

Board of Education

Mesa County Valley School District 51

Board Work Session Minutes

February 1, 2022

Board Work Session Minutes

A - Doug Levinson
 B - Kari Sholtes
 C - Andrea Haitz
 D - Will Jones
 E - Angela Lema

Board of Education
Mesa County Valley School District 51
Board Work Session: February 1, 2022
Adopted: March 15, 2022

	A	B	C	D	E		
						AGENDA ITEMS	ACTION
Present Absent	x x	x x	x x	x x	x x	<u>BOARD WORK SESSION</u> A. National School Counseling Week Recognition ➤ Ms. Lema read the resolution to recognize all the hard work and unique challenges facing school counselors. The week of February 7-11, 2022 is National School Counseling Week. The Board thanked all the school counselors for all their hard work and dedication in helping students to be successful in school and in life. B. Black History Month Recognition ➤ Mr. Jones read the resolution acknowledging February as National Black History Month. He spoke on the history of how the first iteration of National Black History Month was celebrated over 96 years ago and how it has evolved into what is celebrated today. National Black History Month serves as a reminder of the many ways in which African Americans helped develop and strengthen our nation. C. Staff Housing Committee Presentation ➤ Community members, Mr. George Rau and Mr. Tom Parrish, requested the support and permission, from the Board, to form a committee to explore options and feasibility of the District obtaining and offering affordable staff housing. The committee would work on behalf of the Board and examine ways other school districts, private companies and municipalities have created, monitor and maintain staff housing. One possibility would be to build single family or multi-family housing on land currently owned by the District that is not being utilized. Covenants and restrictions relating to ownership would be placed on the properties to insure ownership of the properties would be limited to District staff. The Board will take a formal vote, to allow for the committee to work on behalf of the Board, at their February Business Meeting. D. Strategic Plan ➤ Mr. Alex Carter, Colorado Education Initiative Vice President of Implementation, was present to answer questions regarding the final draft for the Strategic Plan. He suggested, with the Plan containing three focus areas, the Board schedule meetings three times during the year to ensure the benchmarks and goals set for each specific focus area are being met and to make adjustments to the plan as necessary. The Strategic Plan is a three year plan and was designed as a public facing document so a lay person can understand the focus areas and goals, but contains enough details to guide educators. ➤ Assistant Superintendent Hill reported the plan is for the 2022-23 school year, but noted it will be beneficial in having the Plan in place now when looking at next year's budget. It also allows for needed time to work with staff on implementing the various aspects of the Plan to ensure understanding of the goals and benchmarks within the Plan.	6:02 p.m.
						E. 2022 Calendar Presentation	

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➤ Mrs. Jen Marsh, Executive Director of Curriculum and Learning, Mr. Jim Butterfield, Bookcliff Middle School Principal, and Mr. Tim Couch, Mesa Valley Education Association President, presented information on the two draft calendars being proposed for the 2022-2023 school year, draft calendar D and draft calendar E. Background information was shared on the process and steps taken in creating the calendar. Information was shared regarding the formation and schedule of the calendar committee, feedback from surveys, interest based strategies used by the committee, calendar considerations, and draft calendars considered. Information was shared on the differences between the two calendar drafts being presented for consideration. Both calendars were extremely similar with the same start date, end date and holiday breaks. The main differences of the calendars were the placement of elementary planning and conference days, and middle school in-service and teacher parent conference days. It was noted the majority of elementary teachers preferred calendar draft E.

F. COVID Update/Free to Choose

- Assistant Superintendent, Dr. Brian Hill, reminded everyone of the criteria agreed upon in order to move forward with changes proposed in the District's COVID protocols. He noted the criteria had not been met and explained the plan was to review the criteria weekly before proceeding with removing masking mandates.
- Discussions pursued regarding the removal of the mask mandates on February 7, regardless of the criteria being met. View points shared included:
 - COVID protocols, currently in place, were developed in cooperation with District administration, Mesa County Health Department and a task force comprised of District staff, local health professionals, community members and parents.
 - Families were notified prior to the winter break that changes to protocols would be made if four Mesa County Health Department criteria points were met. The four criteria points needing to be met were availability of the vaccine, a one week positivity rate below 5%, a one week cumulative incident rate below 100, and COVID hospital admissions of no more than one hospital admission per day on a seven day trailing average. The notice was sent in advance of any changes to allow parents time to get their students vaccinated, should they choose to do so.
 - Masking mandates are implemented when a school reaches a 2% positivity rate or a classroom has two or more positive cases. Masking mandates have lowered the number of cases.
 - Mesa County does not have a mask mandate in place. Students and staff are free to go anywhere in the county without a mask, except for the schools when mandate conditions are in place.

- The Mesa County Health Department shares data with District 51, but does not make the decisions for the District. Restrictions and protocols are at the discretion of the District.
- At this time only one of the four criteria points have been met. Vaccines are available for students five and up.

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- Students and staff still have the option of wearing a mask, and KN95 masks will be available at the school buildings.
- Short term school closures could be implemented, if needed, due to increased COVID cases.
- Other precautions such as hand washing and sanitizing of areas need to be emphasized.
- Mrs. Katie McKew, Nursing Coordinator, explained the Mesa County Health Departments positivity rate is determined based on the number of positive tests versus the number of people tested that day while the District's positivity rate is based on the number of out of school due to COVID versus the total number of students in the District. She believes both positivity rates are an under count of the actual number of positive COVID cases due to some people not getting tested and others doing home test without reporting the results.

[Recess 7:44 p.m. Resume 7:58 p.m.]

G. Audience Comments

- Mr. Brandon Leuallen, Clifton 81520
Mr. Leuallen reported the new Board members could have voted to remove mask mandates as soon as they were sworn in, but they waited to give parents time to get their students vaccinated. He noted if the District mimics Mesa County Health Department guidelines parents would be free to choose as Mesa County does not have a mask mandate. He reported everyone now has the right and opportunity to be vaccinated and wear as many masks as they want and the District has crossed their line of authority when requiring others to cover their faces. He reminded the Board of his offer to help the District improve the air quality systems in the schools. He believes better air quality will reduce the spread of COVID more effectively than masks.
- Ms. Shyra Hutchins, Clifton 81520
Ms. Hutchins commented on her concern that if cases rise and schools have to be closed what happens to student learning. She compared that scenario to students who don't want to wear a mask and their loss of student learning time, during a mask mandate. She spoke about a Supreme Court case of an Amish family who sued the Wisconsin Department of Education for forcing their children to attend school and the court's ruling parents have the right to choose what is best for their children. She questioned why that ruling of parents knowing what is best for their children, has not been reflected across all schools nationwide to allow parents the right to choose what is best for their children's regarding their education and health.

