketball Coach, Rick Robirds- Head Cross Country Coach, Lisa Robirds- Head Junior High Cross-Country Coach, Dave Larson- High School Math Teacher, Janae Naranjo- Student Council Sponsor, and Brody David- High School Science Teacher.

Motion #10 (Motion to Approve Resignations): Upon motion by Mr. Burkhart, second by Mrs. Mitchell, the Board of Education approved the resignation list.

Motion by Mr. Burkhart second by Mrs. Mitchell  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### **6.03.6 Leave of Absence Request**

Motion #11 (Motion to Approve Leave of Absence Request): Upon motion by Mr. Burkhart second by Mr. Smartt, the Board of Education approved the leave of absence request for Alexis Wingert.

Motion by Mr. Burkhart second by Mr. Smartt  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### **6.04 Approve Colorado Education Coalition as Health Insurance Provider**

Mr. Crowther explained that he reviewed three different insurance providers with staff and unanimously agreed Colorado Education Coalition was the best option for the district.

Motion #12 (Motion to Approve Colorado Education Coalition as Health Insurance Provider): Upon motion by Mrs. Mitchell, second by Mr. Burkhart, the Board of Education approved Colorado Education Coalition as the district's health insurance provider.

Motion by Mrs. Mitchell second by Mr. Burkhart

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### 6.05 Investigation Report

Mrs. Peterson noted the investigation reports completed by Theresa Martinez, from Anistemi Capital Ventures, LLC. The first Investigation Report: Allegations by Gina Mitchell against Sargent School District RE-33J. Topics of discussion were expression of religion, racism, hiring related teacher, and pictures on social media. The second Investigation Report: Allegations by Joni Hemmerling against Gina Mitchell. Topics of discussion include 3-22-20 board meeting comments, abuse of power by a board member, SYS coaches and basketball team, resignation due to hostile work environment and harassment. Mr. Smartt noted he did not have enough information to vote. Mr. Burkhart, Mrs. Price, and Mrs. Peterson all agreed with the investigation report and believed Mrs. Mitchell abused her power as a board member. Mrs. Peterson asked for a motion to censure Gina Mitchell.

Motion #13 (Motion to Censure Gina Mitchell): Upon motion by Mr. Burkhart, second by Mrs. Price, the Board of Education approved to censure Gina Mitchell.

Motion by Mr. Burkhart second by Mrs. Price

Final resolution: Motion Carries

aye: Mr. Burkhart, Mrs. Peterson, Mrs. Price

present: Mr. Smartt

Mrs. Peterson noted a resolution for the censure will be provided at the next board meeting.

#### 6.06 District Accountability Membership

Mrs. Peterson noted that the District Accountability Committee would like to add Jo Rice as a member.

Motion #14 (Motion to Approve the District Accountability Membership): Upon motion by Mr. Smartt, second by Mr. Burkhart, the Board of Education approved the District Accountability Membership of Jo Rice.

Motion by Mr. Smartt second by Mr. Burkhart  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

#### 6.07 Work Study Agreement

Motion #15 (Motion to Approve Work Study Agreement): Upon motion by Mrs. Mitchell, second by Mr. Smartt, the Board of Education approved the work study agreement for Parker Ford.

Motion by Mrs. Mitchell second by Mr. Smartt  
Final resolution: Motion Carries  
aye: Mr. Burkhart, Mrs. Mitchell, Mrs. Peterson, Mrs. Price, Mr. Smartt

### 7. Discussion Items

#### 7.01 Leadership Program

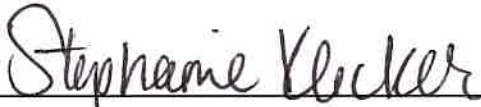
Leadership is disappointed in the support they have had in the past year from Leader In Me program. At the staff workday in December discussions on the leadership program were presented. Administration has been considering the possibility of transitioning from the formal Leader in Me program to something we call our own district wide. Questions were asked and discussion followed.

#### 7.02 Debrief Meeting and May Agenda Items

The board set a work session on May 3<sup>rd</sup> at 3:00 p.m. to review the preliminary budget. The next board meeting will be May 23<sup>rd</sup>, 2022.

### 8. Adjournment

There being no further business to come before the Board, the meeting was adjourned at 8:01 p.m.

  
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Stephanie Klecker, Recording Secretary

Approved and entered in the proceedings of the district on May 23, 2022.

  
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Secretary of the Board of Education



A handwritten signature in blue ink, appearing to read "M. Lewis", is written over a horizontal line.

President of the Board of Education

