

Santa Fe Trail BOCES

Minutes – October 29, 2025

Roll call was taken at 6:00 p.m. Board members present were Stacy, Ayala, Dianna Milenski, Sharri Moreland, Samantha Yocam, and Cassie Wyckoff (via zoom). Also present were Chris Locke, Larry Lyder, Kermit Snyder, Natalie Brown, and Tara Wynne.

Additional Agenda Items

There were no additions to the agenda.

Approval of Agenda

Motion: Moreland

Second: Yocam

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

Approval of Minutes of Regular Board Meeting June 18, 2025

Motion to approve the minutes from the June 18, 2025 SFTBOCES regular board meeting.

Motion: Ayala

Second: Yocam

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

Approval of Bills for June, July, August & September 2025

Motion to approve the bills for June, July, August & September 2025 as presented.

Motion: Yocam

Second: Ayala

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

Approval of Financial Report for September 2025

Motion to accept the financial reports as presented.

Motion: Moreland

Second: Ayala

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

Acceptance of the Personnel Recommendations

Motion to accept the personnel recommendations for the 2025-2026 year.

Motion: Yocam

Second: Ayala

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

➤ *Avery Frampton, Speech Language Pathologist*

- Full-time
- Holds SLPA and TEE SLP License
- Speech Language Pathology Assistant experience

➤ *Alexandra Harvey, SEAL Parprofessional*

- Full-time
- Classroom Teacher Aid and Child Care experience

➤ *Monya Jackson, SEAL Counselor*

- Full-time
- Masters of Arts
- Holds School Counselor, Elementary Education & Science Education (6-12) License
- Counselor, Intervention Teacher, Adult Education Teacher, ESL Teacher, Math Teacher, and Science Teacher experience

Acceptance of Personnel Recommendations for 2025-2026

Motion to accept the personnel recommendations for the 2025-2026 year.

Motion: Moreland

Second: Ayala

Vote: Ayala-aye; Brophy-aye; Milenski-aye; Moreland-aye; Yocam-aye. Carried.

- **Alyssa Mooney, *Preschool Paraprofessional***
 - Full-time
 - CNA and CCMA Certification
 - Paraprofessional, Certified Nursing Assistant, and Certified Medical Assistant experience

- **Ivan Pacheco, *SEAL Academy Teacher***
 - Full-time
 - Bachelor of Arts
 - Holds Physical Education License
 - Science Teacher, Physical Education Teacher, and Informational Technology Assistant experience

Approval of the Presented Policies

Motion to approve the policies as presented for first reading, discussion and first vote.

Motion: Moreland

Second: Yocam

Vote: Ayala-aye; Milenski-aye; Moreland-aye; Yocam-aye; Wyckoff-aye. Carried.

AC – *Nondiscrimination/Equal Opportunity (REVISED)*
AC-R-1 – *Harassment and Discrimination Investigation Procedures for Students (REVISED)*
BDB – *Board Officers (NEW)*
BEC – *Executive Sessions (REVISED)*
DBD – *Determination of Budget Priorities (REVISED)*
DJ/DJA – *Purchasing/Purchasing Authority (REVISED)*
DJB* – *Federal Procurement (REVISED)*
DJF – *Bidding Procedures (REVISED)*
GBA – *Open Hiring/Equal Employment Opportunity (REVISED)*
GBAA – *Sex-based Harassment (REVISED)*
GBAB – *Workplace Health and Safety Protection (REVISED)*
GBEA – *Staff Ethics/Conflict of Interest (REVISED)*
GBI* – *Criminal History Record Information (REVISED)*
GCE/GCF – *Professional Staff Recruiting/Hiring (REVISED)*
GCO – *Evaluation of Licensed Personnel (REVISED)*
GDBC – *Support Staff Supplementary Pay/Overtime (REVISED)*
GDQD – *Discipline, Suspension and Dismissal of Support Staff (REVISED)*
JB – *Equal Educational Opportunities (REVISED)*
JBB* – *Sexual Harassment (REVISED)*
JH – *Student Interviews, Interrogations, Searches and Arrests (REVISED)*
JI,CD – *Administering Medications to Students (REVISED)*
JLCD-R – *Administering Medications to Students - Regulations (REVISED)*
JRA/JRC – *Student Records/Release of Information on Students (REVISED)*
JS* – *Student Use of the Internet and Electronic Communications (REVISED)*
KLG – *Relations with State and Federal Agencies (NEW)*
KLG-R – *Relations with Federal Immigration Officials (NEW)*

