

Each January, the Mesa County Valley School District 51 administration, staff, parents, and students recognize our school board members during **School Board Recognition Month**. Serving on the Board of Education is an honorable, selfless act of service that involves dedicating several hours each month to participating in meetings, communicating with constituents, reviewing proposals, researching reports, and making tough decisions. Especially in today's climate, electing to serve on a school board takes courage, a thick skin, and an innate belief that making a difference in the lives of children is worth the criticism, long hours, and public scrutiny that comes with being a board member. Board members receive absolutely no pay for their service – it is a true labor of love.

Board members are entrusted with some of the most important work in local government, including adopting a balanced budget for the largest employer in the county, hiring a superintendent to lead the district, and meeting the community's expectations and aspirations for the public education of their children. These are challenging times for public education for several reasons, and board members are some of the most recognizable people in the district. Choosing to serve in these unique times means committing to represent the district in good times and bad and remain steadfastly reliable, responsible members of the community.

We are proud of the work our school board does and the role our school board members play in creating a quality public education system that is fundamental to a strong democratic society. The elected school board members deserve recognition and thanks for their countless hours of volunteer service to public education and the children of Mesa County.

I urge all citizens to join me in recognizing the dedication and hard work of our local school board members and in working with them to mold an education system that meets the needs of both today's and tomorrow's children. On behalf of our staff, students, and parents, I hereby declare our appreciation to the members of the Mesa County Valley School District 51 School Board and proclaim the month of January 2022 to be **School Board Recognition Month**.

Would the Central High School Co-Ed Cheer Team please join me at the front?

The Board of Education and Superintendent Sirko would like to recognize the Central High School Co-Ed Cheer Team for placing second in the Class 4A Co-Ed Cheer competition at the 2021-22 State Spirit Championships last month in Colorado Springs. This is the highest finish ever for Central in the State Spirit Championships. It also marks twice in one calendar year that the team has finished in the top three at state – they placed third in the 2020-21 state championships, which took place in March 2021 due to COVID-19.

This has been quite a season for the team. Leading up to the 2021-22 state competition, they placed first at the America's Cheerleading Cup regional competition in Erie, besting two-time state champions Thompson Valley.

The Board of Education and Superintendent Sirko congratulate all 27 students on the cheer team and their coaches, Tracy Arledge, Emily Pittsenbarger, and Nicki Schwulst, on a successful season!

Freshmen

Josh Foster
Danessa Harris
Zoe Maple
BreeOnna Newberry
Jaidalynne Ortiz
Star Tautua'a
Abby Vroman

Sophomores

Cieyla Christensen
Sakiya Gonzalez
Destiny Huey
Trinity Huey
Taylor Littlepage
Abriella Macelhaney
Savannah Wilson

Juniors

Mikayla Grieger
Addisynn Harrington
Lexi Klements
James Montoya
FJ Mottillo
Amber Smith
Danielle Tautua'a
Ashtyn Trujillo

Seniors

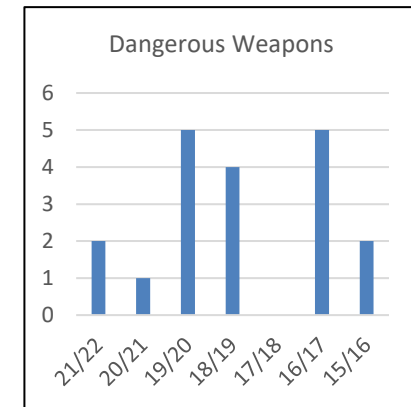
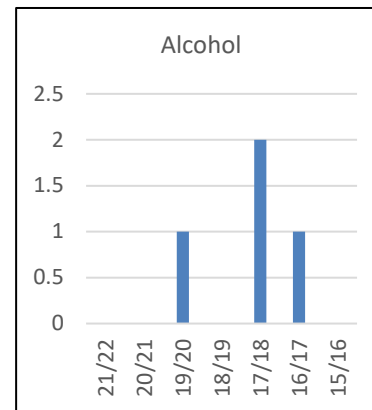
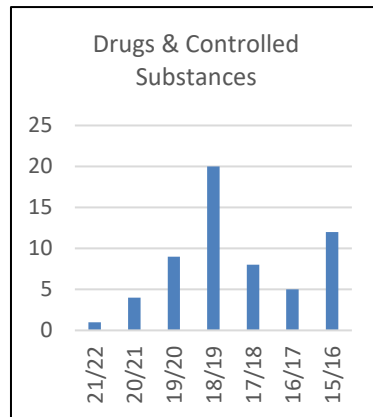
Zenobia Byerly
Madison Hornsby
Vanessa Kime
Sawyer Riddell-Brosig
Jenna Sackter

Coaches: Emily Pittsenbarger, Nicki Schwulst, Tracy Arledge

Category	High School				Middle School				Elementary School				Total		Total for previous years as of December of:				
	21/22		20/21		21/22		20/21		21/22		20/21		21/22	20/21	19/20	18/19	17/18	16/17	15/16
	M	F	M	F	M	F	M	F	M	F	M	F							
100		1	1	1			1	1					1	4	9	20	8	5	12
200															1		2	1	
300																			
400	3	1	3		2	7	1						13	4	5	4	1		1
500	1		1		1								2	1	5	4		5	2
600																			
700																			
DSP																			
VOO			3	1		1	1						1	5	8	9	4	5	
Total	4	2	8	2	3	8	3	1					17	14	28	37	15	16	15

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





January 2022 Communications Report

Press Coverage

Advertising

Newsletters

Board Briefs

Social Media

Dec. 9, 2022 - Jan. 11, 2022

Press Coverage

KKCO/KJCT

- Dec. 10 - [Mesa View Elementary holds first annual winter parade of lights](#)
- Dec. 13 - [Shelledy Elementary students carol in front of Fruita Civic Center](#)
- Dec. 14 - [Board of Education to host coffee event](#)
- Dec. 14 - [D51 parents express views on COVID protocols, book at board meeting](#)
- Dec. 16 - [School officials address Tik Tok trend](#)
- Dec. 17 - [Local schools taking precautions](#)
- Dec. 27 - [D51 updates future masking protocols](#)
- Dec. 28 - [D51 planning to end instance-specific mask requirements](#)
- Jan. 4 - [Classes canceled today for Chatfield](#)
- Jan. 4 - [Chatfield classes back in session Jan. 5](#)
- Jan. 4 - [Central High School unveils new mascot](#)
- Jan. 10 - [Juniper Ridge closed for the week](#)
- Jan. 11 - [D51 beating state graduation rate trend](#)
- Jan. 11 - [COVID home testing for District 51](#)

