



Strasburg School District 31-J Agenda

SCHOOL DISTRICT BOARD OF EDUCATION
OCTOBER MEETING
October 18, 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

Michael Marrero, President
Dillon Kent, 1st Vice President
Daymon Johnson, 2nd 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:

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 the Minutes
 - e. Adoption of Agenda

- II. **Celebration (20 min)**
 - a. Security Committee- Avis Devlin, Scott Andrews & Ashley Van Slyke
 - b. Athletics- Kevin Hemphill

- III. **Public Participation/General (3 minutes per individual)**

- IV. **Board Reports/Discussion (15 minutes)**
 - a. **Legislative updates**
3 measures impacting schools
 - b. **Land acknowledgement update**

- V. **Superintendent Report/Discussion (12 minutes)**
 - a. **Principal Month Resolution**
 - b. **October 3 Student Count – Preliminary**
 - c. **Policy Update**
 - d. **District Accountability Committee Update**
 - e. **Construction/Facility Update**
 - f. **Calendar/contract Update**
 - g. **Capital Expenditures Update**

- VI. **Adoption of Consent Agenda Recommended Motion (5 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:**
 - i. Radios/Repeater Purchase
 - ii. FAMLI ACT
 - iii. Resolution-Principals Month
 - iv. Policy AC
 - v. Updated Sub List
 - b. **Recommended Motion:**

New Hires:

 - i. Zoey Larson 1.0 FTE, 8 hours per day, 167 days, Para-professional, effective October 3rd, 2022 through July 31st, 2023, hourly

Separations:

 - i. Angel Derstine
 - ii. Amber Adams

- II. **Meeting Times & Dates (5 minutes)**
 - a. Future agenda items

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

- IV. **Adjourn (1 minute)**



Strasburg School District 31J

District Mission: Develop responsible and productive members of society

The FAMLI Act

The FAMLI Program (“Program”) was passed by Colorado voters in November 2020 and is intended to increase access for workers to paid family and medical leave. Importantly, school districts have the discretion to opt-out of the Program. C.R.S. § 8-13.3-522.

Beginning January 1, 2023, employers, including school districts, are required to pay, on behalf of each employee, a premium amount to the family medical leave insurance fund (“fund”) as established by the Division of Family and Medical Leave Insurance (“Division”). C.R.S. § 8-13.3-507. From January 1, 2023 to December 31, 2024, the premium amount is 0.9% of an employee’s wages.

Employers are permitted to deduct up to 50% of the premium cost from an employee’s wages. C.R.S. § 8-13.3-507(5). By way of example, if the total premium amount is 0.9% of an employee’s wages, the employer and employee may each contribute 0.45% of the employee’s wages to the overall amount. Employees are capable of participation in FAMLI program through an opt-in process.

Declination of the Program does not prohibit the school district’s employees from independently enrolling. C.R.S. § 8-13.3-514(1).

Eligibility

Although the Division will begin accepting payments for its fund in January 2023, Colorado employees will not receive paid leave benefits until January 1, 2024.

On or after this date, an employee has the right to receive family and medical leave insurance benefits while taking family and medical leave due to one of the following reasons:

To care for a new child, including adopted and fostered children, during the first year after the birth, adoption, or placement of that child;

- To care for a family member with a serious health condition;
- To care for themselves, if they have a serious health condition;

To plan for a family member’s military deployment; or

- To address the immediate safety needs and impact of domestic violence or sexual assault.

Benefits

Covered employees are entitled to twelve (12) weeks of paid family and medical leave in a 12-month period. Employees experiencing a serious health condition related to pregnancy complications or childbirth complications are entitled to an additional four (4) weeks of paid leave. C.R.S. § 8-13.3-505. Leave under the FAMLI Act runs concurrently with federal FMLA leave. C.R.S. § 8-13.3-510.

