

Board of Education

Mesa County Valley School District 51

Board Business Meeting Minutes

May 17, 2022

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: May 17, 2022 Adopted: June 21, 2022	
	A	B	C	D	E		
						AGENDA ITEMS	ACTION
Present	x	x	x	x	x	BUSINESS MEETING	6:00 p.m.
Absent						A. CALL TO ORDER/ROLL CALL	
Motion					x	➤	
Second					x	B. AGENDA APPROVAL	Approved
Aye	x	x	x	x	x		
No							
Motion				x		C. MEETING MINUTES AND SUMMARY APPROVAL	Adopted
Second	x			x		C-1. April 5, 2022 Board Work Session Minutes	
Aye	x	x	x	x	x	C-2. April 19, 2022 Board Business Meeting Minutes	
No						C-3. April 23, 2022 Negotiation Minutes	
						D. RECOGNITIONS	
						D-1. All State Band, Averee Toft [Resolution 21/22: 99]	
						➤ Mrs. Haitz invited Averee Toft and her director, Mr. Jeff Mason, to the front of the room. Averee was recognized for being one of ninety-five students selected to perform in the All State Concert Band. This year 590 students auditioned to be chosen for either the All State Concert Band or the All State Symphonic Band. Averee plays the clarinet and was the lone representative from District 51 to perform in an All State Band.	
						➤ The Board and Superintendent Sirko congratulated Averee on her musical talents and being selected to the All State Band.	
						D-2. Robotics National Competition Qualifier, Hi Fives Robotics Team [Resolution 21/22: 100]	
						➤ Mr. Jones invited the members and advisors of the Hi Fives Robotics Team #4944 to step to the front of the room. The Hi Fives Robotics Team #4944 is made up of students from multiple District 51 high schools and sometimes middle schools. This year, the team participated in and won the For Inspiration and Recognition of Science and Technology (FIRST) Robotics challenge at the state level and represented Colorado at the national level. FIRST is a worldwide robotics program for students between the ages of fourteen and eighteen.	
						➤ The Board and Superintendent Sirko congratulated the following students and their advisors, Mr. Sergio Galindo, Mr. Jason Bogart, Mr. Marty Fitzgerald and Mrs. Liz Fitzgerald, for the team's victory at the state level and wished them luck in future competitions. Team member recognized were: Emil Caiza Valera, Kieran Crawford, Karyssa Daugherty, Shyloh Dimmick, Zane Ebel, Erik Enriquez, Kaden Fitzgerald, Andrew Montoni-Tiller, Braxton Ransier, Quinn Riddell-Brosig, Owen Skrtitch, and Hayden Woolsey.	
						D-3. Future Business Leaders of America National Qualifiers [Resolution 21/22: 101]	
						➤ Ms. Lema invited the Future Business Leaders of American (FBLA) students, who qualified for the national competition, and their advisors to the front of	

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the room. At the FBLA state competition students compete in more than seventy events ranging from public speaking, to accounting, to human resources, to computer problem solving. Those students earning a top ranking in one of the events or who earn an achievement award are eligible to compete at the national level.

- The Board and Superintendent Sirko congratulated the following students and their advisors and wished them good luck at the national competition this summer in Chicago:
 - Central High School (Mary Doane, Advisor) – Erica Young and Isenia Fegoso
 - Fruita Monument High School (Kathaleen Recker, Advisor) – Cody Bailey, Paula Bostleman, Abby Hanna, Camryn Somerville, Zane Ebel, Emily Staton, Rachel Parks and Maren Lynch
 - Grand Junction High School (Suzanne Dunlap, Advisor) – Taytin Knoblich and Dean Withers
 - Palisade High School (Melissa Wright, Advisor) – Layton Tobin, Sierra Coykendall and Claire Rasmussen

E. BOARD REPORTS/COMMUNICATIONS/REQUESTS

Ms. Colleen Kaneda, Dynamic Program Management/Owners Representative, was present to update the Board on the activities of the Bond Executive Committee, which oversees the construction of the new Grand Junction High School. Ms. Kaneda noted this was the seventh update to the Board and shared information on the overall construction schedule, steps completed and items currently in progress. She shared highlights such as utility work has begun, the 50% construction document package is completed and pricing for the design development has been received. She noted there has been some cost increases in materials and labor, but the project is still tracking on budget as the budget was designed to allow for cost escalation. Ms. Kaneda announced a ground breaking ceremony will be held at 10:00 a.m. on June 1.

F. LEGISLATIVE REPORT

- Ms. Amy Atwood, Contract Lobbyist, reported the legislative session has ended with over 650 bills being presented and around ten percent of those bills being education related. She noted the School Finance Act saw a 3.5% increase for inflation and some buy down of the negative factor. She will be sending an end of session report to the Board members detailing education related bills, which were passed. She noted, overall, it was a good year for education. Ms. Atwood reported for the fourth consecutive year control of the senate and the house has been with the governor's party, the Democratic Party. She noted with this year being an election year and some contentious primaries happening there is a possibility of the senate flipping control, which could change the dynamics for next year.

G. SUPERINTENDENT REPORT

G-1. Graduation Update

- Superintendent Sirko reported six schools held graduation ceremony last week with 1,369 students in total graduating from Central, Fruita Monument,

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Grand Junction, Palisade, R-5 High Schools and Grand River Academy. She elaborated on the excitement felt at the graduation ceremonies and the wonderful music heard from the various bands.

G-2. Superintendent Farewell Message

- Mrs. Haitz commended and thanked Superintendent, Dr. Diana Sirko, for the work she has done when taking on the position of superintendent at a rough time and working through the pandemic.
- Superintendent Sirko thanked the Board for giving her the pleasure of serving the District since 2018. She spoke on some of the challenges of keeping in-person learning going through the pandemic and the importance of having in-person learning to give students some type of normalcy. She thanked all the staff and parents and gave a special thanks to Assistant Superintendent, Dr. Brian Hill and former, Nursing Coordinator, Ms. Tanya Marvin, for everyone's hard work, trust and willingness to retain in-person learning. Dr. Sirko shared she is looking forward to taking walks and bike rides with her husband, traveling to Aspen and Nebraska, to spend time with her grandchildren, and enjoying time in Florida once she retires at the end of June.

G-3. Expulsion Report

- Superintendent Sirko reported we are still seeing expulsions, but she was happy to be able to sign numerous letters for students who are seeing their expulsion come to an end at the end of this school year. She wished those students success when returning to the classroom in the fall.

G-4. Communication/District Initiatives

- Superintendent Sirko reported the State of the Schools Report would be distributed soon. She thanked Assistant Superintendent, Dr. Hill, for taking the charge around the Strategic Plan and wished staff a wonderful summer break.

H. AUDIENCE COMMENTS

- Lois Leach, Grand Junction 81506
Ms. Leach reported she was not present to speak but rather to inform the Board she would be observing them on behalf of League of Women Voters.
- Bruce Lohmiller, Grand Junction 81506
Mr. Lohmiller reported he is running for Mesa County Sheriff and the Federal Bureau of Investigation has cleared his background check, so he can run for the position of sheriff. He reminded the Board of the need to obtain information from Major Garrett, a reporter with CBS and Fox News, regarding normal sex and he is working with Senator Scott to insure comprehensive sex education classes are in compliance with the constitution. He reported on a shooting, in which the gunman placed a manifesto on the internet prior to the shooting. He reminded everyone to report any type of suspicious internet postings so the person placing the posts can be put on a watch list. He spoke about the former District Attorney, Mr. Pete Hautzinger, noting a young girl's death could have been prevented had the perpetrator been on a watch list. Mr. Lohmiller reported the Partners Program is trying to get law enforcement officers to serve as senior nexus partners and receive pay for the position.
- Sue Springer, Grand Junction 81506

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- Ms. Springer reported she began coming to school board meetings, following the election of the three new members. She thanked Board members for the efforts to bring back civility and kindness and is grateful for the jobs they have done. She expressed having reservations about what is happening in the county and in the schools with the lack of funds, students not performing well, unruly student behaviors and the number of expulsions. She noted, following Board meetings and coffees, she leaves feeling grateful for the teachers and committee members, especially teachers who work hard on the budget and housing matters. She spoke on the amount of work teachers perform after hours and was grateful for all their hard work. She is hoping that over the summer people won't get bogged down and start having negative thoughts.
- Sara Fletcher, Grand Junction 81507
 Ms. Fletcher shared everyone should have the right to privacy in regarding their personal lives and she has no desire to share what is going on in her personal life. She reported on emailing the Board and District administration regarding the parent survey, but only receiving a response from Mrs. Haitz. She reported her son is uncomfortable in answering some questions asked in surveys. She would like to see better communication regarding surveys and questionnaires students are requested to complete and an opt-in option instead of an opt-out option. She believes there is no easy or regular way to receive communication prior to the surveys being presented or that not one parent opted out from the controversial survey given. She expressed her desire to see an opt-in option as she does not want the school to assume she is okay with her student completing a survey, because she missed an email. She does not believe personal questions should ever be asked by the school. She would like to see a plan moving forward where parents have the right to see what is being asked of their students prior to any questions being asked.
 - Catherine Ventling, Palisade 81526
 Ms. Ventling, reported she is a business owner, the spouse of a District 51 teacher and a representative of the District Accountability Committee (DAC). She reminded the Board of the presentation given by the DAC members and a report submitted, which detailed actions and methods to improve education. She spoke on the conclusion of recent negotiations, which resulted in a well-deserved wage increase but failed to return the steps and lanes pay method. She reported the steps and lanes pay method is necessary to stimulate professional growth. She reiterated the current system is not working. She spoke on learning that all employees will receive the same raise as teachers and questioned how this happened when student counts are down. She noted teachers need the pay increase but, she believes, giving the same raise to all employees does not show appreciation to those who work in the classroom. She does not believe those in central office should be given the same pay increase.
 - JB Phillips, Grand Junction 81506
 Mr. Phillips, a teacher at Fruita Middle School and parent, questioned the lack of communication from teachers to parents at the secondary level. He feels there is definitely a communication gap and that teachers are not taking the time to build relationships with the parents and students. He spoke on teachers spending all day talking at students and not getting to know the students individually. He said his son told him the first time one of his son's

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teachers spoke to his son directly was during parent teacher conferences. He believes teachers rely too heavily on students to be responsible enough to share information with their parents. He reported on trying to find the standards and rubrics for his student, on the District website, and was unable to find anything. He reported student behavior is out of control in the classrooms. He noted teachers feel they are not being supported by school administration and school administration feels teachers are not documenting discipline incidents accurately. He will be sending the Board members a copy of an email conversation regarding his son. He questioned if students have to win the lottery in order to be placed in a classroom with a highly effective teacher.