- Ms. Nicole Mathena, Clifton 81520
- Ms. Mathena is a junior at Palisade High School. She is hoping to be a physicist and noted she typically refers to herself as a nerd. She values her education and feels it is a large asset in her life. She interprets the District's mask mandate as a way of telling her she is not worthy of her education if she doesn't wear a mask, during a mask mandate. She reported she was given an ultimatum to wear a mask or don't attend school. She believes the District's job is to educate students but teachers are more focused on insuring she follows

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						<p>the rules. She does not consider herself to be rebellious but she will not be silent on this. She feels if people are scared of getting sick they can wear a mask. She questioned why students must choose between getting an education or wearing a mask?</p> <ul style="list-style-type: none"> ➤ Ms. Sara Cole, Grand Junction 81507 Ms. Cole has three children in the District. She tries to protect her children and keep them safe but the District's idea of keeping students safe is different than hers. She shared, prior to COVID one of her children had a yearlong battle fighting leukemia and was doing well until having to wear a mask. She reported her student has been bombarded with infections following mask usage. She reported her thirteen year old now has asthma after wearing a mask last year. When consulting her physician she was told they don't know enough about mask wearing to know if the asthma was tied to mask usage. She asked if people wanted their child to wear a mask, then have them wear a mask, but don't mask her children. ➤ Ms. Kiley Thompson, Whitewater 81527 Ms. Thompson has four children, two who attend Juniper Ridge. She reported her students have been dealing with fragmented schedules and seven weeks of lack luster at home work because she will not send them to school in a mask. She is frustrated and noted if mask mandates continue she will pull her students from the District. She reported on a Washington Post article published this week noting schools can safely make masks optional based on the Center for Disease Control guidelines. The article was written by Dr. Shira Doron, an infectious disease physician and hospital epidemiologist, who reported the current Omicron variant will pass but another variant will follow. Dr. Doron emphasized personal choice to allow teachers time to teach and support students rather than policing mask usage. ➤ Mr. Jeremy Felt, Grand Junction 81505 Mr. Felt thanked the District for helping everyone fight through this. He shares the opinions of those in favor of eliminating mask mandates. He is a teacher at Mesa Valley Community School and shared his experience of having to stay at work late or going on-line to help those students who do not attend due to masking requirements. He noted it is hard to teach when monitoring masks. He believes teachers are having to focus on masks rather than teaching, which is causing anxieties. He would like to see students in school and enjoying it. He noted the District needs to think about what kids want and give them and parents the freedom to choose. 	
						<ul style="list-style-type: none"> ➤ Mr. Jeremy Savage, Fruita 81521 Mr. Savage has three boys who have attended District schools with his last student still attending Fruita Monument High School. He requested the Board give parents the freedom to choose. He reiterated Mesa County Health Department has no mask mandates for the county. He noted, Dr. Hill spoke about the metrics but he feels the most important metric is the number of children in the hospital and the number of children dying of COVID. He reported the highest number, he has seen, of children hospitalized was three or four and he knows of no children dying from COVID. He reminded everyone it has been two years since the onset of COVID and we now know children are the least 	

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						<p>likely to get sick. He commented on attending a Fruita Monument High School basketball game, during a mask mandate, and athletes wearing masks down on their chins. He believes it's time to let parents make decisions for their children.</p> <ul style="list-style-type: none"> ➤ Ms. Angela French, Grand Junction 81501 Ms. French is a former student of the District and a mother of a student in the District. She quoted and paraphrased the words and sentiments of an article written by Dr. Mark McDonald, a medical doctor with a degree in psychology. The article described the pandemic as a pandemic of fear, rather than a virus, and a complete mental disaster. The article noted fear has become exaggerated and chronic and when fear becomes inhibitory people end up in a state of perpetual trauma and believes people have been living this way for the past two years. The article further noted this fear has altered people's sense of safety over the virus because in reality a person is more likely to die in a car accident than from the pandemic. He believes the nation needs to develop a national recovery program for children, stop projecting anxiety into children and using children as an escape for the problems adults are facing. Ms. French concluded we need to stop the damage and we need to be wise in making decisions about masks. ➤ Ms. Stacy Kristy, Grand Junction 81503 Ms. Kristy, a mother of two and a substitute para professional/health assistant spoke on how masking has dominated her life. She reported on accepting jobs, but then having to decline the job because of mask mandates at her childrens' school and having to stay home with her children. She reported her son, who is a fourth grader, suffers from migraines and the mask is a trigger for his migraines. She requested a note from her son's physician to allow her son to be able to wear a face shield but her request was denied. She would like to be able to accept more jobs but because her son can't wear a mask, she is unable to. ➤ Ms. Shannon Antonucci, Grand Junction 81507 Ms. Antonucci is the mother of five students in the District and has substituted as a first grade teacher. She described an incident with her twelve year old whose school called and reported he was being defiant. She noted the school has not had any issues with her son being defiant except when being required to wear a mask. She shared the description of her son's defiance was he would pull his mask down. Her son reported he needed to pull his mask down because he couldn't breathe, he would get in trouble and loose core bucks and he is required to have core bucks in order to go to the restroom, where he could pull his mask down. She believes teachers shouldn't be mask police. She understands there are rules but she shares the opinions of others who are wanting mask mandates eliminated. She shared information on the differences of children noses versus adult noses in relation to contracting the virus and that the same criteria cannot be used for both adults and children. ➤ Mr. Jason Marsh, Fruita 81521 Mr. Marsh is a graduate of District, has three boys attending school in the District and is a youth pastor. He thanked the District for guiding everyone these past eighteen months. He quoted information from the Center of Disease 	