Employees are encouraged to schedule paid leave so as not to unduly disrupt the operations of the employer. C.R.S. § 8-13.3-505. Leave that is foreseeable requires thirty (30) days’ written notice to the employer. *Id.* If the leave is not foreseeable, employees must provide notice as soon as practicable. *Id.*

To determine an individual’s weekly benefit, the Division compares the employee’s weekly average rate with the state average weekly wage. C.R.S. § 8-13.3-506. Depending on the employee’s weekly salary amount, they may receive between 37% and 90% of their average weekly salary for each week of leave. *Id.* The Division capped the maximum weekly benefit at \$1,100.00. *Id.*

Declining Participation — Local Governments

The FAMLI Act permits local governments, including school districts, to decline participation in the FAMLI Program. C.R.S. § 8-13.3-514. The Division’s regulations govern the process for opting-out. See Dep’t of Labor, 7 Code Colo. Regs. 1107-2.

To decline participation, the Board of Education must vote on the matter and deliver written notice of its decision to the Division. 7 CCR 1107-2.5. Prior to the vote, the Board of Education must provide public notice of its intent to vote regarding the District’s participation in the Program. It must also provide an opportunity for public comment prior to the vote. Additionally, the Board is required to provide written notice to its employees regarding the voting

At the October 11th Board Meeting the Board of Education will take a vote on participation in the FAMLI Program. C.R.S. 8-13.3-514.

You have the opportunity to provide public comment prior to the vote. You may submit those comments orally at the meeting during the open comment portion, or submit written comments to Brooke Kartus bkartus@strasburg31j.com before the October 11th meeting.

District Employees’ Eligibility

Declination of the Program does not prohibit the school district’s employees from independently enrolling. C.R.S. § 8-13.3-514(1).

A school district employee who unilaterally elects to participate in the Program must file a written notice to the Division. The employee is then solely responsible for remitting the premium amount directly to the Division. *Id.* The District has no oversight over the payments or implementation of the Program.

Michael Marrero, President

Date

Diana Elliott, Secretary

Date

RESOLUTION 2022-14

**National Principals Appreciation
Month October 1st - 31st**

WHEREAS, it is the primary responsibility of the Strasburg 31J Board of Education and the Superintendent to preserve and improve resources for schools so that all students have access to a quality education and foundation for a successful future; and,

WHEREAS, school principals play an integral role as instructional leaders in the education and growth of students in elementary, middle, and secondary schools in Strasburg 31J and,

WHEREAS, school principals are responsible for promoting education and building relationships to ensure that each student receives services that meet their needs to excel in the classroom and life; and,

WHEREAS, school principals face many challenges in supporting and educating our young people and it is through their perseverance and passion that Strasburg 31J continues to produce quality, career-ready students; and,

WHEREAS, we will continue to encourage, support, and recognize our school principals who continually ensure a positive impact on students and the educational process; and,

THEREFORE, the Strasburg 31J Board of Education do hereby proclaim the month of October 1st through 31st, 2021 as Principals Appreciation Month.

IN WHITNESS WHEREOF, we have unto set our hands and cause the official seal of the said Strasburg 31J School District to be hereunto affixed this 22nd date of September, 2022.

Board of Education

Dan Hoff

Superintendent of Schools

Michael Marrero, President

Dillon Kent, 1st Vice President

Daymon Johnson, 2nd Vice President

Diana Elliott, Secretary

Julie Winter, Treasurer

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.

Compliance Officer	Title IX Officer
Nancy Taylor, CFO	Kevin Hemphill, Athletic Director
ntaylor@strasburg31j.com	khemphill@strasburg31j.com
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 31J Recommendation for Hire

Name of person being recommended for hire: Zoey Larson

Recommendation for What Position: Para Professional

This position will be:

- Full time
- Part time _____ hours/day

Start date: 10/1/2022

This position is:

- Addition (requires previous CFO approval)
- Replacement
Who did they replace? Amber Adams

Recommendation being made by: Johnnie Echer

Candidates interviewed: Zoey Larson

Interview Committee: Matt Nelson, Avis Devlin

Did the candidate apply online? Yes

Date Recommendation is Scheduled for the Board: October 11, 2022

Rate: Hourly