

- A - Doug Levinson
- B - Paul Pitton
- C - John Williams
- D - Tom Parrish
- E - Amy Davis

**Board of Education**  
**Mesa County Valley School District 51**  
**Board Special Meeting: February 12, 2019**  
**Adopted: March 26, 2019**

	A	B	C	D	E		ACTION
						<b>AGENDA ITEMS</b>	
Present Absent	x x	x x	x x	x x	x x	<p><b><u>SPECIAL MEETING</u></b></p> <p>A. Reorganization Analysis Recommendations and Discussion</p> <ul style="list-style-type: none"> <li>➤ Dr. Diana Sirko, Superintendent, and Mrs. Nikki Jost, Human Resource Executive Director, reported on the results of the reorganization analysis. The objective of the analysis was to conduct an in depth review of the reorganization process, evaluate salary adjustments and make recommendation of needed changes. The results showed there were some flaws in the communication process of the reorganization, in part, due to the large task of the reorganization process. The hiring process was fair and equitable and salary adjustments were necessary to keep the District competitive. Employers Council, an outside entity, conducted salary comparisons with similar size districts and determined, out of fifty-four administrative positions, ten were in the top third, twenty-two in the middle third, and twenty-two in the lower third of comparable salary ranges after salary increases. Many administrative salary ranges had not been evaluated or adjusted in years. Recommendations, from the analysis, included eliminating four administrative positions, transferring one administrative position from the administrative salary budget to the bond budget, as the position relates to the bond activity, and freezing non-school administrative salaries for one year. The anticipated cost saving from the recommendations and attrition would be approximately \$700,000. The savings could be utilized to continue the mission and intent of the reorganization to realign supports closer to schools and classrooms. To ensure transparency in the future, and build trust, the monthly Compensation Oversight Committee meetings will be reinstated, two Board of Education members will be added to the Compensation Oversight Committee, adequate time will be allotted at Board of Education meetings to discuss budget items and an avenue for employee feedback will be created. The administration will be evaluating the effects of the reorganization through student achievement data, staff perception surveys, professional development feedback, and other measures.</li> <li>➤ The Board allowed feedback and questions from the audience. Audience comments and questions related to a safe avenue for staff to report problems or concerns, evaluating the effects of the reorganization, Health Organization Surveys, schools having more control over spending and full transparency of all funding.</li> </ul> <p style="text-align: center;">Adjournment: 7:35 p.m.</p> <p style="text-align: right; margin-right: 50px;">_____ Bridget Story, Assistant Secretary Board of Education</p>	6:00 p.m.
							Adjourn