

Mission  
Statement

*Develop responsible and  
productive members of  
society*

Strasburg School District  
31-J

January 12th, 2022 @ 6:00 p.m.

**Board of Education**

Michael, President

Dillon Kent, 1<sup>st</sup> Vice President

Daymon Johnson, 2<sup>nd</sup> Vice  
President

Diana Elliott, Secretary

Julie Winter, Treasurer

*Strasburg School Board strives to  
follow our guiding principles:*

**T** – Transparency

**R** – Respect

**U** – Unity

**T** – Trust

**H** – Honesty

**Agenda**

**SCHOOL DISTRICT BOARD ROOM**

Board members will meet in person at the high school video conference room. Audience may participate in person or via zoom  
Meeting ID 7193845670

**Board Procedures:**

Board meeting time is dedicated to the mission and goals of the Strasburg 31J School District. Public opinion is valuable to the Board, and there is an opportunity during request from patrons to address the Board. Individuals who try to address the Board outside of public comment may not be recognized.

Members of the public who intend to offer public comment to the Board must sign up for comment before each Board meeting. The Board President has discretion to call on those who have signed up and set the order of speakers.

Presentations must be no more than three minutes.

- I. **Opening of the Meeting**
  - a. Call to Order
  - b. Roll Call
  - c. Pledge of Allegiance
  - d. Adoption of Agenda
  
- II. **Public Hearing & Public Participation**
  
- III. **Board Reports/Discussion**
  - a. Update on the Superintendent Search – Board President
  
- IV. **Superintendent Report/Discussion**
  - a. Update on COVID – Mrs. Johnson
  - b. Update on final State Revenue – Nancy Taylor
  
- V. **Board Action items**
  - a. **Policies:**
    - New Policy – First Read
      - i. BID/BIE School Board Member Compensation/Expenses/Insurance/Liability
    - Revised Policy
      - ii. GDQB Resignation of Support Staff
      - iii. GDQD Discipline, Suspension and Dismissal of Support Staff
      - iv. JICDD Violent and Aggressive Behavior
  - b. **New Hires:**
    - i. Nick Dickens, HMS Head Girls Basketball Coach
    - ii. Erica Elpers, HMS Assistant Girls Basketball Coach
    - iii. Stacie Phillips, HMS Volunteer Girls Basketball Coach

**Recommended Motion:** Move to approve the hiring of Nick Dickens, Erica Elpers and Stacie Phillips as HMS Girls Basketball Coaches.
  - c. **Approval of January 6<sup>th</sup> snow day.**

**Recommended Motion:** Move to approve the January 6<sup>th</sup> snow day.
  - d. Approval of the minutes of regular board meeting November December 8th, 2021.

**Recommended motion:** I move to accept the minutes of the regular board meeting of December 8th, 2021 as complete and accurate.
  - e. Approval of claims, accounts, and financial statements, as appropriate.

**Recommended motion:** I move to accept the claims, accounts, and financial statements included in the agenda as complete and accurate.
  - f. **Agenda Setting**

Discuss agenda topics for future board meetings:

    - 1. Approve the revised budget for 21-22 FY
    - 2. February – CASB calendar Winter Leadership Conference – Diana and Monica will attend
    - 3. CASB Days at the capital TBA
  
- VI. Meeting times and dates –
  - a. Regular meeting February 9, 2022 @ 6:00 p.m.
  
- VII. **Adjourn**

*NOTE: The Board should be careful when adopting policies related to classified staff in order to preserve the “at will” status of these employees. The following policy (not required by law, but highly recommended) is written with “at will” status in mind. Please consult with your attorney before adopting or making any revisions to this policy. You should also review all policies in the GD section, as well as employee handbooks and other statements and documents, to ensure a consistent approach in this area. Contrary assertions in handbooks, contracts, and other writings or made verbally can create serious problems for a school district defending itself against a due process claim.*

### **Resignation of Support Staff**

Support staff employees are encouraged to give two weeks written notice to the district prior to resigning employment.

If an employee resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, or an allegation of a sexual act involving a student who is eighteen years of age or older, regardless of whether the student consented to the sexual act, which is supported by a preponderance of evidence, the superintendent is delegated the responsibility for notifying the Colorado Department of Education (CDE) as soon as possible but no later than 10 business days after the employee’s resignation.