- Tom Sheeran, Grand Junction 81507
 Mr. Sheeran thanked Dr. Sirko for her years of service and he thanked Board members for the work they have completed over the past nine months. He reminded everyone of a Board meeting back in December in which it took three hours for the Board to listen to audience comments. He believes it is meaningful to give parents and the community adequate time to speak. He recounted accomplishments of the Board such as in February when the mask mandates were lifted, in March with the renewal of Dr. Hill's contract for Superintendent and recently the approval for the Ascent Classical Academy to work directly with the state.
- Anna Elliott, Grand Junction 81504
 Ms. Elliott read a portion of two articles from the Daily Sentinel on August 1. The first article reported on the District's monumental feat of keeping school open. She noted District 51 was the largest District in the state to remain open during the 20-21 school year. The second article spoke on the need to support a child's mental health and a 21st century education requires nurturing the whole child. She believes this should be the responsibility of the parents, but for some students the parents rely too heavily on the teachers. The article further reported students can talk to counselors about any problems they have and teachers have received training around social emotional learning, with the training costs being paid by outside donations. She noted today's teachers are required to teach a lot more than just the basics of reading, writing, arithmetic and civics. Ms. Elliott commented on a mother of a Poudre Valley student whose twelve year old daughter was encouraged to attend an afternoon art activity only to later learn the activity was with a gay alliance group. Ms. Elliott reported she had no idea things such a sex education and the teaching of CRT were happening in the schools.
- Holly Seeberger, Grand Junction 81507
 Ms. Seeberger reported as a parent of a high school and middle school student and a substitute teacher, she often volunteers. She reported one volunteer position she currently holds is as an East Middle School (EMS) librarian. She reported on the EMS Booster Club having to step in and help in the library as the school has no librarian. She reported East, Grand Mesa, Orchard Mesa, and West Middle Schools along with Wingate and Pomona Elementary Schools will not have a librarian next year. She reported students are being denied access to the library because teachers are not taking students to the library because it's too difficult to handle a class without the assistance of a librarian. She listed off numerous duties and programs

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- librarians have performed and emphasized the importance of the librarian in fostering a love of reading. She stated teachers are now expected to figure out how to run a library and our students deserve better.
- Pam Middlemas, Grand Junction 81501
 Ms. Middlemas, a teacher and former librarian, reported she sent a letter to the Board but also wanted to speak about the role librarians serve in the schools and to support Ms. Seeberger. She reported that prior to a shift in staffing secondary libraries had two people working in the library, a certified librarian and a support staff person. She shared information on the duties of the librarian and the support staff. She emphasized the importance of having a librarian at the middle school level to help students to become good readers before moving on to high school. She reported students used to be able to request a book from other District libraries, but that is no longer an option. She asked Board members to think about the hardest research project they ever had to do and the importance the library and librarian played in gathering research data. She believes students are doing a lot of research using a data base, without the ability to disseminate the accuracy of the data base.
 - Ricki Howie, Grand Junction 81501
 Ms. Howie reminded everyone that tomorrow is the fourth anniversary of the El Paso High School shooting in which eight students and two teachers were killed and thirteen other students were injured. She reported the gunman, a student at the school, entered through the art building and was able to enter an additional locked room by breaking the glass in the door. Following the incident it was discovered the gunman's father had been to the school to complain about his student being bullied by teachers and students. She requested assurance that shooting incidents, such as the incident at the El Paso High School, are reviewed and taken into consideration when designing the new high school.
 - Amber Palmer, Grand Junction 81501
 Ms. Palmer, a community member and DAC chairperson requested any community members interested in getting involve with the District to join DAC. She reported she had placed flyers and information about DAC at the back of the room for people to grab. She requested the Board review the practice of all personnel receiving the same pay increase as negotiated for certified staff, as she could not find any policy dictating the need for such a practice. She does not believe using a percentage to determine a pay increase is appropriate or equitable, as the increases will be greater for those who are paid a higher salary. She believes pay increase should be performance metric based and determined by the market and performance. She agreed a pay increase was necessary to help with staff retention and recruitment for teachers, support staff and psychologist. She suggested instead of a pay increase for other positions, the money could have been used to hire librarians.
 - Katlyn George, Grand Junction 81501
 Ms. George agreed with comments made by Ms. Elliott. She believes parents should be the ones responsible for handling students social and emotional needs and the schools should not be responsible for fixing everything for students.
 - Michelle Mohler, Grand Junction 81501

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						<p>Ms. Mohler, a para professional at East Middle School and parent of a student at East Middle School was present to speak on behalf of teachers at the school who were afraid of retaliation should they speak. She reported East Middle School has had numerous students who should have been removed from the classroom for disruptive behavior but were not. She reported students, at the school, who are disruptive are placed on a discipline plan, but no action is taken other than reviewing the plan when the behavior continues. Students in the eighth grade who participated in fights within the classroom, including hitting each other in the face, are only given a one day suspension. She reported research shows suspension does not work in changing behavior, but she questioned classroom safety and the need to remove disruptive students for the benefit of other students. She believes the staff at the school does not feel safe and supported. She reported speaking to others, at the elementary and high school levels, who are feeling the same. She reported, since speaking at a Board Coffee held at East Middle School, she has been called in to the office and told she should not be speaking out and she is over stepping her position.</p> <p style="text-align: center;">[Recess 7:10 p.m. Resume 7:24 p.m.]</p>	
Motion Second Aye No	x					<p>I. CONSENT AGENDA</p> <p>I-1. Personnel Actions</p> <p style="padding-left: 20px;">I-1.a. Licensed and Administrative Personnel Actions [Resolution 21/22: 103]</p> <p style="padding-left: 20px;">I-1.b. Non-renewal [Resolution 21/22: 105]</p> <p>I-2. Gifts [Resolution 21/22: 104]</p>	Adopted
Motion Second Aye No	x	x	x	x	x	<p>J. BUSINESS ITEMS</p> <p>J-1. Ratification of Mesa County Valley School District 51 and Mesa Valley Education Association Contract [Resolution 21/22: 102]</p>	Adopted
Motion Second Aye No	x	x	x	x	x	<p>J-2. Policy Second Reading/Adoption</p> <p style="padding-left: 20px;">J-2.a. KE, Public Complaints</p> <p style="padding-left: 20px;">J-2.b. AC-1, Nondiscrimination</p> <p style="padding-left: 20px;">J-2.c. AC-2, Sexual Harassment</p> <p>J-2. Policy First Reading – JLCD, Administering Medicines to Students</p>	Adopted
						<p>K. BOARD OPEN DISCUSSION</p> <p style="padding-left: 20px;">➤ Mr. Jones expressed his appreciation for being a part of graduation ceremonies and the enjoyment of seeing all the students smiling faces.</p>	
						<p>L. FUTURE MEETINGS</p> <p style="padding-left: 20px;">L-1. June 7, 2022, Harry Butler Board Room, 6:00 p.m., Board Work Session</p> <p style="padding-left: 20px;">L-2. June 21, 2022, Harry Butler Board Room, 6:00 p.m., Board Business Meeting</p> <p style="padding-left: 20px;">➤ There will be a Special Board Meeting on May 25, 2022 for budget presentation.</p>	
						<p>M. EXECUTIVE SESSION</p> <p style="padding-left: 20px;">➤ None on this date.</p>	

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						AGENDA ITEMS	ACTION
Motion				x		N. ADJOURNMENT	7:32 p.m.
Second					x		
Aye	x	x	x	x	x		
No							
						<hr/> Bridget Story, Assistant Secretary Board of Education	

Would Avereë Toft and Jeff Mason please join me at the front?

The annual All State Band festival is an opportunity for the most talented high school musicians in Colorado to gather in one place. This year, 590 students from across the state auditioned for a spot on either the All State Concert Band or All State Symphonic Band. Just 95 students were selected for the All State Concert Band. One of them is standing here with me, Palisade High School junior Avereë Toft.

Avereë played the clarinet in the All State Concert Band April 7-9 in Greeley. She was the lone star to shine from School District 51, and represents the best of the best in musical talent.

The Board of Education and Superintendent Sirko would like to congratulate Avereë Toft for the accomplishment of making the All State Bands roster!

Would the Hi Fives Robotics Team please join me at the front?

Hi Fives Robotics Team #4944 brings students from multiple District 51 high schools and sometimes middle schools together to participate in FIRST Robotics challenges. FIRST, which stands for For Inspiration and Recognition of Science and Technology, is a worldwide robotics program for students between the ages of 14 and 18. Each year, FIRST announces a new challenge and students have a few months to design, build, and program a robot to complete the challenge. FIRST teaches students engineering and technology skills as well as valuable leadership, communication, and team-building skills.

This year, the Hi Fives beat out 40 other teams from the Mountain West to win the Denver Regional FIRST Robotics Competition. Their win qualified them for the FIRST Robotics World Championship last month in Houston, where they represented the Grand Valley on the global stage.

The Board of Education and Superintendent Sirko would like to congratulate the Hi Fives on your victory at regionals and wish you more championships in the years to come!

Hi Fives Students

Emil Caiza Valera

Kieran Crawford

Karyssa Daugherty

Shyloh Dimmick

Zane Ebel

Erik Enriquez

Kaden Fitzgerald

Andrew Montoni-Tiller

Braxton Ransier

Quinn Riddell-Brosig

Owen Skrtich

Hayden Woolsey

Hi Fives Advisors

Head Coach: Sergio Galindo

Assistant Coach: Jason Bogart

Administrators: Marty and Liz Fitzgerald

Would the Future Business Leaders of America students and advisors present today please join me at the front?

Nearly 3,000 students attended the FBLA State Leadership Conference last month in Aurora, including many of our talented District 51 students. Students competed in more than 70 events, ranging from public speaking to accounting to human resources to computer problem solving.

A total of 15 District 51 students qualified for this year's national event, either by earning a top ranking in one of their competitive events or by earning an achievement award. Many more D51 students placed in the top 10 in their events at the state conference. All have earned lifelong skills that will serve them well in their college career or the workforce, and beyond.

The Board of Education and Superintendent Sirko would like to congratulate our FBLA students and wish them well at Nationals this summer in Chicago!

