

# *Board of Education*

## *Mesa County Valley School District 51*

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*Board Business Meeting Minutes*

*February 15, 2022*

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### **Board Business Meeting 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**  
**Business Meeting Minutes: February 15, 2022**  
**Adopted: March 15, 2022**

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|         |   |   |   |   |   | <b>AGENDA ITEMS</b>   |           |
|         |   |   |   |   |   | <b>BUSINESS MEETING</b>   | 6:02 p.m. |
| Present | x | x | x | x | x | A. CALL TO ORDER/ROLL CALL  |           |
| Absent  |   |   |   |   |   | ➤ The meeting was held in the Colorado Mesa University, University Center Ballroom to accommodate a larger audience.  |           |
| Motion  |   |   |   |   | x | B. AGENDA APPROVAL  | Adopted   |
| Second  | x |   |   |   |   |   |           |
| Aye     | x | x | x | x | x |   |           |
| No      |   |   |   |   |   |   |           |
| Motion  |   |   |   | x |   | C. MEETING MINUTES AND SUMMARY APPROVAL   | Adopted   |
| Second  |   |   |   |   | x | C-1. January 4, 2022 Board Work Session Minutes   |           |
| Aye     | x | x | x | x | x | C-2. January 7, 2022 Board Special Meeting Minutes  |           |
| No      |   |   |   |   |   | C-3. January 18, 2022 Board Business Meeting Minutes  |           |
|         |   |   |   |   |   | C-4. January 21, 2022 Board Special Meeting Minutes   |           |
|         |   |   |   |   |   | D. RECOGNITIONS   |           |
|         |   |   |   |   |   | D-1. Lion's Club Volunteers for the Colorado Kids Sight Program [Resolution 21/22: 61]  |           |
|         |   |   |   |   |   | ➤ Mr. Levinson read the resolution to recognize the work of the Lions Clubs throughout the Grand Valley. For the past two decades Lion Club members have screened 58,577 students, through the Colorado Lions KidSight Program. The screenings help detect issues which can cause vision problems or even vision loss. Of those students screened 4,579 have been referred for follow up exams. |           |
|         |   |   |   |   |   | ➤ The Board and Superintendent Sirko thanked all the members of the Clifton, Fruita, Grand Junction, Orchard Mesa, Palisade and Redlands Lions Clubs for their commitment to helping the students of District 51. Mr. Tom Kalenian and Mr. Lance Wade were present to accept the recognition.   |           |
|         |   |   |   |   |   | D-2. All State Choir [Resolution 21/22: 62]   |           |
|         |   |   |   |   |   | ➤ Dr. Sholtes invited the All State Choir students to the front of the room. Nineteen high school choir students qualified for the All State Choir Festival. The audition process to qualify is demanding and requires students to demonstrate a variety of skills and techniques. Students qualifying were:  |           |
|         |   |   |   |   |   | • Central High School (Mr. Mathew Coronado, Director) – Isabell Eldridge  |           |
|         |   |   |   |   |   | • Fruita Monument High School (Mrs. Jessica Hazard, Director) – Ryan Davis, Jordan Dehmel and Tyra Forsgren   |           |
|         |   |   |   |   |   | • Grand Junction High School (Mr. Brad Hirsh, Director) – Izabella Cornelison, Jenna Cox, Caymie Crone, Johnny Flanagan, Corran Gandy, Charles Reilly and Pierson Worley  |           |
|         |   |   |   |   |   | • Palisade High School (Mr. Matt Doty, Director) – Erin Dickes, Elijah Stammer, Kai Symons, Parker Virden, Sean Williams, Russell   |           |

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Willow, Domenic Wolfe and Maya Znamenacek

- The Board and Superintendent Sirko congratulated all the students on the tremendous honor in being selected.

D-3. All State Orchestra [Resolution 21/22: 63]

- Ms. Lema invited the students, who qualified for All State Orchestra, and the directors to step to the front of the room. This year four District 51 students qualified to perform at the All State Orchestra Festival. Those selected had to participate in a rigorous audition process and are among some of the most talented musicians in the state. Those selected were:
  - Fruita Monument High School (Ms. Rachel Lavadie, Director) – Cody Bailey
  - Grand Junction High School (Ms. Nicole Roos, Director) – Brynne Berry, Nicholas Berry and Thomas Berry
- The Board and Superintendent Sirko congratulated the students on a great accomplishment.

D-4. 2022 High School Snowshoe National Championship Winners, Central High School [Resolution 21/22: 64]

- Mr. Jones invited members of the Winter Warriors Snowshoe Team to step to the front of the room. The Winter Warrior Snowshoe boys and girls teams are comprised of students from Central High School. Both teams recently won not only the state but also the national snowshoe championship. Members of the team are Tyler Stogsdill, Jackson Edwards, Jordon Leblow, Shalom Trowbridge, Billy Adams, Alex Fisher, Sam Garmany, Hank Brown, Jacob Buddecke, Alex Warren, Yishai Trowbridge, Alexander Mendoza, Tristian Spence, Jocelyn Olson, Hope Watson, Lillian Thatcher, Amaya Metli, Jayde Golightly, Elizabeth Buddecke, Ivy Andrews and Anaya Marcus.
- The Board and Superintendent Sirko congratulated all the students and their coach, Mr. Ted Leblow, for performing extremely well in a unique and grueling sport.

E. BOARD REPORTS/COMMUNICATIONS/REQUESTS

E-1. Executive Committee Update

- Mrs. Haitz, Mr. Levinson and Dr. Sholtes shared information on the role an owner's representative plays in a large construction project, such as the construction of a new Grand Junction High School. The owner's representative insures the interests of the District are protected, acts on behalf of the District when working with architects, contractors, suppliers, etc. and works to insure the project is completed on time and within budget.
- Ms. Colleen Kaneda, Dynamic Program Management/Owners Representative, clarified the owner's representative is not a single person, rather a firm comprised of four qualified staff members with various backgrounds in the construction industry. All four members of the firm work together to insure a quality building. She reviewed activity of the Executive Committee over the past month noting the committee added four community members and held a meeting with the new members to

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review the project to this point. Other activities over the past month included completing soil sample testing, procuring a third party vendor for the electrical and mechanical elements and continued work on the final designs.

**F. LEGISLATIVE REPORT**

- None at this time

**G. SUPERINTENDENT REPORT**

**G-1. Legislative Update**

- Ms. Amy Atwood, Lobbyist for the District, reviewed some of the work currently before the legislators and work needing to be done to bring forward a state budget adoption in April. She briefed the Board on three bills. One bill, to be introduced soon, relates to school districts' accountability ratings. This bill would pause any changes to performance ratings of schools for last year and this year but reinstate the ratings and time clocks, tied to the ratings, for the 2022-2023 school year. The next bill, Senate Bill 44 would reduce the percentage amount that student achievement is weighted on a teacher's evaluations, for kindergarten through fourth grade teachers. The final bill reviewed was House Bill 1220 which is intended to remove barriers and add alternative routes for people to obtain teacher licensure.

**G-2. Curriculum Update**

- Mrs. Jennifer Marsh, Executive Director of Curriculum and Learning, Ms. Jackie Anderson, Curriculum Director, and Mr. Scott Finholm, Content Specialist for Social Studies, reviewed the rigorous process leading up to the selection and recommendation for adoption of the middle school social studies curriculum resources from McGraw Hill. The process, which began in August, included the selection of a diverse, qualified group of people to form an Instructional Resource Selection Team (IRST) to determine content needed in the curriculum resources. Factors in determining the content included Colorado Academic Standards, D51 Teaching and Learning Frameworks, testing achievement data, a design model and recent legislation. Some highlights of recent legislative changes were reviewed. Products from various publishers were reviewed by IRST and presentations were held from the top three vendors selected. Public meetings were held for parents, educators and the community to review the resource materials from the vendors and the materials were sent out to teachers to review. IRST used feedback from the teachers, community, along with conversations from the vendors to score the materials and make a final selection.

**G-3. Legal Service Presentation**

- Dr. Diana Sirko, Superintendent, noted a copy of a staff survey was included in the Board's packet relating to in-house legal counsel in comparison to outside legal counsel. The majority of staff felt in-house counsel has been more efficient and accessible and it is more financially effective. She reported there are still times when the expertise of outside legal services is needed and utilized.
- The Board will review the survey data and cost comparisons and have further

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- discussion at an upcoming meeting.
  
- G-4. Expulsion Report
  - Superintendent Sirko noted overall expulsion numbers, at this time, are lower than previous years but the expulsions for dangerous weapons and assaults are higher.
  - Mrs. Haitz noted the collation of the number of expulsions this year for dangerous weapons mirrors 2016-2017.
  
- G-5. Communication/District Initiatives
  - Reviewed

[Recess 7:17 p.m. Resume 7:30 p.m.]

**H. AUDIENCE COMMENTS**

- Ms. Haitz reported there has been some confusion around the Board holding secret meetings. She explained executive sessions are legal sessions to discuss delicate issues, such as personnel issues that must be held in private unless the person of discussion requests the meeting be held in public.
- Mr. Jones requested the public refrain from making comments about personal attacks and refrain from making threats or duplicating comments to save time.
- Ms. Christy Anderson, Grand Junction 81506  
 Ms. Anderson has been an educator for twenty-two years and has two students in the District, a junior and an eighth grader. She thanked the Board for setting achievable goals around masks and removing the need for teachers to police masks. She reported on meeting with curriculum directors about her concerns around the new reading curriculum and she appreciated their help. She asked the District to view the new curriculum through the lens behind the science of reading. She believes adults and students should be able to work closely without agreeing on everything. She feels people need to separate their personal beliefs on religion and politics when speaking about education. She thanked the Board for listening to everyone's concerns and being fiscally responsible by reviewing contracts.
- Mr. Dan Worth, Grand Junction 81507  
 Mr. Worth thanked the Board for changing the venue and for taking the time to speak with staff and others following last week's meeting on Wednesday, which offered a new perspective. He would like to see the Board work as a nonpartisan and cohesive team. He spoke on a lack of trust from some and the perception of political agendas. He quoted items from the Code of Ethics for School Board Members. He noted the Board's first concern and main focus should be the welfare and safety of students and staff.
- Ms. Shallini Sheeran, Grand Junction 81507  
 Ms. Sheeran read a portion of a prepared statement. She attended the Board Coffee on Saturday and listened to a student speak about being made fun of by other students because of the way she was dressed. Ms. Sheeran suggested the District require students to wear uniforms. She listed off numerous benefits to uniforms such as less crimes, better sense of belonging, easier to match outfits, no competition from who wears the most expensive clothes and elimination of disputes between divorced parents about the

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appropriate clothing for their children. She noted such stores as The Children's Place, Walmart and Target could supply uniforms at a reasonable price. She reported a charter school, which requires uniforms, holds a uniform exchange where parents donate outgrown uniforms to the school to be resold as a fund raiser. She suggested the District purchase uniforms in bulk and then sell them to students to raise money. She began to speak about ways to lower cost for counseling but ran out of time. She submitted her written statement to the Board's assistant secretary to distribute to all Board members.

- Mr. Bruce Lohmiller, Grand Junction 81506  
 Mr. Lohmiller thanked Mrs. Story for helping him and reported Mr. Williams was assisting him on a violence report. He mentioned the availability of wires for people who have issues, so they can record evidence. He mentioned people need to use 214-STOP to report crimes. He reminded everyone about sex education classes, Senator Scott, Major Garret and Dan Rather. He requested everyone to wear masks because there were issues with vaccines and people should error on the side of caution. He asked if the District was still having issues with finding bus drives and suggested using national guardsmen to drive buses. He also questioned using students, who are well versed on a subject, to teach a class since there is a shortage of teachers.
- Mr. Mark Schmaltz, Grand Junction 81503  
 Mr. Schmaltz, a Colorado Mesa University Instructor in Educational Leadership, was present to celebrate the work of Dr. Hill, Dr. Sirko and Mr. Gallegos. Mr. Schmaltz is a former Appleton Elementary School teacher and noted he has never witnessed the kind of leadership which is currently in the District. He reported with educators leaving at an alarming rate it's important to have strong leadership with incredible courage and the leaders we have now are true heroes. He believes the partnership between Colorado Mesa University and the District has never been stronger and this relationship is helping grow a new generation of teachers, but those teachers may not remain here if their voices are not heard. He believes there are some who would like to create divisions based on the color of someone's skin or for other reasons, but he implored everyone to celebrate our differences and work to have a safe place for all students. He acknowledge the Board has a challenging job and encouraged the Board to listen to all the voices and not just those who speak in anger.
- Ms. Jacqueline Anderson, Grand Junction 81505  
 Ms. Anderson noted the past couple weeks have been difficult and she requested everyone take a step back and work together to have a win win situation. She noted this is a District of passion and everyone just wants what is best for our students. Tonight, she did not see segregation in the meeting room as she saw at the last meeting. She acknowledged it is okay if we have opposing views. She believes everyone has a leadership role, whether in the home, neighborhood or at school, and others including students and those on social media are watching. She is glad to see the Board coming together and showing togetherness rather than diversion. She asked everyone to invite someone with an oppositional view to discuss their differences and figure out ways for all to win.
- Ms. Deb Bricker, Fruita 81521

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Ms. Bricker thanked the Board for their willingness to hold a volunteer position with the possibility of facing opposition. She reported teachers and families have been afraid to speak up for the past two years. She reported on reaching out to Mr. Levinson two years ago about the District placing too much emphasis on the virus and not enough emphasis on learning and Mr. Levinson never responded. She reported speaking with school administration to accommodate families who didn't want to follow mask mandates and being told this District may not be the District for her. She was never comfortable in having to tell students to wear a mask or go home because she always tries to accommodate all learners. In order to accommodate students, she would meet students at the library. She reminded the Board they are being watched by students and others and asked them to do better.