The superintendent must provide any information requested by the department concerning the circumstances of the resignation. The district also must notify the employee that information concerning the resignation is being forwarded to CDE, ~~unless such notice would conflict with the confidentiality requirements of the Child Protection Act.~~

(Adoption date)

LEGAL REFS.: 20 U.S.C. 7926 (ESSA prohibition against employment assistance for school employees who have engaged in sexual misconduct with a student or minor)  
C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)  
C.R.S. 22-32-109.7

*NOTE 1: State law prohibits school districts from entering into a settlement agreement that would restrict the district's ability to share any relevant information related to a conviction for child abuse or a sexual offense against a child and that pertains to the incident upon which the employee's dismissal or resignation is based. C.R.S. 22-32-109.7 (3). Further, school districts are not authorized to enter into a settlement agreement that would prohibit the district from sharing any other information required by law to be available to CDE, another school district, or a charter school—including information related to an allegation of a sexual act involving an employee and a student who is eighteen years of age or older, regardless of whether the student consented to the sexual act upon which the employee's dismissal or resignation is based. Id.*

*NOTE 2: The Every Student Succeeds Act (ESSA) requires school districts that receive ESEA funds to have policies in place that prohibit the district from assisting an employee in obtaining a new job if the district knows, or has probable cause to believe, that such employee engaged in sexual misconduct regarding a student or minor in violation of the law. The district is not prohibited from following routine procedures regarding the transmission of administrative or personnel files, but is prohibited from doing more than that to help the employee obtain new employment. 20 U.S.C. 7926. This provision is intended to prevent teachers or other school staff who have engaged in sexual misconduct with a student or minor at one school from obtaining employment at another school, without that school's knowledge of the prior misconduct. In sum, districts must ensure that they comply with state law mandatory reporting requirements as well as not offer employment assistance as prohibited by the ESSA when contacted by another school for information regarding an applicant's fitness for employment.*

[Revised ~~September 2021~~ ~~February 2020~~]  
COLORADO SAMPLE POLICY 1993©

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*Also note that a regulation accompanying a former version of this CASB policy (GDQD-R) was widely adopted by many school districts in years past. If your district still has this regulation in its manual, it should be repealed immediately in order to preserve the “at will” status of classified employees.*

### **Discipline, Suspension and Dismissal of Support Staff**

Support staff employees, unless otherwise designated by contract, are considered “at will” employees who serve at the pleasure of the Board and have only those employment rights expressly established by Board policy. Support staff members will be employed for such time as the district is in need of or desirous of the services of such employees.

The Board delegates to the superintendent the authority to dismiss classified personnel. The superintendent may delegate this authority to other appropriate personnel such as the director of personnel. All dismissals of classified employees will be reported to the Board at its next regular meeting.

The superintendent also may suspend employees from their assignments as a disciplinary measure, with or without pay.

If an employee is dismissed or resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, or an allegation of a sexual act involving a student who is eighteen years of age or older, regardless of whether the student consented to the sexual act, which is supported by a preponderance of the evidence, the superintendent is delegated the responsibility for notifying the Colorado Department of Education (CDE) as soon as possible but no later than 10 business days after such dismissal or resignation.

The superintendent must provide any information requested by the department concerning the circumstances of the dismissal or resignation. The district also must

notify the employee that information concerning the dismissal or resignation is being forwarded to CDE. ~~unless such notice would conflict with the confidentiality requirements of the Child Protection Act.~~

If the district learns that a current employee has been convicted of, pled *nolo contendere* to, or received a deferred sentence or deferred prosecution for any felony or misdemeanor crime involving unlawful sexual behavior or unlawful behavior involving children, the superintendent must immediately report this information to CDE.

The district will not obtain consumer credit reports on a current employee unless the district is evaluating the employee for promotion, reassignment, or retention. In all cases where credit information or reports are obtained and/or relied upon for purposes of reassigning, terminating, or denying the promotion of an employee, the district must comply with the Fair Credit Reporting Act and applicable state law.

(Adoption date)

LEGAL REFS.: 15 U.S.C. 1681 *et seq.* (*Fair Credit Reporting Act*)  
20 U.S.C. 7926 (*ESSA prohibition against employment assistance for school employees who have engaged in sexual misconduct with a student or minor*)  
C.R.S. 8-2-126 (*limits employers' use of consumer credit information*)  
C.R.S. 19-3-301 *et seq.* (*Child Protection Act of 1987*)  
C.R.S. 22-2-119 (*duty to make inquiries prior to hiring*)  
C.R.S. 22-32-109.7 (*specific duties regarding hiring inquiries and reporting*)  
C.R.S. 22-32-110 (1)(h) (*power to discharge/terminate employment*)  
C.R.S. 22-32-126 (3) (*principals recommend employment actions*)

CROSS REF.: GD, Support/Classified Staff

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**[Revised ~~September 2021~~ February 2020]**  
COLORADO SAMPLE POLICY 1994©

*NOTE: While Colorado school boards are not required by law to adopt a policy on this subject, they are required to adopt a comprehensive student code of conduct. This policy, if adopted, becomes part of that code. This policy also contains some legal requirements school districts must follow. The board should consult with its own legal counsel to determine whether this language meets local circumstances and needs.*

## **Violent and Aggressive Behavior**

The Board recognizes there are certain behaviors that, if tolerated, would compromise the learning environment to which the students and staff of the district are entitled. These behaviors, categorized as violent or aggressive, will not be tolerated.