SPED Director Report

SEAL Visit with Tim Renn, Director of Special Services Canon City School District

Tim Renn visited the SEAL Academy program to learn more about its structure and practices, as Canon City School District is interested in replicating components of this model. During the visit, he met with Patti Aldea and Sandy Malouff and observed several classrooms to gain a better understanding of instructional approaches and program organization.

Following the classroom observations, Tim and Sandy collaboratively brainstormed strategies and potential applications within his own district. Tim plans to develop a proposal that integrates selected components of our program into his district's framework to enhance service delivery and student outcomes.

Special Education Audit (CDE Facilitated Assessment)

CDE Facilitated Assessment is scheduled for January 28 & 29, 2026. This process fulfills CDE's responsibility for general supervision and monitoring under the IDEA/ECEA. CDE has developed a comprehensive monitoring procedure to assist AUs in evaluating how its policies, procedures, and practices affect the outcomes of students with disabilities. This procedure is designed to provide onsite collaborative support to help the SFTBOCES evaluate the systems in place that affect the identification and implementation of services for IDEA-eligible students.

SFTBOCES' preliminary identification of focus areas include:

1. Proficiency Rates in Academics
2. Gap between students with IEPs and general education academic achievement
3. Post-School Outcomes

Special Education Audit Pilot (IDEA Data Center AU Determination Support Pilot)

Eight Administrative Units across Colorado have been selected by the Colorado Department of Education to participate in the *IDEA Data Center AU Determination Support Pilot* beginning in January 2026. Through this pilot, CDE will implement a structured and supportive approach to examining Indicator data in greater depth and providing targeted guidance aimed at improving outcomes for students with disabilities.

SFTBOCES has been invited to participate in this initiative and will collaborate with CDE to help refine the process. Our role will include providing feedback regarding the structure and effectiveness of the pilot, identifying areas for improvement, and evaluating how the process supports our team's capacity to analyze and act upon Indicator data.

Special Education One-Day Training

The August Special Education PLC was a one-day in-person training held on August 27, 2025. There were 29 participants with eight who were not able to attend. A follow-up training was held on September 23, 2025 with seven of those eight participants attending. The topics presented in this training included: Response to Intervention, facilitating effective IEP meetings, IEP paperwork 101, Special Education and ELL, Child Find Procedures, Request for Records requirements, Abbreviated School Day requirements and

protocol, AI & Special Education, SEAL Academy progress reports, Special Education legalities, Enrich IEP User Manual, and Special Education Resources. Feedback from participants was highly favorable, and evidence of implementation is already being observed. Special education teachers and service providers are incorporating strategies and practices from the training into their daily instruction and service delivery, reflecting meaningful application of the professional learning topics.