KREX

- Dec. 10 - [Golden Apple Award: Tasha Radakovich](#)
- Dec. 13 - [Shelledy students continue caroling tradition](#)
- Dec. 15 - [Board meeting extends audience comments](#)
- Dec. 16 - [Tik Tok challenge](#)
- Dec. 16 - [Kindness Club awards Strive \\$600](#)
- Dec. 29 - [School Board member mask move](#)
- Jan. 3 - [D51 School Board members move forward to hire new outside law firm](#)
- Jan. 4 - [Chatfield will not have classes Jan. 4](#)
- Jan. 4 - [Chatfield back in session Jan. 5](#)
- Jan. 4 - [Central unveils new logo \(video available on request\)](#)
- Jan. 5 - [Golden Apple Award: Cody Klaiber](#)
- Jan. 11 - [D51's graduation rate continues to climb](#)

Sentinel

- Dec. 10 - [Mesa View students competing in LEGO robotics state championship](#)
- Dec. 12 - [New D51 board looks to remove cap on audience comments](#)
- Dec. 12 - [COVID protocol changes not yet on D51's school board agenda](#)
- Dec. 15 - [Audience comments dominate D51 School Board meeting](#)
- Dec. 16 - [Move to hire Front Range law firm prompts school board rift, legal questions](#)
- Dec. 17 - [Editorial: Board bungling transparency](#)
- Dec. 17 - [IA Kindness Club awards Strive \\$600](#)
- Dec. 18 - [New Central logo likely in January](#)
- Dec. 19 - [Column: Navigating change in D51](#)
- Dec. 19 - [Haitz, Lema discuss D51 policies, issues with parents and teachers](#)
- Dec. 23 - [School board controversy isn't new for law firm that D51 is targeting](#)
- Dec. 27 - [Eventful year for D51](#)
- Dec. 29 - [D51 dropping mask requirements Feb. 7](#)
- Dec. 29 - [Opinion: Textbook foggery on masks](#)
- Jan. 1 - [Year of change, adjusting ahead for D51](#)
- Jan. 4 - [Central High School picks new logo](#)
- Jan. 4 - [Editorial: Logo change sets perfect tone](#)
- Jan. 6 - [D51 officials detail COVID policy challenges](#)
- Jan. 6 - [School of Choice window moved up](#)
- Jan. 6 - [Mesa County seeing early Jan. COVID surge](#)
- Jan. 7 - [D51 School Board retreat is today](#)
- Jan. 7 - [Editorial: Head on a swivel, D51](#)
- Jan. 12 - [Mesa County hits 532 cases in single day](#)

Click titles
to view stories.

Advertising

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



D51

SCHOOL OF CHOICE

APPLICATION PROCESS

Jan. 24 - Feb. 4

WHAT IS SCHOOL OF CHOICE?

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

HOW DO I APPLY?

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

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

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



KINDERGARTEN LOTTERY

Two D51 schools - Dual Immersion Academy and New Emerson STEAM School - use a lottery system to admit kindergarten students. After the drawings, letters will be mailed to the homes of applicants telling them whether their child has been chosen to register at the school or informing them of their position on the waitlist.

Dual Immersion

Bilingual program featuring instruction in both English and Spanish.

- Pick up and drop off applications Jan. 5-12 at 552A W. Main St.
- Office open 8-4 M-Th

Lottery Draw: Jan. 18

New Emerson

Curriculum focuses on science, technology, engineering, the arts, and math.

- Pick up and drop off applications Jan. 5-12 at 2660 Unawep Ave.
- Office open 8-4 M-Th

Lottery Draw: Jan. 14



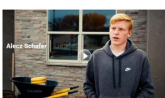
Newsletters



School District 51 Family and Community Newsletter | December 2021



New board members take office
The D51 School Board welcomed three new members at a Nov. 30 organizational meeting. [Andrea Hartz](#), [Will Jones](#), and [Angela Lema](#) join [Kari Scholtes](#) and [Doug Levinson](#) on the board. [Click here](#) to find links to board meeting videos, agendas, and minutes.



D51 students build a home
Students in the Construction Technology Program at the D51 Career Center had a hands-on opportunity this semester to build a home. Learn more about the Career Center's unique vocational programming in the [video](#) above.



Schools celebrate Hour of Code
Students from schools across D51 celebrated Hour of Code last week by learning to code using fun games and activities. Students coded robots, played coding games where they could put together puzzles and dance moves for an animated character, and more! Learn more about Hour of Code at [hourofcode.com](#).



D51 Athletic Honors
Congratulations to our Western Slope League and Southern Mountain League athletes for making All Conference! See the lists below:

- [WSL Football](#)
- [WSL Volleyball](#)
- [SML Football](#)



Dual Immersion, New Emerson lottery drawings in January
If you have a child who will be starting kindergarten in August 2022 and you are interested in sending them to Dual Immersion or New Emerson, the application period is a few weeks earlier this year: Jan. 5-12. Learn more about both lottery systems [here](#).

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



D51 STEM Challenge winners
Five sheets of paper and five inches of tape were all Ms. Morrison's class at Grand Mesa Middle School could use to build the winning bridge in the middle school STEM Challenge, which held 64 pounds of textbooks!



Mesa View students head to state engineering contest
Mesa View students competed in the [State Lego League Challenge](#) on Dec. 11 in Fountain, CO. The team built a robot they named Jeff and programmed it to perform a series of tasks to earn points. The HawkChallengers51 team placed 16th among 43 teams in the robotics competition at state.

Important Dates

Dec. 18 - Jan. 3 - Winter Break for students.

Jan. 4 - School Board Work Session, 6 p.m.

Jan. 18 - School Board Business Meeting, 6 p.m.



Shelley sings at Civic Center
Shelley students spread joy for all to hear by singing carols in front of family members and community members outside Fruita's Civic Center on Monday.



D51 Foundation Update
Save the Date! The 10th Annual White Iced Celebration will take place on Saturday, February 5, 2022 from 7 p.m. until 10:30 p.m. at the CMU Ballroom. It's a time to celebrate White Iced Award Recipients and Outstanding Academic Growth Schools. Tickets go on sale in early January.



Pomona students thank health care heroes with cards
St. Mary's Hospital came to Pomona on Dec. 1 to thank students for making cards to spread cheer to hospital staff. The cards were delivered in pouches carried by a hospital therapy dog.



D51 Board Coffee Dec. 18
Meet the D51 School Board's newest members at the next [Board Coffee](#), taking place at 9 a.m. this Saturday in Room 222 at the Colorado Mesa University Center!



'EIF' at Grand Junction High
D51 elementary students got to see a mid-day performance of "Elf: The Musical" at GJHS last Thursday! Tickets for the Dec. 17-18 shows are available [here](#).