- Ms. Lisa Eckert, Grand Junction 81507  
 Ms. Eckert does not have children in the District, but she has always been committed to youth and education. She worked for the national parks service and there her mission was to preserve and protect our natural and cultural resources in perpetuity for future generations. One highlight of her career was being Ranger Lisa, thirty years ago, for the Colorado National Monument. She was present to advocate for the teaching of science and human history in its completeness. She noted the incredible sense of place residence of Mesa County share by being able to see the Grand Mesa, the red rocks and the Bookcliffs. She requested students be taught how the valley was formed and who carved the petroglyphs.
- Ms. Sara Fletcher, Grand Junction 81507  
 Ms. Fletcher reiterated what others had said in support of the Board and the Superintendents. She recited a religious verse on training a child, noting she has fond memories of her school years. She requested the Board table the resolution to adopt the middle school social studies curriculum as the cost is high, she was not able to attend the viewing sessions and she would like more time to gather information. She knows there were some omissions in the curriculum regarding the electoral college and no mention that our country is a constitutional republic and not a democracy. In general she feels there is a distrust in the educational environment because parents have not been fully informed about what the students are being taught. She wants to see a resolution stating social studies will be taught factually without interjection of personal views from teachers and a resolution rejecting any education with Critical Race Theory roots.
- Ms. Wendi Wood, Fruita 81521  
 Ms. Wood is thankful for the Board's decisions to remove the mask mandate and thankful for the work God is doing in our school. She would like everyone to walk in truth and integrity and challenged everyone to look for common unity and to not speak carelessly or slanderously. She noted words can cause damage and she would like everyone to take a few minutes each day to pray. She reported on a group called Cover the County Task Force with over sixty people who pray on regular basis. The Task Force prays for those at each elementary, middle, high, and charter schools, Western Colorado Community College and Colorado Mesa University. She thanked God for blessing Mesa County and being able to speak freely.
- Ms. Andrea Barber, Fruita 81521

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- Ms. Barber thanked the Board for their service and for removing the mask mandates. She noted there was a lot of uproar about the Board holding executive sessions and some people, media and social media postings attempting to create divisions in our community by reporting these as secret meetings. She noted the County Commissioners have an executive committee every week. She noted the Board's duty is to hire the superintendent and many people along with herself questioned the hiring of Dr. Sirko's replacement one and a half years in advance of her leaving and the hiring of the Director of Equity. She stated people need to let the Board do their job without complaining about everything they do. She implored the community to give the Board a chance so our students can excel.
- Ms. Yvette Noble, Fruita 81521
- Ms. Noble has worked for the District, has children who graduated from the District and has a child who is a senior. She supports the Board and is thankful for the Board evaluating everything. She would like to see everyone come together for the students and not be divisive. She requested personal agendas be put aside and everyone be here for the students.
- Ms. Angela Snyder, Grand Junction 81505  
 Ms. Snyder piggy backed on a couple things and thanked the Board for being transparent. She is an elementary teacher and she has three students in the District. She spoke on the inequity of students in the District with dyslexia not being served properly. She shared statistics on the number of students and adults who are dyslexic. She explained what dyslexia was and the effects of dyslexia. She reported the District does not have a program in place to help students with dyslexia and the District does not test for it. She believes a student with dyslexia responds to a structured program and services can be done inside and outside of the classroom to help them.
- Mr. Joe Graham, Grand Junction 81507  
 Mr. Graham appreciated the comments made by Mr. Worth and Mr. Schmalz. He has been a teacher for eighteen years and is a graduate of District 51 and his mother was a secretary for the District. He noted when COVID hit, and many schools did not open, the current administration did a great job along with the Board in getting District students back to school early. He shared the administration had teachers going back to the classrooms even when some were not ready to go back. He thanked the Board for taking the time to share their thoughts following the last executive session especially with what is happening across the state.
- Ms. Cyndy Clark, Grand Junction 81507  
 Ms. Clark, the mother of two children and the grandmother of two, thanked the administration for guiding the District through COVID. She has an auto immune condition, and cares for her grandchildren so she appreciated having the mask mandates. She believes the District has greatly improved over the past twenty years and she looks forward to continuing improvements and growth. She has been reading the new Strategic Plan and is encouraged by the District focusing on fostering growth and achievement based on the whole learner. To her, the whole learner means accepting each student as they are and as they feel they are as a person. She asked, as the District progresses through the Strategic Plan, they concentrate on the whole person.
- Ms. Jerial Brammeier, Grand Junction 81507



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- Ms. Brammeier turned her time over to a student, Sharla Allen.
- Ms. Sharla Allen is a sophomore at Palisade High School. She would like to see politics out of schools and she wants to see equal education for all students. She supports the work of Dr. Sirko, Dr. Hill and Mr. Gallegos. She would like all students, regardless of their LGBTQ status, race or ethnicity to feel comfortable. She would like to see the Board hold a coffee just for students.
  - Ms. Maya McDaniel, Grand Junction 81501  
 Ms. McDaniel is a student at Palisade High School. She thanked the Board for listening to others who support Dr. Sirko, Dr. Hill and Mr. Gallegos. She noted many were afraid the Board would follow in the footsteps of what is happening in Douglas County. She reported on the need to continue with the Healthy Kids Colorado Survey which gathers data from students from grades six through twelve, and is completely anonymous. She noted parents receive two advanced notices prior to the survey and can easily opt out. She shared information on the type of data collected and the importance of having the data to determine student needs and funding for many things such as suicide prevention. She reported there is a group of home school and religious entities lobbying to oppose the survey because of the questions asked. The opposing group feels students could be harmed in asking questions around sexuality, gender and race. She feels getting rid of the survey could put the District at risk of losing funds and lose valuable data on not only what students need but specific data showing what is truly happening with students in regards to bullying, homelessness, hunger, dating violence, sexual assault, harassment, drug abuse and feeling unsafe at school.
  - Ms. Ana Campbell, Grand Junction 81501  
 Ms. Campbell is the parent of a student in the District. She thanked the Board for volunteering and expressed appreciation for the work of Dr. Sirko, Dr. Hill and Mrs. Story. She shared how impressed she is with how teachers make sure her student's needs are met every year. She has always appreciated teachers and the school staff. She found it difficult, at the last meeting, to hear from teachers that felt they are not being heard, but it was nice to hear about the good and cool things happening in schools. She knows some teachers are feeling burnt out and encouraged parents to engage in Parent Teacher Organizations (PTO) and Parent Teachers Association (PTA). She shared parents can check with school administration for the dates and times of the school's PTO/PTA meetings. She noted structures are already in place for parents to get involved and it's a wonderful thing to know what is happening at your student's school.
  - Ms. Natalie Clark, Grand Junction 81501  
 Ms. Clark is a parent of a Tope Elementary School student. From what she has learned she believes the Healthy Kids Colorado School survey is a great resource. She understands there are different version of the survey for parents to choose from and parents can opt out. She noted a lot of people have different perspectives but people need to recognize our experiences are not the same as others and reality is, there are twelve year olds participating willingly or unwillingly in sex. She believes the District needs to be able to gather data for at risk students to know their needs and students can't do well if they are hungry or facing other challenges.

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- Ms. Casey Hawley, Grand Junction 81503  
 Ms. Hawley is a teacher at Central High School. She reported the National School Board Association notes some of the responsibilities of school board members are to represent the voice of the community in public education, provide citizen governance and knowledge of the community resources and needs. She spoke about the Board listening to the views of teachers and professionals regarding masks. She feels despite the Board disagreeing with those who spoke, it is the Boards responsibility to represent them. As a professional she was disappointed to find the Board was not aware of the contract hours for teachers and Board members stating if COVID numbers go up, the District could close schools. She reported four of her students live in a homeless center and she wondered where they would go if their school closed. She was disappointed when Board members felt there was too much emphasis on equity and she shared stories as examples of where equity is needed. She believes we need a Director of Equity and a Superintendent who cares about the needs of the students and staff and a Board which is focused on what is best for students.
- Ms. Ana Elliott, Grand Junction 81504  
 Ms. Elliott spoke on a grant being brought before the Board for approval, which she noticed in the Board materials. She asked about the grant amount and how the funding will be spent, and if parents and the community would be involved in decisions on how the funding is spent. She reported on the American Rescue Plan Money from the federal government and the amount allocated to the state and she is wondering how much of the funding was received by the District. She reported all grants come with strings attached and she questioned about the funding for Social Emotional Learning (SEL) and if the community will be involved in making decisions on the SEL money.
- Ms. Heather McKim, Grand Junction 81501
- Ms. McKim is a parent of a student at Grand Junction High School. She requested her time be given to a student.
- Ms. Mia DeVillegas-Decker is a sophomore in the International Baccalaureate Program at Palisade High School and a member of the Palisade Equity Counsel which advocates for equity for all students, and a member of the Western Slope Youth Voice. She thanked Dr. Hill, Dr. Sirko and Mr. Gallegos for being impeccable leaders and listeners and thanked them for giving the students a sense of safety and helping her to be a better person. She noted Mr. Jones has talked about removing bullying and this is something many people agree on. She believes the students who spoke today need to be heard and understood as they are the ones the District's decisions effect.
- Ms. Amber Shannon, Grand Junction 81504  
 Ms. Shannon had to leave early and wished to donate her time to a student, but all students wishing to speak had already spoken.
- Mr. Jonathon Bonner, Grand Junction 81501  
 Mr. Bonner, a teacher at Fruita Middle School, spoke on good things happening. He shared acclimates of a sixth grade student JB, who plays the baritone, participated in the spelling bee, is in the Math, Engineering, and Science (MESA) Club, has the highest attendance at the Cribbage Club, and recently joined the Cube Team, a club for those who have an interest in rubric cubes. He noted JB loves Fruita Middle School because it gives him the

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opportunity to join clubs and learn new things. He shared in the future, JB would like to play baseball or be a NASA engineer. Mr. Bonner also spoke about Ms. Laura Anderson, a sixth grade math teacher at the school. He noted Ms. Anderson runs twice weekly math tutoring sessions after school, coaches volleyball, participates in a math leadership team, never takes a day off and never takes a day lightly. She has organized a group of teachers to meet before school to practice mindfulness, her students show continual growth in math and she is caring and never stops until all her students know math. He noted, you would be fortunate to have a student in her class.

- Mr. Tom Keenan, Palisade 81526  
 Mr. Keenan worked in the classroom for thirty years and has three grandchildren in the District. He reported he had a problem with the social studies curriculum due to a sentence he read in a chapter that said the constitution gives all the power to the federal government which will then be distributed to the states. He believes the District has been going downhill since 2012 based on data he found on the state's website and the need for more students to have remedial classes upon graduation. He would like to see changes made in the District and he would like to see a track record of the changes made by the Director of Equity. He attributes the pregnancy of an eighth grade student to sex education being introduced into public education, noting out of the class of seventeen students he attended school with from first grade through graduation there was only one student pregnancy. He noted speaking with the former Board President, Mr. Tom Parrish, and Dr. Sholtes about the Healthy Kids Survey and neither were familiar with the questions on the survey. Mr. Kennan shared Mr. Parrish said the District has an opt out provision but Mr. Keenan would like to see an opt in provision for any and all surveys.
- Mr. Nick Allen, Grand Junction 81503  
 Mr. Allen questioned the rules around the meeting and the need for neutrality during audience comments. He noted even though he wanted to clap for some who spoke he feels clapping or other gestures of approval or disapproval are inappropriate and are against the meeting rules. He reported at the last coffee many students and community members felt worried and uncomfortable about making public comment. He shared stories of people, including himself, speaking at previous meetings and being booed. He shared he appreciates constructive dialog and there is beauty in disagreement but elevated language is not needed. He expressed a need for people to be respectful and peaceful as there are many issues ahead and people need to be comfortable in sharing their views.
- Ms. Ann Leonard, Grand Junction 81506  
 Ms. Leonard was present to show support for Dr. Hill, Dr. Sirko and Mr. Gallegos. She thanked the Board for clarifying the reason behind reviewing the contracts and is glad to hear the Board is working to secure a contract with Dr. Hill. She appreciated the curriculum presentation and she supports the curriculum. She shared her experience recently when her student's school, Dual Immersion Academy, had to be evacuated and how impressed she was with the school's response plan. She shared information on the activities taking place at Dual Immersion Academy for the Kindness is Contagious Campaign. Students wrote cards and designed posters to show

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

**Board of Education**  
**Mesa County Valley School District 51**  
**Business Meeting Minutes: February 15, 2022**  
**Adopted: March 15, 2022**

|                               | A | B | C | D | E | AGENDA ITEMS  | ACTION  |
|-------------------------------|---|---|---|---|---|---|---------|
|                               |   |   |   |   |   | <p>kindness. She hopes common ground can be found moving forward.</p> <ul style="list-style-type: none"> <li>➤ Ms. Ricki Howie, Grand Junction 81501<br/>Ms. Howie expressed her disappointment in not being able to depend on a consistent location for the Board meetings. She noted for the past two weeks the Board has held meetings with large audiences at the Harry Butler Board Room, but chose to change the venue for tonight's meeting, causing people to have to scramble for six hours to find out where the meeting was going to be.</li> </ul>  |         |
| Motion<br>Second<br>Aye<br>No | x | x | x | x | x | <p>I. CONSENT AGENDA</p> <p>I-1. Licensed and Administrative Personnel Actions [Resolution 21/22: 65]</p> <p>I-2. Gifts [Resolution 21/22: 66]</p> <p>I-3. Grants [Resolution 21/22:67]</p>   | Adopted |
| Motion<br>Second<br>Aye<br>No | x | x | x | x | x | <p>I-4. Curriculum Adoption Middle School Social Studies [Resolution 21/22: 69]</p> <ul style="list-style-type: none"> <li>➤ Mrs. Haitz shared some community members expressed concerns around the curriculum. She reported Board members met with staff regarding the process and the curriculum and she feels confident with the choice, following the meetings. She noted open houses were provided for the community and this is a great opportunity for parents to have conversations with their student and their student's teachers about what is being taught.</li> </ul>  | Adopted |
| Motion<br>Second<br>Aye<br>No | x | x | x | x | x | <p>J. BUSINESS ITEMS</p> <p>J-1. Approval of Committee to Study Affordable [Resolution 21/22: 68]</p> <p>J-2. Policy First Reading</p> <p style="padding-left: 20px;">J-2.a. GCC, Licensed Staff Leaves and Absences</p> <p style="padding-left: 20px;">J-2.b. GCD, Administrator Leave and Absences</p> <p style="padding-left: 20px;">J-2.c. GDC, Support Staff Leave and Absences</p> <p style="padding-left: 20px;">J- 2.d. LBD, Relations With Charter Schools</p>   | Adopted |
|                               |   |   |   |   |   | <p>K. BOARD OPEN DISCUSSION</p> <ul style="list-style-type: none"> <li>➤ Mr. Jones reported on attending the Colorado High School Athletic Association wrestling tournament. He reported eight of the twelve wrestlers going to the state wrestling tournament are from Grand Junction High School.</li> <li>➤ Board members had discussion around the need to find a larger venue for future meetings to accommodate large audience attendance. Options will be explored.</li> <li>➤ Mrs. Haitz, read from the book, The Parts We Play, written by Michael Junior which she is currently reading to her six year old son. The book is a children's book about the importance of how all parts of a car are unique and how all the parts of a car are needed in order for the car to work. The book illustrates the need for everyone to work together to make progress.</li> </ul> |         |
|                               |   |   |   |   |   | <p>L. FUTURE MEETINGS</p> <p>L-1. March 1, 2022, TBD, 6:00 p.m., Board Work Session</p> <p>L-2. March 12, 2022, Monument Ridge Elementary School, 6:00 p.m., Board Coffee</p> <p>L-3. March 15, 2022, TBD, 6:00 p.m., Board Business Meeting</p>  |         |