Central (Advisor: Mary Doane)

Erica Young
Isenia Fregoso

Palisade (Advisor: Melissa Wright)

Layton Tobin
Sierra Coykendall
Claire Rasmussen

Fruita Monument (Advisor: Kathaleen Recker)

Cody Bailey
Paula Bostleman
Abby Hanna
Camryn Somerville
Zane Ebel
Emily Staton
Rachel Parks
Maren Lynch

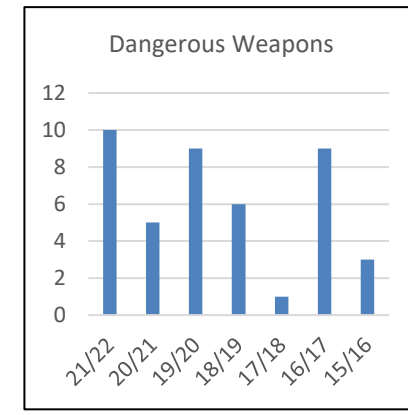
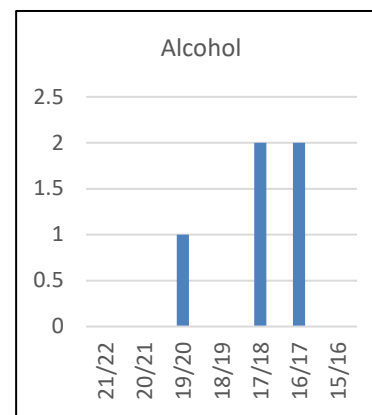
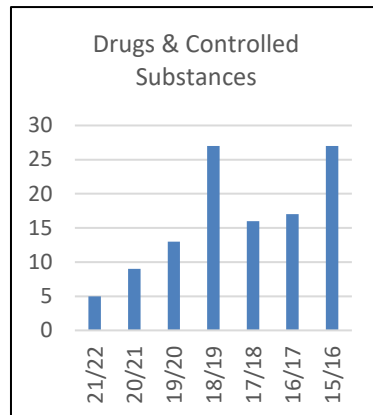
Grand Junction (Advisor: Suzanne Dunlap)

Taytin Knoblich
Dean Withers

Category	High School				Middle School				Elementary School				Total		Total for previous years as of April 30 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	2	3	3		1	3					5	9	13	27	16	17	27
200															1		2	2	
300																			
400	6	2	3		2	9	2	2					19	7	6	4	1	1	2
500	6	1	3		3		1				1		10	5	9	6	1	9	3
600																			
700																		1	1
DSP																			
VOO	5	2	5	1	3		3				2		10	11	13	17	9	10	6
Total	18	6	13	4	11	9	7	5			3		44	32	42	54	29	40	39

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





May 2022 Communications Report

Press Coverage

Advertising

Newsletters

Board Briefs

Social Media

April 13-May 9, 2022

Press Coverage

Sentinel

- * Editorial: The Lighthouse is shining early
- * House OKs bills to boost school safety
- * Feature on Paul Cain
- * More than 1,000 local 8th-graders attend CMU Career Fair
- * End of an era: Michael Wells steps down as FMHS girls basketball coach
- * D51 receiving more state, property tax funds this year
- * Fruita elementary teacher spreading water conservation awareness ahead of Earth Day
- * GJHS Planeteers Club hosts Earth Day carnival
- * Loma principal 'mummified' in celebration of Read-a-Thon fundraising
- * D51 superintendent Sirko addresses data breach
- * D51 students earn FBLA honors, trip to Chicago for national conference
- * Lema offered chance to fix campaign finance report
- * D51 orchestras haul in awards in 97th annual Colorado West Music Invitational
- * D51 Board wraps up final coffee event of the school year
- * R-5 High School searching for new principal
- * Fruita Monument ProStart team headed to national culinary competition
- * Palisade hatchery program releases 250 endangered fish into Colorado River
 - * Fruita's Mission Abroad Club set for medically, culturally immersive trip to Peru
- * Lincoln Park Stadium project done in time for grads

KREX

- * District 51 hosting middle school career fair
- * Mentorship program offers hope to D51
- * Safe2Tell tips show interesting trend
- * Earth Day carnival at GJHS this Friday
- * D51 honors basketball players, coaches of the year
- * Details on Colorado's new Crisis Guidelines
- * GJHS Academic Team to host Community Bowl fundraiser
- * FBLA students win big at state conference
- * Gov. Polis signs legislation providing free universal preschool for Colorado families
- * D51 gives parents more information on third-party data breach
- * Fruita Monument students awarded Congressional recognition
- * School Meals for All aims to put food on tables
- * Golden Apple: Ahna Luebs

KKCO/KJCT

- * Car crash knocks out internet service to several schools
- * Design of new GJHS nearing completion
- * Shelledy Elementary takes action for student water awareness week
- * Mock crash simulation at Palisade High
- * Third-party company with D51 experienced data breach
- * GJHS Agents of Change seniors getting ready to graduate
- * D51 recognizes high school students earning 4.0 or higher
- * D51 Foundation paper dolls for Teacher Appreciation Week
- * D51 commencement ceremonies returning to normal
- * CO National Guard helicopter visits Pomona
- * Fruita Monument students receive congressional recognition
- * D51 reporting an increase of fake guns on school campuses
- * Students release razorback suckers into Colorado River
- * Special Olympics Track and Field Meet
- * Clifton Elementary students receive free vision screenings
- * Rocky Mountain Elementary School students learn about art
- * Lincoln Park ribbon cutting
- * Palisade High School graduates 191 students
- * High School seniors return to their elementary schools ahead of graduation

**Click on
headlines to
view articles.**

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 twice-monthly ads in the Daily Sentinel.



**High School Graduation
Only Happens Once -
Don't Miss It!**

Monday, May 9

Palisade High School, 6 p.m., Stocker Stadium

Tuesday, May 10

R-5 High School, 8 a.m., Stocker Stadium
Fruita Monument High, 6 p.m., Stocker Stadium

Wednesday, May 11

Grand Junction High, 6 p.m., Stocker Stadium

Thursday, May 12

Grand River Academy, 10 a.m., Las Colonias
Central High School, 6 p.m., Stocker Stadium

Friday, May 20

Mesa Valley Comm. School, 11 a.m., CMU Ballroom

Can't Make it in Person?

Livestreaming of each graduation at Stocker Stadium will be available through KKCO and KJCT's websites and Facebook pages and broadcast live on MeTV.

Congratulations to our 4.0+ graduating students!

2022 Superintendent Scholars

Central High School

Elijah Berger
Avery Cordova
Ashley Cruz
Kylee Daniels
Isabell Eldridge
Sara Gagler
Madison Hornsby
Sidona Johnston
Jordan Leblow
River Marcus
Mya Marquez
William McClochlin
Arianna Miklos
Veronica Sanchez
Tanner Snow
Kennedy Vis

Grand Junction High School

Alayna Acton
Brady Ancell
Calvin Atkinson
Brynn Berry
Thomas Berry
Ellie Burton
Grace Calkins
Dillon Chapman
Laurel Collins
Mia Conner
Caymie Crone
Joel Daugherty
Mason Dibble
Zachary DuBose
Heather Eisenhower
Nina English
Johnny Flanagan
Jarryn Foor
Asher Goldberg
Ashley Guddat
Ellah Hall
Natalie Hanks
Peyton Harris
Able Martinez
Grace McCrum
Lylah Morris
Riley Pope
Connor Pramenko
Samantha Suplizio
Michelle Vasquez
Sailer Warinner
Autumn Wilson
Pierson Worley
Drew Woytek
Dannon Yake

Palisade High School

Carter Baskin
Xavier Beckwith
Rylan Birch
Tylor Christensen
Sarah Cook
Sierra Coykendall
Ethan Davis
Anna Dery
Abigail Dickenson
Sophia Feghali
Micah Frazho
Elena Gigoux
Sierra Hain
Luke Hendryx
Kobe Hernandez
Adison Hill
Emilie Jaeger
Donovan Maestas
Tierra Mason
Kyla McClary
Halee McKee
Ashtyn Miller
Trustyn Miller
Madeline Mohler
Ashleigh Orton
Sterling Schrader
Isabel Sellden
Olivia Shear
Regan Shearer
Kayleigh Smith
Elijah Stammer
Ashton Steed
Paul Steinke
Kai Symons
Jessica Warner
Michaela White
Lauren Whitmore
Gabiella Yanowich

Grand River Academy

Maycie Eidinger
Ella McClung

Fruita Monument High School

Taylor Acosta
Rayia Adams
Callie Anest
Teddie Anest
Gage Atwood
Cody Bailey
Oliver Balestrieri
Mason Barnhurst
Kayla Biddle
Lori Bird
Nathaniel Blehm
Rianna Bradley
Jillian Buck
Brooke Burkey
Carter Butzine
Killian Bynum
Matthew Garcia
Cloie Carmosino
Cassandra Castleman
Keeley Clark
Lindsey Cole
Amber Collins
Hailey Cox
Paige Daniels
Ryan Davis
Abigail Deeths
Jordan Dehmel
Mariella Doolittle
Schermerhorn
Liam Emmons
Catherine Fletcher
Adele Foley
Cayen Foye
Madison Ganzer
Carson Garcia
Brendan Gilbride
Faith Graves
Chloe Hagee
Micah Hanly
Makenna Hartmann
Abigail Hawkins
Jadyn Heil
Alexa Hicks
Sarah Hill
Carson Hollingshead
Sophia Hull
Amanda Inskeep
Jayce Jessup
Samantha Johnson
Hanna Killerud
Connor Laible
Matthew Lastine
Emily Leane
Lauren Lee
Christopher Lewis
Trinity Lonergan
Tarina Lonquist
Tyler MacDonald
Harrison Matlock
Sabyra Mazrin
Teagan McLennan
Aidan Meens
Teagan Meens
Hayden Murray
Marisa Nehm
Chelsea Noga
Mikinley Pace
Will Pfaffendorf
Landon Phillips
Jackson Pierce
Emma Pinnow
Abigail Price
Lillian Price
Emma Priske
Aubree Quarnberg
Tessa Reimer
Emily Richardson
Amanda Runyan
BayLea Sparks
Emily Staton
Chloe Thompson
Ethan Veek
Taylor Wall
Kylie Wells
Evelyn White
Kezia Wiggins
Kylie Williams
William Winward
Lilyana Zambrano-Trevino

Mesa Valley Community School

Lilly Agozzino
Rory Davison
Chance Miller
Katherine Noble
JoyAnna Walgren

Newsletters

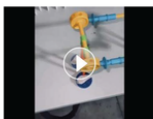


School District 51 Family and Community Newsletter | April 2022



COVID Web Page Tools

COVID and illness rates continue to be updated daily on the [D51 Data Dashboard](#). In addition, the [COVID tab at d51schools.org](#) has information about the ongoing free Binax testing program.