School Yard project
Two D51 elementary schools are getting outdoor-friendly additions thanks to a partnership with the Trust for Public Land. The School Yard Pilot Projects include a new basketball court surface and mural at Rocky Mt. Elementary (pictured) and an outdoor classroom at Clifton Elementary.



Winter Motorcade at Mesa View
Mesa View ended last week on a bright spot with its own parade of lights from the school parking lot to the Mesa County Fairgrounds, where they were treated to hot cocoa and cookies!



Serving up a donation to FHW
Pallidase High School volleyball players have a tradition of raising money for Family Health West's Aspen Fund. This year, the team donated \$3,000 to help uninsured women get life-saving screenings!



Congratulations to our Students of the Quarter!
The Alpine Bank/Colorado Mesa University Student of the Quarter Luncheon honors two outstanding eighth-graders from each D51 middle school and two outstanding 12th-graders from each D51 high school. Each honoree will qualify for a \$500 scholarship if they choose to attend CMU or WCCC. Students of the Quarter from first quarter and second quarter are listed [here](#).

December Family and Community Newsletter

December Staff Newsletter



Coffee with the new board of education tomorrow at 9:00 am at CMU University Center Room #222

Important Dates

- Dec. 18-Jan. 2- Winter Break
- Jan. 2 - Teacher Work Day
- Jan. 4 - School Board Work Session, 6 p.m., Harry Butler Board Room
- Jan. 18 - School Board Business Meeting, 6 p.m., Harry Butler Board Room.

December Board Briefs

Board Meeting Livestreams

We've made it easier to find and log into the board meetings. Click [here](#) for the board meetings area of the website then select the live stream option right before the event.

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.



Building Homes and a Future

Students in the Construction Technology Program at the D51 Career Center had a unique, hands-on opportunity this semester to build a home. Learn more about it in the [video](#).

TRIAD Employee Assistance Program



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

Call: 970-242-9536 or 877-679-1100

or visit: www.triadeap.com (username: D51 password: eap)



Save the Date!

The 10th Annual White Iced Celebration will take place on Saturday, February 5, 2022 from 7 p.m. until 10:30 p.m. at the CMU Ballroom. It's a time to celebrate White Iced Award Recipients and Outstanding Academic Growth Schools. Tickets go on sale in early January.

Grand Canyon University

District 51 is pleased to be a new participant in GCU's **Participants in Learning, Leading and Serving program (PLLS)**. This program provides many opportunities for our school community! If you are interested in learning more about the program, online degree programs please click [here](#).

Bill of Rights Institute



On November 9th, several social studies teachers from across D51 high schools attended a day-long training from the Bill of Rights Institute, a non-profit organization committed to high quality civics education.

The training focused on the many different learning opportunities available for teachers to use with students in the classroom. In addition to lessons focused on 20th century American History, a scholar was invited to speak on a topic of interest to social studies teachers. Air Force Academy Assistant professor and Marine Lieutenant Colonel, Dr. Cameron McCoy spoke about Manifest Destiny and its impact on 19th and 20th century American History.

Students of the Quarter



The Alpine Bank/Colorado Mesa University Student of the Quarter Luncheon honors two outstanding eighth-graders from each D51 middle school and two outstanding 12th-graders from each D51 high school. Each honoree will qualify for a \$500 scholarship if they choose to attend CMU or WCCC. Students of the Quarter from first quarter and second quarter are listed [here](#).



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.



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

Dec. 14 Board Briefs

Jan. 4 Board Briefs

Social Media Report

Available upon request.

Board of Education Resolution: 21/22:50

Presented: January 18, 2022

Name	Location	Assignment	Effective Date
Retirements			
FLORIAN, JOANNE Y	ORCHARD MESA	6TH GR MATH/SOCIAL STUDIES	1/10/2022
GRENFELL-BIRD, MEREDITH KAY	WEST	SPED-MODERATE NEEDS	12/17/2021
Resignations/Termination			
BRENNAN, MARGERY A	BTK	COORD, PREVENTION	2/4/2022
DYER, KIRRA J	ROCKY MOUNTAIN	GRADES 2-3-4	12/17/2021
HARRINGTON, CHRISTOPHER W	PALISADE	SOCIAL STUDIES	1/14/2022
HARRISON, LISLE	WEST	6TH GR SCIENCE	5/20/2022
HAYNES, KATHERINE W-M	FRUITA MS	7TH GR MATH	12/17/2021
LUEDTKE, MARYBETH	BTK	BEHAVIOR SPECIALIST	1/14/2022
MEADOWS, JESSICA A	ORCHARD MESA	COMPUTER ED	12/17/2021
TIPPETT, JOANN I	CLIFTON	SPED - SSN	12/15/2021
Leave of Absence			
NONE AT THIS TIME.			
New Assignments (Transfer/New Hires)			
DEWEBER, EMILIE NICOLE	FRUITA 8-9	8TH GR LANGUAGE ARTS	1/3/2022
FRANKLIN, HALEY D	ROCKY MOUNTAIN	GRADE 3	1/3/2022
GUSTAD, KRISI L	BTK	EXPULSION INTERVENTION	1/17/2022
HUGHES, AMANDA C	MONUMENT RIDGE	SPED - MODERATE NEEDS	1/3/2022
MARTENS, CHERYL D	WEST	7TH GR LANGUAGE ARTS	1/3/2022
MCATLIN, BRENNAN D	BROADWAY	SPED - SNB	1/3/2022
MCGINNISS, WILLIAM	R-5	SPED - MODERATE NEEDS	1/3/2022
MOEN, VICKI M	WEST	SPED - SSN	1/11/2022
PINEDA, SERGIO J	ORCHARD MESA	COMPUTER ED	1/10/2022
SHIRLEY, DENA S	TAYLOR	GIFTED & TALENTED/CLD	1/3/2022
STEELE, JOHN B	GRAND MESA	6-8 SCIENCE	1/3/2022
TRAUTNER, CALYSSA A	WEST	6TH GR MATH	1/17/2022
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 January 18, 2022.