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						<p>and Control (CDC) website as of today. The information from CDC noted respirators are made to filter and protect the wearer, whereas a mask is made to contains droplets and protect those around the wearer. KN95 are respirators designed to protect the person wearing them. He noted initially the pandemic mantra was to wear a mask to protect others but now people can wear a mask to protect themselves. He feels the only reason for a mask mandate at this point is to show control over others. He asked if the Board believes they have the right and responsibility to decide what's best for his child or does he have that right. He noted the way they vote will answer his question.</p> <ul style="list-style-type: none"> ➤ Ms. Melody Traylor, Clifton 81520 Ms. Traylor shared her children are too young to write so she wrote down their statements and shared them. Her son doesn't like wearing a mask because he can't breath and he wants shots to go away. Her daughter noted some kids can't wear a mask and she doesn't think it is fair that her friends have to choose between wearing a mask and learning. Ms. Traylor read a poem by an unknown child author about living is a normal world. She read a prepared statement noting the county is free to choose, children should be free to choose and adults shouldn't be physically and psychologically abusive to children. Her children don't know what a normal year looks like and she feels the physical and physiological effect of the masks are evident. She reminded everyone of the fear of Sudden Infant Death Syndrome and to never cover a baby's face or have loose items near, for fear of suffocation. Now we suffocate our children due to the virus. She reported some schools in Denver closed because there wasn't enough students attending and reiterated the county is free to choose, so the District should also be free to choose. ➤ Ms. Breana Bennets, Grand Junction 81505 Ms. Bennets has two children in elementary school who have not experienced a normal school year. She reported pulling her students last year due to the problems with wearing masks and home schooled them. She placed them back at a school this year for social interactions but they remain at home during mask mandates. She reported her students struggle in wearing masks and get in trouble when they pull their masks down, noting it is especially hard in physical education classes. She agreed with all who spoke previously in support of giving parents the right to choose. ➤ Ms. Ana Elliott, Grand Junction 81504 Ms. Elliott shared her experience with her grandson following his graduation ceremonies from the IB program last year. She reported her grandson and classmate were afraid to remove their masks in order for their picture to be taken. She questioned how much fear the students felt at having to remove their masks while in the commons area of the high school. She reported she voted for the three new Board members because they campaigned on the premises of removing mask mandates. ➤ Ms. Sarah Fletcher, Grand Junction 81507 Ms. Fletcher agreed with the statement of others to eliminate mask mandates. Her son reported masks cause him to have headaches and in some classes he in not allowed to pull his mask down. He shared he has a hard time breathing in his physical education class and during basketball season the refs were 	

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						<p>continually having to tell the players to pull their masks up. He mentioned there are people on the bus who act as mask police to insure compliance.</p> <ul style="list-style-type: none"> ➤ Ms. Stephanie Long, Fruita 81521 Ms. Long spoke on the inconsistency around COVID information. She noted reports say you can get COVID if wearing a mask, you can get COVID if you don't wear a mask, you can get COVID if you've been immunized and you can get COVID if you haven't been immunized. She noted two facts learned from the pandemic 1) COVID has proven not to be as dangerous as originally feared and 2) No one has any idea on how to stop COVID because it's a virus. She believes since those in authority cannot control the virus they are trying to control people. She believes good parents will put their children first and advocate for their children. She knows parents know what is best for their children and parents need to be making the decisions. She shared none of her children know what a normal school year is like. She believes mask hinder learning and there are more kids missing school due to masks than COVID. She stated, if a good education is the goal of the Board, then they should give parents the choice regarding masks, a choice that should have never been taken from them. ➤ Ms. Perrie Talley, Fruita 81521 Ms. Talley, reported her son, a high school junior, struggled last year, so he was placed in a credit recovery program this year. She noted, he was attending this year until a mask mandate went into place. She shared information from a John Hopkins study relating to the effects of lock downs, mask mandates and other mandates put in effect due to the pandemic that didn't work. She listed off several events last year's seniors missed out on, due to the pandemic, such as sporting events, proms, scholarships and full graduation ceremonies. She believes the District has made a lot of mistakes regarding COVID protocols and the District needs to admit to those mistakes. In looking at student performance data, she believes the District needs to focus on poor student performance rates rather than COVID mandates. ➤ Mr. Tom Keenan, Palisade 81526 	
						<p>Mr. Keenan commended Mr. Rau and Mr. Parrish for bringing forward the idea of researching affordable staff housing. He agreed with statements made previously by Mr. Leuallen. He feels a scorecard needs to be developed in regards to the Strategic Plan and principals of each building need to be required to meet the assigned score each quarter or new leadership should be found. He believes the calendars presented do not address the needs of parents in regards to day care for elementary aged students. He believes the District should move to a four day school week, since there are many weeks students only attend four days and the owner of the largest daycare facility told him they have space available on Fridays. He pointed out that school board meeting participation has increased since the new Board members were elected. He thanked the Board for holding Board Coffees, which he described as incredible. He cautioned administration that if they don't take notice of the involvement of this community right now and where it is it is going, administration should find a more comfortable District to work for.</p> <ul style="list-style-type: none"> ➤ Mr. Michael Kutz, Palisade 81526 	

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						<ul style="list-style-type: none"> ➤ Mr. Kutz is the father of five, with his youngest at Palisade High School. He feels there are inconsistencies in regards to the role of the school district. Schools are concentrating on policing masks instead of teaching the standards. He shared information from his daughter, that classmates, who don't want to wear masks, are being threatened with suspension for the rest of the year. He implored the three board members to take a vote and force the elimination of masking mandates. He threatened, if this doesn't happen the parents are going to make it happen by pulling a security bond to stop all federal and state funding to the District. He believes parents in this District need to take control and start making the decisions for the District. ➤ Mr. Noah Marsh, Fruita 81521 Mr. Marsh, a ninth grade student who attends the Fruita 8/9 School and has a weight class at Fruita Monument High School spoke on the dangers of students wearing a mask when working out. He noted masks obstruct breathing and he shared one day, while working out, he almost passed out due to the mask. ➤ Ms. Sheleen Moldi, Fruita 81521 Ms. Moldi, a parent of four, shared her perspective as a parent and as a kindergarten teacher. She reported she has seen the results of mask wearing from both sides, as a parent and as an educator. She has seen the depression the restrictions have caused her thirteen year child and one of her kindergarten students cried because of the trauma induced emotions the kindergartner felt when told she had to put on a mask. She reported teachers are stressed from trying to teach and give emotional support to students along with having to go from in-person learning to online learning and then being told they cannot give lessons to those students who do not want to wear a mask. She questioned if anyone has asked women who have suffered from any type of abuse what it feels like to have to place a mask over their face. She noted children are being taught to take charge of their body by saying no, but we have taken all of that away. She reported the majority of her kindergarten students were healthy until after having to wear a mask and then they were sick for weeks. She would like to give the choice back to the parents and students. 	
						<p style="text-align: center;"><u>BUSINESS MEETING</u></p> <p>1. Call to Order/Roll Call</p> <p>2. Agenda Approval</p> <ul style="list-style-type: none"> ➤ Mrs. Haitz requested a motion to approve the agenda with the addition of an agenda item labeled Free to Choose. The new agenda item will be added prior to agenda item 3. Strategic Plan Adoption. <p>Free To Choose</p> <ul style="list-style-type: none"> ➤ Ms. Lema motioned to update the District's mask policy to free to choose starting February 7, 2022. ➤ Mr. Levinson asked for clarification on what is going to happen on February 7. 	<p>8:52 p.m.</p> <p>Approved with additional item added</p> <p>Adopted</p>
Present	x	x	x	x	x		
Absent							
Motion			x				
Second					x		
Aye	x	x	x	x	x		
No							
Motion					x		
Second							
Aye			x	x	x		
No	x	x					