#WeAreD51 Video Series:

Helping Hands at Nisley

The Helping Hands Club at Nisley Elementary School is devoted to acts of kindness. The group picks up trash around school grounds, knit hats for a shelter, and more. Learn more about the club in the [video](#) above.



Music Festival April 21-23

The 97th Colorado West Invitational Music Performance Festival is going on now at five sites across D51 and CMU! Learn more about the festival and where you can find band, jazz band, orchestra, and vocal performances [here](#).

Rube Goldberg contest winners

Congratulations to Rube Goldberg contest winners [Analia Kieven](#) (Mesa View) and [William Gustafson](#) (West) for winning the inaugural D51 Rube Goldberg Competition! Learn more about the competition [here](#).



Robotics team wins regional, qualifies for state competition

Congratulations to the Hi Fives, winners of the Denver Regional for [FIRST Robotics](#)! The team's win qualifies them for the international championship this week in Houston! Learn more [here](#).



Rim Rock unveils new mural

Rim Rock Elementary school debuted a new mural outside the school on March 28. The mural depicts a lynx climbing up Colorado National Monument. Learn more about the mural's creation [here](#).

Important Dates

May 3 - D51 and Special Olympics Colorado Track and Field Meet, 10:30 a.m. to 2 p.m. at Stocker.

May 3 - School Board Work Session, 6 p.m., Harry Butler Board Room.

May 17 - School Board Business Meeting, 6 p.m., Harry Butler Board Rom.



Graduation Information

Again this year, KKCO/KJCT is partnering with D51 to livestream and broadcast Central, FMHS, GJHS, Palisade, and R-5 graduations from Stocker. More information about the livestreams, plus information about the other two graduations (Mesa Valley and Grand River) can be found [here](#).



Seventh-graders make idea a reality with filling station

When East Middle School students Beckett Carlton and Alec Pierce surveyed their fellow students, they found a need for water bottle filling stations for each grade. They presented their idea during the D51 Design Challenge at the end of March and the first station was installed by mid-April! Learn more about the project [here](#).



D51 Foundation Update

The D51 Foundation's largest event of the year is Friday, April 22, at 7 p.m. at the CMU Outdoor Plaza Tent. The [10th Annual White Ice Celebration](#) is a time for the whole community to come together to celebrate D51 schools and public education in Mesa County. It's not too late to [purchase a ticket](#) to the event. The night includes desserts, a silent auction, and a live band.



Senior Walks

The tradition of having graduating seniors return to their elementary school for a Senior Walk continues this year at the following schools:

- Appleton - 11 a.m. May 9
- Chipeta - 2 p.m. May 9
- DIA - 3:30 p.m. May 17
- Fruitvale - 2 p.m. May 12
- Lincoln CM - 10 a.m. May 6
- Loma - 9:15 a.m. May 6
- Mesa View - 9 a.m. May 9
- New Emerson - 9 a.m. 5/10
- Orchard Ave - 9 a.m. May 9
- Pomona - 3:30 p.m. May 16
- Rim Rock - 9 a.m. May 9
- Shellely - 9 a.m. May 9
- Taylor - 9 a.m. May 9
- Topo - 3 p.m. May 16
- Wingate - 9:15 a.m. May 9



Scholarship recipients

Two Palisade high school seniors are the recipients of two major, four-year scholarships: [Abby Dickenson](#) is a recipient of the [Daniels Fund scholarship](#), and [Sophia Feghali](#) has received the [Boettcher Scholarship](#). Congrats!



Pies in the face, sending money to a good place

When Ruby (a service dog who used to sit with Broadway students while they read) passed away, students and staff honored her memory by raising money for Roice-Hurst. They celebrated meeting their fundraising goal on March 18. Learn more [here](#).



Coffee with the Board

The next D51 Board Coffee will be at 9 a.m. on Saturday, April 30, in the East Middle School cafeteria. Learn more about the Board Coffee [here](#).



Middle School Career Fair

Eighth-graders were introduced to a variety of career and college pathways at the D51 Middle School Career Fair on April 18. The fair, which took place at CMU, gives students a chance to envision their future and see which classes and training they need. Learn more about the Career Fair [here](#).



Scenic raises \$6,100 for heart health research, support

Scenic P.E. teacher Sarah DeLong raised nearly \$6,100 for the American Heart Association in this year's Kids Heart Challenge! Students got to "color blast" Ms. DeLong in celebration of this worthy donation.



Congratulations, Fourth Quarter Students of the Quarter!

April's Alpine Bank and Colorado Mesa University Students of the Quarter were celebrated earlier this week at the Student of the Quarter luncheon at CMU. Students of the Quarter qualify for a \$500 scholarship to attend CMU or WVCC. Find the list of Fourth Quarter Students of the Quarter [here](#).



April Family and Community Newsletter

April Staff Newsletter



#WeAreD51: Helping Hands at Nisley

Nisley's Helping Hands Club gathers each Thursday afternoon to make their school - and their world - a better place through kindness. Learn more by watching the [video](#) above.

Important Dates

May 3 - School Board Work Session, 6 p.m., Harry Butler Board Room.

May 17 - School Board Business Meeting, 6 p.m., Harry Butler Board Room

March 15 Board Briefs

April 5 Board Briefs

April 19 Board Briefs

Board Meeting Livestreams

Want to watch the board meetings live? Board business meetings and work sessions are available on Facebook and you do not need an account to watch: just [click here](#).

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.](#)



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.](#)



Salute to Staff

Coming NEXT WEEK!! Please join us at the Grand Junction Convention Center on Monday, April 25, from 4:30 - 6:30 p.m. for food, fun, games, and a celebration! As the school year draws to a close, we can't wait to celebrate with all of our Years of Service honorees and our retirees! It is going to be a great celebration that you will not want to miss.

Graduation Information: Watch Live

Again this year, KKCO/KJCT is partnering with D51 to livestream and broadcast Central, FMHS, GJHS, Palisade, and R-5 graduations from Stocker. More information about the livestreams, plus information about the other two graduations (Mesa Valley and Grand River) can be found [here](#).



D51 Foundation Update

The D51 Foundation's largest event of the year is Friday, April 22, at 7 p.m. in the CMU Outdoor Plaza Tent. The [10th Annual White Iced Celebration](#) is a time for the whole community to come together to celebrate D51 schools and public education in Mesa County. It's not too late to [purchase a ticket](#) to the event. The night includes desserts, a silent auction, and a live band.

Teacher Appreciation Week is right around the corner! We will be selling paper dolls again this year to honor our D51 teachers. Paper dolls with your personal message will be delivered May 2-6.

Robotics qualifies for international competition

Congratulations to the Hi Fives, winners of the Denver Regional for [FIRST Robotics](#)! They qualified for the international championship this week in Houston. Learn more [here](#).



Scenic raises \$6,100 for heart health research, support

Scenic P.E. teacher Sarah DeLong raised nearly \$6,100 for the American Heart Association in this year's Kids Heart Challenge! Students got to "color blast" Ms. DeLong in celebration.

Middle School Career Fair

Monday's Middle School Career Fair was a great success, thanks to the many presenters and D51 and CMU staff who made the day possible! Learn more about the fair [here](#).



TRIAD Employee Assistance Program

Stressed, distracted, worried? Life 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 four free counseling sessions per year, per incident (face-to-face or by phone) are available to you.

Call: 970-242-9536 or 877-679-1100 or visit: www.triadeap.com (username: D51 password: eap)



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 [Karrie Kuklish](#)

Board Briefs

April 19 Board Briefs

May 3 Board Briefs

Social Media Report

Available upon request.

Board of Education Resolution: 21/22: 103

Adopted: May 17, 2022

Name	Location	Assignment	Effective Date
Retirements			
AKRIGHT, NORMA B	BOOKCLIFF	7TH GR SOCIAL STUDIES	5/20/2022
ALPINO-HOLLOWAY, LORI ANN	GJHS	SPED-MODERATE NEEDS	5/20/2022
CARSTENSEN-HAYS, SHAWN	ORCHARD AVE	GIFTED & TALENTED	5/20/2022
COLMAN, ANGELA Z	MESA VIEW	KINDERGARTEN	5/20/2022
SAMS, CAROL A	GJHS	ACTIVITIES/ATHLETIC DIRECTOR	6/2/2022
SHEFFIELD, TERESA COLLEEN	CENTRAL	COUNSELOR	6/3/2022
SQUIBB, DENNIS D	FMHS	ACTIVITIES/ATHLETIC DIRECTOR	6/2/2022
Resignations/Termination			
BAILEY, JULIE E	WINGATE	GRADE 4	5/20/2022
CROWE, MATTHEW J	PALISADE	ENGLISH LANGUAGE ARTS	5/20/2022
DAVIS, ERICA L	CAREER CENTER	CONSTRUCTION	5/20/2022
EICHLER III, EDWARD A	MT GARFIELD	8TH GR MATH	5/20/2022
HOUDE, JORDAN K	ORCHARD MESA	7TH GR SCIENCE	5/20/2022
HUMRICHOUSE, LAURA M	BTK	SPC, SPECIAL INSTRUCTION	6/2/2022
KOZLOWSKI, TARA	BTK	SPEECH/LANGUAGE THERAPIST	5/20/2022
NEWA SHRESTHA, MANJU	BOOKCLIFF	8TH GR SCIENCE	5/20/2022
PARROTT, JAIME L	NISLEY	GENERAL ELEMENTARY ED	5/20/2022
PAUL, ELIZABETH J	BTK	SPEECH/LANGUAGE THERAPIST	5/20/2022
PINNOW, AMBER DAWN	ROCKY MOUNTAIN	COUNSELOR	5/20/2022
SCHAPER, KIMBERLY TERESA	CHATFIELD	CLD	5/20/2022
WALKER, NATHAN D	VALLEY	MATHEMATICS	5/20/2022
WALLACE, CRYSTAL R	EAST	7TH GR MATH	5/20/2022
WELLS, RHEA N	SHELLEDY	KINDERGARTEN	5/20/2022
Leave of Absence			
MCCORKLE, ANNE F	EMERSON	COACH, LEARNING MODEL	5/27/2022
ROBINSON, MATTHEW G	MT GARFIELD	6TH GR LANGUAGE ARTS	5/20/2022
New Assignments (Transfer/New Hires)			
ATEN, CATHERINE V	MESA VIEW	GRADE 5	8/4/2022
BINGHAM, SCOT MARTIN	TAYLOR	GIFTED & TALENTED ELEMENTARY	8/4/2022
BOHLING, MATTHEW EUGENE	TOPE/NEW EMERSON	MUSIC	8/4/2022
BRADY, WESTON J	GJHS	BUSINESS	8/4/2022
BROWN, JENNIE LEANNE	CENTRAL	ENGLISH LANGUAGE ARTS	8/4/2022