Bridget Story, Assistant Secretary
Board of Education

Board of Education Resolution: 20/21: 49

Presented: January 18, 2022

Donor	Alpine Custom Doors and Millwork
Gift	400 board feet of assorted hardwoods
Value	\$1,200.00
School/Department	Palisade High School / Woodworking classes

Donor	Stephanie Smith and Family
Gift	Two \$50 City Market gift cards
Value	\$100.00
School/Department	Appleton Elementary School / Families in need

Donor	Ellis CPA Firm
Gift	Ten \$25 City Market gift cards
Value	\$250.00
School/Department	Appleton Elementary School / Families in need

Donor	Mary Shanahan Larson
Gift	Cash
Value	\$150.00
School/Department	Art Heritage Program / Elementary students

Donor	Seth and Megan Luksha
Gift	Cash
Value	\$1,250.00
School/Department	R-5 High School / Gifts for students

Donor	Major Mortgage
Gift	Cash
Value	\$1,000.00
School/Department	R-5 High School / Gifts for students

Donor	Oasis Real Estate, LLC
Gift	Cash
Value	\$500.00
School/Department	R-5 High School / Gifts for students

Donor	Everson Properties, LLC
Gift	Cash
Value	\$50.00
School/Department	R-5 High School / Gifts for students

Donor	Weaver Incorporated, dba Acme Chop Shop
Gift	Cash
Value	\$100.00
School/Department	R-5 High School / Gifts for students

Board of Education Resolution: 20/21: 49

Presented: January 18, 2022

Donor	Kendall Family
Gift	Fourteen \$20 City Market gift cards
Value	\$280.00
School/Department	Appleton Elementary School / Families in need

Donor	Kelley Family
Gift	Four \$25.00 City Market gift cards
Value	\$100.00
School/Department	Appleton Elementary School / Families in need

Donor	James Lauer
Gift	Cash
Value	\$100.00
School/Department	CO Migrant Education Program / Community Fund

Donor	Ed Bozarth Chevrolet and Buick, Inc.
Gift	Cash
Value	\$1,500.00
School/Department	Mesa View Elementary School / General Funds

Donor	Griest Family
Gift	Assorted books
Value	\$300.00
School/Department	Appleton Elementary School / Library and teacher use

Donor	Tessa Ketchum
Gift	Cash
Value	\$100.00
School/Department	Pomona Elementary School / Mrs. Trujillo's fourth grade class

Donor	Sooper Credit Union
Gift	Cash
Value	\$500.00
School/Department	Grand Junction High School / Girls swim team

Donor	Entrada Consulting Group, Inc.
Gift	Cash
Value	\$500.00
School/Department	Grand Junction High School / Girls swim team

Donor	Inland Truck Parts and Service
Gift	Cash
Value	\$250.00
School/Department	East Middle School / Band Rock-a-thon

Board of Education Resolution: 20/21: 49

Presented: January 18, 2022

Donor	Esler Companies LLC
Gift	Cash
Value	\$500.00
School/Department	Nutrition Services / Lunch Lizard Program

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 January 18, 2022.

*Bridget Story
Assistant Secretary, Board of Education*



WHEREAS, pursuant to a Charter School Contract effective as of March 11, 2013 (“Contract”), the District granted Juniper Ridge Charter School, now operating as Juniper Ridge Community School (“JRCS”), a charter to operate a charter school within the District for a term expiring June 30, 2017; and

WHEREAS, the parties entered into successive Amendments to the Contract dated June 20, 2017 and August 22, 2017 to extend the term of the Contract to and including September 5, 2017; and

WHEREAS, on September 5, 2017, the parties entered into a Charter School Renewal Contract with a term that ends on June 30, 2022; and

WHEREAS, Juniper Ridge Community School timely filed its application to renew its Charter Contract and the District and Juniper Ridge Community School have negotiated a Charter School Renewal Contract that is acceptable to both parties with a term commencing July 1, 2022 and ending June 30, 2027; and

WHEREAS, a copy of the Charter School Renewal Contract with Juniper Ridge Community School is attached to this resolution; and

WHEREAS, the administration recommends that the Board of Education approve the attached Charter School Renewal Contract.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education approves the attached Charter School Renewal Contract by and between Juniper Ridge Community School and Mesa County Valley School District 51, subject to final review and approval of the District’s legal counsel, and authorizes and directs the Superintendent to enter into and to execute on behalf of the Board a copy of same in form substantially similar to the attached copy as soon as all the accompanying exhibits are finalized and complete and the District’s legal counsel has approved same.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on January 18, 2022.

Bridget Story
Assistant Secretary, Board of Education

Mesa County Valley School District 51
2021-2022 Budget Re-Adoption

Board of Education Resolution 21/22: 51

Presented: January 18, 2022

WHEREAS, the Board of Education has published January 18, 2022, as the date of re-adoption for the 2021-2022 budgets for Mesa County Valley School District 51; and

WHEREAS, the Board may re-adopt the budgets at any regular or special meeting on or before January 31, 2022;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of Mesa County Valley School District 51 does hereby adopt the budgets and reserve all ending balances, as presented, and authorize the following fund amounts to be appropriated as specified in the adopted budgets for the fiscal year beginning July 1, 2021, and ending June 30, 2022.

<i>FUND</i>	<i>ORIGINAL</i>	<i>RE-ADOPTED</i>	<i>EXPLANATION</i>
Governmental Funds			
General Fund (10)	\$227,367,605	\$233,119,862	Fund Balance Adjustment Pupil Count Adjustment
PERA On-Behalf (12)	\$5,000,000	\$5,000,000	
2017 Mill Levy Override (17)	\$9,338,204	\$9,873,223	Fund Balance Adjustment
Colorado Preschool Program (19)	\$3,050,399	\$2,993,246	Fund Balance Adjustment Pupil Count Adjustment
Independence Academy Charter School (11)	\$10,971,750	\$13,040,128	Fund Balance Adjustment Pupil Count Adjustment
Juniper Ridge Charter School (11)	\$5,160,970	\$5,455,560	Fund Balance Adjustment Pupil Count Adjustment
Mesa Valley Community School (11)	\$4,732,698	\$5,201,534	Fund Balance Adjustment Pupil Count Adjustment
Special Revenue Funds			
Nutrition Services (21)	\$9,781,616	\$12,106,954	Fund Balance Adjustment Revenue Adjustment
Physical Activities (23)	\$868,144	\$972,295	Fund Balance Adjustment
Beverage (27)	\$334,243	\$338,581	Fund Balance Adjustment
Governmental Designated Purpose Grants (22 & Sub-funds 70-99)	\$65,209,460	\$75,724,846	Increase of Expected Grants
Career Center Grant (26)	\$373,281	\$0	Fund no longer in use
Other Local Projects/Grants (28)	\$21,857	\$0	Fund no longer in use
Student Body Activities (29)	\$10,856,254	\$10,883,805	Fund Balance Adjustment
Debt Service Fund			
Bond Redemption (31)	\$34,752,645	\$40,059,296	Fund Balance Adjustment Assessed Value/Mill Levy Adj
Capital Project Fund			
Building Fund (41)	\$21,035,181	\$136,740,001	Fund Balance Adjustment Revenue from 2022 Bonds for GJHS
Capital Projects Fund (43)	\$17,026,620	\$19,641,680	Fund Balance Adjustment Sale of Property
Internal Service Fund			
Medical Insurance (62)	\$26,858,071	\$25,081,310	Fund Balance Adjustment Revenue from Premiums
Dental Insurance (63)	\$1,684,562	\$1,660,225	Fund Balance Adjustment
Insurance (64)	\$7,875,892	\$8,909,796	Fund Balance Adjustment