|  |   |   |   |   |   |   |           |
|--|---|---|---|---|---|---|-----------|
| A - Doug Levinson<br>B - Kari Sholtes<br>C - Andrea Haitz<br>D - Will Jones<br>E - Angela Lema |   |   |   |   |   | <b>Board of Education</b><br><b>Mesa County Valley School District 51</b><br><b>Business Meeting Minutes: February 15, 2022</b><br><b>Adopted: March 15, 2022</b> |           |
|  | A | B | C | D | E |   |           |
|  |   |   |   |   |   | AGENDA ITEMS  | ACTION    |
|  |   |   |   |   |   | M. EXECUTIVE SESSION  |           |
|  |   |   |   |   |   | N. ADJOURNMENT  |           |
| Motion   |   | x |   |   |   |   |           |
| Second   |   |   |   |   |   |   |           |
| Aye  |   | x | x | x | x |   |           |
| No   |   |   |   |   |   |   |           |
|  |   |   |   |   |   |   | 9:18 p.m. |
|  |   |   |   |   |   | <hr/> Bridget Story, Assistant Secretary<br>Board of Education  |           |

The Board would like to invite Tom Kalenian and any other Lions Club members present to the front.

As part of the Colorado Lions KidSight Program, members of the Clifton, Fruita, Grand Junction, Orchard Mesa, Palisade, and Redlands Lions Clubs have screened 58,577 local children for vision problems over the past two decades. These screenings have resulted in 4,579 referrals for children between the ages of six months and six years whose vision issues may have otherwise gone undetected for years.

In the fall of 2021 alone, the Lions program provided 3,058 screenings for D51 preschool, kindergarten and first-grade students, as well as students at private and charter schools in Mesa County. Of those screened, 324 of those children were referred for follow-up exams.

Local Lions Club chapters selflessly donate their time each year to perform these screenings using a kid-friendly device that looks no more intimidating than a tablet. The screenings detect anisometropia, astigmatism, farsightedness, nearsightedness, strabismus, and unequal pupil size. The screenings are quick, free, and detect issues that can cause vision problems or even vision loss over time.

The Board of Education and Superintendent Sirko are extremely grateful for this service and the Lions Club members who provide it. A sincere thank you to Mr. Kalenian and our local Lions Clubs for their commitment to healthy, engaged students through the Colorado Lions KidSight Program!

Would the students and directors involved in this year's All State Choir please join me at the front?

Year after year, the District 51 music program distinguishes itself as one of the most accomplished programs in the state. Undoubtedly, that is because of the countless hours these students and their directors dedicate to practicing and performing throughout the year.

This year, nineteen students from District 51 qualified for the All State Choir Festival, which took place Jan. 20-22 in Denver. All State Choir students represent the very finest high school singers in all of Colorado. The audition process for All State Choir is demanding, and requires students to demonstrate a variety of skills and techniques in order to be selected.

The Board of Education and Superintendent Sirko are very proud of our nineteen excellent 2021-22 All State Choir participants, and congratulate you and your choir directors on this tremendous honor!

**Central (Director – Mathew Coronado)**

Isabell Eldridge

**Fruita Monument (Director – Jessica Hazard)**

**Hanley)**

Ryan Davis

Jordan Dehmel

Tyra Forsgren

**Grand Junction (Director – Brad Hirsh)**

Izzy Cornelison

Jenna Cox

Caymie Crone

Johnny Flanagan\*

Corran Gandy

Charles Reilly

Pierson Worley

**Palisade (Director – Matt Doty)**

Erin Dickes

Elijah Stammler

Kai Symons

Parker Virden

Sean Williams

Russell Willow

Domenic Wolfe

Maya Znamenacek

\*All State Choir and All State Jazz Choir

Would the students and directors involved in this year's All State Orchestra please join me at the front?

The arts are an integral part of any well-rounded education. District 51 prides itself on encouraging students to participate in and excel in the arts, including music, to promote lifelong skills like problem-solving, creativity, and working together in a group to achieve a common goal.

This year, four students from District 51 took their love for music to the next level by qualifying for the All State Orchestra Festival, which took place Feb. 3-5 in Fort Collins. Each student worked for hours inside and outside of school to prepare for this moment, and went through a rigorous audition process. It is a high honor that they were named among the most talented musicians in the state.

The Board of Education and Superintendent Sirko would like to congratulate our 2021-22 All State Orchestra participants!

**Fruita Monument (Director – Rachel Lavadie)**

Cody Bailey

**Grand Junction (Director – Nicole Roos)**

Brynne Berry

Nicholas Berry

Thomas Berry



The Board would like to invite the Winter Warriors Snowshoe Team to the front.

On January 29, the Central High School Winter Warriors competed in the 2022 High School Snowshoe National Championships in Leadville. The boys and girls teams both finished first and walked away as both State and National Champions, beating out some tough competition from Cheyenne Mountain.

These students have chosen a unique and grueling sport and climbed to the top of their field. The Board of Education and Superintendent Sirko would like to congratulate the Winter Warriors for being U.S. High School Snowshoe Champions!

**Team Members**

Tyler Stogsdill  
Jackson Edwards  
Jordan Leblow  
Shalom Trowbridge  
Billy Adams  
Alex Fisher  
Sam Garmany  
Hank Brown  
Jacob Buddecke  
Alex Warren

Yishai Trowbridge  
Alexander Mendoza  
Tristian Spence  
Jocelyn Olson  
Hope Watson  
Lillian Thatcher  
Amaya Metli  
Jayde Golightly  
Lizzie Buddecke  
Ivy Andrews  
Anaya Marcus

## **Grand Junction High School Project Progress Update #5 February 15<sup>th</sup>, 2022**

### **Overall Schedule**

- Design: Fall 2021 – Summer 2022
- Construction: Summer 2022 – Summer 2024
- Abatement & Demo of existing GJHS: Summer 2024 – Fall 2024
- Sitework/Landscaping: Fall 2024 – Spring 2025

### **Team**

- Owners Rep – Dynamic Program Management (DPM)
- Architect – Blythe Group + Co & DLR Group
- CM/GC – FCI Constructors, Inc.

### **Recently Completed**

- Executive Committee Presentation (2/7)
- User Group Meetings (2/8 – 2/11)
- Testing of Helical Pile on Site (2/8)
- Commissioning Agent Procurement

### **In Progress**

- **Design**
  - o Continuing in Design Development Phase
  - o Identifying Long Lead Items
  - o Construction Material Analysis
  - o Site Logistics Planning

### **Upcoming**

- **Design**
  - o 100% Design Development (March 2022)
- **Budget**
  - o Design Development Estimate
- **Procurement**
  - o Abatement Company
  - o Furniture, Fixtures, & Equipment
  - o Moving Company

**IMAGES – Architectural Renderings**



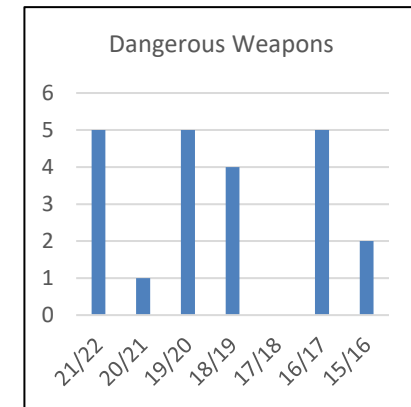
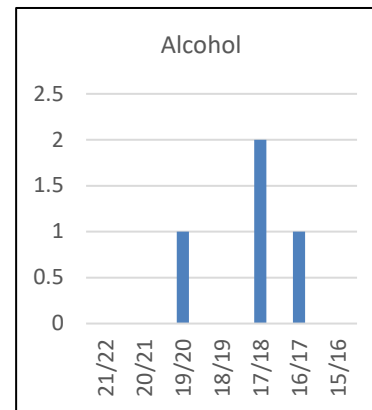
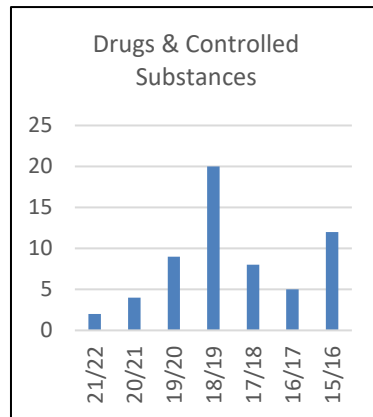
**Schematic Site Plan**



| Category     | High School |          |          |          | Middle School |          |          |          | Elementary School |   |       |   | Total     |           | Total for previous years as of December of: |           |           |           |           |
|--------------|-------------|----------|----------|----------|---------------|----------|----------|----------|-------------------|---|-------|---|-----------|-----------|---|-----------|-----------|-----------|-----------|
|              | 21/22       |          | 20/21    |          | 21/22         |          | 20/21    |          | 21/22             |   | 20/21 |   | 21/22     | 20/21     | 19/20                                       | 18/19     | 17/18     | 16/17     | 15/16     |
|              | M           | F        | M        | F        | M             | F        | M        | F        | M                 | F | M     | F |           |           |   |           |           |           |           |
| 100          | 1           | 1        | 1        | 1        |               |          | 1        | 1        |                   |   |       |   | 2         | 4         | 9   | 20        | 8         | 5         | 12        |
| 200          |             |          |          |          |               |          |          |          |                   |   |       |   |           |           | 1   |           | 2         | 1         |           |
| 300          |             |          |          |          |               |          |          |          |                   |   |       |   |           |           |   |           |           |           |           |
| 400          | 5           | 1        | 3        |          | 2             | 7        | 1        |          |                   |   |       |   | 15        | 4         | 5   | 4         | 1         |           | 1         |
| 500          | 2           | 1        | 1        |          | 2             |          |          |          |                   |   |       |   | 5         | 1         | 5   | 4         |           | 5         | 2         |
| 600          |             |          |          |          |               |          |          |          |                   |   |       |   |           |           |   |           |           |           |           |
| 700          |             |          |          |          |               |          |          |          |                   |   |       |   |           |           |   |           |           |           |           |
| DSP          |             |          |          |          |               |          |          |          |                   |   |       |   |           |           |   |           |           |           |           |
| VOO          |             |          | 3        | 1        | 1             |          | 1        |          |                   |   |       |   | 1         | 5         | 8   | 9         | 4         | 5         |           |
| <b>Total</b> | <b>8</b>    | <b>3</b> | <b>8</b> | <b>2</b> | <b>5</b>      | <b>7</b> | <b>3</b> | <b>1</b> |                   |   |       |   | <b>23</b> | <b>14</b> | <b>28</b>                                   | <b>37</b> | <b>15</b> | <b>16</b> | <b>15</b> |

**Category Description**

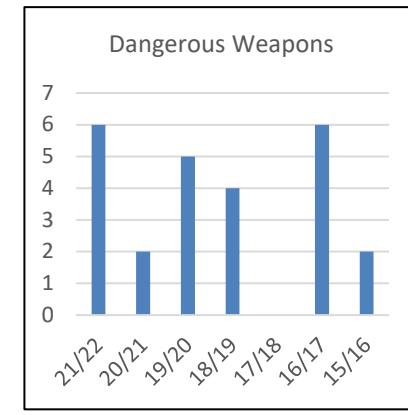
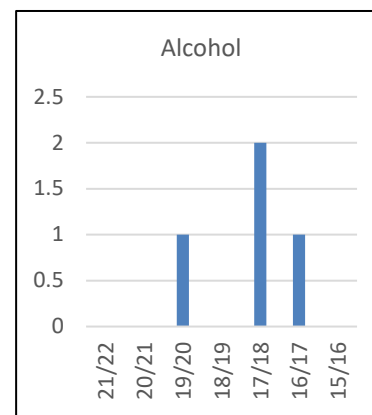
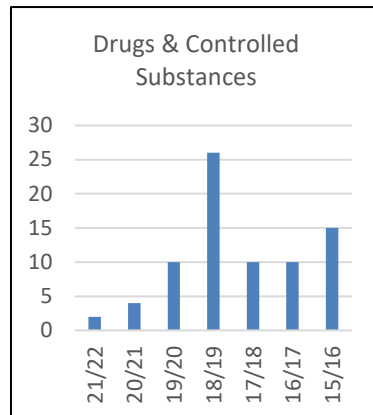
- 100 - drug or controlled substance
- 200 - alcohol
- 300 - tobacco
- 400 - assault
- 500 - dangerous weapons
- 600 - robbery
- 700 - other felonies
- DSP - destruction / defacement of school property
- V00 - other violations



| Category     | High School |          |          |          | Middle School |          |          |          | Elementary School |   |          |   | Total     |           | Total for previous years as of January 31 of: |           |           |           |           |
|--------------|-------------|----------|----------|----------|---------------|----------|----------|----------|-------------------|---|----------|---|-----------|-----------|---|-----------|-----------|-----------|-----------|
|              | 21/22       |          | 20/21    |          | 21/22         |          | 20/21    |          | 21/22             |   | 20/21    |   | 21/22     | 20/21     | 19/20   | 18/19     | 17/18     | 16/17     | 15/16     |
|              | M           | F        | M        | F        | M             | F        | M        | F        | M                 | F | M        | F |           |           |   |           |           |           |           |
| 100          | 1           | 1        | 1        | 1        |               |          | 1        | 1        |                   |   |          |   | 2         | 4         | 10  | 26        | 10        | 10        | 15        |
| 200          |             |          |          |          |               |          |          |          |                   |   |          |   |           |           | 1   |           | 2         | 1         |           |
| 300          |             |          |          |          |               |          |          |          |                   |   |          |   |           |           |   |           |           |           |           |
| 400          | 5           | 1        | 3        |          | 2             | 8        | 2        | 2        |                   |   |          |   | 16        | 7         | 6   | 4         | 1         |           | 1         |
| 500          | 3           | 1        | 1        |          | 2             |          | 1        |          |                   |   |          |   | 6         | 2         | 5   | 4         |           | 6         | 2         |
| 600          |             |          |          |          |               |          |          |          |                   |   |          |   |           |           |   |           |           |           |           |
| 700          |             |          |          |          |               |          |          |          |                   |   |          |   |           |           |   |           |           |           | 1         |
| DSP          |             |          |          |          |               |          |          |          |                   |   |          |   |           |           |   |           |           |           |           |
| VOO          |             | 2        | 3        | 1        | 2             |          | 1        |          |                   |   | 1        |   | 4         | 6         | 9   | 13        | 5         | 5         | 1         |
| <b>Total</b> | <b>9</b>    | <b>5</b> | <b>8</b> | <b>2</b> | <b>6</b>      | <b>8</b> | <b>5</b> | <b>3</b> |                   |   | <b>1</b> |   | <b>28</b> | <b>19</b> | <b>31</b>                                     | <b>47</b> | <b>18</b> | <b>22</b> | <b>20</b> |