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						<ul style="list-style-type: none"> ➤ Ms. Lema stated the motion is to remove mandatory mask protocols and make wearing of masks free to choose, further clarifying on February 7 parents and students would get to choose if they want to wear a mask. ➤ Mrs. Haitz reported the District is still required to gather data regarding COVID case percentages and report the data to the Mesa County Health Department. She stated that, as a Board, they need to make the decision regarding mask mandates and take it off the backs of administration. Mrs. Haitz added if any special education students had a mask mandate in their Individual Education Plan or 504 Plan we would still be operating within the realm of their plan. 	
Motion Second Aye No	x	x	x	x	x	<p>3. Strategic Plan Adoption</p> <ul style="list-style-type: none"> ➤ Assistant Superintendent, Dr. Brian Hill, thanked the members of the steering committee, the community members who attended the listening session, and the Colorado Education Initiative facilitators for all their hard work. He also thanked the Board for approving the plan. 	Adopted
Motion Second Aye No	x			x	x	<p>4. 2022-2023 Calendar Adoption</p> <p>4.a. Calendar Draft D</p> <p>4.b. Calendar Draft E</p> <ul style="list-style-type: none"> ➤ Motion to adopt calendar draft E. 	Draft E Adopted
Motion Second Aye No	x	x		x	x	<p>5. Resolution to Approve Requested Legal Services</p> <ul style="list-style-type: none"> ➤ Motion to table the resolution. 	Defeated
Motion Second Aye No	x	x	x	x	x	<ul style="list-style-type: none"> ➤ Motion to approve the resolution. ➤ Ms. Lema explained when she began asking Mr. David Price, Legal Counsel, questions regarding specific positions, Mr. Price noted he would need to review 	Adopted
						<p>the contracts of those persons in order to answer her questions.</p> <ul style="list-style-type: none"> ➤ Discussion pursued around the difference between answering questions and performing a specific task, such as the review of the contracts, and the need for full board approval. The contracts to be reviewed are for the Superintendent, the Assistant Superintendent, the Director of Equity and Inclusion and the contract signed with Dynamic Program Management to serve as owner's representative for the Grand Junction High School building project. Following the review of the contracts the Board will meet in executive session to review the findings from legal counsel. 	
Motion Second Aye No	x	x	x	x	x	<p>6. Authority for the Board President to Request Legal Services on Behalf of the Board of Education</p> <ul style="list-style-type: none"> ➤ Motion to table the resolution. 	Defeated
Motion Second Aye No	x	x	x	x	x	<ul style="list-style-type: none"> ➤ Motion to adopt the resolution. ➤ Mr. Levinson requested postponing a vote on this matter until after the Superintendent's presentation on information regarding in-house counsel versus outside counsel. 	Defeated

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						<ul style="list-style-type: none"> ➤ Mr. David Price, Legal Counsel, clarified, in the past, the questions generally being asked by the Board president are procedural questions relating to Board meeting document preparation. ➤ Discussion pursued around using in-house counsel, boundaries on what the president could act on, the broad spectrum of what the resolution could imply, costs involved, what has typically happened in the past, the ability for all members to be able to ask questions of legal counsel, and the difference between asking questions of counsel and taking action on behalf of the Board. 	
Motion Second Aye No	x	x	x	x	x	7. Policy Second Reading/Adoption 5.a. AC-1, Nondiscrimination 5.b. JB, Equal Educational Opportunities 5.c. JF, School Admission 5.d. JICDD, Violent and Aggressive Behavior 5.e. JICDE, Bullying Prevention Education 5.f. JII, Student Concerns, complaints and Grievances	Adopted
Motion Second Aye No	x	x	x	x	x	8. Adjournment 10:15 p.m.	
							<hr/> Bridget Story, Assistant Secretary Board of Education

National School Counseling Week is Feb. 7-11, 2022. At a time when the national spotlight on mental health has never shone brighter, National School Counseling Week is a time to recognize the unique challenges and pressures placed on counselors in the U.S. school system and focus public attention on their hard work and dedication to a difficult yet rewarding profession.

National School Counseling Week highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career. School counselors are highly educated, professionally certified individuals who help students succeed in school and life, both during their K-12 experience and for years to come.

As an integral part of the education system, school counselors help students form healthy goals, mindsets and behaviors. With the aid of a school counselor, students learn to develop effective collaboration and cooperation skills, practice perseverance, develop time management and study skills, and learn self-motivation and other constructive habits.

We would like to take this opportunity to recognize and thank all District 51 school counselors.

WHEREAS, the first iteration of Black History Month was celebrated 96 years ago during a week in February encompassing the birthdays of President Abraham Lincoln and abolitionist and suffragist Frederick Douglass; and

WHEREAS, the week-long celebration was extended to the entire month of February 46 years ago; and

WHEREAS, National Black History Month was established in response to the under-representation of African Americans in history books and school curricula of the era; and

WHEREAS, National Black History Month serves as a reminder of the many ways in which African Americans helped develop and strengthen our nation; and

WHEREAS, the contributions of African American scientists, inventors, educators, farmers, entrepreneurs, soldiers, entertainers, athletes, explorers and citizens are recognized annually during National Black History Month; and

WHEREAS, African American citizens have participated, and continue to participate, in every American effort to secure, protect, and maintain the essence and substance of American democracy; and

WHEREAS, not only during the month of February 2022, but throughout the remainder of this year, it is important that we, as a district, seek to understand how to thoughtfully and holistically address African American disparities in information-sharing and outcomes in order to move towards greater equity in our educational system and the greater community.

NOW, THEREFORE, BE IT RESOLVED that the Mesa County Valley School District Board of Education does hereby recognize February 2022 as Black History Month.

Resolution to Approve Strategic Plan

Board of Education Resolution 21/22: 58

Adopted: February 1, 2022

WHEREAS, a strategic plan is a vital tool in guiding school Districts in matters of policy, practice and budget; and

WHEREAS, the Mesa County Valley School District 51's Strategic Plan expired in 2017; and

WHEREAS, the Mesa County Valley School District 51 administration began the process to develop a new plan in the fall of 2019, by holding community meetings to gather feedback from the community; and

WHEREAS, the progression of development of the new plan was halted due to the COVID-19 pandemic; and

WHEREAS, in the spring of 2021 Mesa County Valley School District engaged the services of the Colorado Education Initiative, a non-profit organization, to assist in developing an in depth three year strategic plan; and

WHEREAS, following months of intensive work of gathering additional community feedback, working with a Steering Committee, comprised of parents, educators, students and community members, and a Core Team of District 51 administrators a draft plan was submitted to the Board; and

WHEREAS, the Board of Education has reviewed the final plan; now

THEREFORE, BE IT RESOLVED, that the Board of Education wishes to move forward with the Strategic Plan as presented; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Mesa County Valley School District 51 Board of Education hereby adopts the D51 Strategic Plan.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on February 1, 2022.

