



# Strasburg School District 31-J Agenda

SCHOOL DISTRICT BOARD OF EDUCATION  
**SEPTEMBER MEETING**  
**September 13<sup>th</sup>, 2022 6:00pm – 8:00pm**

Central Service Building  
2102 Wagner Street, Strasburg CO 80136

Meeting is In-Person  
Audience may observe via Zoom  
Meeting ID 934 4855 3713

<https://ecboces.zoom.us/j/93448553713>

## **Board of Education**

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Michael Marrero, 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

## **Board Procedures:**

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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 (5 minutes)**
  - a. Call to Order
  - b. Roll Call
  - c. Pledge of Allegiance
  - d. Adoption of Agenda
  
- II. **Celebration (15 minutes)**
  - a. Authier/SES Choir
  - b. Dawit James-3<sup>rd</sup> Cheyenne Stampede Pre-State
  - c. Girouard/BCBA
  
- III. **Public Participation/General (3 minutes per individual)**
  
- IV. **Board Reports/Discussion (15 minutes)**
  - a. Final Read AC Nondiscrimination equal opportunity
  - b. Legislative Updates
  - c. BOE Calendar
  - d. BOE Norms
  
- V. **Superintendent Report/Discussion (30 minutes)**
  - a. Audit (Nancy Taylor)
  - b. Preliminary Assessed Values (Nancy Taylor)
  - c. National Principals Month (October)
  - d. Construction update
  
- VI. **Adoption of Consent Agenda Recommended Motion (8 minutes): Move to accept all items on the consent agenda.**

**Recommended Motion:** I move to accept all items on the consent agenda

  - a. **Recommended Motion:**  
**Substitute List (see attachment)**  
Motion: Motion to approve the updated 2022-2023 substitute list
  - b. **Coaches List (see attachment)**  
Motion: Motion to approve the updated 2022-2023 coaches list
  - c. **Recommended Motion:**  
**New Hires:**
    - i. Christopher Houggy, Custodian, **1.0 FTE, 8 hours per day, 255 days, effective August 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - ii. Emily Bustillos, Long Term Sub- SHS Spanish, **1.0 FTE, 8 hours per day, 220 days, effective August 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - iii. Veronica Davis, Long term weight training sub- SHS, **1.0 FTE, 8 hours per day, 200 days, effective August 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - iv. Denise O'Donnell, Para-professional, SES, **1.0 FTE, 7.5 hours per day, 169 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - v. Shirley Freeman, Small Car Driver, SES, **.5 FTE, 5 hours per day, 170 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - vi. Charlotte Larsen, Bus Driver, **.5 FTE, 4 hours per day, 170 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - vii. Bonnie Davidson, SPED Para, **1.0 FTE, 7.5 hours per day, 169 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**
    - viii. Gail Radica, Custodian, **.5 FTE, 5 hours per day, 255 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly**

- ix. Angela Pennypacker, Para -professional, .5 FTE, 4 hours per day, 169 days, effective September 1<sup>st</sup>, 2022 through July 31<sup>st</sup>, 2023, hourly

**Terminations/Resignations:**

- i. Jennifer Miller-Leitch
- ii. Amber Adams

**II. Meeting Times & Dates (10 minutes)**

- a. Future agenda items
- b. Please note that a meeting schedule has been posted online for future Regular BOE Meetings as well as Work Sessions. Regular Meetings will be held the 2<sup>nd</sup> Tuesday of each month at 6:00PM and Work Sessions the 4<sup>th</sup> Friday of each month at 9:00AM.

**III. Calendar Review (5 minutes)**

**IV. Adjourn (1 minute)**

# Strasburg School District 31J

Policy:	File:
Nondiscrimination/Equal Opportunity	AC
Adopted:	Revision:
2006	September 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 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 under 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 head 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.

This policy and supporting regulation(s) will be used to address all concerns regarding unlawful discrimination and harassment. Alleged conduct regarding sexbased discrimination and sexual harassment will follow the complaint and investigation procedures specific to this conduct.

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.
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 this school 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.

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 or hearing impaired.

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.

### **Harassment is Prohibited**

Harassment based on a person's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry or need for special education services is a form of discrimination prohibited by state and federal law. Preventing and remedying such 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 harassment, by district employees, students, and third parties, is strictly prohibited.

All district employees and students share the responsibility to ensure that harassment does 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 they have 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, must immediately report it to an administrator, counselor, teacher, or the district's compliance officer 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, must 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.

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. No student, employee, or member of the public may be subject to adverse treatment in retaliation for any good faith report of harassment under this policy.