APPROPRIATION CALCULATION BY FUND

Re-Adopted: January 18, 2022

<i>FUND</i>	<i>REVENUE</i>	<i>BEGINNING BUDGETARY BALANCE</i>	<i>TOTAL APPROPRIATION</i>
Governmental Funds			
General Fund (10)	\$207,193,826	\$25,926,036	\$233,119,862
PERA On-Behalf (12)	\$5,000,000	\$0	\$5,000,000
2017 Mill Levy Override (17)	\$7,480,818	\$2,392,405	\$9,873,223
Colorado Preschool Program (19)	\$2,798,361	\$194,885	\$2,993,246
Independence Academy Charter School (11)	\$5,993,464	\$7,046,664	\$13,040,128
Juniper Ridge Charter School (11)	\$4,077,594	\$1,377,966	\$5,455,560
Mesa Valley Community School (11)	\$4,287,653	\$913,881	\$5,201,534
Special Revenue Funds			
Nutrition Services (21)	\$9,990,447	\$2,116,507	\$12,106,954
Physical Activities (23)	\$786,000	\$186,295	\$972,295
Beverage (27)	\$59,508	\$279,073	\$338,581
Governmental Designated Purpose Grants (22 & Sub-funds 70-99)	\$75,724,846	\$0	\$75,724,846
Career Center Grant (26)	\$0	\$0	\$0
Other Local Projects/Grants (28)	\$0	\$0	\$0
Student Body Activities (29)	\$8,000,000	\$2,883,805	\$10,883,805
Debt Service Fund			
Bond Redemption (31)	\$23,265,813	\$16,793,483	\$40,059,296
Capital Project Fund			
Building Fund (41)	\$116,407,733	\$20,332,268	\$136,740,001
Capital Projects Fund (43)	\$4,256,867	\$15,384,813	\$19,641,680
Internal Service Fund			
Medical Insurance (62)	\$24,328,747	\$752,563	\$25,081,310
Dental Insurance (63)	\$1,360,024	\$300,201	\$1,660,225
Insurance (64)	\$2,909,000	\$6,000,796	\$8,909,796

APPROPRIATION CALCULATION BY FUND

Adopted: June 15, 2021

<i>FUND</i>	<i>REVENUE</i>	<i>BEGINNING BUDGETARY BALANCE</i>	<i>TOTAL APPROPRIATION</i>
Governmental Funds			
General Fund (10)	\$207,082,959	\$20,284,646	\$227,367,605
PERA On-Behalf (12)	\$5,000,000	\$0	\$5,000,000
2017 Mill Levy Override (17)	\$7,450,374	\$1,887,830	\$9,338,204
Colorado Preschool Program (19)	\$2,836,617	\$213,782	\$3,050,399
Independence Academy Charter School (11)	\$5,840,868	\$5,130,882	\$10,971,750
Juniper Ridge Charter School (11)	\$3,906,538	\$1,254,432	\$5,160,970
Mesa Valley Community School (11)	\$3,955,129	\$777,569	\$4,732,698
Special Revenue Funds			
Nutrition Service (21)	\$8,709,180	\$1,072,436	\$9,781,616
Physical Activities (23)	\$786,000	\$82,144	\$868,144
Beverage (27)	\$59,508	\$274,735	\$334,243
Governmental Designated Purpose Grants (22 & Sub-funds 70-99)	\$65,209,460	\$0	\$65,209,460
Career Center Grant (26)	\$230,000	\$143,281	\$373,281
Other Local Projects/Grants (28)	\$13,942	\$7,915	\$21,857
Student Body Activities (29)	\$8,000,000	\$2,856,254	\$10,856,254
Debt Service Fund			
Bond Redemption (31)	\$18,119,900	\$16,632,745	\$34,752,645
Capital Project Fund			
Building Fund (41)	\$800,000	\$20,235,181	\$21,035,181
Capital Projects Fund (43)	\$3,456,867	\$13,569,753	\$17,026,620
Internal Service Fund			
Medical Insurance (62)	\$23,152,000	\$3,706,071	\$26,858,071
Dental Insurance (63)	\$1,360,024	\$324,538	\$1,684,562
Insurance (64)	\$2,909,000	\$4,966,892	\$7,875,892

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 January 18, 2022.

Bridget Story, Assistant Secretary
Board of Education

Mesa County Valley School District 51
Use of Beginning Fund Balance

Board of Education Resolution 21/22: 52

Presented: January 18, 2022

WHEREAS, Senate Bill 03-149 created a new subsection in C.R.S. 22-44-105 1B (1.5) (a) that states:

"A budget adopted pursuant to this article shall not provide for expenditures, interfund transfers, or reserves, in excess of available revenues and beginning fund balances. If the budget includes the use of a beginning fund balance, the school district board of education shall adopt a resolution specifically authorizing the use of a portion of the beginning fund balance in the school district's budget. The resolution, at a minimum shall specify the amount of the beginning fund balance to be spent under the school district budget, state the purpose for which the expenditure is needed, and state the school district's plan to ensure that the use of the beginning fund balance will not lead to an ongoing deficit." and

WHEREAS, the Board of Education has set January 18, 2022, as the date of re-adoption for the 2021-2022 budgets for Mesa County Valley School District 51; and

WHEREAS, the Board may re-adopt the budgets at any regular or special meeting on or before, January 31, 2022;

NOW THEREFORE, BE IT RESOLVED, that the Board of Education of Mesa County Valley School District 51 does hereby approve the usage of the beginning fund balances as specified in the plan below for the fiscal year beginning July 1, 2021, and ending on June 30, 2022.

FUND	AMOUNT OF BEGINNING FUND BALANCE TO BE SPENT	PURPOSE FOR EXPENDITURE	PLAN
Preschool Fund	\$41,914	Additional Instructional Programs/Costs, Loss of Ecare Funding	Monitor and make adjustments
Beverage	\$28,000	Additional Programs	Monitor and make adjustments
Capital Projects	\$1,497,589	Completion of Projects/ Leases and property purchase	Monitor and make adjustments
Medical Fund	\$371,253	Cost of Claims	Monitor and make adjustments
Insurance Reserve	\$539,509	Security and Claim Costs	Monitor and make adjustments

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 January 18, 2022.