Students exhibiting violent or aggressive behavior or warning signs of future violent or aggressive behavior will be subject to appropriate disciplinary action including suspension and/or expulsion in accordance with Board policy concerning student suspensions, 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 district's 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.

Students must immediately report questionable behavior or potentially violent situations to an administrator, counselor, or teacher.

A staff member 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.

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

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

1. Possession, threat with, or use of a dangerous weapon — as described in the Board's weapons policy.
2. Physical assault — the act of striking or touching a person or that person's property with a part of the body or with any object with the intent of causing

hurt or harm.

3. Verbal abuse — includes, but is not limited to, swearing, screaming, obscene gestures, or threats directed, either orally (including by telephone) or in writing (including by text, social media, or other electronic means), at an individual, their 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 in the Board’s policy on bullying prevention and education.
7. Gang activity — as described in the Board’s secret societies/gang activity policy.
8. Sexual harassment or other forms of harassment — as described in the Board’s sexual harassment policy and nondiscrimination policy.
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 disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education 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.

(Adoption date)

LEGAL REFS.: C.R.S. 22-32-109.1 (1)(b) (*definition of bullying*)  
C.R.S. 22-32-110 (1)(k) (*definition of racial or ethnic background includes hair texture, definition of protective hairstyle*)  
C.R.S. 24-34-301 (3.3) (*definition of gender expression*)  
C.R.S. 24-34-301 (3.5) (*definition of gender identity*)  
C.R.S. 24-34-301 (7) (*definition of sexual orientation*)~~, which includes transgender~~

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
JBB\*, Sexual Harassment  
JICDA, Code of Conduct  
JICDE\*, Bullying Prevention and Education  
JICF, Secret Societies/Gang Activity  
JICI, Weapons in School

*NOTE: For purposes of this policy, these terms have the following meanings:*

- *“Race” includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).*
- *“Protective Hairstyle” includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. Id.*
- *“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. C.R.S. 2-4-401 (13.5) and C.R.S. 24-34-301 (7).*
- *“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. C.R.S. 2-4-401 (3.4) and C.R.S. 24-34-301 (3.3).*
- *“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. C.R.S. 2-4-401 (3.5) and C.R.S. 24-34-301 (3.5).*

Strasburg School District 31J  
56729 East Colorado Avenue  
Strasburg, CO 80136  
Minutes of the Board of Education  
December 8th, 2021 (6:00 P.M.)

CALL TO ORDER:

Meeting was called to order at 6:00 P.M. by President Michael Marrero

ATTENDANCE: (Roll Call)

Board members present were: Diana Elliott, Daymon Johnson, Dillon Kent, Michael Marrero and Julie Winter.

Others participating were Monica Johnson (Superintendent of Schools), Stephanie Velez (Secretary to the BOE), School Administration and several members of the school district and public.

PLEDGE OF ALLEGIANCE:

AGENDA APPROVAL:

On a motion by Diana Elliott and seconded by Dillon Kent, it is hereby resolved to approve the Agenda as presented.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

PUBLIC HEARING & PUBLIC PARTICIPATION:

Stephanie Bloomfield addressed the BOE regarding the continued mask mandate and possible vaccination mandates.

BOARD REPORTS/DISCUSSION

President Michael Marrero updated the Board and community on the upcoming Superintendent search and the necessary steps taken to get the search started. Round table discussion, December 2021 CASB Convention. Upcoming Board retreat.

SUPERINTENDENT REPORT/DISCUSSION:

Superintendent Johnson updated the Board on TCHD mask mandates. Round table discussion on mandatory vaccinations. Final October count numbers.

BOARD ACTION ITEMS:

On a motion by Diana Elliott and seconded by Julie Winter, it is hereby resolved to approve the resolution officially certifying the levy of the Strasburg School District for the calendar year beginning January 1, 2022 to the Board of county commissioners of Adams and Arapahoe counties. Total assessed valuation \$118,028,929 and total mill levy of 44.041 mills.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

On a motion by Diana Elliott and seconded by Dillon Kent, it is hereby resolved to approve the second and final read of policy GBRB – Staff Conduct.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

On a motion by Dillon Kent and seconded by Diana Elliott, it is hereby resolved to approve CBI Policy – Fingerprint Based Criminal History Records

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

On a motion by Diana Elliott and seconded by Julie Winter, it is hereby resolved to approve the hiring of Corey Coombs and approve the updated substitute list.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

On a motion by Dillon Kent and seconded by Diana Elliott, it is hereby resolved to approve the minutes from the December 8<sup>th</sup>, 2021 school board meeting.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

On a motion by Diana Elliott and seconded by Dillon Kent it is hereby resolved to approve the claims, accounts and financial statements from the December board meeting.

**AYE: Elliott, Johnson, Kent, Marrero, Winter**

**NAY: NONE – MOTION CARRIED 5-0**

ADJOURNMENT:

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Michael Marrero, President

Date

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Julie Winter, Treasurer

Date

DRAFT