

**CREEDE SCHOOL DISTRICT  
SCHOOL BOARD MEETING**

**May 1, 2018**

**1:00pm**

CREEDE SCHOOL DISTRICT BOARD OF DIRECTORS REGULAR MEETING Creede School Lecture Hall May 1, 2018 Board Meeting - 1:00 pm Mission Statement: The Creede School District shall strive to provide a safe environment, for all students and staff and meaningful opportunities and innovative educational programs for all students so that they reach their learning potential, including that they meet or exceed state and district content standards, through partnerships between home, school, and community.-

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**CALL TO ORDER/ROLL CALL/QUORUM**

The regular meeting of the Board of Education was held Tuesday, May 1, 2018. President John Howard called the meeting to order at 1:00 p.m.

Those members present were John Howard, Damon Gibbons, Eryn Wintz, and Melanie Freedle. There was a quorum present.

Others in attendance were Lis Richard and Kristeen Lopez, Sherry Scallan was called in for a discussion item.

Guests in attendance: There were several community members present.

**B. ADDITIONS TO/APPROVAL OF AGENDA**

Damon Gibbons motioned to add item "C.Public Comments" to the agenda, Melanie Freedle seconded, all approved in alphabetical order.

Damon motioned to pull discussion pursuant to CRS 24-6-402(4)(f) out of Executive session per Lis Richard's request, and to discuss personnel matters regarding the superintendent Melanie seconded, all approved in alphabetical order.

Melanie Freedle motioned to approve agenda as amended, Eryn Wintz seconded, all approved in alphabetical order

**C. CITIZEN'S COMMENTS**

DeAunn Dodsen stated that she has lived in Creede for ten years, has been subbing in school for this year. She asked the school board how many times they have come in and seen her at work with students and faculty. John Howard spoke to the fact that the board is not unhappy with Mrs. Richard. Deaunn spoke on how her evaluations of a teacher were handled when she was teaching. She stated that she loves the kids of this town. She stated that she knows that Ms. Richard's priority is the students. She also mentioned that she subbed previously and stopped for the past seven years because of her frustration with the leadership. She feels that Lis Richard is the best person for this job.

Isaac Patinkin-Grody addressed the nature of conflicts in human relationships. He stated there is a healthy way to use conflicts to build relationships as opposed to tearing them down. He asked that everyone look at their comments and use them to help move forward. He stated how he is thrilled to be working with Lis and the Board as well.

Kate Michaels wrote a letter of support for Lis.

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Eryn Wintz stated that there were so many positive things happening in the school, but she feels there is manipulation happening and it's uncalled for.

Jen Harbert spoke that this is the kind of thing that calls for someone to be fired, not that she wants Lis to be fired, but she felt this was why she came to this meeting.

Nicholas Lanzini came to speak that he wanted to congratulate the Board on what's happening, he hears it often at the hardware store and wanted to offer congratulations to the Board.

Kassidy Mankowski spoke on her hardships of being a young mom and her inability to graduate with her class because of lack of support. She discussed the efforts that have now been made for her children and is so appreciative. She now, sees all the positive changes being made and the great state that the school is in now.

Lis Richard stated that she appreciates all the support. It wasn't her decision to have everyone here, although she appreciates it. She wants to work to resolve any conflict.

**D. DISCUSS PERSONNEL MATTERS REGARDING THE SUPERINENDENT**

John Howard read parts of his cover letter to the board stressing that an honest discussion must be had. Melanie Freedle stated that they very much wanted to be a governance board instead of an operational board, but the lines started to get blurred. John Howard stated that the board needs to articulate it with policy. It was stated, if the board hasn't done a good job of communicating expectations to Lis, how can they expect Lis to know what expectations she needs to meet.

The board reviewed the survey sent to the board regarding Lis Richard's evaluation.

The board discussed the report with Damon Gibbons leading the board through the evaluation. The board also discussed the staff evaluation of Lis Richard with Damon Gibbons leading the board through the evaluation.

Discussion was held regarding the evaluation process. Lis noted that she took notes on the evaluation surveys read to her, and took notes of what she needed to improve on. The board asked her to read those to them so that there was open communication. They then discussed the issues she felt she needed to improve on.

The board discussed the board evaluation with Damon Gibbons leading the board through the survey. The board felt that John Howard and Lis should meet a week prior to the board meeting to set the agenda.

The board asked that in the next couple of months that board evaluation and superintendent evaluation processes be put on the agenda.

Lis spoke to question#15 and how it spoke so strongly to her. Melanie Freedle said that she trusts her to strongly educate every student in this school. She struggles with her trust with other issues.

Stating that she was uncomfortable doing so but would proceed as Lis asked her to, Melanie read a list of community complaints that she has fielded and will talk with Lis one on one.

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There was discussion on how mainly negative comments are what are focused on, so it seems all negative. Negative people are quicker to voice their opinions.

Damon Gibbons said that before the restorative circle, he listened to a podcast titled, "After the Glass Ceiling, the Glass Cliff". He said it weighed personally on him.

Melanie Freedle said that she feels that she can have a courageous conversation with Lis, because she is strong. It might be painful, but it can be had. Melanie feels that is one of her strong suits.

Dave Richard talked to the fact that there is negative community communication to the board, and that the board should view this output of community as positive. He also stated that Lis is strong, but that the negativity does affect her.

John talked about the overall positiveness of Lis and her work with the district.

The board brought the Financial Director, Sherry Scallan, in to participate in the discussion on salary. There was discussion regarding salary increase.

John Howard motioned to raise Lis' base salary 12.5% effective immediately to be reevaluated prior to her next contract anniversary, Damon Gibbons seconded. After further discussion, all approved in alphabetical order.

**E. DISCUSS/APPROVE - BUSINESS**

1. Discuss/Approve process/persons relative to open board position

John Howard stated that there are currently four applicants for the open board position, but that the board is still accepting letters of interest until the May 22<sup>nd</sup> meeting. He said that they do not have to make a decision by that meeting, but that they will probably do so. Some discussion was held regarding the current applicants, and it was stated that there are four good applicants thus far.

2. Discuss/Conduct board self-evaluation

**I. ADJOURNMENT**

**Moved- Damon Gibbons Time- 4:43pm**

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Kristeen Lopez, Clerk

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Kassidy Mankowski, Secretary

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Damon Gibbons, President