

MINUTES

REGULAR MEETING OF THE BOARD OF EDUCATION PUEBLO SCHOOL DISTRICT 60 Thursday, February 15, 2024 (5:30 PM)

1.0 CALL TO ORDER AND ROLL CALL

Board Chair Susan Pannunzio called the meeting to order at 5:30 pm.

UPON THE ROLL BEING CALLED, THE FOLLOWING WERE PRESENT:

BOARD MEMBERS:

Brian Cisneros

Kathy DeNiro

Susan Pannunzio

William Thiebaut, Jr.

Dennis Maes (Absent: Excused)

ALSO IN ATTENDANCE: Attorney Coulter Bump attended the meeting virtually.

2.0 CORRECTIONS AND MODIFICATIONS TO THE AGENDA

There were no corrections or modifications to the agenda at this time.

3.0 ADOPTION OF THE AGENDA

Adoption of Agenda

Recommendation: It is requested that the Board of Education adopts the agenda for February 15, 2024 as presented.

ORIGINAL - Motion

Member **(William Thiebaut, Jr.)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion 'It is requested that the Board of Education adopts the agenda for February 15, 2024 as presented. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

WORK SESSION

D60 Nutrition Services Report

Robert Lawson, Executive Director of Facilities Management, and Dana Elkins-Green, Director of Nutrition Services, presented the District 60 Nutrition Services Department Report. Savannah Box, Director of Operations Southwest Foodservice Excellence, and Assistant General Managers Patricia Coyle and Casey Hayes were also in attendance. Following the report, a short video about the D60 Nutrition Services Department and the local foods program was shown.

Pueblo School for Arts & Sciences (PSAS) Annual Charter School Report

District No. 60 Charter School Liaison Tom Weston and Assistant Superintendent Ted Johnson presented the Annual Charter School Progress Report for Pueblo School for Arts & Sciences (PSAS). Assistant Superintendent Johnson reported on the academic performance of the PSAS Jones Campus and PSAS Fulton Heights Campus. Dave Martin, Executive Director of PSAS, was present. Charter School Liaison Tom Weston reported on the financial condition of the charter school.

12.0 ACTION ITEMS

Contracts & Agreements: Sale of Property for Black Hills Energy Easement

The Board of Education was asked to approve the sale of District property to allow for a Black Hills Colorado Electric, LLC easement to allow the installation of an underground electrical service line along the south side of the Paragon School property along Ivywood Lane.

Recommendation: The Board of Education approves the sale of District property along the south side of the Paragon School site to Black Hills Colorado Electric, LLC as presented in the February 15, 2024 Board materials.

ORIGINAL - Motion

Member **(Kathy DeNiro)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion 'The Board of Education approves the sale of District property along the south side of the Paragon School site to Black Hills Colorado Electric, LLC as presented in the February 15, 2024 Board materials'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

2024 Superintendent Search Advertising Services

The Board of Education engaged in discussion regarding the Hazard Young Attea & Associates (HYA) advertising packages specified in the HYA proposal and, in accordance with the Consultant Agreement ratified by the Board on February 13, 2024, the Board authorized the expenditure of additional monies to procure specified additional advertising services for the superintendent search.

Recommendation: The Board of Education authorizes the expenditure of the amount set forth in the HYA proposal corresponding to the specific advertising services determined by the Board to be procured as additional services under the Consultant Agreement as presented in the February 15, 2024 Board materials.

ORIGINAL - Motion

Member **(Brian Cisneros)** Moved, Member **(Kathy DeNiro)** Seconded to approve the **ORIGINAL** motion 'The Board of Education authorizes the expenditure of the amount set forth in the HYA proposal corresponding to the specific advertising services determined by the Board to be procured as additional services under the Consultant Agreement as presented in the February 15, 2024 Board materials'.

Board President Pannunzio clarified the original motion that the work began at the February 13 special board meeting when Board Member Maes shared a conversation regarding an advertising package that he suggested to add. At this time, Board President Pannunzio called for discussion. Board Member Thiebaut referred to the HYA Superintendent Search Planning Meeting Agenda document, Page 4, which listed the HYA Posted Advertisement options. Three of the advertising postings were included at no charge and three packages were offered at an additional charge. One package for advertisement with the Colorado Association of School Executives at a cost of \$364; one package for various ads at a cost of \$3,400; and one package with the Association of Latino Administrators and Superintendents (ALAS) for 6 weeks online, push on ALAS aps, and the National Alliance of Black School Educators (NABSE) for 30 days for \$520. Board Member Thiebaut indicated the latter was the advertising package that Board Member Maes was interested in purchasing. Board Member Thiebaut asked for clarification on the motion as to whether the vote would include specific packages or include all of them. Attorney Coulter Bump advised the Board to clarify which advertising services they would like to authorize.