Board of Education Resolution: 21/22: 103

Adopted: May 17, 2022

CRAWFORD, ELIZABETH GAIL	NISLEY	GRADE 5	8/4/2022
DOCTEUR, CARISSA A	PALISADE	INSTRUMENTAL MUSIC	8/4/2022
HEFLIN, MADISON G	DUAL IMMERS ACD	GRADE 1	8/4/2022
HENDERSON, AMANDA L	PEAR PARK	CLD-ELEMENTARY	8/4/2022
HOLLOWAY, MORGAN LAWRIE	PEAR PARK	GRADE 4	8/4/2022
HUNGER, LINDSEY LEANN	ROCKY MOUNTAIN	GRADE 5	8/4/2022
JACKSON, BENJAMIN W	EAST	7TH GR SCIENCE	8/4/2022
JAMES, ANNETTE MARA	ORCHARD MESA	8TH GR LANGUAGE ARTS	8/4/2022
LADLOW, CAROLINE G	BOOKCLIFF	6TH GR SCIENCE	8/4/2022
LEHMAN, JOSHUA LAWRENCE	MT GARFIELD	6TH GR LANGUAGE ARTS	8/4/2022
MARR, BRIANNE R	SHELLEDY	KINDERGARTEN	8/4/2022
MARSH, STACEY R	CAREER CENTER	PRESCHOOL	8/4/2022
MATTHEWS, ARISHA B	GRAND MESA	COMPUTER ED	8/4/2022
MCDUFFIE, ROBERT PATRICK	ORCHARD MESA	8TH GR MATH	8/4/2022
MORLAN, L SHANNON	LOMA	GIFTED & TALENTED ELEMENTARY	8/4/2022
NOBLE, EMILY M	PALISADE	ENGLISH LANGUAGE ARTS	8/4/2022
PEREZ MARIN, SARAH I Y	WINGATE	CLD-ELEMENTARY	8/4/2022
PIETROSKI, MOLLY RACHEL	PALISADE	SPED - MODERATE NEEDS	8/4/2022
PORTER, KATELYN M	ORCHARD AVE	GRADE 1	8/4/2022
RANKIN, JACOB DAVID	GRAND MESA	8TH GR MATH	8/4/2022
REITHINGER, BRIGITTE K	FMHS	FL-GERMAN	8/4/2022
SAYLOR, SHELBILEE H	BROADWAY	GRADE 2	8/4/2022
SHEEKS SUAREZ, ANDREA I	FMHS	FL-SPANISH	8/4/2022
STURM, MICHELLE K	CAREER CENTER	SPED - SSN	8/4/2022
VARCO, MARIE E	ORCHARD MESA	SPED - MODERATE NEEDS	8/4/2022
WALKER, AVERY L	ORCHARD MESA	6TH GR LANGUAGE ARTS	8/4/2022
WELCH, VICTORIA NICOLE	BOOKCLIFF	INSTRUMENTAL MUSIC	8/4/2022
WHITE, SAMANTHA MARIE	FRUITA 8-9	ENGLISH LANGUAGE ARTS	8/4/2022
WOLF, JENNIFER R	FMHS	COUNSELOR	7/25/2022
ZIMMERMAN, ALYSSA R	NISLEY	GRADE 5	8/4/2022
Return from Leave			
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 May 17, 2022.

Bridget Story, Assistant Secretary
Board of Education



Mesa County Valley School District 51

Contract Non-Renewal Personnel Action

Board of Education Resolution: 21/22: 105

Adopted: May 17, 2022

Temporary, Part-Time and Full-Time Probationary Teacher/Counselor Non-Renewal

MORAN, ADAM

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 May 17, 2022.

*Bridget Story, Assistant Secretary
Board of Education*

Board of Education Resolution: 21/22: 104

Adopted: May 17, 2022

Donor	Grand Junction Symphony Guild
Gift	80 Yamaha 20 Series soprano recorders
Value	\$404.80
School/Department	Thunder Mt. Elementary School / 3 rd grade music

Donor	Jean Bishop
Gift	Cash
Value	\$50.00
School/Department	Nutrition Services / Lunch Lizard Program

Donor	Jay Guddat
Gift	Royal 8-burner gas grill
Value	\$645.83
School/Department	Orchard Mesa Middle School / Student and faculty events

Donor	Walmart North Ave.
Gift	500 one subject notebooks
Value	\$125.00
School/Department	Elementary Schools / Student use

Donor	Rochelle Weiss
Gift	Cash
Value	\$1,000.00
School/Department	Fruita Monument High School / Welding and ag supplies

Donor	Doyle and Associates
Gift	Cash
Value	\$500.00
School/Department	Palisade High School / Speech & Debate

Donor	Justin and Penelope Dillon
Gift	Cash
Value	\$40.00
School/Department	Grand Junction High School / Baseball

Donor	John and Connie Gawthrop
Gift	Cash
Value	\$50.00
School/Department	Grand Junction High School / Baseball

Donor	Varaison Reservations
Gift	Cash
Value	\$400.00
School/Department	Grand Junction High School / Choir

Board of Education Resolution: 21/22: 104

Adopted: May 17, 2022

Donor	Patrick and Patsy Tuiet
Gift	Cash
Value	\$100.00
School/Department	Grand Junction High School / Football

Donor	Grand Junction Chapter SPED SQSA – Bookcliff Chorus
Gift	Cash
Value	\$500.00
School/Department	Grand Junction High School / Choir

Donor	Griffin Concepts, Inc.
Gift	Cash
Value	\$260.00
School/Department	Pear Park Elementary School / 5 th grade Camp Cedaredge

Donor	BTO Cabinet & Design
Gift	Cash
Value	\$250.00
School/Department	Pear Park Elementary School / 5 th grade Camp Cedaredge

Donor	Coop Country Palisade
Gift	Craftsman reciprocating saw
Value	\$79.99
School/Department	Palisade High School / Student recognition gift

Donor	Red Lobster
Gift	Five \$10 gift cards
Value	\$50.00
School/Department	Secretary In-service / Prize giveaways

Donor	Rockslide Brewery
Gift	\$25.00 gift card
Value	\$25.00
School/Department	Secretary In-service / Prize giveaways

Donor	Fiesta Guadalajara
Gift	Four certificates for a free combo meal
Value	\$55.80
School/Department	Secretary In-service / Prize giveaways

Donor	Texas Roadhouse
Gift	Two certificates for dinner for two
Value	\$100.00
School/Department	Secretary In-service / Prize giveaways

Board of Education Resolution: 21/22: 104

Adopted: May 17, 2022

Donor	Walmart Supercenter
Gift	Five \$20 gift certificates
Value	\$100.00
School/Department	Secretary In-service / Prize giveaways

Donor	Chili's Grill & Bar
Gift	Four \$5 gift cards and sixteen free kids meal certificates
Value	\$108.00
School/Department	Secretary In-service / Prize giveaways

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 May 17, 2022.

Bridget Story
Assistant Secretary, Board of Education

Whereas: Negotiations between Mesa County Valley School District 51 (District) and the Mesa Valley Education Association (MVEA) occurred on April 23rd, May 5th, and May 7th; and

Whereas: The items agreed to include:

Health Insurance Premiums: Employees will not have an out of paycheck increase to employee health insurance premiums during the 2022-23 school year.

Agreement Language Changes:

EXHIBIT A

Mesa County Valley School District 51

Current negotiated salary schedules with addenda are available in the Human Resources Department or on the District website. For questions concerning the salary schedule, contact Human Resources or an MVEA officer.

A. BASE PAY COMPENSATION

Base pay compensation shall be negotiated annually.

1. Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days. **The Cost of Living for the 2022-23 school year will be 6.5%.**
 - a. Teacher Base Pay Salary Schedule and School Counselor Base Pay Salary Schedule Range **is increased by a 4.71% Cost of Living to \$41,000 - \$80,936.64 - \$43,665 - \$88,001**, based on one (1) FTE at one hundred and eighty-eight (188) days.
 - b. School Psychologist Base Pay Salary Schedule Range **is increased by a 4.71% Cost of Living to \$55,642.36 - \$92,085.12 - \$59,259.11 - \$99,900**, based on one (1) FTE at one hundred and ninety seven (197) days.
 - c. Extended Contracts - Salaries for Covered Employees contracted for more than the standard contract for their assignment are determined by multiplying the per diem amount by the number of actual contracted days.
2. Increment – The increment is intended to be an annual raise to base salary in the amount of **1.6% and \$500 1.0% and \$800** taking into consideration budgetary limitations. **Two One increments, for a total of 3.2% + \$1,000**, will be added to base pay beginning in August for all Covered Employees who worked the entire second semester, excluding those who are on the District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan.
 - a. Placement on a District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan will not decrease base pay.
3. Teachers/Counselors Initial Master’s Degree – \$3,250 increase to base pay for an initial Master’s Degree that is aligned to the Teacher/School Counselor’s professional practice. If it is determined that the Master’s Degree does not align, it will be taken to Professional Council for review. The Superintendent or designee, in consultation with the MVEA President, will make the final determination. School Psychologists are not eligible for initial master’s degree compensation as it is required for their licensure and included within their salary range.
4. Salary will be paid in twelve (12) monthly payments; the pay date will be the last business day of the month for work performed during that month.
5. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
6. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.

...

2021-22 2022-23 Teacher Salary Schedule and Placement of New Hires

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. Teacher Base Pay Salary Schedule Range is ~~\$41,000.00~~–~~\$80,936.64~~ **\$43,665 - \$88,001**, based on one (1) FTE at one hundred and eighty-eight (188) days.
2. Extended Contracts – Teachers contracted for more than the scheduled Work Year are determined by multiplying the per diem amount by the number of contracted days.

Current Teachers:

Current Salary

- + Master’s Degree Supplement (if applicable)
- + Additional Compensation (i.e. APLU, National Board etc)

New Teacher Placement:

Teachers are initially placed according to experience. Teachers new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement. The District will recognize one Master’s Degree for placement on the salary schedule.