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

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

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

### **Notice and Training**

To reduce unlawful discrimination and harassment and ensure a respectful school environment, the administration is responsible for providing notice of this policy to all district schools and departments. The policy and complaint process must 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. Training materials regarding sexbased discrimination and sexual harassment are available to the public on the district's website.

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.

<b>Compliance Officer</b>	<b>Title IX Officer</b>
Nancy Taylor, CFO	Kevin Hemphill, Athletic Director
<a href="mailto:ntaylor@strasburg31j.com">ntaylor@strasburg31j.com</a>	<a href="mailto:khemphill@strasburg31j.com">khemphill@strasburg31j.com</a>
303.622.9211 x 897	303.622.9211 x 893
2101 Wagner Street	56729 E. Colfax Ave.
Strasburg, Co. 80136	Strasburg, Co. 80136

LEGAL REFS: 20 U.S.C. 1681 (Title VII, Education Amendments of 1972)

20 U.S.C. 1701-1758 (Equal Employment Opportunity Act of 1972)

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

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

42 U.S.C. 12101 et seq. (Title II of the Americans with Disabilities Act)

42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)

42 U.S.C. 2000e (Title VII of the Civil Rights Act of 1964)

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

34 C.F.R. Part 100 through Part 110 (civil rights regulations)

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

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

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

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

C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting discrimination) C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)

C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)

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

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



## Strasburg School District Meeting Schedule 2022-2023

(Board Meetings will occur the 2<sup>nd</sup> Tuesday of each month. Work Sessions occur 4<sup>th</sup> Friday of each month. Special meetings will occur as needed)

\*\*\*All meetings after August 9<sup>th</sup> will be located at Central Services unless otherwise specified in the agenda\*\*\*

### JULY

7/25/2022 6:00PM Board Meeting (Zoom only)

### AUGUST

8/9/2022 6:00PM Board Meeting

8/26/2023 9:00AM Work Session

### SEPTEMBER

9/13/2022 6:00PM Board Meeting

9/23/2022 9:00AM Work Session

### OCTOBER

10/11/2022 6:00PM Board Meeting

10/28/2022 9:00AM Work Session

**2022 CASB Fall Conference & Delegate Assembly Oct 21-22, 2022**

### NOVEMBER

11/8/2022 6:00PM Board Meeting

**NO WORK SESSION- WINTER BREAK**

### DECEMBER

12/13/2022 6:00PM Board Meeting

**NO WORK SESSION- WINTER BREAK**

**2022 CASB Annual Convention Dec 1-3, 2022**

### JANUARY

1/10/2023 6:00PM Board Meeting

1/27/2023 9:00AM Work Session

### FEBRUARY

2/14/2023 6:00PM Board Meeting

2/24/2023 9:00AM Work Session

**MARCH**

3/14/2023 6:00PM Board Meeting (Spring Break)

3/24/2023 9:00AM Work Session

**APRIL**

4/11/2023 6:00PM Board Meeting

4/28/2023 9:00AM Work Session

**MAY**

5/9/2023 6:00PM Board Meeting

5/26/2023 9:00AM Work Session

**JUNE**

6/13/2023 6:00PM Board Meeting

6/30/2023 9:00AM Work Session



**Strasburg School District 31-J**  
**Board of Education**  
**Team Norms**

**We are accountable to the Board and the Community**

- We are respectful, open, direct and transparent in our communications especially when dealing with difficult, sensitive or controversial matters. We consider whether feedback should be provided in an open environment or in a one-on-one discussion.
- Foster a joyful environment by taking time to celebrate successes and acknowledge good work.
  - We actively listen to presenters objectively, without bias or personal agendas while providing feedback and actionable recommendations.
- We actively listen to one another without becoming defensive and are sensitive to how we provide our input.
  - If a decision is agreed to by the Board, even if not supported by everyone, it will be supported and promoted outside of that room by the entire group.
- We communicate requests, give reasonable lead time when possible and clearly define expectations and requirements and respect others' work-life balance.
  - We demonstrate mutual respect by raising issues with the people whom we have individual concerns rather than talking behind their back.
    - We acknowledge our flaws and admit we are wrong if necessary.
      - We invite conflict and ask for opposing views.
      - We will listen to all with respect and the intent to understand.
- We meet agreed-upon deadlines and manage expectations where we cannot meet deadlines.
  - We will abide by all legal requirements.