**Category Description**

- 100 - drug or controlled substance
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# February 2022 Communications Report

Press Coverage

Advertising

Newsletters

Board Briefs

Social Media

Jan. 12 - Feb. 9, 2022

# Press Coverage

## KKCO/KJCT

D51 graduation rate continues to climb  
PTECH program expanding in GJ  
New Emerson wins Colorado Health Foundation grant  
Nine D51 schools implement mask mandates  
GJHS student brings sensory walkway to Independence Academy  
Tope Elementary released from shelter-in-place  
Juniper Ridge Community School charter renewed  
GRA student allegedly brings gun to school  
D51 board discussing personnel matters  
Pomona Elementary presents 'Matilda'  
Board of Education on removing mask requirements  
D51 students race cars made from mousetraps  
CHS national snowshoe champions  
D51 recognizes high school athletes  
D51 Board ends remaining mask requirements  
D51 board of education to hold special meeting on Wednesday  
D51 Board of Education discussing 'personnel matters' regarding superintendent, assistant superintendent

## KREX

New Emerson wins Colorado Health Foundation Grant  
D51 bringing back mask mandate for 9 schools  
Local school on lockdown  
JRSC celebrates five-year charter renewal  
Families informed a week after gun brought to school  
Special board of education meeting  
School Board passes Free to Choose mask policy  
D51 board members push for Free to Choose mask policy  
Concerns from D51 School Board special meeting  
Mesa and Montrose county schools respond to threats differently

## Sentinel

D51 graduation rate reached new highs  
Teacher shortage hot button topic at board meeting  
Column: One, unfortunately, is not a lonely number  
Editorial: Why the Lighthouse idea is important  
Juniper Ridge returns to in-person learning  
D51 board to discuss, potentially vote on legal counsel expansion today  
D51 School Board approves amended contract with GJ law firm  
GRA student brought gun to school last week  
COVID slowly ebbing in Mesa County  
A gem of a gym  
Trio of women officiate basketball game for first time in D51 history  
Column: Give teachers, schools, resources they need  
D51 nearing end of mask mandates in schools  
D51 cancels masking rules  
D51 board orders review of top contracts  
Editorial: D51 mask call a copout  
GJHS rep contract set before new D51 board  
Second-grade teacher learns accountability in the classroom as well as the weight room  
Column: It's about kids, or is it?  
Column: Give our teachers the break they need  
Three D51 students finalists for scholarship  
Two D51 students off to play college football  
Grand Valley middle schoolers flash engineering prowess  
D51 leaders receive robust support as contracts discussed by school board  
D51 School Board holding another meeting Wednesday to review Brian Hill's contract

Click titles  
to view stories.



# Advertising

D51 advertising efforts include KREX Golden Apple Awards segments, indoor and outdoor billboard ads, a Mesa Mall directory ad, Welcome Home to the Grand Valley brochures, and ads in the Daily Sentinel.



# D<sup>★</sup>51

## SCHOOL OF CHOICE

APPLICATION PROCESS

**Jan. 24 - Feb. 4**

### WHAT IS SCHOOL OF CHOICE?

School of Choice is an option for families who wish to send their children to a school that is outside their home's school attendance boundaries. School of Choice does NOT apply to the alternative options, special programs, charter schools, and schools with Lottery systems.

### HOW DO I APPLY?

When the School of Choice window opens, parents will use their ParentVue account to complete the application. Parents may also use the [d51schools.org](https://d51schools.org) site and submit their applications electronically through the the School of Choice button on the front page.

School of Choice applications are time-stamped and approved on a first-come, first-served basis. Each school offers spots based on projected enrollment and capacity. Some schools are not able to offer any spots in certain grades or in the entire school if they are at or over capacity.

Applications must be filled out online using ParentVUE. If you do not have a ParentVUE account, create one by Jan. 24 (please contact your child's current school if you have questions). If you do not have access to internet service, you can visit the second floor of the Emerson Building at 930 Ute Ave. between 7:30 a.m. and 4:00 p.m. on weekdays or your child's school office to use their internet.

# Newsletters



School District 51 Family and Community Newsletter | January 2022



**D51 graduation rate climbs**  
Graduating every student prepared for college, careers, and life beyond high school is our goal for every student. We're getting closer to that goal with an increasing graduation rate. Read more [here](#).



**STEAM in action: LEGO League**  
D51 offers a variety of robotics and STEAM (Science, Technology, Engineering, the Arts, and Math) classes, clubs, and programming. Check out the [video](#) above to see Mesa View students getting ready to compete in the State LEGO League Challenge!



**School of Choice starts Monday**  
The 2022 School of Choice application process begins at 10 a.m. on Monday, Jan. 24 and closes at 4 p.m. on Friday, Feb. 4. [Click here](#) to learn more about School of Choice, how it works, and how to apply.



**East Challenge Program 2022**  
Will your child start sixth-grade in 2022-23? Learn about the Challenge Program at East Middle School [Jan. 24 at 4:30 or 6](#) or [Jan. 25 at 4:30 or 6 in the EMS Cafeteria](#). The program is for academically gifted students from across the Grand Valley.



**CHS Cheer places 2nd at State**  
Congratulations to the Warriors for placing second in the state in [Class 4A Co-Ed Cheer](#) at the State Spirit Championships! This is the highest ranking the team has ever achieved at state!



**Coffee with the Board**  
The next D51 [Board Coffee](#) will be at 9 a.m. on Saturday, Feb. 12, in the commons area at Orchard Mesa Middle School.

**COVID web page tools**  
Keep up to date on active and new student and staff COVID-19 cases by visiting the [D51 Data Dashboard](#). The [COVID tab at d51schools.org](#) also has information about the free Binax testing program.



**CMU drums up interest in third quarter at Appleton**  
Students from the Colorado Mesa Drumline paid a visit to Appleton Elementary during the first week back in January. Check out a clip of their visit [here](#).



**Pomona gets a furry visitor**  
Pomona Elementary School 5th-graders got a special visit from Lexi and her handler Ed Wednesday! Lexi is a volunteer at St. Mary's Hospital, and wanted to thank students for writing notes of thanks to St. Mary's health care workers last quarter.



**Former D51 football stars meet again on the field at Texas Bowl**  
Former D51 students and football players Max Marsh (Kansas State) and Kole Taylor (Louisiana State) both played in the Texas Bowl this year! Their moms (Cheryl Taylor and Jennifer Marsh) also work in D51. Read more [here](#).



**New Central High logo unveiled**  
Central surprised students and staff with the school's new shield logo at an assembly on Jan. 4. Watch the [video](#) above to learn more about the design, picked by a committee of CHS alumni, students, and staff.



**D51 personnel make guest appearance at State of the State**  
D51 Assistant Superintendent Brian Hill and CHS teachers Trey Downey and Kimberley Flynn were guests of the governor at the 2022 State of the State last week! Watch [here](#) to see their cameo.



**Monument Ridge students design new Lions Carnival game**  
The Lions Club hosted a contest this fall seeking a new game for their annual carnival. Monument Ridge students won the contest, and received a \$2,000 donation to the school! Check out their game - Sports Bounce - at the carnival next month.

**Important Dates**

**Feb. 1 - School Board Work Session, 6 p.m., Harry Butler Board Room.**

**Feb. 12 - Board Coffee, 9 a.m., Orchard Mesa Middle School Commons Area.**

**Feb. 15 - School Board Business Meeting, 6 p.m., Harry Butler Board Room.**

**Feb. 21 - No School, President's Day.**

**AP Computer Science Award**  
Fruita Monument High School has been named one of just five schools in the state to earn the College Board AP Computer Science Female Diversity Award for 2021! This is the second year in a row that FMHS has earned this honor. [Learn more here](#).



**D51 Foundation Update**  
The fifth round of the Bloom Where You Are Planted Grants is now open. Students with financial need interested in participating in extracurricular activities can apply for a grant. Applications are due Friday, January 28. [Click Here to Apply](#).



**Mesa View kids donate to Hilltop**  
Mesa View students learned about Hilltop's programming and decided to raise \$1,000 for the local nonprofit! Hilltop CEO Mike Stahl came to the school to personally accept the donation. The money will benefit a variety of Hilltop programming.



**New Emerson to break ground on playground in May**  
New Emerson STEAM Elementary recently received a Colorado Health Foundation grant to build a new, STEAM-themed playground for the Orchard Mesa community! The playground is scheduled to open in time for the 2022-23 school year. [Learn more here](#).

# January Family and Community Newsletter



# January Staff Newsletter



### YOU ARE INCREDIBLE!!

D51's final donation through the United Way Campaign was \$75,979.64!!! Congratulations to the building winners: Clifton Elementary, Bookcliff Middle School, GJHS and Hawthorne! And congratulations to all of the Day of Drawing Winners!

### Important Dates

- Feb. 1 - School Board Work Session, 6 p.m., Harry Butler Board Room.
- Feb. 12 - Board Coffee, 9 a.m., Orchard Mesa Middle School Commons Area.
- Feb. 15 - School Board Business Meeting, 6 p.m. Harry Butler Board Room.
- Feb. 21 - No School, Presidents Day.

### January Board Briefs

#### Board Meeting Livestreams

Wanting to watch the board meetings live? We've changed them to Facebook and you do not need an account to watch. Simply log into Facebook.com and find SchoolDistrict51. The events will be live streamed the day of. You simply click on the link and watch.



#### Coffee with the Board

The next D51 Board Coffee will be at 9 a.m. on Saturday, Feb. 12, in the commons area at Orchard Mesa Middle School.



#### TRIAD Employee Assistance Program

Stressed, Distracted, Worried? Holidays can be overwhelming. As an employee, you and your family have access to free, confidential, professional, short-term, solution-focused consultation, resources, and information. Up to 3 free counseling sessions per year, per incident (face-to-face or by phone).

Call: 970-242-9536 or 877-679-1100 or visit: [www.triadcap.com](http://www.triadcap.com) (username: D51 password: eap)

#### Want more D51 news?

Click [here](#) to sign up for the monthly Community Newsletter to hear about MORE great things happening in District 51.



#### D51 Staff Concern Line

D51 employees can report concerns anonymously through the new D51 Staff Concern Line. Report concerns about things like workplace conditions, inequitable treatment, board policy violation, etc.

Click [here](#) for more information.



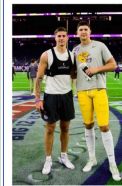
#### White Iced News!

We are excited to unveil the new date for our 10th Annual White Iced Celebration! Join us on Friday, April 22 at 7:00 p.m. at the CMU Outdoor Pavilion Tent to honor Outstanding Academic Growth Schools and White Iced Award Recipients. To purchase tickets visit: [www.D51foundation.org](http://www.D51foundation.org)



#### Behavioral Health Services available to staff

D51 staff on the CHP plan can access therapists through Community Hospital's Behavioral Health office, with appointments available Monday-Friday. Click [here](#) for more information.

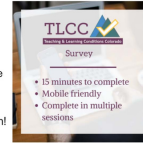


#### Two D51 Football stars meet in TX

It's not every day that you get to watch your son's University football team play in a bowl game, but that happened this year for two of District 51's employees. Director of Curriculum & Learning Design, Jen Marsh, and Director of Career & College Readiness, Cheri Taylor both had sons in a bowl game this year. Read more [here](#).

#### TLCC Survey is Open!

It's hard to believe it's been two whole years since the last iteration of the Teaching and Learning Conditions Colorado survey but here we are again! The 2022 TLCC Survey opened yesterday and will remain available until Friday, Feb. 18.



A couple things that are different this year:

1. Educational support professionals are now eligible to take the survey.
  2. This year, the survey includes a few more questions about the health and well-being of educators and staff as well as the perceived social-emotional impact of the pandemic on students. Even with these additions, the survey is anticipated to take about 15 minutes to complete.
- As in previous years, the survey is still completely anonymous and can be taken from anywhere on any mobile device. Contact your school leader for your survey code! Let's get at least a 50% participation rate in TLCC!

#### MLK Day 2022

Black Citizens and Friends held its annual Dr. Martin Luther King Jr. Day Jr.

Commemoration Monday January 17<sup>th</sup>. This year's theme was based on portion of speech by Dr. King focused on "What have You Done For Others" and although this year's events were reduced at the request of the King family, D51 was well represented throughout. Palisade's Popular Acclaim with Director Matt Doty started the program with the singing of the national anthem. The poster and essay winners were announced with essay winner Tristan Murray of Grand River Academy West having his essay read to the crowd. Additionally, poster winner Lark Headlee from Fruita Middle School was the first place recipient for the poster contest. That poster was on display throughout the program and will be on Tshirts sold during the Dr. Martin Luther King Jr. , Black History Month and Juneteenth celebrations of 2023. The Barella family (Kylie of West Middle School and Emery and Addy of Pomona were recognized for their multiple entries). As part of the commemoration Superintendent Sirko read a proclamation on behalf of District 51's Board Members, Staff, Teachers and Students emphasizing that "the only way to make a difference in society is if everyone comes together". Assistant Superintendent Dr. Brian Hill was this year's keynote speaker, he reminded those gathered of the importance of the Voting Rights Act of 1965, the weakening of such and its effect on this year's events nationwide and how "that act was not passed particularly long ago when you really think about it.....we like to think of racial injustice as being in some far-off time period, but that's far from the truth".