Bridget Story
Assistant Secretary, Board of Education



Adopted: February 1, 2022

July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	H	3	4	5	W	7
8	9	10	11	12	13	14
15	16	T	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Classes Begin August 10

August 2022						
S	M	T	W	T	F	S
	1	2	3	W	T	6
7	T	W	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	CD	21	22	23	24	25
26	27	28				

All Schools Classes Not in Session

Teacher Workdays (W)
August 4, 9
October 13
January 6
March 17
May 24

Teacher In-Service (T)
August 5, 8
January 17

Teacher Ed Effectiveness (EE)
September 26

Elementary Planning/MS Conference (HS in Session) (E/MC)
September 6

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	E/MC	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	EE	27	28	29	30	

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	IE	W	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Elem Conference/MS/HS In-Service (IE/EC) (No School)
October 14

Elementary Planning/MS Inservice (HS in Session) (EM)
April 14

Elementary Planning, MS/HS In-Service (IE) (No School)
November 4
March 16

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	W	IE/EC	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	EM	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Elem Conferences Only (MS/HS in session) (EC)
May 12

Check with your school for Parent Teacher conference dates

November 2022						
S	M	T	W	T	F	S
		1	2	3	EM	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	CD	22	23	24	25	26
27	28	29	30			

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	EC	13
14	15	16	17	18	19	20
21	22	23	W	25	26	27
28	H	30	31			

Schools Not in Session (Holidays and/or Vacation Breaks)

September 5	Labor Day
November 21-25	Thanksgiving Break
December 22-Jan 5	Winter Break
January 16	Martin Luther King Jr Day
February 20	President's Day
March 20-24	Spring Break

Statistical Record Data

Total number of contract days elementary - 170
Total number of days middle - 171
Total number of contact days high - 174

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	H
H	26	27	28	29	30	31

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Classes Begin	August 10
1st Quarter Ends	October 12 (43 ES/MS - 44 HS)
2nd Quarter Ends	December 21 (42 ES/MS - 43 HS)
3rd Quarter Ends	March 15 (45 ES/MS/HS)
4th Quarter Ends	May 23 (40 ES - 41 MS - 42 HS)

Board of Education Resolution 21/22: 59

Adopted: February 1, 2022

WHEREAS, on January 21, 2022 the Board of Education approved Resolution 21/22: 55 to expand an agreement for legal representation with the law firm of Hoskin, Farina and Kampf, P.C. to include legal advice and representation of the Board of Education; and

WHEREAS, it was represented that expansion of services was necessary for individual Board members to ask question of legal counsel; and

WHEREAS, Ms. Angela Lema, Board of Education for Director District E requested the law firm of Hoskin, Farina and Kampf, P.C. review the employment contracts for the three District employees and one firm; and

WHEREAS, such request is a specific action to be performed on behalf of the Board; now

THEREFORE, BE IT RESOLVED, Board members wish to have such contracts reviewed; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Mesa County Valley School District 51 Board of Education hereby authorizes Mr. David Price, an attorney with the law firm of Hoskin, Farina and Kampf, P.C. to review such contracts as requested by Director Lema.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on February 1, 2022.

Bridget Story
Assistant Secretary, Board of Education



Authority for the Board President To Request Legal Services on Behalf of the Board of Education

Board of Education Resolution 21/22: 60

Defeated: February 1, 2022

WHEREAS, on January 21, 2022 the Board of Education approved Resolution 21/22: 55 to expand an agreement for legal representation with the law firm of Hoskin, Farina and Kampf, P.C. to include legal advice and representation of the Board of Education; and

WHEREAS, it was represented that expansion of services was necessary for individual Board members to ask question of legal counsel; and

WHEREAS, there may be times when legal services may need to be expanded beyond an answer to a question; and

WHEREAS, such specific action needed may be consider being performed on behalf of the Board; and

WHEREAS, having to take wait until a request could be voted on at a Board of Education meeting could cause a time delay in making and processing such requests; now

THEREFORE, BE IT RESOLVED, Board members wish to be able to expedite such matters pertaining to legal requests; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Mesa County Valley School District 51 Board of Education hereby authorizes the Board President, Mrs. Andrea Haitz, to access legal advice and services on behalf of the Board of Education.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on February 1, 2022.

Bridget Story
Assistant Secretary, Board of Education

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009, Revised: July 11, 2011

Revised: August 21, 2013, Adopted: November 17, 2015

Adopted: October 25, 2016, Adopted: August 4, 2020

Adopted: October 20, 2020

Adopted: February 1, 2022

The Board is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. The schools in the District are subject to all federal and state laws and constitutional provisions prohibiting discrimination and harassment on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry or need for special education services. Accordingly, no otherwise qualified student, employee, applicant for employment, or member of the public may be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination or harassment in any District program or activity on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth is also prohibited in accordance with state and/or federal law.

This policy and supporting regulation(s) will be used to address all concerns regarding unlawful discrimination and harassment.

Annual notice

The District will issue a written notice prior to the beginning of each school year that advises students, parents, employees, and the general public that the educational programs, activities, and employment opportunities offered by the District are offered without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education services. With respect to employment practices, the District will also issue written notice that it does not discriminate on the basis of age, genetic information, or conditions related to pregnancy or childbirth. The announcement will also include the name, address, email address, and telephone number of the person(s) designated to coordinate Title IX, Section 504, and ADA compliance activities. All such written notices may be issued on the District's website.

When reasonably practical, the notice will be disseminated to persons with limited English language skills in the person's own language. It will also be made available to persons who are visually impaired in a format that can be comprehended by that person.

The notice will appear on a continuing basis in all District media containing general information, including: teachers' guides, school publications, the District's website, recruitment materials, application forms, vacancy announcements, student handbooks, school program notices, summer program newsletters, and annual letters to parents.

Discrimination and Harassment prohibited

Discrimination and harassment based on a person's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry or need for special education services are prohibited by state and federal law. Preventing and remedying such discrimination and harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students can learn, employees can work, and members of the public can access and receive the benefit of District facilities and programs. All such discrimination and harassment, by District employees, students, and third

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009, Revised: July 11, 2011

Revised: August 21, 2013, Adopted: November 17, 2015

Adopted: October 25, 2016, Adopted: August 4, 2020

Adopted: October 20, 2020

Adopted: February 1, 2022

parties, is strictly prohibited.