		Experience	
Years	Salary	Years	Salary
0	\$41,000.00 \$43,665.00	8	\$45,553.38 \$49,773.91
1	\$41,969.25 \$44,901.65	9	\$46,715.03 \$49,799.49
2	\$42,278.06 \$45,944.22	10	\$47,876.69 \$51,049.02
3	\$42,741.64 \$46,276.40	11	\$49,155.04 \$52,298.56
4	\$43,206.31 \$46,775.05	12	\$50,199.99 \$53,673.62
5	\$43,672.04 \$47,274.87	13	\$51,361.65 \$54,797.62
6	\$44,601.36 \$47,775.83	14	\$51,767.96 \$56,047.16
7	\$45,529.60 \$48,775.45	15	\$52,174.26 \$56,484.21

Additional Compensation:

Type	Amount	Payment
Initial Master’s Degree*	\$3,250	Annual Payment
National Board Certification	\$2,050	Annual Payment
Aligned Professional Development (APLU) Stipend	\$450-900	One-time Stipend(s)

*For current staff, initial advanced degree must be conferred after January 1, 2016.

Henceforth, any additional salary placement schedules in this section will be negotiated in congruence with the teacher and counselor salary placement schedules.

2021-22 2022-23 School Counselor (Special Service Provider) Salary Schedule and Placement of New Hires

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. School Counselor Base Pay Salary Schedule Range is ~~\$41,000.00~~–~~\$80,936.64~~ ~~\$43,665~~ - ~~\$88,001~~, based on one (1) FTE at one hundred and eighty-eight (188) days.
2. Extended Contracts – School Counselors contracted for more than the scheduled Work Year are determined by multiplying the per diem amount by the number of contracted days.

Current School Counselors:

Current Salary

- + Master’s Degree Supplement (if applicable)
- + Additional Compensation (i.e. APLU, National Board etc)

New School Counselor Placement:

School Counselors are initially placed according to experience. School Counselors new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement. The District will recognize one Master’s Degree for placement on the salary schedule.

Years	Experience		
	Salary	Years	Salary
0	\$41,000.00 \$43,665.00	8	\$45,553.38 \$49,773.91
1	\$41,969.25 \$44,901.65	9	\$46,715.03 \$49,799.49
2	\$42,278.06 \$45,944.22	10	\$47,876.69 \$51,049.02
3	\$42,741.64 \$46,276.40	11	\$49,155.04 \$52,298.56
4	\$43,206.31 \$46,775.05	12	\$50,199.99 \$53,673.62
5	\$43,672.04 \$47,274.87	13	\$51,361.65 \$54,797.62
6	\$44,601.36 \$47,775.83	14	\$51,767.96 \$56,047.16
7	\$45,529.60 \$48,775.45	15	\$52,174.26 \$56,484.21

Additional Compensation:

Type	Amount	Payment
Initial Master’s Degree*	\$3,250	Annual Payment
National Board Certification	\$2,050	Annual Payment
Aligned Professional Development (APLU) Stipend	\$450-900	One-time Stipend(s)

*For current staff, initial advanced degree must be conferred after January 1, 2016.

Henceforth, any additional salary placement schedules in this section will be negotiated in congruence with the teacher and counselor salary placement schedules.

2021-22 2022-23 School Psychologist Salary Schedule and Placement of New Hires

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. School Psychologist Base Pay Salary Schedule Range is ~~\$55,642.36~~ ~~-\$92,085.12~~ ~~\$59,259.11-~~ ~~\$99,900~~, based on one (1) FTE at one hundred ninety-seven (197) days.
2. Extended Contracts – School Psychologists contracted for more than the standard School Psychologist contract are determined by multiplying the per diem amount by the number of actual contracted days.

Current School Psychologists:

Current Salary

+ Additional Compensation (i.e. APLU, etc.)

New School Psychologist Placement:

School Psychologists are initially placed according to experience. School Psychologists new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement.

Experience					
Years	Salary		Years	Salary	
0	\$55,642.36	\$59,259.11	8	\$66,122.27	\$70,420.22
1	\$56,783.19	\$60,474.09	9	\$67,598.68	\$71,992.60
2	\$57,919.29	\$61,684.04	10	\$69,107.55	\$73,599.54
3	\$59,211.41	\$63,060.15	11	\$70,650.98	\$75,243.29
4	\$60,533.90	\$64,468.60	12	\$72,230.01	\$76,924.96
5	\$61,884.66	\$65,907.16	13	\$73,840.44	\$78,640.07
6	\$63,265.78	\$67,378.06	14	\$75,489.63	\$80,396.45
7	\$64,677.27	\$68,881.30	15	\$77,174.41	\$82,190.75

Additional Compensation:

Type	Amount	Payment
Aligned Professional Development Stipend	\$450-900	One-time Stipend(s)

SECTION 2 - GENERAL

- 2.8. ~~Copies of~~ This Agreement shall be ~~posted on the District and MVEA websites online and made available for all Covered Employees and the public. Copies of this Agreement shall be~~ duplicated at the expense of the Board and presented to all ~~MVEA Area Representatives, District leadership and the Board of Education. Covered Employees now employed, or hereafter employed, by the Board at the time of employment.~~

SECTION 5 - REPRESENTATION

~~5.2. Transitional Covered Employees~~

- ~~5.2.1. In order to allow additional time for the parties to study, consider and negotiate what changes to this Agreement are needed to address the inclusion of Transitional Covered Employees as Covered Employees under this Agreement, the parties agree that Transitional Covered Employees shall not be entitled to exercise any rights or receive any benefits under this Agreement except the right to~~

~~participate in annual negotiations pursuant to Section 4 as members of the Association, and the right to representation as provided in Section 5. With regard to all other matters, the terms and conditions of Transitional Covered Employees' employment shall be governed by their employment contracts and applicable District policies and regulations, and not by this Agreement. This Section 5.2 shall expire and have no further force or effect on June 30, 2019, or upon such earlier date as the parties may subsequently agree in writing.~~

SECTION 11 - TRANSFER AND ASSIGNMENT

11.3.4. Transfers will not be considered for vacancies posted on or after 28 calendar days prior to the beginning of the Work Year. If there are unusual circumstances and a teacher or school counselor wants to transfer after the deadline, ~~both~~ the gaining and losing administrators **as well as any program coordinator/director impacted by the transfer** must agree to the transfer and the transfer date with Human Resources approval. If administrators cannot come to an agreement they will consult with Human Resources and the MVEA President to work in collaboration towards a resolution.

11.3.4.1. Any vacancies **unfilled or that occurring** after the start of the school year will be posted as temporary assignments.

11.3.4.2. Human Resources and the MVEA President will evaluate the transfer date annually to ensure that teachers, students and schools are not negatively impacted by last minute staffing changes.

SECTION 14 - EVALUATION

14.3. Annual Evaluation Cycle

14.3.3. Step 3: Covered Employee completes self-assessment and Professional Growth Plan (PGP). PGP will be reviewed with evaluator within **five eight** weeks of the beginning of the Work Year; Covered Employee may choose to share self-assessment with evaluator.

SECTION 26 - ACTIVITY PASSES

26.1. ~~For the duration of this Agreement,~~ Covered Employees shall have the opportunity to purchase an athletic activity pass at a cost of ~~\$10.00~~ **\$20.00**. This pass is nontransferable and shall allow admission of the holder and one (1) guest to all regularly scheduled athletic events hosted by District schools at no charge excepting the City of Grand Junction facility fee. **This section will be reviewed annually.**

SECTION 29 - SPECIAL EDUCATION

(This is a new section. Current Section 29 Duration will be changed to Section 30 Duration)

29.1 Special Education Legal Training

29.1.1 In order to provide consistent messaging for all providers regarding special education legal updates, the Director of Special Education or their designee will provide a legal update to all special education providers during the district wide inservice at the beginning of each school year. In addition, the Director of Special Education or their designee will provide legal updates to all special education providers throughout the school year as applicable either through training during inservice days or through a consistent communication process.

29.2 Special Education Parent Teacher Conferences

29.2.1 All special education educators and school psychologists are required to be in their assigned buildings during the allotted time for parent teacher conferences. During Parent/Teacher Conferences, Special Education Teachers and School Psychologists will meet with parents if requested by parents, otherwise that time can be used for documentation related to caseloads and IEPs.

29.3 Special Education Collaboration Days

29.3.1 Special education teachers at all levels will be given two extended contract days immediately prior to the first contract day for teachers to be used as Special Education Collaboration Days. The Special Education Committee will identify metrics to evaluate the effectiveness of the Special Education Collaboration Days. This section will be reviewed annually.

29.4 Special Education Student Centered Scheduling Day

29.4.1 Elementary special education teachers shall receive one substitute day to work with their team during the first quarter to define caseloads, develop transition/matriculation plans, and student centered scheduling and planning.

29.4.2 Secondary special education teachers shall receive one substitute day to work with their team during the second semester to define caseloads, develop transition/matriculation plans, and student centered scheduling and planning.

EXHIBIT B - LETTER OF AGREEMENTS

37. Special Education ~~Planning Time~~ Committee

May, 2021 (~~Revised May, 2022~~)

The District and Association agree that special education staff members play a vital role in ensuring high-quality education for students. The District and Association also agree that special education duties, responsibilities, workload, planning time, professional learning, mentoring, and remuneration are legitimate topics of study and discussion. In order to address these issues, the District and Association agree to staff and schedule a committee made up of District Leadership, Special Education Teachers, and School Psychologists. The committee will meet over the course of ~~the 2021-22~~ each school year to decide if changes are necessary. If changes are necessary, the committee will draft Agreement language to be taken to negotiations in the ~~Spring of 2022~~ spring.

39. Steps and Lanes Salary Schedule

May, 2022

After operating under the current salary schedule for several years, MVEA and D51 have a desire to create a more robust salary schedule that has a transparent, easy to interpret structure for staff and creates opportunities for staff to receive base pay increases for educational credits and degrees. To that extent, 2022-23 will be a transitional year as we transition from the current salary model into a more traditional “steps and lanes” salary model.

During the Spring 2022 Negotiations, D51, the Board of Education, and MVEA committed to transitioning back to a traditional salary schedule (“steps and lanes”) while working to retain the best parts of the current salary model, namely recognizing in-district and out-of-district learning opportunities that enhance our educators and strengthen our D51 learning model.

D51, the Board of Education, and MVEA commit specifically to:

- No Covered Employee will lose pay as we transition (given employee’s FTE and number of contract days remains unchanged)
- The new steps and lanes salary schedule (TBD in 2022-2023) will have vertical steps (signifying qualified professional experience as granted by the MVEA agreement at the time of hire and any approved increments) and educational lanes (signifying degrees and/or educational credits earned).