As always we thank all in the District for making our program a success.

David Combs, President BCF



#### Professional Learning Grants!

The ninth round of Professional Learning Grants is now open. D51 staff seeking funding for professional learning can apply for the grant. Applications are due by Tuesday, February 15. Since 2018, the D51 Foundation has donated over \$83K to 156 D51 staff members for professional learning. Because our mission is focused on academic growth and achievement, we know what a significant difference well-trained staff can make to our students' academic growth and achievement. [Click Here to Apply](#)

#### Destination Grand Canyon University

Destination GCU will fly future students (that is you, teachers and staff) down to visit their campus in sunny, warm Phoenix to have an "on campus" experience for you to find out more about GCU. This is an all expense paid trip to GCU from GJ! The next destination GCU will be held on January 29th! Contact Jenni Zimmer [jenni.zimmer@gcu.edu](mailto:jenni.zimmer@gcu.edu) for more information.

#### State of the State

Congratulations to Trey Downey, Kimberley Flynn and Dr. Brian Hill for being three of the honored guests at the State of our State Address in Denver with Governor Polis. To watch the address click [here](#).



#### Teacher Education Graduate Degrees

Colorado Mesa University is currently taking applications for the summer of 2022 for Educational Leadership, Principal Licensure, and Exceptional Learner/Special Education. We are accepting applications through May 1. Please see the attached flier for more information or contact Mark Schmalz (Educational Leadership/Principal Licensure) at [maschmalz@coloradomesa.edu](mailto:maschmalz@coloradomesa.edu) or Ann Gillies (Special Education) at [agillies@coloradomesa.edu](mailto:agillies@coloradomesa.edu)



#### Did we miss something?

We want to hear from you! Staff are welcome to ask questions about the information you read or provide suggestions for future articles.

Submit your ideas/feedback/comments to [Katie.Kuklich](mailto:Katie.Kuklich)

# Board Briefs

**Jan. 18 Board Briefs**

**Feb. 1 Board Briefs**

## Social Media Report

Available upon request.



**Mesa County Valley School District 51**  
**Licensed and Administrative Personnel Action**

Board of Education Resolution: 21/22: 65

Adopted: February 15, 2022

| Name  | Location    | Assignment      | Effective Date |
|---|-------------|-----------------|----------------|
| <b>Retirements</b>                          |             |                 |                |
| NONE AT THIS TIME.                          |             |                 |                |
| <b>Resignations/Termination</b>             |             |                 |                |
| NONE AT THIS TIME.                          |             |                 |                |
| <b>Leave of Absence</b>                     |             |                 |                |
| WYNKOOP, DIANIRA                            | PALISADE    | CLD-HIGH SCHOOL | 1/12/2022      |
| <b>New Assignments (Transfer/New Hires)</b> |             |                 |                |
| FRYE, CHELSEA V                             | NISLEY      | CLD-ELEMENTARY  | 3/14/2022      |
| HIGMAN, GRACEY S                            | MT GARFIELD | SPED - SSN      | 1/3/2022       |
| MEIER, SAMUEL RHYS                          | FRUITA MS   | 6-8 GR MATH     | 1/3/2022       |
| PAGE, AKALYN J                              | FRUITVALE   | COUNSELOR       | 2/14/2022      |
| WYANT, DREW GARRETT                         | PALISADE    | SOCIAL STUDIES  | 1/24/2022      |
| <b>Return from Leave</b>                    |             |                 |                |
| NONE AT THIS TIME.                          |             |                 |                |

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on February 15, 2022.*

\_\_\_\_\_  
*Bridget Story, Assistant Secretary  
 Board of Education*

Board of Education Resolution: 20/21: 66

Adopted: February 15, 2022

|                   |  |
|-------------------|--|
| Donor             | Philip Mohler  |
| Gift              | Cash   |
| Value             | \$500.00   |
| School/Department | Loma Elementary School / \$250 for library books & \$250 for Mr. Swerson's classroom |
| Donor             | Sal Inc. dba Fiesta Guadalajara  |
| Gift              | Cash   |
| Value             | \$100.00   |
| School/Department | Grand Junction High School / Girls basketball  |
| Donor             | James Gebhard  |
| Gift              | Bundy clarinet and Knilling Cello  |
| Value             | \$875.00   |
| School/Department | Music Education / High and middle school music programs                              |
| Donor             | Alfonso Joel Martinez  |
| Gift              | Team shirts  |
| Value             | \$576.00   |
| School/Department | East Middle School / Wrestling team  |
| Donor             | GJ Golf  |
| Gift              | Ping G410 driver   |
| Value             | \$600.00   |
| School/Department | Grand Junction High School / Baseball fundraiser prize                               |
| Donor             | Tiara Rado Golf Course   |
| Gift              | Four rounds of golf  |
| Value             | \$244.00   |
| School/Department | Grand Junction High School / Baseball fundraiser prize                               |
| Donor             | Glow Tanning   |
| Gift              | Gift card and teeth whitening kit  |
| Value             | \$300.00   |
| School/Department | Grand Junction High School / Baseball fundraiser prize                               |
| Donor             | Crossroads Fitness   |
| Gift              | Three month membership and bag   |
| Value             | \$171.50   |
| School/Department | Grand Junction High School / Baseball fundraiser prize                               |
| Donor             | Black Canyon Wing and Clay   |
| Gift              | One person, five bird guided hunt  |
| Value             | \$400.00   |
| School/Department | Grand Junction High School / Baseball fundraiser prize                               |

Board of Education Resolution: 20/21: 66

Adopted: February 15, 2022

|                   |   |
|-------------------|---|
| Donor             | Heidi Davidson  |
| Gift              | Cash  |
| Value             | \$150.00  |
| School/Department | Thunder Mt. Elementary School / Pizza party for class which collected the most canned goods |

|                   |   |
|-------------------|---|
| Donor             | Lance and Erika Woodyard                          |
| Gift              | Cash  |
| Value             | \$100.00  |
| School/Department | Palisade High School / Sounds of the Season Choir |

|                   |   |
|-------------------|---|
| Donor             | Christopher and Kathren Stammer                   |
| Gift              | Cash  |
| Value             | \$225.00  |
| School/Department | Palisade High School / Sounds of the Season Choir |

|                   |   |
|-------------------|---|
| Donor             | Kathleen Weidner                              |
| Gift              | Cash  |
| Value             | \$500.00                                      |
| School/Department | Grand Junction High School / Girls' swim team |

|                   |  |
|-------------------|--|
| Donor             | Terri Hamm   |
| Gift              | Gift cards (twenty-one \$6 Fiesta Guadalajara & twenty-one \$20 Walmart) |
| Value             | \$546.00   |
| School/Department | Grand Junction High School / Student rewards                             |

|                   |  |
|-------------------|--|
| Donor             | Patricia Simmons                                     |
| Gift              | Gift cards (\$25 Ross, \$25 TJ Maxx and \$50 Target) |
| Value             | \$100.00   |
| School/Department | Grand Junction High School / Student rewards         |

|                   |  |
|-------------------|--|
| Donor             | Robert Pomeroy                               |
| Gift              | Fourteen \$25 City Market gift cards         |
| Value             | \$350.00                                     |
| School/Department | Grand Junction High School / Student rewards |

|                   |  |
|-------------------|--|
| Donor             | Joel Montoya   |
| Gift              | Cash   |
| Value             | \$300.00   |
| School/Department | Chatfield Elementary School / Physical education equipment |

|                   |   |
|-------------------|---|
| Donor             | Kerri Kemper                              |
| Gift              | Cash                                      |
| Value             | \$50.00                                   |
| School/Department | Palisade High School / Girls' soccer team |

Board of Education Resolution: 20/21: 66

Adopted: February 15, 2022

|                   |   |
|-------------------|---|
| Donor             | St. Matt's Episcopal Church               |
| Gift              | Cash                                      |
| Value             | \$400.00                                  |
| School/Department | Chipeta Elementary School / Family Center |

|                   |   |
|-------------------|---|
| Donor             | Anonymous                                 |
| Gift              | Cash                                      |
| Value             | \$1,000.00                                |
| School/Department | Chipeta Elementary School / Family Center |

|                   |   |
|-------------------|---|
| Donor             | Colorado Human Performance, Inc.            |
| Gift              | Cash  |
| Value             | \$500.00                                    |
| School/Department | Grand Junction High School / Boys' lacrosse |

NOW THEREFORE BE IT RESOLVED the Mesa County Valley School District 51 Board of Education, in accepting the donations listed above, extends their appreciation and acknowledges these important partnerships within the community which support learning for all students.

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on February 15, 2022.*

\_\_\_\_\_  
*Bridget Story*  
*Assistant Secretary, Board of Education*



Board of Education Resolution 21/22: 67

Adopted: February 15, 2022

|                                  |   |
|----------------------------------|---|
| <b>Grant Title</b>               | Buell Foundation Grant                    |
| <b>Source</b>                    | Temple Hoyne Buell Foundation             |
| <b>Fund Number</b>               | 22-0093                                   |
| <b>Site</b>                      | Early Childhood Department                |
| <b>Description</b>               | Funding is to support preschool coaching. |
| <b>Budget Amount</b>             | \$85,000.00                               |
| <b>Fiscal Year</b>               | 2021-22                                   |
| <b>Authorized Representative</b> | Kristie Donathan                          |

|                                  |  |
|----------------------------------|--|
| <b>Grant Title</b>               | American Rescue Plan Act (ARP) Elementary and Secondary Education Relief (ESSER III)-Supplemental Award  |
| <b>Source</b>                    | US Department of Education   |
| <b>Fund Number</b>               | 22-4418  |
| <b>Site</b>                      | All special education  |
| <b>Description</b>               | Funding is to provide and support services to special education students that are reasonable and necessary to respond to, prepare for or prevent the spread of COVID 19. |
| <b>Budget Amount</b>             | \$189,133.74   |
| <b>Fiscal Year</b>               | 2021-22  |
| <b>Authorized Representative</b> | Teresa Bandel-Schott   |

*NOW THEREFORE BE IT RESOLVED that the Mesa County Valley School District No. 51 Board of Education approved the above identified grant funds for expenditure purposes February 15, 2022.*

\_\_\_\_\_  
Bridget Story  
Assistant Secretary, Board of Education

## D51 Instructional Resource Recommendation

|  |  |
|--|--|
| <b>Content:</b>  | 6-8 Social Studies   |
| <b>Term &amp; Year for Adoption Cycle:</b>                   | Fall 2022  |
| <b>Term &amp; Year for Implementation:</b>                   | (Rolling)<br>Fall 2022 and Fall 2023   |
| <b>Last Primary Adoption:</b>                                | 2011   |
| <b>Resource Needed:</b><br>(Primary, Supplementary, OR Both) | <i>Primary: McGraw Hill Voices and Perspectives</i><br><i>Supplementary: The DBQ Project</i> |

### **Rationale for Selection:**

- Aligns with the D51 Teaching and Learning Framework (esp design for learning and monitoring learning) and meets the rigor of the Colorado Academic Standards
  - Strong standards correlation with Civics, Geography and History (Economics units may be augmented by the publisher or through the UCIA; 5 additional topics are in-creation for Colorado, specifically)
  - Reading materials are at grade level
  - Marginalized perspectives are represented, especially through primary sources
  - All student materials available for Spanish speakers (authentically translated to support Dual Immersion)
  - Wide array of scaffolding and differentiation tools (leveled texts available- one to two grade levels below; Doug Fisher designed supports for reading; multi-lingual editions; audio and video supplements; supports for building and accessing prior knowledge; extensions of learning; digital tools to help students monitor their progress toward mastery; digital tools to support reteach and comprehension)
- Supports TLF-aligned instructional practices, namely inquiry (four different lessons types: activating prior knowledge; building conceptual understanding, inquiry lessons with compelling questions, supporting questions, and interaction with 6-9 primary sources)
- Print and digital materials are rich with Primary Sources
- Supports reading, writing, critical thinking, argumentation
- Supports social studies skills development (e.g. identify and evaluate bias, sourcing, corroboration, chronological reasoning, contextualization, and close reading)
- Provides information in multiple modes (e.g. primary sources, graphs, charts, maps) and requires students to synthesize and make meaning from multi-modal material
- Provides a suite of assessments that are both formative and summative, varied in type/form, are customizable in the digital platform, report out on mastery, etc
- Supports high student engagement with performance based and inquiry-driven learning opportunities, multi-modal content, and current events/modern day connections (vetted by the publisher and made available digitally)
- Professional development can be personalized, is available in-person and includes both initial

training (physical and digital), virtual webinars, and on-demand support within the digital resource; the publisher aims to continue updating materials year-after-year

- DBQ supports: builds on students' curiosity and increases motivation and confidence to answer a compelling, authentic document-based questions; culminates in students writing multi-paragraph, evidence-based essays using their documents and outlines to support and explain their reasoning; supports teachers with tools and tips for teaching writing ; available in English and Spanish, physical and digital

**Approximate Cost of Resources:** approximately **\$627,393.60 McGraw Hill** and **\$75,750.00 The DBQ Project. Total: 703,143.60**

- Teacher Resource Materials (6-year rolling print and digital, 49 teachers)
  - Complete Digital Access (including access to the Inquiry Journal)
  - Teacher's Editions: Colorado Voices and Perspectives: Western Hemisphere © 2024 / Grade 6 (available by Fall 2023); Colorado Voices and Perspectives: Eastern Hemisphere © 2024 / Grade 7 (available by Fall 2023); Voices and Perspectives: United States History, Early Years © 2023 / Grade 8 (available Fall 2022)
- Student Resource Materials (~estimated 1,692 students per grade level)
  - This option includes the print student edition + digital access for 6 years (Inquiry Journal Available for Print) (rolling)
  - Colorado Voices and Perspectives: Western Hemisphere © 2024 / Grade 6 (available by Fall 2023)
  - Colorado Voices and Perspectives: Eastern Hemisphere © 2024 / Grade 7 (available by Fall 2023)
  - Voices and Perspectives: United States History, Early Years © 2023 / Grade 8 (available Fall 2022)

Shipping and handling charges can be calculated at 6% of all purchased print materials. Integration Services with an LMS, to include Single Sign On, will be provided at no cost.

