

**THE REGULAR MEETING OF THE DISTRICT FREMONT RE-1 BOARD OF
EDUCATION HELD IN THE BOARD ROOM, LOCATED IN THE CENTRAL
ADMINISTRATION BUILDING, 101 N. 14TH STREET, CAÑON CITY, COLORADO
5:30 p.m., September 12, 2022**

I. Pledge of Allegiance and Roll Call

President, **Robin Reeser**, called the regular meeting to order at 5:30 p.m.

A. Pledge of Allegiance

The Pledge of Allegiance was recited.

B. Roll Call:

Secretary, **Beth Gaffney**, called roll.

Present: **Robin Reeser**, President; **Mike Near**, Vice-President, **Beth Gaffney**, Secretary; **Todd Albrecht**, Treasurer; and **Molly Merry**, Assistant Secretary/Treasurer.

Also present: Superintendent, **Adam Hartman**.

Director of Human Resources, **Jamie Davis**; Director of Support Services, **Paula Buser**; Chief Financial Officer, **Heidi Anderson**; Director of Technology, **Shaun Kohl**; Director of Curriculum and Assessment, **Brian Zamarripa**; Director of Operations, **Scott Morton**.

II. General Business

A. Approval of the Agenda

Mr. Hartman announced the following changes to the agenda:

II.C.3.a. Appointments – Addition

II.C.3.b. Terminations and Leaves – Addition

II.C.3.c. Supplemental Contracts

Mike Near made a motion to accept the agenda as amended. Todd Albrecht seconded the motion. On a 5-0 vote, the Board approved the motion.

B. Awards and Kudos

C. Consent Agenda:

Items listed under the Consent Agenda are considered to be routine and approval is with one motion. If a Board member or a citizen requests separate discussion of an item, the item may be removed from the Consent Agenda and considered separately.

1. Approval of the Minutes of August 22, 2022

2. Approval of the Following Financial Reports:

a. Disbursement Report for the Period Ending September 7, 2022

3. Approval of the Following Personnel Reports:

a. Appointments

b. Terminations and Leaves

c. Substitute Lists for Licensed and Classified Positions

Molly Merry moved and Mike Near seconded the motion to approve the Consent Agenda. On a 5-0 vote, the Board approved the motion excluding Board Minutes.

D. Staff Report

1. INFORMATION ITEMS:

The following items are presented for information only unless otherwise noted or if a Board member has a question.

- a. Superintendent, Adam Hartman gave an update on the work group that will work with a 3rd party mediator for the proposed draft transgender policy that was tabled on August 1, 2022.

2. PRESENTATION/DISCUSSION ITEMS:

- a. Ms. Jamie Davis, HR Director and Ms. Heidi Anderson, Business Services Director presented on Family and Medical Leave Insurance (FAMLI)

District Administration is recommending to decline the employer participation in FAMLI. This program would result in costly and unnecessarily duplicative insurance for most employees. The district already offers sick and personal leave to all regular employees, allows employees to accumulate leave time across fiscal years, operates sick banks for all employee groups, and complies with the Federal Family and Medical Leave Act. This decision to opt out will not prevent individual employees from participating in FAMLI on their own if they so choose.

Timeline:

- September 6, 2022: Notice to Employees on Recommendation
- September 12th, 2022: Invitation for public or staff comments
- September 26th, 2022: Formal Action from the BOE
- 30 Days after Action: Follow up to Staff Members and Post FAMLI signs in break rooms
- Decision must be revisited every eight years at a minimum

E. BOARD MEMBERS' REPORTS:

Molly Merry attended a CASB Regional meeting in Pueblo. She said it was informative and she enjoyed meeting superintendents and board members from all over the region. Molly also went to the middle school cross county meet. She appreciated the heart the kids gave to this meet and watching them cheer on their team and cheer on the kids from other schools.

Beth Gaffney attended the Tiger Football game. Her stepdad was honored and recognized for his service in the district as a coach and a principal. Beth gave a huge thanks to Dave Laughlin, the high school staff, and everyone involved. Beth also visited Washington School.

F. REQUEST TO ADDRESS THE BOARD OF EDUCATION

Under General Business on the Board of Education agenda, the public is able to address the Board regarding any policy or program of the school district. **Comments of a negative or critical nature regarding any employee are not allowed.** Each speaker will be limited to 5 minutes. Discussion of a specific topic will normally be limited to no more than 4 speakers, or 20 minutes total. Your voice matters and is heard. However, please know you may not receive an immediate response during this meeting. Requests to address the Board must be submitted to the Secretary of the Board prior to the start of the meeting.

Andy Heggie – Transgender Policy
Jenny Heggie – Transgender Policy
Abby Hall – Transgender Policy
Jeana Nelson – Current Policies
Susan Jones – Board Conduct

III. Review of Board Policies

A. POLICIES:

1. File GBGF-R Federally Mandated Family and Medical Leave – Presented to the Board for 1st Reading and 1st Vote

Beth Gaffney made a motion to approve File GBGF-R – Presented for 1st Reading and 1st Vote. Molly Merry seconded the motion. The vote was 5-0, and the motion was passed.

2. File BEDB – Agenda – Presented to the Board for 1st Reading and 1st Vote

Mike Near made a motion to approve File BEDB – Presented for 1st Reading and 1st Vote. Beth Gaffney seconded the motion. The vote was 5-0, and the motion was passed.

File IJNDAB – Instruction through Online Courses – Presented to the Board for Information

3. File AD – School District Mission – Presented to the Board for Information
4. File GBGF-E Certification of Physician or Practitioner – Presented for Information to Rescind

IV. Old Business

A. ACTION ITEMS:

- 1.

V. New Business

A. ACTION ITEMS:

VI. Miscellaneous Business

VII. Adjournment

There being no further business before the Board, Mrs. Reeser called for a motion to adjourn.

Molly Merry moved to adjourn the meeting. Mike Near seconded the motion. The vote was 5-0, and the meeting adjourned at 6:11 p.m.



**SECRETARY, BOARD OF EDUCATION
FREMONT RE-1 SCHOOL DISTRICT**



**PRESIDENT, BOARD OF EDUCATION
FREMONT RE-1 SCHOOL DISTRICT**