- APLU course offerings (both in-district and out-of-district) will remain “as is” for the 2022-2023 school year.

During 2022-23, the joint MVEA/D51 salary work group will draft a salary schedule prototype. In order to design this prototype, the Human Resources department must collect educational data from all Covered Employees. The accuracy of this data is critical to the creation and budgeting of a new “steps and lanes” schedule. Following negotiations in May of 2022, an online form will be released to all Covered Employees requesting staff identify their highest earned degree and collect relevant coursework verified on a transcript. Human Resources and MVEA will communicate with Covered Employees regarding the documentation required to be submitted. In order to allow for this work to continue in a timely manner, all forms must be submitted by September 15, 2022.

40. **Middle School Planning Time**

May, 2022

The District and Association agree that Middle School Educators provide a high quality education for students. The District and Association also agree that duties, responsibilities, workload, planning time, and professional learning are legitimate topics of study and discussion. In order to address these issues and ensure the involvement of all stakeholders, the District and Association agree to staff and schedule a committee made up of District Leadership, Middle School Educators and the Association. The committee will meet over the course of the 2022-23 school year to decide if changes are necessary. If changes are necessary, the committee will draft Agreement language to be taken to negotiations in the Spring of 2023.

REVIEW OF TERMS FOR GENDER NEUTRALITY

- 8.1.1. While on leave, the Covered Employee shall maintain ~~their his or her~~ employment status, accrued annual leave, sabbatical eligibility and, at the Covered Employee’s expense, all insurance benefits for which the Covered Employee is eligible. Unless noted, extended leaves are unpaid.
- 8.4.1. Sabbatical leaves for professional improvement may be granted by the Board, upon the recommendation of the Superintendent, for the purpose of participating in an accredited college or university study program or other activities (8.3.9) deemed by the Superintendent, or ~~his~~-designee, to be educational and appropriate for professional improvement.
- 9.2.3. Day leave is intended for sick leave of the employee, to attend to the illness of immediate family, emergency, and personal business for the employee. It is acknowledged that each day of a Covered 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, Covered Employees are encouraged to be mindful and use professional judgement when choosing to use their day leave days. In the event an employee is requesting three (3) or more consecutive days of leave, ~~the Covered Employee he or she~~ must submit an Employee Leave Request as soon as possible to ~~their 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.
- 12.2.3.2. A School Counselor may appeal ~~their his or her~~ dismissal by filing a written request for a post-dismissal hearing with the office of the Superintendent within five (5) working days after receiving a written notice of dismissal. The procedures for the post dismissal hearing shall be as follows:

- 12.2.3.2.3. At the hearing the School Counselor may be accompanied by an attorney or other representative of ~~their his or her~~ choice. The technical rules of procedure and evidence shall not apply, but the hearing shall be conducted so that both contentions and responses are amply and fairly presented. To this end the IHO shall permit either party to call and examine witnesses, cross-examine witnesses and introduce exhibits. In ruling on the admissibility of evidence, the IHO shall require substantiation of statements or records tendered, the accuracy or truth of which is in reasonable doubt. The hearing shall be electronically recorded so that the testimony, arguments, objections and rulings may be preserved. A transcript of the proceedings shall not be required.
- 12.2.3.2.5. The Superintendent shall promptly review the IHO's factual findings and recommendation, and issue a written decision. Such decision shall be final unless an appeal to the Board is timely commenced as provided in subparagraph 12.2.3.3 below. The Superintendent may, in ~~their his or her~~ discretion, adopt or reject the IHO's recommendation, in whole or in part, and may also alter or revise the disciplinary action taken. If the decision that grounds for dismissal exist is reversed, the School Counselor will be returned to duty with full back pay and benefits. In such event the Superintendent shall make such additional orders relating to salary, schedules and seniority as may be appropriate.
- 23.4. New Covered Employee Information - The Association may include an informational letter and a return mail postcard in the new Covered Employee information packet. The content of the letter will be subject to the approval of the Superintendent or ~~his~~ designee.
- 24.2. Such form shall contain a waiver of all rights and claims against the Board and the School District, and the officers thereof, for monies deducted and remitted, and a stipulation that such deductions and remittances shall continue from year to year as authorized, unless such Covered Employee notifies the Association in writing on an appropriate form ~~of their that he or she~~ desires to discontinue such authorization.

Exhibit B - Current Letters of Agreement

LEGAL REFERENCE: CDE 2202-R-2.2.5, C.R.S. 22-53-102(4), 1 CCR 301-1, Rules 2202-R-3.12(3)

Mesa County Valley School District 51

Class Size Hearing Procedure

(Adopted September 12, 1979)

(Revised January 1, 1992)

The District recognizes that maximum attention to students by the Teachers is essential to ensure high quality education and that class size is one of the factors contributing to Teacher attention to students. It is further recognized by the District that application of numerical limitations on class size is not feasible because of physical space availability, special program considerations, special student needs, attendance area variances, differences in scheduling systems, busing, financial limitations, and the many other variables affecting class size. In the event a Teacher(s), in ~~their his or her~~ professional judgment, believes the number of students assigned to ~~their his or her~~ class is not reasonable, workable and/or educationally effective, the Teacher(s) may use the following procedure to address the situation. It is not intended that this formal procedure would, or should, prevent a Teacher(s) from discussing and resolving such matters of concern in an informal manner with an appropriate administrator. A Teacher(s) using this procedure shall initiate the process by presenting in writing all concerns, suggestions and recommendations to the principal at Step 1.

Whereas: The MVEA membership ratified the agreement on Friday, May 13, 2022;

Therefore, be it resolved the Mesa County Valley School District 51, Board of Education ratifies this agreement.

Mesa County Valley School District 51

KE

PUBLIC COMPLAINTS

Adopted: October 10, 1972

Revised: November 17, 1987

Policy Manual Review: September 17, 2002

Adopted: May 17, 2022

Constructive criticism motivated by a sincere desire to improve the quality of the educational program or to equip the schools to do their tasks more effectively is welcomed by the Board of Education.

The Board believes that complaints not covered by another specific board policy are best handled and resolved as close to their origin as possible. Therefore, the proper channeling of complaints involving instruction, discipline or learning materials will be as follows:

1. Teacher
2. Principal
3. Site Director or other appropriate central office administrator
4. Superintendent or designee
5. Board of Education

Any complaint about school personnel shall always be referred back through proper administrative channels before it is presented to the Board for consideration and action.

When a complaint is made directly to an individual Board member, the procedure outlined below shall be followed:

1. The Board member shall refer the person making the complaint to the Superintendent's office.
2. If the person will not personally present his/her complaint to the Superintendent's office, the Board member shall ask that the complaint be written. The Board member may then refer the written complaint to the Superintendent's office for delegation to the appropriate department or staff member for investigation. Upon conclusion of the investigation, the Superintendent or designee shall communicate the results of the investigation and corrective action, if any, to the person who made the complaint.
3. If at any time the person making a complaint feels that he/she has not been given a satisfactory reply to the complaint, the person making the complaint may request that the complaint be re-considered by the Superintendent. If the Superintendent determines that the complaint requires further response, the Superintendent shall render such response in writing within 10 working days of the request for re-consideration.

Cross References:

IJL, Library Materials Selection and Adoption
KEC, Public Complaints About Instructional Materials
KECA, Public Complaints About Library-Media Materials

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

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

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

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

Adopted: October 20, 2020, Adopted: February 1, 2022

Adopted: April 19, 2022

Policy Second Reading/Adoption: May 17, 2022

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

This policy and supporting regulation(s) will be used to address all concerns regarding unlawful discrimination and harassment. Alleged conduct regarding sexual harassment will follow the complaint and investigation procedures specific to this conduct found in Policy AC-2 and accompanying regulation AC-R-2.

Annual notice

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

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

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

Discrimination and Harassment prohibited

Discrimination and harassment based on a person's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry or need for special education services are prohibited by state and federal law. Preventing and remedying such discrimination and harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

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

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

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Adopted: October 20, 2020, Adopted: February 1, 2022

Adopted: April 19, 2022

Policy Second Reading/Adoption: May 17, 2022

can learn, employees can work, and members of the public can access and receive the benefit of District facilities and programs. All such discrimination and harassment, by District employees, students, and third parties, is strictly prohibited.

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

Reporting unlawful discrimination and harassment

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

Any applicant for employment, or member of the public who believes they have been a target of unlawful discrimination or harassment, or who has witnessed such unlawful discrimination or harassment, is highly encouraged to immediately file a complaint with the District's compliance officer.

Any employee who believes they have been a target of unlawful discrimination or harassment is highly encouraged to immediately file a complaint with either an immediate supervisor or the District's compliance officer, and any employee who has witnessed such unlawful discrimination or harassment must immediately file a complaint with either an immediate supervisor or the District's compliance officer.

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

District action

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

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

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

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

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

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

Adopted: October 20, 2020, Adopted: February 1, 2022

Adopted: April 19, 2022

Policy Second Reading/Adoption: May 17, 2022

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

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

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

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

Notice and training

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

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

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

LEGAL REFS.: 20 U.S.C. 1681 (Title VII, Education Amendments of 1972)
20 U.S.C. 1701-1758 (Equal Employment Opportunity Act of 1972)
29 U.S.C. 621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. 701 et seq. (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. 12101 et seq. (Title II of the Americans with Disabilities Act)
42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)
42 U.S.C. 2000e (Title VII of the Civil Rights Act of 1964)
42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
34 C.F.R. Part 100 through Part 110 (civil rights regulations)
C.R.S. 2-4-401 (3.4) (definition of gender expression)

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

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Policy Second Reading/Adoption: May 17, 2022

C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 18-9-121 (bias-motivated crimes)
C.R.S. 22-32-109 (1)(l) (Board duty to adopt written policies prohibiting discrimination)
C.R.S. 22-32-110 (1)(k)(definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)
C.R.S. 24-34-301 (3.3) (definition of gender expression)
C.R.S. 24-34-301 (3.5) (definition of gender identity)
C.R.S. 24-34-301 (7) (definition of sexual orientation)
C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)
C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation)
C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)

CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunity
GBAA, Sexual Harassment
JB, Equal Educational Opportunities
JBB*, Sexual Harassment

Mesa County Valley School District 51

AC-2

SEXUAL HARASSMENT

Related: AC-R-2

Adopted: October 20, 2020

Adopted: May 17, 2022

Mesa County Valley School District 51 does not discriminate on the basis of sex in the educational programs and activities, which it operates. Mesa County Valley School District 51 is prohibited from such discrimination pursuant to Title IX of the Education Amendments of 1973 (20 U.S.C. 1681-88) and implementing regulations (34 C.F.R. Part 106). This prohibition applies to the education of students and to the employment of faculty and staff.