Executive Director Report

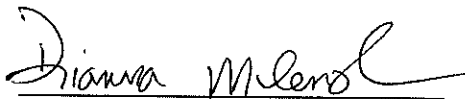
- PERA 140 Day Retiree Designations
 - Every January, Santa Fe Trail BOCES submits to PERA a request for retirees who are under the 140-day employment designation. In September, we were notified that three of our employees who had been requested for this designation were not approved, resulting in a default to 110 days. Upon receiving this notification, we immediately contacted PERA to inquire, initiated an appeal, and learned that the documentation we provided as proof was denied. Through this process, we have identified multiple ways to verify future submissions as an organization and clarified what documentation retirees themselves must maintain, as well. We will also establish new internal guidelines starting January 2026. These procedures will now serve as our permanent practice moving forward. For the three employees directly impacted by this situation, our organization was committed to ensuring that there would be no negative effect on their retirement status or financial income. We worked closely with PERA, our legal counsel, and our auditor to explore all available options. Each employee was presented with these options and allowed to select the one that best met their individual needs. As a result, one employee chose to remain within the 110-day limit for 2025. The other two employees elected to work the full 140 days, understanding that this decision would result in a PERA penalty applied to their retirement. To support these employees, Santa Fe Trail BOCES will cover the cost of these penalties in full. Funds are available within the BOCES budget to accommodate this expense, and no portion of the cost will be assessed to member districts.
- Santa Fe Trail BOCES Colorado Multi-Tiered Systems of Support (COMTSS)
 - This year marks the final year of the COMTSS grant awarded to Santa Fe Trail BOCES through the Colorado Department of Education. The grant provides \$120,000 in funding this year, with \$20,000 allocated to the BOCES to support grant-related activities and the remaining \$100,000 distributed equally among participating member districts. As we enter this concluding year, our focus is on building sustainable, system-wide practices that are not dependent on specific individuals. In addition, we are engaging in strategic planning to identify and implement structures that will allow COMTSS efforts to continue effectively beyond the life of the grant. To date, we have received \$310,000 from this grant source.
 - Additional note, our School Health Professional Grant is also in its final year, and our team is already working to apply in both November and December for two other grant opportunities to see if we can sustain that program.
- Santa Fe Trail BOCES In-Service
 - Our Fall 2025 In-Service was a tremendous success, with over 235 participants in attendance. Attendees engaged in a wide range of professional learning opportunities, including sessions on Artificial Intelligence (AI), CPR, CLDE, Paraprofessional Training for Behavior, Paraprofessional Training for Instructional Teamwork, Sign Language, Behavior Resilience, the University of Connecticut's Project EAGLE, and Differentiated Instruction.

- o While our survey will remain open until this Friday, preliminary feedback has been overwhelmingly positive. Early results indicate that 94% of participants rated our presenters highly, and 92% gave a high overall rating to the in-service event. Participants also provided valuable input for future topics and improvements. The most common suggestions were to host all sessions at a single location and to work with Otero College to ensure a warmer room temperature, as several attendees noted that the rooms were quite cold.
- Santa Fe Trail BOCES School Board Member Spring 2026 Opportunity
 - o Santa Fe Trail BOCES will be hosting a collaborative School Board Member Training Opportunity during the first week of January for all member district board members. This session will bring together school board members across our BOCES region to engage in shared learning and professional development. Caplan and Earnest, LLC will facilitate the training, focusing on key areas such as board member and superintendent roles and responsibilities, effective governance, social media presence, executive session practices, and additional topics relevant to board leadership. Further details, including the confirmed location and schedule, will be shared soon.

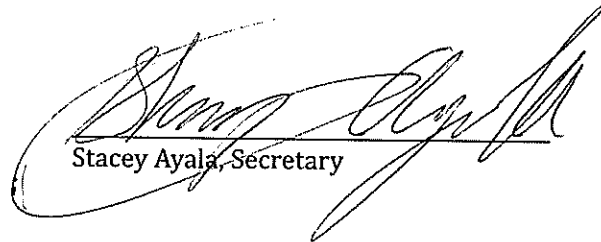
The next Board Meeting is scheduled for 6:00 p.m. on January 21, 2026 at SFTBOCES Conference Room, 405 Santa Fe Avenue in La Junta.

Motion to adjourn.
Motion: Moreland
Second: Yocam

Meeting adjourned at 6:27 p.m.



Dianna Milenski, President



Stacey Ayala, Secretary

Date 11/21/2026