Bridget Story, Assistant Secretary
Board of Education

Mesa County Valley School District 51
Borrow Unencumbered Money from Other District Funds

Board of Education Resolution 21/22: 53

Presented: January 18, 2022

WHEREAS, C.R.S.22-44-113 authorizes the borrowing of unencumbered monies from any one fund, except the Bond Redemption Fund; and

WHEREAS, in order to meet ongoing obligations of a current fund it may be necessary to borrow up to \$10,000,000, and

WHEREAS, estimated unencumbered monies not to exceed \$10,000,000 may exist in any of the district funds, except the Bond Redemption Fund, during FY 2021-22

NOW THEREFORE, BE IT RESOLVED, that the Board authorizes the borrowing of up to \$10,000,000 from unencumbered monies from any district fund except Bond Redemption Fund, for the benefit of any other fund effective July 1, 2021, such monies to be repaid to said funds not later than June 30, 2022.

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 January 18, 2022.

Bridget Story, Assistant Secretary
Board of Education

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

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

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

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

Adopted: October 20, 2020

Second Reading/Adoption: January 18, 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.

For purposes of this policy and other policies including a nondiscrimination statement, these terms have the following meanings:

- “Race” includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race.
- “Protective Hairstyle” includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and hair wraps.
- “Sexual Orientation” means an individual’s identity, or another individual’s perception thereof, in relation to the gender or genders to which the individual is sexually or emotionally attracted and the behavior or social affiliation that may result from the attraction.
- “Gender Expression” means an individual’s way of reflecting and expressing the individual’s gender to the outside world, typically demonstrated through appearance, dress, and behavior.
- “Gender Identity” means an individual’s innate sense of the individual’s own gender, which may or may not correspond with the individual’s sex assigned at birth.

For purposes of this policy, the following definitions shall apply;

- “Discrimination” means unequal treatment of an individual or a group based on the characteristic(s) of age, disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education.
- “Harassment,” means systematic or continued unwanted and offensive actions to an individual person or group, including threats of violence and demands.

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

In keeping with these statements, the following are objectives of this school district:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.

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

Second Reading/Adoption: January 18, 2022

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2. To encourage positive experiences in terms of human values for children and adults who have differing personal and family characteristics or who come from various socio-economic, racial and ethnic groups.
 3. To consider carefully, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
 4. To utilize educational experiences to build each individual's pride in the community in which they live.
 5. To initiate a process of reviewing all policies and practices of the District in order to achieve the objectives of this policy to the greatest extent possible.
 6. To investigate and resolve promptly any complaints of unlawful discrimination and harassment.
 7. To investigate and appropriately discipline staff and students found to be responsible for incidents of harassment or unlawful discrimination in violation of Board policy.

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

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

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

Adopted: October 20, 2020

Second Reading/Adoption: January 18, 2022

education services are prohibited by state and federal law. Preventing and remedying such discrimination and harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students can learn, employees can work, and members of the public can access and receive the benefit of District facilities and programs. All such discrimination and harassment, by District employees, students, and third parties, is strictly prohibited.

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

Reporting unlawful discrimination and harassment

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

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

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

District action

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

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

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

Mesa County Valley School District 51

AC-1

NONDISCRIMINATION

Related: AC-R-1

Adopted: Date of Manual Adoption

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

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

Adopted: October 20, 2020

Second Reading/Adoption: January 18, 2022

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)

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

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

C.R.S. 18-9-121 (bias-motivated crimes)

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

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

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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

GBA

EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA-R, GBA-E

Adopted: April 22, 1975

Revised: August 20, 1996, November 29, 2004

Adopted: January 20, 2009, Adopted: February 16, 2016

Adopted: October 25, 2016

Second Reading: January 18, 2022

The Mesa County Valley School District 51 Board of Education declares that no discrimination on the basis of race, color, creed, religion, sex, sexual orientation, gender identity, gender expression, marital status, national origin, ancestry, age, genetic information, conditions related to pregnancy or disability shall exist in any area of the District, in employment, in screening candidates for employment or in retention and promotion.

The implementation of this policy embodies two concepts:

1. Equal Employment Opportunity

Mesa County Valley School District subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the District's staff.

Therefore, the District shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity shall apply to all people without regard to race, color, creed, religion, sex, sexual orientation, gender identity, gender expression, marital status, national origin, ancestry, age, genetic information, conditions related to pregnancy or childbirth or disability.

The District shall ensure that it does not unlawfully discriminate in any area of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion and termination.

2. Affirmative Action

District 51 will make a determined effort to recruit, employ and promote qualified members of groups currently underrepresented in the District's work force. Since availability is a key determinant in attracting and employing minority personnel, the District shall use either the percentage of minority personnel available in the respective employment category based on national statistics as a guide or the percentage of the minority group of students enrolled in the District the preceding year, whichever is less.

Legal References:

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

29 U.S.C. §201 et seq. (Fair Labor Standards Act)

29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)

29 U.S.C. §794 (Section 504 of the Rehabilitation Act of 1973)

42 U.S.C. §1210 et seq. (Title II of the Americans with Disabilities Act)

42 U.S.C. §2000d (Title VI of the Civil Rights Act of 1964)

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)

Mesa County Valley School District 51

GBA

EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA-R, GBA-E

Adopted: April 22, 1975

Revised: August 20, 1996, November 29, 2004

Adopted: January 20, 2009, Adopted: February 16, 2016

Adopted: October 25, 2016

Second Reading: January 18, 2022

C.R.S. 2-4-401 (3.4) (definition of gender expression)
C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 22-61-101 (discrimination in employment prohibited)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division procedures)
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. 4-34-301 (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)

Cross References:

AC, Nondiscrimination
GBAA, Sexual Harassment

Contract References:

MVEA Agreement

Mesa County Valley School District 51

GCE/GCF

LICENSED STAFF RECRUITING/HIRING

Adopted: April 22, 1975

Revised: April 16, 1991

Adoption: November 17, 2015

Second Reading: January 18, 2022

Page 1 of 2

It is the responsibility of the superintendent, with the assistance of other administrators, to determine the licensed staff needs of the District in general and of each individual school and program, and to locate suitable candidates to recommend to the Board for employment to fill such needs. Final approval by the Board of Education shall be required in order for the District to hire any teacher or other licensed staff. "Licensed staff," as used in this policy, refers to employees in professional positions for which possession of a valid license issued by the Colorado Department of Education is a prerequisite qualification, including teachers, administrators and special service providers.

Recruiting

Recruitment and selection of candidates for licensed staff positions or vacancies within the District shall be the responsibility of the superintendent of schools, and shall be carried out under the superintendent's direction by the human resources department.