Title IX prohibits sexual harassment in the District's programs and activities. The term "Sexual Harassment" is defined as:

- An employee of the District conditioning the provision of aid, benefit, or service from the District on participation in unwelcome sexual contact ("quid pro quo"),
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the District's educational programs and activities, and
- Sexual assault, dating violence, domestic violence, and stalking ("Sexual Misconduct").

For purposes of this Policy AC-2, Sexual Harassment shall also include consensual sexual contact between a student and a staff member.

The District shall adopt and publish regulations and procedures concerning this policy and include such regulations and procedures in the Board of Education's Policies. The District shall issue written notice prior to the beginning of each school year that advises students, parents, employees, and the general public of this policy and related regulations. The District shall include such regulations in the District's Employee Handbook. All regulations are to be in compliance with Title IX and its implementing regulations.

The District shall publish on its website the name and contact information of the District's Title IX Coordinator and the methods that a student or staff member can use to report an incident of Sexual Harassment. The District shall also provide training for students, faculty and staff about Title IX and Sexual Harassment.

Any students who believe that he or she has been the subject of sexual harassment or has knowledge of sexual harassment is highly encouraged to report it to an administrator, counselor, teacher, or the title IX Coordinator. Any employee of the District who becomes aware of any act or acts of sexual harassment is required to report such act(s) to the Title IX Coordinator. Upon receipt of a report, the District shall take action to contact the affected parties, investigate the allegations and determine responsibility.

The Superintendent is directed to review the District's regulations and procedures concerning Sexual Harassment annually to assure compliance with Title IX, its implementing regulations and the needs of the District's students and staff. The Superintendent is authorized to amend the rules, regulations and procedures as needed to assure compliance. All amendments and additions shall be timely communicated to the Board of Education.

Mesa County Valley School District 51
JLCD
ADMINISTERING MEDICINES TO STUDENTS

Related: JLCD-R, JLCD-E

Adopted: June 13, 1972

Revised: April 16, 1991

Presented for Adoption: December 16, 2014

Adopted: October 25, 2016

Adopted: October 5, 2021

Revisions First Reading: May 17, 2022

School personnel shall not administer prescription or nonprescription medications to students unless appropriate administration cannot reasonably be accomplished outside of school hours and the student's parent/guardian is not available to administer the medication during the school day.

Medication may be administered to students by school personnel whom a registered nurse has trained and delegated the task of administering such medication. For purposes of this policy, the term "medication" includes both prescription medication and nonprescription medication, but does not include medical marijuana. The term "nonprescription medication" includes but is not limited to over-the-counter medications, homeopathic and herbal medications, vitamins and nutritional supplements.

For preschool students any routine medication, prescription or non-prescription (over-the-counter) must be administered only with a current written order of a health care provider with prescriptive authority and with written parental consent. Home remedies, including homeopathic medications, shall never be given to a preschool student.

Student possession, use, distribution, sale or being under the influence of medication inconsistent with this policy shall be considered a violation of Board Policy concerning drug and alcohol involvement by students and may subject the student to disciplinary consequences, including suspension and/or expulsion, in accordance with applicable Board policy.

The administration of medical marijuana shall be in accordance with the Board's policy on administration of medical marijuana to qualified students.

Medication may be administered to students by the school nurse or other school designee only when the following requirements are met:

1. Medication shall be in the original properly labeled container. If it is a prescription medication, the student's name, name of the medication, dosage, how often it is to be administered, and name of the prescribing health care practitioner shall be printed on the container.
2. The school shall have received written permission to administer the medication from the student's health care practitioner with prescriptive authority under Colorado law.
3. The school shall have received written permission from the student's parent/guardian to administer the medication to the student.
4. The parent/guardian shall be responsible for providing all medication to be administered to the student.

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5. The nonprescription medication is a product that has been approved by the federal Food and Drug Administration (FDA).

Self-administration of Prescription Medication for asthma, allergies or anaphylaxis or other prescription medication

A student with asthma, a food allergy, other severe allergies, or a related, life-threatening condition or who is prescribed medication by a licensed health care practitioner may possess and self-administer medication to treat the student's asthma, food or other allergy, anaphylaxis or related, life-threatening condition, or other condition for which the medication is prescribed pursuant to a written treatment plan approved by the school principal. Such plan may provide for self-administration of such medication during school hours, at school-sponsored activities, or while in transit to and from school or a school-sponsored activity. A treatment plan for student possession and self-administration of medication to treat asthma, a food allergy, other severe allergies, or a related, life-threatening condition shall be approved in accordance with the regulation accompanying this policy, and shall be effective only for the school year in which it is approved.

Authorization for a student to possess and self-administer medication to treat the student's asthma, food or other allergy, anaphylaxis or other related, life-threatening condition, or other condition for which the medication is prescribed may be limited or revoked by the school principal after consultation with the school nurse and the student's parent/guardian if the student demonstrates an inability to responsibly possess and self-administer such medication.

Use of stock epinephrine auto-injectors in emergency situations

The District shall have a stock supply of epinephrine auto-injectors for use in emergency anaphylaxis events that occur on school grounds. Such injectors shall be available for use at schools only after the District has first completed the following:

1. Find a medical provider to write a script for each school for annual standing orders. Each script must be complete with medication, route, time, dose, and refills.
2. Emergency procedures to be written and posted at each school and a care plan and forms published on the District website.
3. Food handling procedures established to insure prevention of cross contamination.
4. Development of an emergency plan for use of the injectors which includes communication, storage and accessibility in emergencies and identification of designated and trained staff ~~for training and delegation needs.~~

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5. Development of comprehensive training procedures for each level of needed training, which training shall include: CPR and first aid, the definitions of anaphylaxis, identification of common triggers/allergens (nuts, bees); content about how a child or adult might explain a reaction including what symptoms a person may have; the a technique for injector use; requirements for calling EMS; and procedures for reporting the use of epinephrine and reordering of stock, if stock was used.
 6. Identification of at least two staff members at each school to be extensively trained and ~~delegated~~ designated to.

Any administration of a stock epinephrine auto-injector to a student by a District employee shall be in accordance with applicable state law, including applicable State Board of Education rules.

The District's stock supply of epinephrine auto-injectors is not intended to replace student-specific orders or medication provided by the student's parent/guardian to treat the student's asthma, food or other allergy, anaphylaxis or related, life-threatening condition.

Self-administration of Medication

Prescribed by a Licensed Health Care Provider

A student enrolled in a District school may be allowed to possess and self-administer on school grounds, upon a school bus or at any school-sponsored event or activity any medication, including medication to treat the student's asthma, food or other allergy, anaphylaxis or related, life-threatening condition, that is prescribed by a licensed health care provider or other condition for which the medication is prescribed to be used by the student, subject to the following requirements and restrictions:

1. A student shall not be allowed to possess or self-administer a medication unless the parent first notifies the school's administration of the student's medical needs and receives written authorization from the school administrator for the student to possess and self-administer such medication in accordance with the program.

2. The school administrator may, in consultation with the school nurse and after reviewing information provided by the parent(s) or guardian(s) and by the licensed health care provider prescribing the medication, authorize or restrict a student's possession and/or self-administration of medication. The factors to be considered in making such determination include the age and/or maturity of the student, the degree of responsibility of the student, the type of medication prescribed, and whether the student's possession or self-administration poses a significant risk of harm to the student or to the other students.

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3. If the school administrator determines to authorize the student to possess and self-administer a prescribed medication, the school nurse shall give written notice of the authorization to the student's teachers and other school staff having regular contact with the student. The notification may include a copy of the contract or health care plan established for the student, if applicable.

4. Authorization for a student to possess and self-administer a prescribed medication may be limited or revoked by the school administrator after consultation with the school nurse and the student's parent/guardian if the student demonstrates an inability to responsibly possess and self-administer such medication.

5. If a prescription medication is carried for a life-threatening condition, the parent or guardian shall be required to provide a sufficient supply to be kept at the school to be administered to the student in the event of an emergency.

6. No student shall be allowed to possess medication in an amount or quantity that exceeds the dosage that is prescribed to treat the student's condition for a single day or for the duration of a school event or activity, whichever is appropriate. This restriction shall not apply to medication that is contained in a multi-dose device approved by the school administrator or school nurse, including, but not limited to, an asthma inhaler or insulin pump.

7. A student shall not be permitted to possess medical marijuana, on school grounds, on a school bus, or at any school sponsored event or activity.

8. The Superintendent shall adopt such regulations as are necessary and appropriate to carry out this policy. Any student who possesses or self-administers any prescribed medication in violation of this policy or its implementing regulation, or in violation of any restrictions or rules established by the school administrator for such possession or self-administration, may be considered a violation of the District's policy against alcohol/drug abuse by students, and shall subject the student to discipline, including suspension or expulsion. Any student who sells, shares or distributes to another person any prescribed medication possessed pursuant to this policy shall be subject to expulsion pursuant to Board policy and state law.

LEGAL REFS.: C.R.S. [12-38-132](#) (delegation of nursing tasks)
C.R.S. 12-38-132.3 (school nurses – over-the-counter medication)
C.R.S. [22-1-119](#) (no liability for adverse drug reactions/side effects)
C.R.S. 22-1-119-1 (board may adopt policy to acquire a stock supply of opiate)

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antagonists)

C.R.S. 22-1-119.3 (3)(c), (d) (no student possession or self-administration of medical marijuana, but school districts must permit the student's primary caregiver to administer medical marijuana to the student on school grounds, on a school bus or at a school-sponsored event)

C.R.S. 22-1-119.5 (Colorado Schoolchildren's Asthma, Food Allergy, and Anaphylaxis Health Management Act)

C.R.S. 22-2-135 (Colorado School Children's Food Allergy and Anaphylaxis Management Act)

C.R.S. 24-10-101 et seq. (Colorado Governmental Immunity Act)

1 CCR 301-68 (State Board of Education rules regarding student possession and administration of asthma, allergy and anaphylaxis management medications or other prescription medications)

6 CCR 1010-6, Rule 9-105 (regulations)

CROSS REFS.: JICH, Drug and Alcohol Involvement by Students

JKD/JKE, Suspension/Expulsion of Students

JLCDA, Students with Food Allergies

JLCE, First Aid and Emergency Medical Care