**We embrace our collective vision for Strasburg 31J**

- We embrace the School Mission and advocate for all students through partnerships between home, school and the community.
- We strive toward achieving our Educational Objectives and believe that all students can learn and achieve academic success.
- We are sensitive to the “greater good” of the Strasburg School District - we bring our expertise into our discussions, but leave our personal agendas at the door.
  - We treat all issues and initiatives with same the level of focus and attention.

**We ensure that our Board meetings are effective and productive**

- We stay focused on the current topic.
  - We make our meetings the priority.
    - No phones/laptops
    - No other meetings scheduled at same time
      - Pre-defined break schedules
- Agendas and information requests are sent out in advance and with time for corrective actions.
- Pre-reading, when required, will be provided no less than 2 business days in advance of the meeting with the expectation that all Board members will read the material and come prepared for the discussion during the meeting.
  - We define the purpose for the meeting including whether there is a need for input, feedback, or decision.
- We start and stop on time; if the Board has reached the allotted time on an agenda item, the Board will make the decision whether to extend the time, table the item, or take other action related to the agenda item.
  - We designate a time keeper and note taker.
    - We are mindful of the discussion/decision balance and provide time for both.
      - We give everyone a voice and do not interrupt each other.
  - We use clear, “on point” communications and don’t “pile on” to a point already made.
- If a Board member is out, we assign someone to communicate the information covered.
  - We leave the meeting with clear action items, time lines, and action owners.
    - If we stray from our Team Norms, we will speak up and get back on track.

**Sub List 2022-2023**

INSTRUCTIONAL	<u>PHONE</u>	<u>K-8</u>	<u>LICENSE EXPIRES:</u>
Abercrombie, Hazel	801-663-0308	<u>K-12</u>	4/8/2023
Bultje, Marcella	303-319-8904	PK-8	7/26/2025
Burch, Emily	303-941-8361	K-12	9/13/2022
Crouse, Vicki	970-301-3554	K-12	1/31/2024
Davis, Chelsie	603-860-1155	K-12	8/19/2023
Dewolf, Corey	720-900-9463	K-12	4/13/2023
Dwyer, Ryan	303-961-2554	K-12	2/4/2025
Elliott, Diana	303-489-3879	K-12	5/18/2024
Elliott, Kurt	303-895-7568	K-12	3/19/2027
Garcia, Kaylee	303-229-2581	K-12	8/3/2027
Hager, Kelly	865-770-0505	K-12	1/11/2025
Headley, Angela	720-966-0056	K-12	6/1/2023
Holcomb, Donna	303-622-4386	Pre	10/1/2022
Johnson, Susan	303-622-6163	K-12	9/16/2024
Kruse, Collen	303-475-2859	PK-5	5/21/2023
Lee, Ronda	303-883-3026	K-12	9/28/2027
Leisge, Chris	303-715-8932	K-12	1/7/2029
Muehlhausen, Corine	303-725-3328	K-12	2/14/2023
Mundell, Marcia	303-644-3522	K-12	9/19/2023
Osborne, Deb	303-229-9271	K-12	8/19/2025
Price, Cherlyn	303-916-9793	K-12	3/5/2024
Sherer, Patty	303-622-4534	K-12	8/23/2022
Terry, Kim	303-908-7427	K-12	12/19/2026
Timmons, Nadine	303-822-9860	PK-12	5/22/2025
Whitten, Mary	202-531-2241	K-12	9/24/2023
<u>PARAS/CLERICAL</u>	<u>PHONE</u>	<u>GRADES</u>	
Davis, Veronica	785-534-7412		
Ewertz, Karen	303-907-9348	PK-8	
Goble, Tanya	303-359-3958		
Holcomb, Donna	303-622-4386	Pre	10/1/2021
Lewis, Sharon	303-912-7638		
Pinson, Jefferson	970-946-2758		
Steinman, Bethny	303-956-3044		
Still, Kelly	303-551-3434		
Stone, Cala			
<u>LUNCH</u>	<u>PHONE</u>	<u>GRADES</u>	
Corral, Zenaida	303-622-6429		

Graham, Teri	303-916-0507		
Hamacher, Kristina	720-810-4186		
Hicks, Kayla	303-929-7243		
Nelson, Rowena			
Ostigaard, Carrie	303-229-2058		
Powell, Ramona (Mona)	303-621-0186		
Rose, Courtney	720-422-5544		
Saucedo, Cristina			
<u>CUSTODIAL</u>	<u>PHONE</u>	<u>GRADES</u>	
<u>Radica, Gail</u>	<u>720-281-4268</u>		
<u>BUS DRIVERS</u>	<u>PHONE</u>	<u>GRADES</u>	<u>LICENSE</u>
Freeman, Shirly			CDL
Martinez, Michelle			CDL
McDaniel, Nathan	303-775-4503		CDL

