

**PROCEEDINGS OF THE BOARD OF EDUCATION  
Custer County School District C-1**

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**Special School Board Meeting:  
CCSD Library – Apr 3, 2024 4:15 PM**

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***“For the good of the students of Custer County Schools”***  
*Link for audio attendance is located on the district calendar on the district website*

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THE BOARD OF EDUCATION OF CUSTER COUNTY SCHOOL DISTRICT MET IN SPECIAL SESSION IN THE CUSTER COUNTY LIBRARY.

The meeting was called to order by Joseph McCarthy, BOE President, at 4:17 p.m. The Pledge of allegiance was recited. Roll call was taken, a Quorum established, and the following were present:

Jordan Benson Director Dr. Linda Brown, Director	Reggie Foster Vice President Jennifer Kriegh Secretary/Treasurer	Joe McCarthy President
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**Agenda Approval**

**MOTION: Reggie Foster moved to approve the agenda.**

Linda Brown seconded the motion.

JB- N, LB - Y, RF - Y, JK - Y, JM - Y

**Motion Passes 4-1**

**Staff in Attendance**

Jackie Crabtree, Superintendent Sydney Benesch, Principal Zachary Bissell, Assistant Principal/Athletic Director	Donna Newell, Assistant to Administration Charlotte Lindman, K-12 Accounting;
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**Guests in Attendance**

Troy Bomgardner Daniel Kriegh Doreen Newcomb Michelle Tillitson	Mari Raley Stacy Terrell Rachel Simpson Jordan Hedberg	Sierra Wright Ryan Donovan
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**Correspondence to the Board**

Joe McCarthy addressed a facebook comment (due to the comment being inaccurate and from someone who may be perceived as a credible source) regarding the “board going to fire the superintendent”. There is an agenda item to put the superintendent on administrative leave. This is not a termination. It is a relieving of job duties while continuing to receive pay. This is up for consideration.

Joe McCarthy read into the record a letter email received on March 10th @ 6:22pm. It was acknowledged in the march meeting, but it was not read into the record at that time.

**Public Comment:**

Mari Raley requested that the board consider adding an elementary faculty member to the superintendent search. Since Mari Raley and Michelle Tillotson are both on the FAC, is there someone else in elementary who may be interested. Staff will pick someone to represent elementary.

**Items of Business**

**MOTION: Reggie Foster moved for the inclusion of non-voting faculty and staff in superintendent interviews: Sydney Benesch, Administration; Michelle Tillotson, FAC Representative; Donna Newell, Classified Staff Representative;**

Jennifer Kriegh seconded the motion.

Reggie Foster Is ok with the makeup because it is a good faith effort.

Jordan Benson - if we are wanting to mimic the last process - we do not have community and elementary school.

Joe McCarthy - We are not going to mimic previous search because of hiring Walt to handle the search

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Jennifer Kriegh - did feel that the list is a good faith, but thinks that the elementary representative should have a representative.

Linda Brown - feels that elementary representative because of the differences between secondary and primary.

**Jennifer Kriegh amended the motion to include non-voting faculty and staff in superintendent interviews: Sydney Benesch, Administration; Michelle Tillotson, FAC Representative; Donna Newell, Classified Staff Representative; and Elementary faculty representative to be named and approved at the next regular meeting.**

Reggie Foster Seconded the amended motion.

Motion carried unanimously

**MOTION: Reggie Foster moved the Secretary of the Custer County Board of Education, or their designee, shall retain the recordings for all executive sessions for the required record retention period.**

Linda Brown seconded the motion.

Discussion: Jordan Benson voiced that the superintendent should hold due to the CORA request. Jennifer Kriegh voiced concern that the subject of an executive session would be responsible for holding the recording of themselves.

Linda Brown agreed that the secretary should hold due to the potential conflict of interest.

JB- N, LB - Y, RF - Y, JK - Y, JM - Y

**Motion Passes 4-1**

**Discussion**

Public Forum with Superintendent Finalists – April 19 , Overview of the Candidate Interview Process – April 19 , Outline of Process Selection of Superintendent Finalists.

Walt Cooper provides an overview of the selection process. The Board will determine the Superintendent finalists. Review Candidate assessment materials, evaluation process / rubric of criteria, feedback, and list of questions. 17 candidates were matched to Custer BOE's criteria - then put them in 4 tiers - tier

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1 is most in line with Custer criteria and tier 4 - not hireable due to background checks or not meeting minimum standard. Tier 3 are hireable, but do not meet the identified criteria. The BOE was given a video interview prior to this meeting. Walt will present the candidates and guide the board through prioritization of candidates and communication. BOE will come out of executive session to codify the selection of the finalist.

**Public Comment:**

Rachel Simpson provided experience on a strong interview process. Walt said what she outlined is what will be done.

Mari Raley asked if the staff identified to participate in the interview process can select questions to be asked as well. - Yes.

**MOTION: Reggie Foster the BOE go into executive session in accordance with CRS 24-6-402(4)(g) and 24-72-204(3)(a)(XI)(A) to consider documents protected by the mandatory non disclosure provision of the Colorado Open Records Act and superintendent candidates who are not yet finalists as defined by Colorado law.** The BOE and Walt Cooper (McPherson Jacobson) are invited into the session. Linda Brown Seconded

**Motion carried unanimously**

At 5:09 pm the BOE recessed into executive session.