All District employees and students share the responsibility to ensure that discrimination and harassment do not occur at any District school, on any District property, at any District or school-sanctioned activity or event, or off school property when such conduct has a nexus to the school, or any District curricular or non-curricular activity or event.

Reporting unlawful discrimination and harassment

Any student who believes he or she has been a target of unlawful discrimination or harassment, as defined in Board policy and supporting regulations, or who has witnessed such unlawful discrimination or harassment, should immediately report it to an administrator, counselor, teacher, or the District's compliance officer, as the case may be, and file a complaint as set forth in the regulation which accompanies this policy.

Any employee, applicant for employment, or member of the public who believes they have been a target of unlawful discrimination or harassment, or who has witnessed such unlawful discrimination or harassment, should file a complaint with either an immediate supervisor or the District's compliance officer.

If the individual alleged to have engaged in prohibited conduct is the person designated as the compliance officer, an alternate compliance officer will be designated to investigate the matter in accordance with this policy's accompanying regulation.

District action

All District employees who witness unlawful discrimination or harassment must take prompt and effective action to stop it, as prescribed by the District. All District employees who receive a report or have knowledge of unlawful discrimination or harassment involving a student, staff member or member of the public involved with a school shall immediately communicate the substance of the report or knowledge to the compliance officer.

The District will take appropriate action to promptly and impartially investigate allegations of unlawful discrimination and harassment, to end unlawful behavior, to prevent the recurrence of such behavior, and to prevent retaliation against the individual(s) who files the complaint and/or any person who participates in the investigation. When appropriate, the District will take interim measures during the investigation to protect against further unlawful discrimination, harassment, or retaliation.

To the extent possible, all reports of unlawful discrimination or harassment will be kept confidential. Students or employees who knowingly file false complaints or give false statements in an investigation may be subject to discipline, up to and including suspension/expulsion for students and termination of employment for employees. No student, employee, or member of the public may be subject to adverse treatment in retaliation for any good faith report of harassment under this policy.

Upon determining that incidents of unlawful discrimination or harassment are occurring in particular District settings or activities, the District will implement measures designed to remedy the problem in those

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009, Revised: July 11, 2011

Revised: August 21, 2013, Adopted: November 17, 2015

Adopted: October 25, 2016, Adopted: August 4, 2020

Adopted: October 20, 2020

Adopted: February 1, 2022

areas or activities.

Any student or employee who engages in unlawful discrimination or harassment will be disciplined according to applicable Board policies and the District will take reasonable action to restore lost educational or employment opportunities to the target(s).

In cases involving potential criminal conduct, the District will determine whether appropriate law enforcement officials should be notified.

Notice and training

To reduce unlawful discrimination and harassment and ensure a respectful school environment, the administration is responsible for providing notice of this policy to all District schools and departments. The policy and complaint process will be prominently posted on the District's website, referenced in student and employee handbooks and made otherwise available to all students, staff, and members of the public through electronic or hard-copy distribution.

Students and District employees will receive periodic training related to recognizing and preventing unlawful discrimination and harassment. District employees must receive additional training related to handling reports of unlawful discrimination and harassment. The training will include, but not be limited to:

- awareness of groups protected under state and federal law and/or targeted groups;
- how to recognize and react to unlawful discrimination and harassment; and
- proven harassment prevention strategies.

LEGAL REFS.: 20 U.S.C. 1681 (Title VII, Education Amendments of 1972)
20 U.S.C. 1701-1758 (Equal Employment Opportunity Act of 1972)
29 U.S.C. 621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. 701 et seq. (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. 12101 et seq. (Title II of the Americans with Disabilities Act)
42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)
42 U.S.C. 2000e (Title VII of the Civil Rights Act of 1964)
42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
34 C.F.R. Part 100 through Part 110 (civil rights regulations)
C.R.S. 2-4-401 (3.4) (definition of gender expression)
C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 18-9-121 (bias-motivated crimes)
C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting discrimination)
C.R.S. 22-32-110 (1)(k)(definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)
C.R.S. 24-34-301 (3.3) (definition of gender expression)

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009, Revised: July 11, 2011

Revised: August 21, 2013, Adopted: November 17, 2015

Adopted: October 25, 2016, Adopted: August 4, 2020

Adopted: October 20, 2020

Adopted: February 1, 2022

C.R.S. 24-34-301 (3.5) (definition of gender identity)

C.R.S. 24-34-301 (7) (definition of sexual orientation)

C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)

C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)

C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation)

C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)

CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunity

GBAA, Sexual Harassment

JB, Equal Educational Opportunities

JBB*, Sexual Harassment

Mesa County Valley School District 51

JB

EQUAL EDUCATIONAL OPPORTUNITIES

Adopted: Date of Manual Adoption

Revised: September 20, 1988

Policy Manual Review: August 6, 2002

Adopted: January 20, 2009; Adopted: January 17, 2017

Adoption: February 16, 2021

Adopted: February 1, 2022

Every student of this school district shall have equal educational opportunities through programs offered in the school district regardless of race, color, creed, sex, sexual orientation, gender identity, gender expression, religion, national origin, age, marital status, ancestry, disability or need for special education services.

This concept of equal educational opportunity will guide the Board and staff in making decisions related to school district facilities, selection of educational materials, equipment, curriculum and regulations affecting students. Students with identified physical and mental impairments that constitute disabilities shall be provided with a free appropriate public education, consistent with the requirements of federal and state laws and regulations.