The Executive Director of Human Resources or designee shall develop recruitment procedures and interview techniques that will facilitate making the best choices of available candidates for licensed staff positions or vacancies within the District. The search for effective teachers and other licensed personnel shall extend to a wide variety of educational institutions and geographical areas, and take into consideration the diverse characteristics of the school system and the need for staff members of various backgrounds.

Background Checks

Prior to employing of any person in a licensed staff position, in accordance with state law the human resources department shall conduct background checks with the Colorado Department of Education and with previous employers of the applicant for the purpose of obtaining information or recommendations which may be relevant to such applicant's fitness for employment. In all cases where credit information or reports are used in the hiring process, the District must comply with the Fair Credit Reporting Act and applicable state law.

Any information received by the District pursuant to such inquiries to the Department of Education or previous employers shall be confidential information and not subject to disclosure under the Colorado Open Records Law. No disclosure shall be made within the school district except to those persons whose functions legitimately require such information.

Hiring

Discrimination in the hiring process on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, genetic information, age, or conditions related to pregnancy or childbirth is prohibited.

All candidates shall be considered on the basis of their merits, qualifications and the needs of the District. No candidate for a vacancy shall be employed by the District unless the candidate first has been interviewed. The Executive Director of Human Resources should seek the input and assistance of principals, supervisors and/or applicable licensed staff when interviewing candidates for licensed positions in the District, and shall, when required by law regarding a teacher, include a process for obtaining consent of the appropriate school principal and input from teachers chosen by the school's faculty.

In selecting and recommending appointment of licensed teachers, preference shall be given to candidates who are highly qualified, pursuant to applicable state and federal laws.

Mesa County Valley School District 51

GCE/GCF

LICENSED STAFF RECRUITING/HIRING

Adopted: April 22, 1975

Revised: April 16, 1991

Adoption: November 17, 2015

Second Reading: January 18, 2022

Page 2 of 2

Except for a substitute teacher, the employment of every licensed staff employee shall be in writing. Contracts may be issued to satisfactory candidates prior to Board approval, provided that such contracts shall not be effective until their employment has been approved by the Board of Education, as stated above.

Upon the hiring of any licensed staff employee, the District shall timely forward the employee information required by federal and state child support laws to the appropriate state agency.

Felony/Misdemeanor Convictions

If the District has good cause to believe that any licensed staff employee employed on or after January 1, 1991, has been convicted of any felony or misdemeanor (not including misdemeanor traffic offenses or infractions) subsequent to employment, the District may ask the person to provide information about the offense. In addition or as an alternative, the District may require the employee to submit a complete set of fingerprints taken by a qualified law enforcement agency within 20 days of receipt of written notification. The fingerprints shall be released to the Colorado Bureau of Investigation (CBI) for processing. Disciplinary action may be taken against a licensed staff member if the results of fingerprint processing provide information about a conviction.

Employees shall not be charged fees for processing fingerprints under these circumstances.

Legal References:

- 15 U.S.C. 1681 et seq. (Fair Credit Reporting Act)
- 20 U.S.C. 6319 (teacher requirements under No Child Left Behind Act of 2001)
- 42 U.S.C. 653 (a) (Personal Responsibility and Work Opportunity Reconciliation Act)
- 42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
- 34 C.F.R. 200.55 (federal regulations regarding highly qualified teachers)
- C.R.S. 2-4-401 (3.4) (definition of gender expression)
- C.R.S. 2-4-401 (3.5) (definition of gender identity)
- C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
- C.R.S. 8-2-126 (limits employers' use of consumer credit information)
- C.R.S. 13-80-103.9 (liability for failure to perform an education employment required background check)
- C.R.S. 14-14-111.5 (Child Support Enforcement procedures)
- C.R.S. 22-2-119 (inquiries prior to hiring)
- C.R.S. 22-32-109 (1)(f) (Board duty to employ personnel)
- C.R.S. 22-2-119.3 (6)(d) (name-based criminal history record check – definition)
- C.R.S. 22-32-109 (1)(f) (Board duty to employ personnel)
- C.R.S. 22-32-109.7 (duty to make inquiries prior to hiring)
- C.R.S. 22-5-101 (effect of criminal conviction on employment)
- 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(1) (discriminatory and unfair employment practices)
- C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions)
- C.R.S. 24-72-202 (4.5) (definition of personnel file in open records law)

Cross Reference:

GBA, Equal Opportunity Employment

Mesa County Valley School District 51

GDE/GDF

CLASSIFIED STAFF RECRUITING/HIRING

Related: GDE/GDF-R

Adopted: January 9, 1973

Revised: January 16, 1996

Revised: October 11, 2013

Second Reading: January 18, 2022

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When an opening for classified staff personnel occurs, the Executive Director of Human Resources shall attempt to recruit the most capable persons available. The Executive Director of Human Resources shall consider only those candidates who meet the established qualifications and who display the ability to successfully carry out the duties of the position.

The Executive Director of Human Resources shall solicit applications from qualified members of the staff and may solicit applicants from outside the District and local community at his/her discretion.

The Board of Education shall officially act on all appointments of managerial and/or supervisory classified personnel on recommendation of the Executive Director of Human Resources. The Executive Director of Human Resources may make temporary appointments to managerial and/or supervisory classified staff positions pending Board action. The Executive Director of Human Resources may hire non-managerial and/or non-supervisory personnel in accordance with this policy.

Discrimination in the hiring process on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth is prohibited.

Prior to hiring or recommending any person for a classified staff position, the Human Resources office shall, in accordance with state law, conduct or cause to be conducted background checks with the Colorado Department of Education and previous employers regarding the applicant's fitness for employment. In all cases where credit information or reports are used in the hiring process the District must comply with the Fair Credit Reporting Act and applicable state law.

All applicants recommended for appointment, temporarily appointed or hired for a position in the District shall submit a set of fingerprints and a notarized form with information about felony or misdemeanor convictions as required by law. (This requirement shall not apply to any student currently enrolled in the District applying for a job.) Applicants may be conditionally employed prior to receiving the fingerprint results.

Upon the hiring of any employee, information required by federal and state child support laws will be timely forwarded by the District to the appropriate state agency.