SUBSTITUTE - Motion

Member **(Susan Pannunzio)** Moved, Member **(William Thiebaut, Jr.)** Seconded to approve the **SUBSTITUTE** motion 'The Board of Education approves the addition of the \$520 advertising package to the Consulting Agreement as listed in the informational package submitted by Hazard, Young, Attea and Associates'.

Board President Pannunzio called for discussion. Board Vice President DeNiro stated that she recalled there were two advertising packages of interest mentioned. One was the posting with the Colorado Association of School Executives and the other was the advertising package with the Association of Latino Administrators and Superintendents (ALAS) and the National Alliance of Black School Educators (NABSE). Board President stated that the motion could be amended to include additional advertising packages.

AMENDED - Motion

Member **(Kathy DeNiro)** Moved, Member **(William Thiebaut, Jr.)** Seconded to approve the **AMENDED** motion 'The Board of Education amends the motion to include the addition of \$364 advertising package with Colorado Association of School Executives. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

AMENDED - Motion

Member **(Susan Pannunzio)** Moved, Member **(Brian Cisneros)** Seconded to approve the **AMENDED** motion 'The Board of Education approves the addition of the \$520 advertising package to the Consulting Agreement as listed in the informational package submitted by Hazard, Young, Attea and Associates as amended.' Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

ORIGINAL - Motion

Member **(Susan Pannunzio)** Moved, Member **(William Thiebaut, Jr.)** Seconded to approve the **ORIGINAL** motion 'The Board of Education approves the addition of the \$3,400 advertising package to the Consulting Agreement as listed in the informational package submitted by Hazard, Young, Attea and Associates '. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

2024 Superintendent Job Posting

The Board of Education engaged in discussion regarding the final form of the Superintendent job posting and authorize Hazard, Young, Attea & Associates (HYA) to post the position in various forums.

Recommendation: The Board approves the final form of the Superintendent job posting as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process.

ORIGINAL - Motion

Member **(Kathy DeNiro)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion 'The Board approves the final form of the Superintendent job posting as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process'.

Attorney Coulter Bump advised the Board to identify which of the two Superintendent job postings as recommended by Hazard, Young, Attea & Associates was being recommended for Board approval. One job posting was labeled Doctorate Required and one job posting was labeled Doctorate Preferred. Board Member Thiebaut raised a Point of Order and requested that the document labeled as either Doctorate Required or Doctorate Preferred be identified to clarify the motion.

SUBSTITUTE - Motion

Member **(Kathy DeNiro)** Moved, Member **(Susan Pannunzio)** Seconded to approve the **SUBSTITUTE** motion 'The Board approves the final form of the Superintendent job posting labeled as Doctorate Preferred as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process'.

Board President Pannunzio called for discussion. Board Member Thiebaut stated he had no objection to the Doctorate Preferred job posting, but felt it was important for the Board to keep in mind that there may be exceptional candidates with strong leadership abilities that do not have a Doctorate Degree. He requested additional language be included that would clarify if there was an exceptional candidate that the Board selection would not be limited to a candidate that possessed a Doctorate Degree.

Board Vice President had suggested language to be included which read, "The Board may at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Doctorate." The search firm recommendation was that many searches included doctorate preferred, but the additional language was also included. Board Member Thiebaut concurred. Attorney Coulter Bump stated that the inclusion of the additional language was acceptable by the search firm.

AMENDED - Motion

Member **(Kathy DeNiro)** Moved, Member **(William Thiebaut, Jr.)** Seconded to approve the **AMENDED** motion 'The Board approves the final form of the Superintendent job posting labeled as Doctorate Preferred with the inclusion of the language (The Board at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Doctorate.) as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

At this time, Board Vice President DeNiro expressed appreciation and gratitude to Board Member Thiebaut who, along with herself, edited and improved the descriptor of the city of Pueblo as stated in the superintendent job vacancy posting.