In order to ensure that District programs are in compliance with applicable laws and regulations, the Board directs the superintendent or designee(s) to periodically monitor the following areas:

1. Curriculum and materials - review curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - provide training for students and staff to identify and alleviate problems of discrimination.
3. Student access - review programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. District support - ensure that District resources are equitably distributed among school programs including but not limited to staffing and compensation, facilities, equipment, and related matters.
5. Student evaluation instruments - review tests, procedures, and guidance and counseling materials for stereotyping and discrimination.
6. Discipline - review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

Legal References:

20 U.S.C. § 1681 (Title IX of the Education Amendments of 1972)

20 U.S.C. § 1701-1758 (Equal Educational Opportunities Act of 1974)

29 U.S.C. § 701 et seq. (section 504 of the Rehabilitation Act of 1973)

C.R.S. 2-4-401 (3.4) (definition of gender expression)

C.R.S. 2-4-401 (3.5) (definition of gender identity)

C.R.S. 2-4-401 (13.5) (definition of sexual orientation)

C.R.S. 22-32-109 (1) (II) (Board duty to adopt written policies prohibiting discrimination)

Mesa County Valley School District 51

JB

EQUAL EDUCATIONAL OPPORTUNITIES

Adopted: Date of Manual Adoption

Revised: September 20, 1988

Policy Manual Review: August 6, 2002

Adopted: January 20, 2009; Adopted: January 17, 2017

Adoption: February 16, 2021

Adopted: February 1, 2022

C.R.S. 22-32-109.1 (2) (safe school plan to be revised as necessary in response to relevant data collected by the school district)

C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background include hair texture, definition of protective hairstyle)

C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation)

C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)

Cross Reference:

AC, Nondiscrimination

JBB, Sexual Harassment

Mesa County Valley School District 51

JF

SCHOOL ADMISSIONS

Adopted: June 13, 1972

Revised to Conform with Practice: Date of Manual Adoption

Policy Manual Review: August 6, 2002

Policy Readopted: May 28, 2019

Adopted: February 1, 2022

All persons age six and under 21 years who have not graduated from high school or received any document evidencing completion of the equivalent of a secondary curriculum shall be admitted to the schools if legal residence is within the boundary of District 51 as provided for by state law. Conditions of exception are provided by law.

A birth certificate or other satisfactory evidence of legal age, as well as proof of residence, shall be required of each student entering school in this district for the first time.

Students new to the District will be enrolled conditionally until records, including discipline records, from the schools previously attended by the student are received by the District. In the event the student's records indicate a reason to deny admission, the student's conditional enrollment status will be revoked. The student's parent/guardian will be provided with written notice of the denial of admission. The notice will inform the parent/guardian of the right to request a hearing.

Denial of Admission

The Board of Education or the superintendent may deny admission to the schools of the District in accordance with applicable law.

The Board shall provide due process of law to student and parents/guardians through written procedures consistent with law for denial of admission to a student.

The policy and procedures for denial of admission will be the same as those for student suspension and expulsion inasmuch as the same section of the law governs these areas.

Nondiscrimination

The Board, superintendent, other administrators and District employees shall not unlawfully discriminate based on a student's race, color, national origin, ancestry, creed, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability or need for special education services in the determination or recommendation of action under this policy.

Legal References:

C.R.S. 22-1-102 (defines "resident")

C.R.S. 22-1-102.5 (defines "homeless child")

C.R.S. 22-1-115 (school age is any age over five and under twenty-one years)

C.R.S. 22-2-409 (notification of risk)

C.R.S. 22-32-109(1)(II)(Board duty to adopt policies requiring enrollment decisions to be made in a nondiscriminatory manner)

C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)

C.R.S. 22-32-115 (tuition to another school district)

C.R.S. 22-32-116(non-resident students)

C.R.S. 22-32-138 (enrollment of students in out-of-home placements)

C.R.S. 22-33-103 through 22-33-110 (school attendance law)

C.R.S. 22-33-105 (2)(c) (requiring hearing to be convened if requested within 10 days after denial of admission or expulsion)

Mesa County Valley School District 51

JF

SCHOOL ADMISSIONS

Adopted: June 13, 1972

Revised to Conform with Practice: Date of Manual Adoption

Policy Manual Review: August 6, 2002

Policy Readopted: May 28, 2019

Adopted: February 1, 2022

Cross References:

JEB, Entrance Age

JKD/JKE, Suspension/Expulsion of Students (and Other Disciplinary Interventions)

JLC, Student Health Services and Requirements

JLCB, Immunization of Students

Mesa County Valley School District 51

JICDD

VIOLENT AND AGGRESSIVE BEHAVIOR

Adopted: April 4, 2000

Policy Manual Review: August 6, 2002

Adopted: February 1, 2022

Page 1 of 2

The Board recognizes there are certain behaviors that, if tolerated, would quickly destroy the type of learning environment to which the students and staff of the District are entitled. These behaviors, categorized as violent or aggressive, will not be tolerated and shall result in immediate action being taken by the District.

Student exhibiting violent or aggressive behavior or warning signs of future violent or aggressive behavior shall be subject to appropriate disciplinary action including suspension and/or expulsion in accordance with Board policy concerning student suspension, expulsions, and other disciplinary interventions. As appropriate and in accordance with applicable law and Board policy students may also be referred to law enforcement authorities. At the discretion of the District and when appropriate, the student may receive appropriate intervention designed to address the problem behavior. The District may also conduct a threat assessment of the student.

Students shall immediately report questionable behavior or potentially violent situations to an administrator, counselor or teacher. All reports shall be taken seriously.

A staff who witnesses or receives a report of a student's act of violence and aggression must notify the building principal or designee as soon as possible.

Acts of violence and aggression shall be well documented and communicated by the staff to the building principal and the superintendent. The principal or the principal's designee shall communicate discipline information concerning any student enrolled in the school to any teacher who has direct contact with the student in the classroom and to any counselor who has direct contact with the student. The immediate involvement of the parents/guardians is essential. Law enforcement officials shall be involved if there is any violation of law.

An act of violence and aggression is any expression, direct or indirect, verbal or behavioral, of intent to inflict harm, injury or damage to persons or property. A threat of violence and aggression carries with it implied notions of risk of violence and a probability of harm or injury.

An act of violence and aggression includes but is not limited to the following behaviors:

1. Possession, threat with or use of a weapon - as described in the Board's weapons policy.
2. Physical assault - the act of striking or touching a person or that person's property with a part of the body or with any object with the intent of causing hurt or harm.
3. Verbal abuse - includes, but is not limited to, swearing, screaming, obscene gestures or threats directed, either orally (including by telephone) or in writing (including text, social media or other electronic means), at an individual, his or her family or a group.
4. Intimidation - an act intended to frighten or coerce someone into submission or obedience.
5. Extortion - the use of verbal or physical coercion in order to obtain financial or material gain from others.
6. Bullying – as described on the Board's policy on bullying prevention and education.
7. Gang/Hate Activity - as described in the Board's Secret Societies/Gang Activity Policy (JICF).
8. Sexual Harassment or other forms of harassment- as described in the Board's sexual harassment policy and nondiscrimination policy.