Cross Reference:

GBA, Equal Opportunity Employment

GDQD, Discipline of Classified Personnel

Legal References:

15 U.D.C. 1681 et seq. (Fair Credit Reporting Act)

42 U.S.C. (a) (Personal Responsibility and Work Opportunity Reconciliation Act)

42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)

28 C.F.R. 50.12 (b) (notification requirements regarding fingerprints)

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

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

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

C.R.S. 8-2-126 (limits employers' use of consumer credit information)

C.R.S. 13-80-103.9 (liability for failure to perform an education employment required background check)

C.R.S. 14-14-111.5 (Child Support Enforcement procedures)

Mesa County Valley School District 51

GDE/GDF

CLASSIFIED STAFF RECRUITING/HIRING

Related: GDE/GDF-R

Adopted: January 9, 1973

Revised: January 16, 1996

Revised: October 11, 2013

Second Reading: January 18, 2022

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C.R.S. 22-2-119 (duty to make inquiries prior to hiring)

C.R.S. 22-2-119.3 (6)(d) (name-based criminal history record check – definition)

C.R.S. 22-32-109(1)(f) (Board duty to employ personnel)

C.R.S. 22-32-109 (1)(pp) (annual employee notification requirement regarding federal loan repayment program and student loan forgiveness programs)

C.R.S. 22-32-109.7(duty to make inquiries prior to hiring)

C.R.S. 22-32-109.8 (non-licensed personnel – submittal of fingerprints and name-based criminal history record check)

C.R.S. 24-5-101 (effect of criminal conviction on employment)

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(1) (discriminatory and unfair employment practices)

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

Mesa County Valley School District 51

JB

EQUAL EDUCATIONAL OPPORTUNITIES

Adopted: Date of Manual Adoption

Revised: September 20, 1988

Policy Manual Review: August 6, 2002

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

Adoption: February 16, 2021

Policy First Reading: January 18, 2022

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

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

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

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

Legal References:

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

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

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

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

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

C.R.S. 2-4-401 (13.5) (definition of sexual orientation ~~which includes transgender~~)

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

Mesa County Valley School District 51

JB

EQUAL EDUCATIONAL OPPORTUNITIES

Adopted: Date of Manual Adoption

Revised: September 20, 1988

Policy Manual Review: August 6, 2002

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

Adoption: February 16, 2021

[Policy First Reading: January 18, 2022](#)

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

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

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

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

Cross Reference:

AC, Nondiscrimination

JBB, Sexual Harassment

Mesa County Valley School District 51

JF

SCHOOL ADMISSIONS

Adopted: June 13, 1972

Revised to Conform with Practice: Date of Manual Adoption

Policy Manual Review: August 6, 2002

Policy Readopted: May 28, 2019

Policy First Reading: January 18, 2022

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

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

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

Denial of Admission

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

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

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

Nondiscrimination

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

Legal References:

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

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

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

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

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

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

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

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

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

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

Mesa County Valley School District 51

JF

SCHOOL ADMISSIONS

Adopted: June 13, 1972

Revised to Conform with Practice: Date of Manual Adoption

Policy Manual Review: August 6, 2002

Policy Readopted: May 28, 2019

[Policy First Reading: January 18, 2022](#)

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

Cross References:

JEB, Entrance Age

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

JLC, Student Health Services and Requirements

JLCB, Immunization of Students

Mesa County Valley School District 51

JICDD

VIOLENT AND AGGRESSIVE BEHAVIOR

Adopted: April 4, 2000

Policy Manual Review: August 6, 2002

Policy First Reading: January 18, 2022

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

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

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

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

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

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

~~The~~ An act of violence and aggression includes but is not limited to the following behaviors ~~are defined as violent and aggressive:~~

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

Mesa County Valley School District 51

JICDD

VIOLENT AND AGGRESSIVE BEHAVIOR

Adopted: April 4, 2000

Policy Manual Review: August 6, 2002

Policy First Reading: January 18, 2022

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

Legal References:

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

C.R.S. 22-32-126

C.R.S. 22-32-110(21)(Bk) (~~V~~definition of racial or ethnic background includes hair texture, definition of protective hairstyle)

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

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

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

Cross References:

AC-1, Nondiscrimination

JBB, Sexual Harassment

JIC, Student Conduct

JICDA, Code of Student Conduct

JICDE, Bullying Prevention and Education

JICF, Secret Societies/Gang Activity

JICI, Dangerous Weapons In The Schools

Mesa County Valley School District 51

JICDE

BULLYING PREVENTION AND EDUCATION

Adopted: March 24, 2001

Revised: August 6, 2002; April 15, 2003

First Reading June 19, 2012

Proposed Adoption: August 21, 2012

Policy First Reading: January 18, 2022

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

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

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

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

1. Send a clear message to students, staff, parents and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
2. Train staff and students in taking pro-active steps ~~based on data~~ to prevent bullying from occurring
3. Implement consistent procedures for immediate intervention, investigation, and appropriate discipline for students engaged in bullying behavior.
4. Initiate efforts to change the behavior of students engaged in bullying behaviors through re-education on acceptable behavior, discussions, counseling, and appropriate ~~disciplinary measures~~ negative consequences.
5. Foster a productive partnerships and communication with parents and community members in order to help maintain a bully-free environment.
6. Support ~~victims-targets~~ of bullying by establishing procedures for follow-up, monitoring, and communication with them and their families.

Mesa County Valley School District 51

JICDE

BULLYING PREVENTION AND EDUCATION

Adopted: March 24, 2001

Revised: August 6, 2002; April 15, 2003

First Reading June 19, 2012

Proposed Adoption: August 21, 2012

Policy First Reading: January 18, 2022

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7. Recognize and praise positive, supportive behaviors of students toward one another on a regular basis and build character of all students.
 8. Provide a safe and welcoming environment for students who are at increased risk of being bullied by peers.
 9. Require decision-making, action planning and monitoring based on available data.
 10. Collect input and analyze current and accurate data regarding bullying using District-wide tools.

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

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

~~The Superintendent or his designee will review categories of disciplinary actions and provide a report to the Board of Education on a quarterly basis to assure that appropriate steps are being taken to prevent future incidents of bullying.~~

Legal References:

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

Cross References:

AC-1, Nondiscrimination/Equal Opportunity

AC-R-1, Nondiscrimination (~~Dealing with threats, violence & malicious insults~~Compliance and Complaint Procedures)

~~ACA, Nondiscrimination - Complaint and Grievance Process~~

JB, Equal Educational Opportunities

JBB, Sexual Harassment

JICDA, Code of Student Conduct

JICDD, Violent and Aggressive Behavior

JK, Student Discipline

JS, Student Use of Information Technology Resources

Mesa County Valley School District 51

JII

STUDENT CONCERNS, COMPLAINTS AND GRIEVANCES

Adopted: June 13, 1972

Revised: August 6, 2002

Policy First Reading: January 18, 2022

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

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

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

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

Cross Reference:

- AC-1, Nondiscrimination
- AC-R-1, Nondiscrimination (Compliance and Complaint Procedures)
- IHCD, Concurrent Enrollment and Post Secondary Institution
- JB, Equal Educational Opportunities
- JBB, Sexual Harassment
- JIC, Student Conduct
- JICEA, Student Publications