**Would there be an annual, recurring cost for this resource? No**

- The student Inquiry Journal is included in the digital platform at no cost; individual pages can be printed

**Recommendation for Professional Learning Support:**

- Level 3 (multi-year)
- McGraw Hill: A customized Professional Development proposal will be designed in collaboration with Mesa County Valley School District 51 to best reflect the needs, number of teachers and instructional specialists, and schedule, to maximize professional development time. The customized plan will reflect the lifetime of the adoption and will be provided at no charge.
- McGraw Hill: If additional professional development days are required or requested beyond the agreed upon customized plan, standard in-person training days can be estimated at \$3,500/day.

- DBQ: 3 Full Days of Professional Development @ 3,000.00 each = 9,000.00 (includes 6 one hour online follow up meetings with department chairs or grade level groups)
- DBQ: No charge for self-paced online courses

Vendor training three days per year from McGraw Hill in years 1-3. Three-day vendor training per year once per year from DBQ in years 1-3.

**Cost for Professional Learning Support: (approximately) \$60,000 (~20k annually)**

**Approximate cost: \$763,143.60**

|                                  |  |
|----------------------------------|--|
| <p><b>Level</b><br/><b>3</b></p> | <p><b>System-wide, Multi-year Professional Learning Program</b><br/>Professional learning planned over several years. This level may include event professional learning at the point of resource implementation, but also includes an ongoing focus at building PLCs and multiple staff development days. Support of this learning is a targeted focus for D51 Instructional Coaches.</p> <p><b>Design of Professional Learning Program:</b><br/>Designed collaboratively with Directors (Professional Learning, Curriculum, and Site) with approval from ILT due to scale of implementation &amp; scope of impact. Specialists in collaboration with teacher content teams, coach coordinators, and directors deliver the professional learning</p> <p><b>Budget:</b><br/>Requires combined budget supports (eg, Fund 10, Title II, Mill) and multi-year budget commitments.</p> <p><b>Evaluation:</b><br/>Designed collaboratively with the program evaluation oversight student outcomes must be included in the ongoing evaluation (Director of Assessment)</p> |
|----------------------------------|--|

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on February 15, 2022.*

\_\_\_\_\_  
Bridget Story, Assistant Secretary  
Board of Education

**Resolution to Form a Committee to  
Explore Affordable Staff Housing**

Board of Education Resolution 21/22: 68

Adopted: February 15, 2022

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WHEREAS, Mesa County Valley School District strives to hire and retain highly qualified teachers; and

WHEREAS, there is a teacher shortage facing Mesa County, the state of Colorado and the nation; and

WHEREAS, having the ability to offer affordable housing may attract qualified teachers to Mesa County and the district; and

WHEREAS, Mr. Tom Parrish and Mr. George Rau have requested approval of the board to form a committee to research various ways other school districts and municipalities have been able to offer affordable housing to employees, and then to investigate which affordable housing options might work in Mesa County; and

WHEREAS, the above committee would work on behalf of the Board of Education and report to the Board of Education; now

THEREFORE, BE IT RESOLVED, that the Mesa County Valley School District Board of Education is interested in having a committee explore options for affordable staff housing; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Mesa County Valley School District 51 Board of Education hereby authorizes Mr. Tom Parrish and Mr. George Rau to work on behalf of the Board to form a committee to explore affordable staff housing.

*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 15, 2022.*

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*Bridget Story*  
*Assistant Secretary, Board of Education*

Changes not redlined due to significant layout and organizational changes

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### **Definitions**

Licensed Employee(s): Full or part time employees paid from the Instructional Support Salary Schedule and the Special Service Provider Salary Schedules. Licensed Employees who are covered by a bargaining unit in which leaves and absences are defined shall not be covered by this policy.

### **Leaves of Absences**

The Board of Education shall provide a plan for leaves and absences designed to help Licensed Employees maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations. Such leaves and absences shall be granted in accordance with the law and board policies pertaining to specific types of leaves.

Where appropriate, the Family and Medical Leave Act (FMLA) of 1993 will be followed. Licensed Employees shall be eligible for leave under the Family and Medical Leave Act when they have been employed by District 51 for at least 12 months and have worked a minimum of 1,250 hours during the preceding 12 months.

#### **1. Temporary Leaves of Absence**

A Licensed Employee must, as soon as practical, notify his/her immediate supervisor of any injury or sickness, which will prevent the Licensed Employee from reporting to work. The District may require proof of illness or injury any time sick leave is used, either by a statement from the Licensed Employee's licensed health care provider, or by an examination of the Licensed Employee by a licensed healthcare provider, or licensed health care providers, selected and paid for by the District.

If the licensed health care provider determines that the Licensed Employee is capable of returning to work, the Licensed Employee shall do so as soon as possible.

##### **1.1. Day Leave**

Day leave is granted on the following bases:

Full-time Teacher Work Year – 10 days

For each additional 10 contract days the Licensed Employee will receive one half (1/2) day of additional day leave.

Day leave for regularly contracted Licensed Employees who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Licensed Employee is scheduled to work. All day leave shall be available from the beginning of the school year. Unused day leave is carried forward from one fiscal year to the next and shall be added to the Licensed Employee's accumulated sick leave balance.

Day leave is intended for sick leave of the Licensed Employee, to attend to the illness of immediate family, emergency, and personal business for the Licensed Employee. It is acknowledged that each day of a Licensed Employee's contract is invaluable, and the greatest impact on student and adult learning comes from educators being engaged with their students and in professional learning. With this in mind, Licensed Employees are encouraged to be mindful and use professional judgment when choosing to use their day leave days. In the event a Licensed Employee is requesting three (3) or more consecutive days of leave, he or she must submit an employee leave request as soon as possible to his or her site administrator(s). The form will contain an affirmation that the leave will not be used for vacation or job interviews and will identify a reason for the leave. Human Resources will review such requests with the understanding that sometimes there are extenuating circumstances.

Documentation from a licensed health care provider specifying the nature and extent of illness may be required of any Licensed Employee using eleven (11) or more days of leave during any contract year. Additionally, where a Licensed Employee has been out for eleven (11) or more work days, the District may provisionally designate day

**Changes not redlined due to significant layout and organizational changes**

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leave as Family Medical Leave to ensure that the Licensed Employee receives the full benefit of FMLA. The District shall have the right to require any Licensed Employee at any time to undergo an examination by a licensed healthcare provider, selected by the District; the cost of such examination to be paid by the District.

Day leave will not be granted to Licensed Employees if a substitute is required but not available, excepting for illness or an emergency. (An emergency must be explained to the satisfaction of the Superintendent or designee.)

The day immediately preceding and/or following holiday/vacation periods/furlough days identified on the adopted District calendar and the first and last student contact days are not usable for day leave except in the case of illness or if there are extenuating circumstances. If a Licensed Employee uses day leave on one of the aforementioned days, the Licensed Employee must submit an employee leave request stating the reason for the absence no later than the last workday of the month in which the day was requested. Failure to submit an employee leave request could result in a deduction of pay, upon review by Human Resources.

At the time of separation from the District, the Licensed Employee will receive pay at one-half (1/2) of every sick leave day in excess of sixty (60) days paid at the short-term certified substitute rate of pay.

**1.2 Bereavement Leave**

Five (5) days will be provided in case of death of an immediate family member, such leave to be completed no later than one (1) week following the funeral of the deceased family member; however, absence for this cause in excess of five (5) days shall be charged to the Licensed Employee's day leave. The term "immediate family" is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in the household. Absence necessitated by death in the family other than in the "immediate family" shall be given the same consideration upon recommendation by the superintendent, or designee.

The Licensed Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Failure to submit an employee leave request may result in a deduction from pay.

**1.3 Jury Duty**

Licensed Employees who are required to serve on a jury and will be excused from duties and shall receive regular salary in addition to any jury service fees received from the court, while actually performing jury service, during periods when the Licensed Employee would otherwise be performing duties for the District.

To qualify for the benefits provided in this section, a Licensed Employee shall promptly report for normal duties whenever released by the court, or court official, for either all or part of any day, from being present in court. The Licensed Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible and send their Juror certificate to Human Resources. Failure to submit an employee leave request may result in a deduction from pay.

**1.4 Subpoenaed Witness**

Licensed Employees subpoenaed to appear as a witness in court or at a deposition shall be excused without any deduction in salary, unless the witness is being paid as an expert witness and is paid more than the statutory witness fee and mileage.

**Changes not redlined due to significant layout and organizational changes**

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The Licensed Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by proper documentation. Failure to submit an employee leave request may result in a deduction from pay

**1.5 Officiating and Judging Leave**

The time released from District duties to serve as paid officials and judges for out-of-district interscholastic activities shall be deducted from day leave.

Licensed Employees serving as non-paid officials and judges for interscholastic activities shall not be charged with deductions from pay or day leave.

The Licensed Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by documentation of the circumstances involved. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources.

**2. Extended Leaves of Absence**

Other than as specifically provided to the contrary hereinafter in this policy, approved extended leaves of absence shall be subject to the following conditions:

- a. While on leave, the Licensed Employee shall maintain his or her employment status, accrued annual leave and, at the Licensed Employee's expense, all insurance benefits for which the Licensed Employee is eligible. Unless noted, extended leaves are unpaid.
- b. No other benefits (sick leave, etc.) shall accrue during an unpaid leave period.
- c. Upon conclusion of an extended leave, the Licensed Employee may return to the employment of the District, and shall be assigned to a position consistent with the education, training, and licensure of the Licensed Employee. The Licensed Employee will, at the Licensed Employee's request, be granted the position formerly held, whenever possible.
- d. If applicable, a Licensed Employee on an extended leave of absence shall not accumulate time credits during such leave toward the granting of Non-probationary Status.
- e. Licensed Employees should communicate as soon as practicable with their building/ Human Resources Department regarding the timing of the proposed leave.
- f. Leaves shall not be granted or used for the purpose of accepting or engaging in employment. Exceptions may be granted in the case of military families and those seeking health leave to care for an immediate family member by applying to Human Resources.
- g. If applicable, the District's granting of leave for a probationary Licensed Employee under this section shall not deprive the District of any non-renewal rights.
- h. Unless otherwise noted, Extended Leaves may be granted for up to a maximum of twelve (12) months.
- i. The District will comply with the Family and Medical Leave Act (FMLA) and will designate extended leave as FMLA when it has sufficient information to determine that leave qualifies for FMLA.
- j. The Superintendent or designee may grant a leave for any Licensed Employee making application.

**2.1 Extended Health Leave**

The Board of Education may grant an extended health leave leave for any Licensed Employee making application. Such leaves may be granted for one (1) year or less. Upon request, such leave may be renewed.

Leave may be granted for illness to the Licensed Employee, or for illness to a member of the Licensed Employee's immediate family requiring the Licensed Employee's attention.



**Changes not redlined due to significant layout and organizational changes**

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A Licensed Employee making application for health leave shall submit a form of necessity from a licensed health care provider. In addition, the District may require any Licensed Employee requesting such leave to undergo an examination by a physician selected by the District, the cost of such examination to be paid by the District.

Certification of physical ability and ability to perform all duties with or without limitation must be submitted by the Licensed Employee's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District shall have the right to require the Licensed Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

The District will require frequent progress reports from the Licensed Employee's health care provider regarding the Licensed Employee's condition, prognosis and continuing need for leave.

Upon return from an approved sick leave, a Licensed Employee will be assigned to the position held at the time leave was granted, providing the position is open. If the position is not open, the Licensed Employee shall be assigned to a comparable position. The comparability of positions shall be determined by Human Resources.

**2.2 Maternity/Parental Leave**

Maternity/Parental Leave may be taken to care for a child within one (1) year of the birth of a child, placement of a foster child, or adoption. The Licensed Employee will notify Human Resources as to when it is anticipated the leave will both begin and end. This leave is not to exceed two (2) consecutive semesters with the Licensed Employee taking into consideration student needs when planning the end of the leave. This leave will be counted as part of the twelve (12) week leave entitlement under the Family and Medical Leave Act (FMLA). Accumulated leave is required to be used for the FMLA portion or thirty (30) contractual days whichever is greater. Whenever possible, upon return from this leave, a Licensed Employee shall resume the position held at the time such leave commenced.

Certification of physical ability and ability to perform all duties without limitation must be submitted by the Licensed Employee's licensed health care provider to the District's Human Resources Department prior to return to work. In addition, the District shall have the right to require the Licensed Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

**2.3 Educational Leave**

Educational leaves of absence to the teaching staff of the District may be granted by the Board under the following conditions:

- a. Upon completion of four (4) consecutive years as a Licensed Employee in the District, any Licensed Employee may make application for a leave of absence without compensation for the purpose of travel, study, or other activities.
- b. Such leaves shall be granted in one (1) year increments up to two (2) years.
- c. Leaves of absence may be granted by the Board for the purpose of an out of country K-12 education position. Leaves must correspond to the beginning and end of the District school year calendar. No educational leave will be granted that starts mid-academic year.

**2.4 Military Leave/Military Caregiver Leave**

In regards to caregiver leave for ill or injured service members or a qualifying exigency the provision of FMLA will be followed.

**2.5 Other Leave**

**Mesa County Valley School District 51**

**GCC**

**LICENSED STAFF LEAVES AND ABSENCES**

Adopted: Date of Manual Adoption

Revised: January 21, 2003

First Reading: February 15, 2022

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Changes not redlined due to significant layout and organizational changes

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Other extended leaves of absence without pay may be granted by the superintendent and such decision shall be final.

Legal References:

Title VII, Civil Rights Act of 1964

P.L. 95-555, Pregnancy Discrimination Act

Section 19-5-211, C.R.S.

C.R.S. 13-71-119

C.R.S. 13-71-126

C.R.S. 13-71-129

C.R.S. 13-71-132 through 13-71-134

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**Definitions:**

Administrator: Full or part time employee paid from the Administrative/Professional Technical (APT) Salary Schedule.