Mesa County Valley School District 51

JICDD

VIOLENT AND AGGRESSIVE BEHAVIOR

Adopted: April 4, 2000

Policy Manual Review: August 6, 2002

Adopted: February 1, 2022

Page 2 of 2

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9. Stalking - the persistent following, contacting, watching or any other such threatening actions that compromise the peace of mind or the personal safety of an individual.
 10. Defiance - a serious act or instance of defying or opposing legitimate authority.
 11. Discriminatory Slurs - insulting, disparaging or derogatory comments made directly or by innuendo regarding a person's race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, religion, marital status, national origin, ancestry, disability or need for special educational services.
 12. Vandalism - damaging or defacing property owned by or in the rightful possession of another.
 13. Terrorism - a threat to commit violence communicated with the intent to terrorize or with reckless disregard for the risk of creating such terror or to cause serious public inconvenience, such as the evacuation of a building.

Legal References:

C.R.S. 22-3-109.1 (1)(b) (definition of bullying)

C.R.S. 22-32-110(1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)

C.R.S. 24-34-301 (3.3) (definition of gender expression)

C.R.S. 24-34-301 (3.5) (definition of gender identity)

C.R.S. 24-34-301 (7) (definition of sexual orientation)

Cross References:

AC-1, Nondiscrimination

JBB, Sexual Harassment

JIC, Student Conduct

JICDA, Code of Student Conduct

JICDE, Bullying Prevention and Education

JICF, Secret Societies/Gang Activity

JICI, Dangerous Weapons In The Schools

Mesa County Valley School District 51

JICDE

BULLYING PREVENTION AND EDUCATION

Adopted: March 24, 2001

Revised: August 6, 2002; April 15, 2003

First Reading: June 19, 2012

Adoption: August 21, 2012

Adopted: February 1, 2022

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The Board of Education recognizes the negative impact that bullying has on student health, welfare and safety and on the learning environment at school. Bullying is prohibited on District property, at District or school-sanctioned activities and events, when students are being transported in any vehicle dispatched by the District or one of its schools, or off school property when such conduct has a nexus to school or any District curricular or non-curricular activity or event.

Bullying is defined as any written or verbal expression, or physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student. Bullying is prohibited against any student for any reason, including, but not limited to, any such behavior that is directed toward a student on the basis of his or her academic performance or any basis protected by federal and state law, including disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry or the need for special education services, whether such characteristic(s) are actual or perceived.

A student who engages in any act of bullying and/or a student who takes any retaliatory action against a student who reports in good faith an incident of bullying, shall be subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or removal from the classroom. However, the building principal may also consider other actions or interventions that may be appropriate in response to student bullying or to prevent its recurrence, including referral to law enforcement authorities. In determining the appropriate action to be taken in response to incidents of student bullying, the building principal or principal's designee shall take into consideration the severity and pattern, if any, of the bullying behavior, and other Board policies and regulations, if any, that address the type of conduct that may be involved. Bullying behavior that constitutes unlawful discrimination or harassment will be subject to investigation and discipline under related Board policies and procedures. Students targeted by bullying when such bullying behavior may constitute unlawful discrimination or harassment also have additional rights and protections under Board policies and procedures regarding unlawful discrimination and harassment.

The Superintendent or his designee shall develop a comprehensive plan to address bullying at all school levels. The plan shall be designed to:

1. Send a clear message to students, staff, parents and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
2. Train staff and students in taking proactive steps to prevent bullying from occurring
3. Implement consistent procedures for immediate intervention, investigation, and appropriate discipline for students engaged in bullying behavior.
4. Initiate efforts to change the behavior of students engaged in bullying behaviors through re-education on acceptable behavior, discussions, counseling, and appropriate negative consequences.
5. Foster a productive partnerships and communication with parents and community members in order to help maintain a bully-free environment.
6. Support targets of bullying by establishing procedures for follow-up, monitoring, and communication with them and their families.
7. Recognize and praise positive, supportive behaviors of students toward one another on a regular basis and build character of all students.

Mesa County Valley School District 51

JICDE

BULLYING PREVENTION AND EDUCATION

Adopted: March 24, 2001

Revised: August 6, 2002: April 15, 2003

First Reading: June 19, 2012

Adoption: August 21, 2012

Adopted: February 1, 2022

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8. Provide a safe and welcoming environment for students who are at increased risk of being bullied by peers.
 9. Require decision-making, action planning and monitoring based on available data.
 10. Collect input and analyze current and accurate data regarding bullying using District-wide tools.

If District school(s) apply for bullying prevention and education grant(s) pursuant to C.R.S. 22-93-102, the following provisions shall apply:

- The District's comprehensive plan to address bullying will incorporate provisions for adequate due process and safeguards for students accused of bullying behaviors, in accordance with applicable law and Board policy.
- The District will administer surveys of students' impressions of the severity of bullying in their schools. Such surveys will be conducted in accordance with applicable law and Board policy. Students' survey responses will be confidential. Participation in the surveys will not be required.
- The District schools(s) included in the District's bullying prevention and education grant will appoint a team of persons to advise school administration concerning the severity and frequency of incidents. The team(s) may include, but need not be limited to, law enforcement officials, prosecutors, social workers, health professionals, mental health professionals, counselors, teachers, administrators, parents and students.

Legal References:

C.R.S. 22-32-109.1 (2)(a)(l)(K) (*policy required as part of safe schools plan*)

Cross References:

AC-1, Nondiscrimination/Equal Opportunity

AC-R-1, Nondiscrimination (Compliance and Complaint Procedures)

JB, Equal Educational Opportunities

JBB, Sexual Harassment

JICDA, Code of Student Conduct

JICDD, Violent and Aggressive Behavior

JK, Student Discipline

JS, Student Use of Information Technology Resources

Mesa County Valley School District 51

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STUDENT CONCERNS, COMPLAINTS AND GRIEVANCES

Adopted: June 13, 1972

Revised: August 6, 2002

Adopted: February 1, 2022

Decisions made by school personnel which students believe are unfair or in violation of pertinent Board policies or individual school rules may be appealed to the principal or a designated representative or by following the specific appeal process created for particular complaints.

Grievance and investigation procedures shall be available for students to receive prompt and equitable resolution of allegations of discriminatory actions on the basis of race, creed, color, sex, sexual orientation, gender identity, gender expression, religion, national origin, ancestry, marital status disability, or need for special education services.

Students should be allowed to present petitions to the administration at any time. However, it is reasonable for the principal to limit the collecting of signatures on petitions to a time and place that does not interrupt normal school activities, which would usually be before and after school hours.

No student should be subjected to disciplinary measures of any nature for signing a petition addressed to the administration, assuming that the petition is within the bounds of reasonable conduct.

Cross Reference:

AC-1, Nondiscrimination

AC-R-1, Nondiscrimination (Compliance and Complaint Procedures)

IHCD, Concurrent Enrollment and Post Secondary Institution

JB, Equal Educational Opportunities

JBB, Sexual Harassment

JIC, Student Conduct

JICEA, Student Publications