Board President Pannunzio called for further discussion. Board Member Thiebaut referred to the qualifications as listed in the superintendent job posting labeled Doctorate Preferred, specifically the requirement of an administrator/superintendent license and administration or school experience. Attorney Coulter stated that the superintendent license was no longer required in Colorado and the Board could waive the requirement. Board Vice President DeNiro suggested the inclusion of language which read, "The Board at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess an administrator/superintendent license." Eric DeCesaro, Assistant Superintendent for Human Resources, added that an administrator/superintendent license is not required in order to be employed as a superintendent in Colorado.

AMENDED - Motion

Member **(Kathy DeNiro)** Moved, Member **(William Thiebaut, Jr.)** Seconded to approve the **AMENDED** motion 'The Board approves the final form of the Superintendent job posting labeled as Doctorate Preferred with the inclusion of the language (The Board at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Doctorate.) and inclusion of the language (The Board of Education at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Colorado administrator/superintendent license) as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process'.

Attorney Coulter Bump reviewed that the Board had approved the superintendent's job posting labeled Doctorate Preferred with the additional language "The Board may, at its sole discretion, consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Doctorate.)"

Board Member Thiebaut stated that the second motion would also delete the language under Qualifications "required by June 30, 2025 (reciprocity or eligibility accepted for 12 months) and be replaced with the word preferred to read, "Colorado Superintendent/Administrator License preferred. (The Board may, at its sole discretion, consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Colorado Superintendent/Administrative License.)"

AMENDED - Motion

Member **(William Thiebaut, Jr.)** Moved, Member **(Kathy DeNiro)** Seconded to approve the **AMENDED** motion 'The Board approves the deletion of the language "required by June 30, 2025 (reciprocity or eligibility accepted for 12 months) and be replaced with the word preferred to read, "Colorado Superintendent/Administrator License preferred. (The Board may, at its sole discretion, consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Colorado Superintendent/Administrative License.)" Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

AMENDED - Motion

Member **(Susan Pannunzio)** Moved, Member **(Brian Cisneros)** Seconded to approve the **AMENDED** motion 'The Board approves the final form of the Superintendent job posting labeled as Doctorate Preferred with the inclusion of the language (The Board at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Doctorate.) and inclusion of the language (The Board of Education at its sole discretion consider exceptional candidates with strong leadership backgrounds and experiences who do not possess a Colorado administrator/superintendent license) as recommended by Hazard, Young, Attea & Associates (HYA) as presented in the February 15, 2024 Board materials, and authorize HYA to post the position in various forums and begin the applicant recruitment process' Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

Member Thiebaut referenced the bulleted item under Qualifications which read, 'central office and/or building administrative experience required' and moved that the word "required" be deleted and replaced with the word "preferred".

ORIGINAL - Motion

Member **(William Thiebaut, Jr.)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion, 'On the third bulleted item, the word required by replaced by the word preferred in the reference to central office and/or building administrative experience'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

Board Member Thiebaut asked for assistance in clarifying the wording ' central office and/or building administrative experience'. Superintendent Macaluso suggested adding the word 'school' in front of building to provide clarification. Board Member Thiebaut motioned to add the word 'school', but received no second.

ORIGINAL - Motion

Member **(William Thiebaut, Jr.)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion, 'The Board adopts the superintendent's job posting doctorate preferred version as amended. No vote taken; substitute motion made by Board President Pannunzio.

SUBSTITUTE - Motion

Member **(Susan Pannunzio)** Moved, Member **(Kathy DeNiro)** Seconded to approve the **SUBSTITUTE** motion, 'The Board adopts the superintendent's job posting doctorate preferred version as amended. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes

Board Member Thiebaut expressed concern with the urgency to include the approval of the superintendent's job posting on this evening's board agenda and felt the Board was moving awkwardly and expeditiously and, in some ways, not in conformity with the agreement or planning process. Attorney Coulter Bump stated that the Board was near at the end of the viable period to post and adequately advertise for qualified candidates according to the search firm.

15.0 ADJOURNMENT

ORIGINAL - Motion Member **(Kathy DeNiro)** Moved, Member **(Brian Cisneros)** Seconded to approve the **ORIGINAL** motion 'There being no further business, the meeting was adjourned at 8:33 pm'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0**. The motion **Carried. 4 – 0**; Absent: Dennis Maes