Licensed Administrator: Full or part time Administrator whose position requires a license issued by the Colorado Department of Education.

Year-Round Administrator: Full or part time Administrator whose regular work assignment provides services for 12 months. Administrators who work less than year-round, and have extensions to regular work assignments shall not be defined as Year-Round Administrator and shall not qualify for paid vacation.

**Leaves of Absences**

The Board of Education shall provide a plan for leaves and absences designed to help Administrators maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations. Such leaves and absences shall be granted in accordance with the law and board policies pertaining to specific types of leaves.

Where appropriate, the Family and Medical Leave Act (FMLA) of 1993 will be followed. Administrators shall be eligible for leave under FMLA when they have been employed by District 51 for at least 12 months and have worked a minimum of 1,250 hours during the preceding 12 months.

~~Where appropriate, the District will provide leave as required by the Parental Involvement in K-12 Education Act for academic activities for children whom the Administrator has primary legal responsibility in accordance with the Act. Parental involvement leave is unpaid. The employer or Administrator, however, may elect to substitute accrued paid vacation leave, personal leave or other paid leave for this time. If an Administrator has accrued vacation leave or sick leave, the vacation or sick leave must be used for purposes of attending academic activities of the Administrator's child. The District may disallow parental leave in certain limited circumstances.~~

**1. Temporary Leaves of Absence**

An Administrator must, as soon as practical, notify his/her immediate supervisor of any injury or sickness, which will prevent the Administrator from reporting to work. The District may require proof of illness or injury at any time sick leave is used, either by a statement from the Administrator's licensed health care provider, or by an examination of the Administrator by a licensed health care provider, or licensed health care providers, selected and paid for by the District.

If the licensed health care provider determines that the Administrator is capable of returning to work, the Administrator shall do so as soon as possible.

1.1 Sick Leave - Except as otherwise provided in individual employment contracts, sick leave shall be provided as follows:

Administrators that are not year-round shall be awarded sick leave as follows:

- a. Full Time Teacher Work Year – 10 Days

# Mesa County Valley School District 51

GCD

## Administrator Leaves and Absences

Adopted: Date of Manual Adoption

Revised: January 21, 2003

Adopted: November 14, 2017

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For each additional 10 contract days beyond the identified teacher work year, the Administrator will receive one-half (1/2) day of additional sick leave. Sick leave for Administrators who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Administrator is scheduled to work.

- b. All sick leave shall be available from the beginning of the school year.
- c. For purpose of this policy, Full Time Teacher Work Year shall be defined by the Mesa Valley Education Association/District 51 Agreement, Exhibit A.

Year-Round Administrators shall accumulate sick leave as follows:

- a. Ten (10) hours for each full month of full-time employment. Sick leave for Administrators who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Administrator is scheduled to work.
- b. Sick leave shall be accrued and awarded on a monthly basis.

An Administrator shall not be paid for any authorized sick leave in excess of his or her accumulated sick leave.

Sick Leave as provided in section 1.1, may be used by an Administrator to care for a member of the Administrator's immediate family who has sustained injury or illness. The maximum number of days usable for this purpose at any one time is five days, except that such five-day period may be extended by the superintendent or designee when, in his/her judgment, extenuating circumstances warrant such extension. The immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, step-child, grandchild, grandparent or any person who has acted as a parent of the Administrator.

At the time of separation from the District, an Administrator will receive as follow:

- a. Licensed Administrators: At the time of separation from the District, the Administrator will receive pay at one-half (1/2) of every sick leave day in excess of sixty (60) days paid at the short-term certified substitute rate of pay.
- b. Non-licensed Administrators: At the time of separation from the District, the Administrator will receive pay at one-half (1/2) of every sick leave day in excess of sixty (60) days paid at the Administrators daily rate of pay.

### 1.2 Personal Leave

Full-time Administrators may be granted personal leave as follows:

- a. Year-Round Administrators may use three (3) days of sick leave per fiscal year, beginning July 1st, for the purpose of conducting personal business.
- b. Administrators who are not year-round may use six (6) days of sick leave per fiscal year, beginning July 1<sup>st</sup>, for the purpose of conducting personal business.
- c. Personal leave is charged against accrued sick leave, and is not accumulative from contract year-to-year.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. If the day being requested is immediately preceding and/or following a vacation period as identified on the adopted District calendar, the first or last student contact day, or three (3) or more consecutive days the request shall state the reason for the absence. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources. Leave will not be granted if a substitute is required and is not available. If the leave is to be denied because a substitute is not available, the appropriate supervisor/designee shall inform the Administrator accordingly within two workdays after the request is received. In no case, shall more than the annually allotted days of personal leave be granted. Leave may not be used for: vacation, job interviews, the day immediately preceding and/or following vacation periods as defined by the adopted calendar, and the first and last student contact days except in the case of unforeseen circumstances which must be explained to the satisfaction of the superintendent or designee.

**1.3 Bereavement Leave**

Five (5) days will be provided in case of death of an immediate family member, such leave to be completed not later than one (1) week following the funeral of the deceased family member; however, absence for this cause in excess of (5) five days shall be charged to the Administrator's accrued sick leave. The term immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in household. Absence necessitated by death in the family other than in the immediate family shall be given the same consideration upon recommendation by the superintendent or designee.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Failure to submit an employee leave request may result in a deduction from pay.

**1.4 Jury Duty**

An Administrator who is required to serve on a jury will be excused from duties, and shall receive regular salary in addition to any jury service fees received from the court, while actually performing jury service, during periods when the Administrator would otherwise be performing duties for the District.

To qualify for the benefits provided in this section, an Administrator shall promptly report for normal duties whenever released by the court, or a court official, for either all or part of the day, from being present in court. The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible and send their Juror certificate to Human Resources. Failure to submit an employee leave request may result in a deduction from pay.

**1.5 Subpoenaed Witness**

Administrators subpoenaed to appear as a witness in court or at a deposition shall be excused without any deduction in salary, unless the witness is being paid as an expert witness and is paid more than the statutory witness fee and mileage.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by proper documentation. Failure to submit an employee leave request may result in a deduction from pay.

**1.6 Officiating and Judging Leave**

The time released from District duties to serve as paid officials and judges for out-of-district interscholastic activities shall be deducted from accrued leave.

Administrators serving as non-paid officials and judges for interscholastic activities shall not be charged with deductions from pay or accrued leave.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by documentation of the circumstances involved. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources.

**1.7 Vacations – This section applies to Year-Round Administrators only.**

The Board of Education recognizes the purpose of a vacation is not a reward for services, but an important factor in protecting the general welfare of the Administrator. Except as otherwise provided in individual employment contracts, vacation shall be granted as follows:

- a. Annual vacation for full-time Administrators shall be accrued on a monthly basis. A total of 20 days shall be awarded annually. Vacation accrual will be prorated if Administrator has a delayed contract start date.
- b. The rate of vacation pay shall be equal to the Administrator's regular rate of pay in effect for the Administrator's regular job on the date the vacation is taken.
- c. January 1 of each year shall be the anniversary date for calculating vacation eligibility. An Administrator may not decline to take his/her vacation and receive extra pay for the same.
- d. Prior to using accrued vacation, an Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible.
- e. When possible, vacation shall be granted on the dates selected by the Administrator. Where there is a conflict in the vacation dates requested by two or more Administrators, preference shall be given to the Administrator who has the longest continuous service with the District.
- f. An Administrator who is laid off, discharged, retired or separated from the service of the District for any reason prior to taking his/her vacation shall be compensated for the unused vacation accumulated at the time of separation at the administrator's regular rate of pay.
- g. An Administrator may carry over 35 accumulated vacation days from one calendar year (January thru December)/annual to the next, without loss.
- h. Any vacation earned or accumulated and not taken in excess of (35 days) is lost unless there are extenuating circumstances whereby the superintendent or designee may approve requests for additional carryover or accumulation.

**1.8 Holidays** – This section applies to Year-Round Administrators only.

Year-Round Administrators shall receive one (1) days' pay for each of the following holidays.

- New Year's Day
- Martin Luther King Jr. Day
- **President's Day**
- Spring Day
- Memorial Day
- Independence Day
- Colorado Day or substitute
- Labor Day
- Thanksgiving Day
- Day following Thanksgiving
- Christmas Day
- Day before Christmas

When any of the above holidays falls on Saturday, the preceding Friday shall be observed as a holiday. When any of the above holidays falls on Sunday, the succeeding Monday shall be observed as the holiday. If for any reason any of the scheduled holidays falls on a regularly scheduled school day according to the school calendar as adopted by the Board of Education, the holiday shall be rescheduled to the closest non-school day exclusive of Saturday or Sunday.

**2. Extended Leave of Absence**

Extended Leave of Absences may be granted as provided in 2.1, 2.2, and 2.3 of this section. All extended leaves of absence shall be subject to the following conditions:

- a. While on leave, the Administrator shall maintain their employment status, accrued annual leave and, at the Administrator's expense, all insurance benefits for which the Administrator is eligible.
- b. No other benefits (sick leave, etc.) shall accrue during an unpaid leave period.
- c. Upon conclusion of an extended leave, the Administrator may return to the employment of the District, and shall be assigned to a position consistent with the education, training, and certification/licensure of the Administrator. The Administrator will be granted the position formerly held, whenever possible.
- d. Administrators should communicate as soon as practicable with their supervisor and Human Resources Department regarding the timing of the proposed leave.
- e. Leaves shall not be granted or used for the purpose of accepting or engaging in employment.
- f. Extended Leaves may be granted for up to a maximum of twelve (12) months.
- g. The District will comply with the Family and Medical Leave Act (FMLA) and will designate extended leave as FMLA when it has sufficient information to determine that leave qualifies for FMLA.
- h. The Board of Education may grant a leave for any Administrator making application.

**2.1 Extended Health Leave**

Leave may be granted for illness to the Administrator, or for illness to a member of the Administrator's immediate family requiring the Administrator's attention.

An Administrator making application for health leave shall submit a form of necessity from a licensed health care provider. In addition, the District may require any Administrator requesting such leave to undergo an examination by a licensed health care provider selected by the District, the cost of such examination to be paid by the District.

Certification of physical ability and ability to perform all duties with or without limitation must be submitted by the Administrator's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Administrator at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

The District will require frequent progress reports from the Administrator's licensed health care provider regarding the Administrator's condition, prognosis and continuing need for leave.

Upon return from an approved sick leave, an Administrator will be assigned to the position held at the time leave was granted, providing the position is open. If the position is not open, the Administrator shall be assigned to a comparable position. The comparability of positions shall be determined by the superintendent or designee.

## 2.2 Maternity/Parental Leave

Maternity/Parental Leave may be taken to care for a child within one (1) year of the birth of a child, placement of a foster child, or adoption. The Administrator shall confer with the Executive Director of Human Resources or designee regarding the scheduling of such leave. Maternity/Parental leave shall not exceed four (4) consecutive quarters as defined on the adopted District calendar, to the extent possible and shall be scheduled to avoid disruption of District operations or student learning. Whenever possible, upon return from this leave, an Administrator shall resume the position held at the time such leave commenced.

- a. Certification of physical ability and ability to perform all duties without limitation must be submitted by the Administrator's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Administrator at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

## 2.3 Military Leave/Military Caregiver Leave

In regards to caregiver leave for ill or injured service members or a qualifying exigency the provision of FMLA will be followed.

- 2.4 Other extended leaves of absence without pay may be granted by the superintendent and such decision shall be final.



**Mesa County Valley School District 51**

**GCD**

**Administrator Leaves and Absences**

Adopted: Date of Manual Adoption

Revised: January 21, 2003

Adopted: November 14, 2017

**Policy First Reading: February 15, 2022**

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Legal References: 29 U.S.C. 2601 et seq. (Family and Medical Leave Act of 1993)  
42 U.S.C. §2000 e-2 (Title VII of the Civil Right Act of 1964)

C.R.S. 13-71-119

C.R.S. 13-71-126 C.R.S. 13-71-129

C.R.S. 13-71-132 through 13-71-134

C.R.S. 14-15-101 et seq. (Colorado Civil Union Act)

C.R.S. 22-1-112 (School year-national holidays)

C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions)

Support Staff Leaves and Absences

Adopted: Date of Manual Adoption

Revised: January 21, 2003

Adopted: November 14, 2017

Policy First Reading: February 15, 2022

Page 1 of 7

**Definitions:**

Support Staff Employee(s): Full or part time employee paid from the Support Staff Hourly and Support Staff Exempt Salary Schedules.

Year-Round Support Staff Employee: Full or part time Support Staff whose regular work assignment provides services for 12 months. Support Staff Employees who work less than year-round, and have extensions to regular work assignments are not defined as Year-Round Support Staff and shall not qualify for paid vacation.

**Leaves of Absences**

The Board shall provide a plan for leaves and absences designed to help Support Staff Employees maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations. Such leaves and absences shall be granted in accordance with the law and board policies pertaining to specific types of leaves.

Where appropriate, the Family and Medical Leave Act (FMLA) of 1993 will be followed. Support Staff Employees shall be eligible for leave under the Family and Medical Leave Act when they have been employed by District 51 for at least 12 months and have worked a minimum of 1,250 hours during the preceding 12 months.

~~Where appropriate, the District will provide leave as required by the Parental Involvement in K-12 Education Act for academic activities for children whom the Support Staff Employee has primary legal responsibility in accordance with the Act. Parental involvement leave is unpaid. The employer or Support Staff Employee, however, may elect to substitute accrued paid vacation leave, personal leave or other paid leave for this time. If a Support Staff Employee has accrued vacation leave or sick leave, the vacation or sick leave must be used for purposes of attending academic activities of the Support Staff Employee's child. The District may disallow parental leave in certain limited circumstances.~~

**1. Temporary Leaves of Absence**

A Support Staff Employee must, as soon as practical, notify his/her immediate supervisor of any injury or sickness, which will prevent the Support Staff Employee from reporting to work. The District may require proof of illness or injury at any time sick leave is used, either by a statement from the Support Staff Employee's licensed health care provider, or by an examination of the Support Staff Employee by a licensed health care provider, or licensed health care providers, selected and paid for by the District.

If the licensed health care provider determines that the Support Staff Employee is capable of returning to work, the Support Staff Employee shall do so as soon as possible.