## Coaches List 2022-2023

### Coaches

Alyssa Garcia  
Annah Welch  
Arica Herman  
Brandi Marrero  
Brandon Archuletta  
Brian Brown  
Chad Hopwood  
Chris McCoy  
Darel Dodge  
Dave Lasecke  
Dawna Miller  
Hayley Ross  
Jeromie Bongard  
Jessica Hicks  
Jordan Ross  
Kerry Kemper  
Larry Deffenbaugh  
Marc Crandall  
Marissa Hauser  
Melissa Martin  
Michael Marrero  
Mike James  
Nichole Welch  
Nick Dickens

### Volunteers

Cassie Chapin  
Dana Johnson  
Kim Harris  
Lonnie Losh  
Ryan Blauw

### Trainer

Dennis Martin



**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Christopher Houggy**

Recommendation for What Position: **Custodian**

New Position or Replacing Someone in Current Position (If replacing someone who?) **Jennifer Miller**

Recommendation being made by/Date: **Jessica Romero**

Names of those interviewed: **Only applicant**

Names of Interview Committee: **Jessica Romero**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Emily Bustillo**

Recommendation for What Position: **HS Spanish (long-term sub)**

New Position or Replacing Someone in Current Position (If replacing someone who?)

**Meghan Loveless**

Recommendation being made by/Date: **Ginia Gutierrez August 8, 2022**

Names of those interviewed: **Emily Busito (only candidate)**

Names of Interview Committee: **Ginia Gutierrez, Scott Andrews**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Veronica Davis**

Recommendation for What Position: **Weight Training (long-term sub)**

New Position or Replacing Someone in Current Position (If replacing someone who?)

**Audra Robison**

Recommendation being made by/Date: **Ginia Gutierrez 8/10/22**

Names of those interviewed: **Veronica Davis**

Names of Interview Committee: **Ginia Gutierrez, Scott Andrews, Jordan Ross**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

**Name of person being recommended for hire:** Denise O'Donnell

**Recommendation for What Position:** Para-professional

**New Position or Replacing Someone in Current Position:** NEW

**Recommendation being made by/Date:** Kelle Bongard on August 19, 2022

**Names of those interviewed:** Denise O'Donnell, Brandon Saxon

**Names of Interview Committee:** Kelle Bongard and Ashley Van Slyke

**Date Recommendation is scheduled for the Board:** September 13<sup>th</sup>, 2022

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Shirley Freeman**

Recommendation for What Position: **Small Car Driver**

New Position or Replacing Someone in Current Position (If replacing someone who?) **New**

Recommendation being made by/Date: **Jim Spence**

Names of those interviewed: **Only applicant**

Names of Interview Committee: **Jim Spence**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Charlotte Larsen**

Recommendation for What Position: **Bus Driver**

New Position or Replacing Someone in Current Position (If replacing someone who?) **Connie Johnson**

Recommendation being made by/Date: **Jim Spence**

Names of those interviewed: **Only applicant**

Names of Interview Committee: **Jim Spence**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Bonnie Davidson**

Recommendation for What Position: **Special Education Para**

New Position or Replacing Someone in Current Position (If replacing someone who? **Emily Bustillo**

Recommendation being made by/Date: **Johnnie Echer 8/30/22**

Names of those interviewed: **Bonnie Davidsion, Kerry Walters, Brianna Brunsvold**

Names of Interview Committee: **Johnnie Echer, Avis Devlin**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**

**Strasburg School District**  
**Recommendation for Hire**

Name of person being recommended for hire: **Gail Radica**

Recommendation for What Position: **Custodian**

New Position or Replacing Someone in Current Position (If replacing someone who?) **Sub for Tony Flores**

Recommendation being made by/Date: **Tim Barber**

Names of those interviewed: **Only applicant**

Names of Interview Committee: **Tim Barber**

Date Recommendation is Scheduled for the Board: **September 13<sup>th</sup> 2022**



**Strasburg School District**

**Recommendation for Hire**

Name of person being recommended for hire: **Angie Pennypacker**

Recommendation for What Position: **Part Time Paraprofessional**

New Position or Replacing Someone in Current Position: **Replacing**

Recommendation being made by/Date: **Kelle Bongard on August 30, 2022**

Names of those interviewed: **Angie Pennypacker and Brandon Saxon**

Names of Interview Committee: **Kelle Bongard and Ashley VanSlyke**

Date Recommendation is scheduled for the Board: **September**