At 7:15 pm the BOE exited executive session

At 7: 25 pm the BOE resumed regular session

**MOTION: Jennifer Kriegh moved to approve the resolution declaring finalists for superintendent of Custer County School District,C-1. Whereas the Board of Education has lawfully conducted a superintendent search pursuant to Colorado revised statute C.R.S. § 24-6-402(3.5),and whereas the Board has decided upon four finalists for the position of superintendent: Kyle Hebbard, Toby Meltzer, Thom Peck, and Julie Shue.** Reggie Foster Seconded the motion.

**Motion carried unanimously**

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**MOTION: Jordan Benson moved for the Board will vote to meet in executive session in accordance with C.R.S. 24-6- 402(4)(f)(I) to discuss a personnel matter, specifically, the superintendent’s performance as it relates to the leadership, decision making, and communication in the operation of the school district.**

Linda Brown seconded the motion

**Motion carried unanimously**

At 7:31 pm the BOE recessed to executive session

At 8:20 pm the BOE exited executive session

At 8: 21 pm the BOE resumed regular session.

**MOTION: Jennifer Kriegh moved to Under Section 11 of the Superintendent’s Contract, the Board deems it in the best interest of the District to place Jackie Crabtree on administrative leave with pay and benefits from April 3, 2024 to May 15, 2024, which is when she has been approved for vacation leave through her date of resignation on June 30, 2024, for the reasons discussed with her in executive session. The Board delegates authority to board member Reggie Foster to provide the notice of leave and supporting reasons in writing to Ms. Crabtree. Reggie Foster seconded the motion.**

Discussion: Jennifer corrected the motion to read May 15, 2024. Jennifer stated that her concerns about performance have been addressed.

Jordan stated this is ridiculous, she has already resigned, we will be paying 3 people to do one job, you should be ashamed of yourself,

Reggie Foster responded to Jordan’s claim that we will be paying 3 people to do one job is not true.

Linda Brown is concerned that the end of the year is a very busy time for the superintendent and how everything will be completed. She is also concerned about transition. She also understands the request for administrative leave.

Reggie Foster does feel that the best thing for the school is to place Jackie on administrative leave.

Joe McCarthy hopes that the evidence in what this board is doing. Consider

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88 days left in contract, 29 school days left end of school year, 23 school days left before Jackie Crabtree takes vacation. Is it worth it?

*Jordan Benson called for the question while Joe McCarthy had the floor. This request was denied and Joe McCarthy finished providing his feedback.*

Joe McCarthy continued - It has been 128 days of observation of someone's performance, this is not a knee jerk reaction. Joe outlined some items of concern regarding communication issues in the first few days after being sworn in that were discussed at the December board meeting. Employee Grievance in January, In February's performance review in executive session, In March a referral regarding grant compliance, and then the handling around the email received by the board on March 10, 2024. What is in the best interest of the school and the students.

Jennifer Kriegh - point of order - per robert's rules, question can not be called during debate. Joe McCarthy asked Jordan Benson to have some decorum.

Linda Brown wishes to abstain due to not having enough information, BEDF - says that the board can agree to allow her to abstain. Joe - no objection to abstaining, Jennifer Kriegh - understands that lack of information; however believes that with the information in executive session, she should be able to vote. Jordan Benson believes that she should not abstain.

*Consensus to allow Linda Brown to abstain from voting on the motion - JB - N, RF-Y, JK-Y, JM-Y Linda Brown may abstain.*

JB- N, LB - Abstain, RF - Y, JK - Y, JM - Y

**Motion Passes 3-1**

*Joe McCarthy asked that the record show that Jordan Benson left the meeting at 8:45pm.*

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**Motion Reggie Foster : Delegate a board member to communicate with the search firm McPherson & Jacobson in furtherance of initiating a search for an interim superintendent, and who will serve as the primary contact for district issues until the superintendent position is temporarily filled.**

Jennifer Kriegh seconded the motion

*Joe McCarthy asked the record show that the board is only 4 members even though Jordan Benson has not left the room and is interrupting and commenting from the back of the room.*

Reggie Foster asked if we need to have a superintendent for the 23 remaining school days.

Linda Brown stated that it is important that we have an interim superintendent. Jennifer Kriegh asked for clarification if the motion is outlining one person or two persons.

Joe McCarthy asked Linda if she would be willing to be the point person for the staff in regard to superintendent items and work with McPherson Jacobson to help find an interim. She will be the conduit for Sydney.

**Jennifer Kriegh moved to modify the motion to delegate a Linda Brown to communicate with the search firm McPherson & Jacobson in furtherance of initiating a search for an interim superintendent, and who will serve as the primary contact for district issues until the superintendent position is temporarily filled.**

JB- Absent, LB - Y, RF - Y, JK - Y, JM - Y

**Motion Passes: 4-0**

**Adjournment: Reggie Foster moved to adjourn the meeting.**

Linda Brown seconded the motion,

JB- Absent, LB - A, RF - Y, JK - Y, JM - Y

**Motion Passes: 4-0**

**Meeting adjourned at 8:57pm.**

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*Reggie Foster*

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**Reggie Foster, BOE Vice-President**

*Jennifer R. Kriegh*

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**Jennifer Kriegh, BOE Secretary**