- 1.1 Sick Leave - Except as otherwise provided in individual employment contracts, sick leave shall be provided as follows:

Full-time Support Staff Employees shall accumulate sick leave at the rate of ten (10) hours for each full month of employment. Sick leave for Support Staff Employees who work less than full-time shall accumulate at a lesser rate based upon the amount of time actually worked. The amount of paid sick

leave per day shall not exceed eight hours pay at the Support Staff Employee's regular rate of pay in any event. Sick leave shall be accrued and awarded on a monthly basis. A Support Staff Employee shall not be paid for any authorized sick leave in excess of his or her accumulated sick leave.

Sick Leave as provided in section 1.1, may be used by a Support Staff Employee to care for a member of the Support Staff Employee's immediate family who has sustained injury or illness. The maximum number of days usable for this purpose at any one time is five days, except that such five-day period may be extended by the superintendent or designee when, in his/her judgment, extenuating circumstances warrant such extension. The immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, step-child, grandchild, grandparent or any person who has acted as a parent of the Support Staff Employee.

At the time of separation from the District, a Support Staff Employee will receive pay equal to one-half (1/2) of the Support Staff employees daily rate of pay for every sick leave day accrued in excess of sixty (60) days.

### 1.2 Personal Leave

Full-time Support Staff Employees may be granted personal leave as follows:

- a. Year-Round Support Staff Employees may use three (3) days of sick leave per fiscal year, beginning July 1<sup>st</sup>, for the purpose of conducting personal business.
- b. Support Staff who are not year-round may use six (6) days of sick leave per fiscal year, beginning July 1<sup>st</sup>, for the purpose of conducting personal business.
- c. Personal leave is charged against accrued sick leave, and is not accumulative from contract year-to-year.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. If the day being requested is immediately preceding and/or following a vacation period as identified on the adopted District calendar, the first or last student contact day or three (3) or more consecutive days the request shall state a reason for the absence. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources. Leave will not be granted if a substitute is required and is not available. If the leave is to be denied because a substitute is not available, the appropriate administrator/designee shall inform the Support Staff Employee accordingly within two workdays after the request is received. In no case, shall more than the annually allotted days of personal leave be granted. Leave may not be used for: vacation, job interviews, the day immediately preceding and/or following vacation periods as defined by the adopted calendar, and the first and last student contact days except in the case of unforeseen circumstances which must be explained to the satisfaction of the superintendent or designee.

### 1.3 Bereavement Leave

Five (5) days will be provided in case of death of an immediate family member, such leave to be completed not later than one (1) week following the funeral of the deceased family member; however, absence for this cause in excess of (5) five days shall be charged to the Support Staff Employee's accrued sick leave. The term immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in household. Absence necessitated by death in the family other than in the immediate family shall be given the same consideration upon recommendation by the superintendent or designee.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Failure to submit an employee leave request may result in a deduction from pay.

#### 1.4 Jury Duty

A Support Staff Employee who is required to serve on a jury will be excused from duties, and shall receive regular salary in addition to any jury service fees received from the court, while actually performing jury service, during periods when the Support Staff Employee would otherwise be performing duties for the District.

To qualify for the benefits provided in this section, a Support Staff Employee shall promptly report for normal duties whenever released by the court, or a court official, for either all or part of the day, from being present in court. The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible and send their Juror certificate to Human Resources. Failure to submit an employee leave request may result in a deduction from pay.

#### 1.5 Subpoenaed Witness

Support Staff Employees subpoenaed to appear as a witness in court or at a deposition shall be excused without any deduction in salary, unless the witness is being paid as an expert witness and is paid more than the statutory witness fee and mileage.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by proper documentation. Failure to submit an employee leave request may result in a deduction from pay.

#### 1.6 Officiating and Judging Leave

The time released from District duties to serve as paid officials and judges for out-of-district interscholastic activities shall be deducted from accrued leave.

Support Staff Employees serving as non-paid officials and judges for interscholastic activities shall not be charged with deductions from pay or accrued leave.

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The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by documentation of the circumstances involved. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources.

**1.7 Vacations** – This section applies to Year-Round Support Staff Employees only.

The Board of Education recognizes the purpose of a vacation is not a reward for services, but an important factor in protecting the general welfare of the Support Staff Employee. Except as otherwise provided in individual employment contracts, vacation shall be granted as follows:

- a. Vacation shall be determined by the regularly scheduled work hours, exclusive of overtime. Overtime shall be defined as hours worked in excess of 40 per week. The amount of vacation earned shall be determined on a pro rata basis in accordance with earning rates established for full-time Support Staff Employees.
- b. Annual vacation for full-time Support Staff Employees shall be accrued and awarded on a monthly basis. Total days awarded shall be as follows:
  - One to five years employment – 10 days annually
  - Six to ten years employment – 15 days annually
  - Over ten years employment – 20 days annually
- c. The rate of vacation pay shall be equal to the Support Staff Employee's regular rate of pay in effect for the Support Staff Employee's regular job on the date the vacation is taken.
- d. January 1 of each year shall be the anniversary date for calculating vacation eligibility. A Support Staff Employee may not decline to take his/her vacation and receive extra pay for the same.
- e. Prior to using accrued vacation, a Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible.
- f. When possible, vacation shall be granted on the dates selected by the Support Staff Employee. Where there is a conflict in the vacation dates requested by two or more Support Staff Employees, preference shall be given to the Support Staff Employee who has the longest continuous service with the District.
- g. A Support Staff Employee who is laid off, discharged, retired or separated from the service of the District for any reason prior to taking his/her vacation shall be compensated for the unused vacation accumulated at the time of separation at the employee's regular rate of pay.
- h. A Support Staff Employee may carry over accumulated vacation days from one calendar year (January thru December)/annual to the next, without loss, as follows:
  - One to five years employment – 15 days annually
  - Six to ten years employment – 25 days annually
  - Over ten years employment – 35 days annually
- i. Any vacation earned or accumulated and not taken in excess of the above is lost unless there are extenuating circumstances whereby the superintendent or designee may approve requests for additional carryover or accumulation.
- j. Emergency requests for vacation shall be given consideration and every effort made to accommodate the Support Staff Employee's request.

**1.8 Holidays** – This section applies to Year-Round Support Staff Employees only.

Year-Round Support Staff Employees shall receive one (1) days' pay for each of the following holidays.

- New Year's Day
- Martin Luther King Jr. Day
- **President's Day**
- Spring Day
- Memorial Day
- Independence Day
- Colorado Day or substitute
- Labor Day
- Thanksgiving Day
- Day following Thanksgiving
- Christmas Day
- Day before Christmas

When any of the above holidays falls on Saturday, the preceding Friday shall be observed as the holiday. When any of the above holidays falls on Sunday, the succeeding Monday shall be observed as the holiday. If for any reason any of the scheduled holidays falls on a regularly scheduled school day according to the school calendar as adopted by the Board of Education, the holiday shall be rescheduled to the closest non-school day exclusive of Saturday or Sunday.

If a Support Staff Employee works on any of the holidays listed above, he/she shall be paid time and one-half his/her regular hourly rate for all hours actually worked in addition to his/her holiday pay.

**2. Extended Leaves of Absence**

Extended Leave of Absences may be granted as provided in 2.1, 2.2, and 2.3 of this section. All extended leaves of absence shall be subject to the following conditions:

- a. While on leave, the Support Staff Employee shall maintain their employment status, accrued annual leave and, at the Support Staff Employee's expense, all insurance benefits for which the Support Staff Employee is eligible.
- b. No other benefits (sick leave, etc.) shall accrue during an unpaid leave period.
- c. Upon conclusion of an extended leave, the Support Staff Employee may return to the employment of the District, and shall be assigned to a position consistent with the education, training, and certification/licensure of the Support Staff Employee. The Support Staff Employee will be granted the position formerly held, whenever possible.
- d. Support Staff Employees should communicate as soon as practicable with their supervisor and Human Resources Department regarding the timing of the proposed leave.
- e. Leaves shall not be granted or used for the purpose of accepting or engaging in employment.
- f. Extended Leaves may be granted for up to a maximum of twelve (12) months.
- g. The District will comply with the Family and Medical Leave Act (FMLA) and will designate extended leave as FMLA when it has sufficient information to determine that leave qualifies for FMLA.

- h. The superintendent or designee may grant a leave for any Support Staff Employee making application.

#### 2.1 Extended Health Leave

Leave may be granted for illness to the Support Staff Employee, or for illness to a member of the Support Staff Employee's immediate family requiring the Support Staff Employee's attention.

A Support Staff Employee making application for health leave shall submit a form of necessity from a licensed health care provider. In addition, the District may require any Support Staff Employee requesting such leave to undergo an examination by a licensed health care provider selected by the District, the cost of such examination to be paid by the District.

Certification of physical ability and ability to perform all duties with or without limitation must be submitted by the Support Staff Employee's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Support Staff Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

The District will require frequent progress reports from the Support Staff Employee's licensed health care provider regarding the Support Staff Employee's condition, prognosis and continuing need for leave.

Upon return from an approved sick leave, a Support Staff Employee will be assigned to the position held at the time leave was granted, providing the position is open. If the position is not open, the Support Staff Employee shall be assigned to a comparable position. The comparability of positions shall be determined by the superintendent or designee.

#### 2.2 Maternity/Parental Leave

Maternity/Parental Leave may be taken to care for a child within one (1) year of the birth of a child, placement of a foster child, or adoption. The Support Staff Employee shall confer with the Executive Director of Human Resources or designee regarding the scheduling of such leave. Maternity/Parental Leave shall not exceed four (4) consecutive quarters as defined on the adopted District calendar, to the extent possible and shall be scheduled to avoid disruption of District operations or student learning. Whenever possible, upon return from this leave, a Support Staff Employee shall resume the position held at the time such leave commenced.

- a. Certification of physical ability and ability to perform all duties without limitation must be submitted by the Support Staff Employee's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Support Staff Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

# Mesa County Valley School District 51

GDC

## Support Staff Leaves and Absences

Adopted: Date of Manual Adoption

Revised: January 21, 2003

Adopted: November 14, 2017

Policy First Reading: February 15, 2022

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### 2.3 Military Leave/Military Caregiver Leave

In regards to caregiver leave for ill or injured service members or a qualifying exigency the provision of FMLA will be followed.

### 2.4 Other Leave

Other extended leaves of absence without pay may be granted by the superintendent and such decision shall be final.

Legal Reference(s): 29 U.S.C. 2601 et seq. (Family and Medical Leave Act of 1993)  
42 U.S.C. §2000 e-2 (Title VII of the Civil Right Act of 1964)  
C.R.S. 13-71-119  
C.R.S. 13-71-126  
C.R.S. 13-71-129  
C.R.S. 13-71-132 through 13-71-134  
C.R.S. 14-15-101 et seq. (Colorado Civil Union Act)  
C.R.S. 22-1-112 (School year-national holidays)  
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions)



# Mesa County Valley School District 51

LBD

## RELATIONS WITH CHARTER SCHOOLS

Related: LBD-R

Adopted: February 18, 1994

Revised: February 21, 1995; March 25, 2003

Policy First Reading: February 15, 2022

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The Board of Education supports efforts by parents, teachers or other persons or organizations interested in establishing charter schools within the district which are intended to:

- Expand learning opportunities for all students
- Encourage diverse approaches to learning through the use of different and innovative teaching methods
- Provide parents and students with expanded choices in the types of educational opportunities that are available within the public school system
- Encourage parental and community involvement with public schools

A charter school shall be a public, nonsectarian, nonreligious, ~~non-home-based~~ school which operates within the school district and is accountable to the Board of Education. It is subject to all federal and state laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, gender, national origin, religion, ancestry or need for special education services.

Enrollment shall be open to any child who resides within the school district and who meets the nondiscriminatory criteria specified in an approved charter application. Unless otherwise specified in an approved charter application, enrollment in a charter school shall take place in accordance with Board open enrollment policy governing attendance at a District school other than the student's assigned attendance area school (see Policy JCA/JFBB and JCA/JFBB-R). A charter school shall not charge tuition except as otherwise provided by law.

Each charter school shall be governed by its own governing body in a manner agreed to by the charter school applicant and the Board. An approved charter application shall serve as the basis for a contract to be negotiated between the charter school and the District.

A charter school shall be responsible for its own operation including but not limited to preparation of a budget, contracting for services and personnel matters. Services for which a charter school contracts with the school district shall be negotiated and provided at district cost. No rent shall be charged for use of district facilities which may be available for the charter school.

The relationship between the district and the charter school shall be established by a contract which shall incorporate the charter application once it is approved. The contract also shall reflect all agreements between the district and the charter school including the release of the charter school from Board policies and all requests for release from state regulations which the Board and the charter school shall jointly request from the State Board of Education.

Each charter school shall have an educational program with student performance standards and curriculum that meets or exceeds district and state standards.

Applications for charter schools must be filed by these dates to be eligible for consideration to begin operations the following school year. Another starting date may be approved by the board and the applicant. (A school year is considered to be July 1 through June 30. For example, any applications to be considered for the 2008-2009 school year, must be filed no later than 2007.) Should a deadline occur on a weekend, the following business day would be the due date. Deadlines are as follows:

# **Mesa County Valley School District 51**

**LBD**

## **RELATIONS WITH CHARTER SCHOOLS**

Revised: March 25, 2003

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- a. August 15 4:30 p.m. Applications must be filed with the Board
  - b. Alternate Filing Deadlines.
    - August 1 4:30 p.m. An application may be filed with the District Accountability Committee (DAC) for pre-application review.
    - October 1 4:30 p.m. If the application is filed with DAC on or before August 1, the application must be submitted to the board on this date.

The period for which a new charter may be approved is a minimum of three academic years and a maximum of five academic years except that a charter school and the Board may agree to extend the charter beyond five years for the purpose of enhancing the terms of any lease or financial obligation. Renewal of a charter shall be for a period of not more than five years.

The Board of Education delegates to the Superintendent the authority to promulgate procedural regulations implementing this policy in accordance with State law. Such regulations shall include a schedule for receiving charter school applications which provides the district accountability committee sufficient time to review and comment on all proposed applications for charter schools prior to their submission for consideration by the Board. A copy of the schedule so established shall be made available to all interested parties upon request.

Legal Reference:

C.R.S. 22-30.5-101 *et seq.* (Charter Schools Act)