



Strasburg School District 31-J

Agenda

SCHOOL DISTRICT BOARD OF EDUCATION
MAY MEETING
May 9, 2023 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. Science Olympiad
 - b. Patriot League Meet
- III. Public Participation/General (3 minutes per individual)
 - a. Erin Miller- Parental Feedback
- IV. Board Reports/Discussion (15 minutes)
 - a. Legislative updates
 - b. Other
- V. Superintendent Report/Discussion (12 minutes)
 - a. DAC Report
 - b. Strategic Plan Update
 - c. AEC Certification- Thom Winter
 - d. 2023-2024 Salary Schedule
- 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. Approval of the Consolidated Application Activities
 1. School Improvement Retention of Funds Request – Form Attached
 2. Approval and Transmittal Form – Form Attached
 3. Acceptance, Relinquishment, and Assignment, and Certifications (ARAC) – Form Attached
 - ii. Healthy School Meals for All- Opt-in
 - iii. Policy- Final Reads
 1. KE-R Public Complaints & Concerns Regulations
 2. KE-E Complaint Form
 3. JEB-R Process for Early Entrance to Pre School, Kindergarten or 1st Grade
 4. JFBA Intra-District Choice/Open Enrollment
 5. JFBA-R Intra-District Choice/Open Enrollment Regulation
 - iv. Updated Sub List
 - b. Finance
 - i. 2023-2024 Salary Schedule
 - c. Recommended Motion/Personnel Matters: Contract/LOA Renewals:
 - i. Classified Staff Renewals
 - ii. Certified Staff Renewals

New Hires:

 - iii. Riley Blagg, SPED Teacher, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
 - iv. Raelynn Bauer, SPED Teacher, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
 - v. Alexis Trujillo, Teacher, SES, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary

- vi. Destiny Gray, Teacher, SES, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- vii. Glenn Wallace, Director of Operations & Maintenance, 1.0 FTE, 8 hours per day, 255 days, effective May 1st, 2023 through July 31st, 2023, Salary
- viii. Makena Osborne, SPED Teacher, SES, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- ix. Kyle Johnson, 8th Grade Science Teacher, HMS, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- x. Mandy Lasecke, HS Social Studies, SHS, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- xi. John McKeever, 6th grade Social Studies, HMS, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- xii. Angela Pennypacker, Preschool, SES, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary
- xiii. Julia Justice, Preschool, SES, 1.0 FTE, 8 hours per day, 180 days, effective August 1st, 2023 through July 31st, 2023, Salary

Terminations/Resignations:

- i. Hayley Ross
- ii. Courtney Capek

Retirements:

- i. Ginia Gutierrez
- ii. Elizabeth Moock (updated)

Reassignments:

- i. Brandi Marrero (SES Nurse Aid ---> PE Teacher)
- ii. Josie Hemphill (SHS ---> HMS)
- iii. Cameron Schiller (HMS ---> SES)

- II. Meeting Times & Dates (5 minutes)
 - a. Future agenda items
- III. Calendar Review (5 minutes)
- IV. Adjourn (1 minute)



Strasburg School District 31-J Agenda

Minutes of the Board of Education Regular Meeting
April 11, 2023 6:00pm
2102 Wagner St
Strasburg, CO 80136

CALL TO ORDER:

Meeting was called to order at 6:00pm by Vice President Dillon Kent.

ATTENDANCE: (Roll Call)

Board members present were: Diana Elliott, Dillon Kent, Michael Marrero, Daymon Johnson (joined at 6:09pm) and Julie Winter.

Others participating were Brooke Kartus (Secretary to the BOE) & Dan Hoff (Superintendent).

ADOPTION OF THE AGENDA/MOTION TO AMEND THE AGENDA:

On a motion by Diana Elliott and seconded by Julie Winter, it is hereby resolved to amend the agenda as presented. The calendar was removed from the Consent Agenda for discussion.

AYE: Elliott, Kent, Marrero, Johnson, Winter

NAY: NONE – MOTION CARRIED 5-0

ADOPTION OF THE MINUTES:

On a motion by Julie Winter and seconded by Diana Elliott, it is hereby resolved to approve the minutes as presented.

AYE: Elliott, Kent, Marrero, Johnson, Winter

NAY: NONE – MOTION CARRIED 5-0

MOTION TO APPROVE CONSENT AGENDA ITEMS:

On a motion by Diana Elliott and seconded by Daymon Johnson, it is hereby resolved to approve the agenda as presented.

AYE: Elliott, Kent, Marrero, Johnson, Winter

NAY: NONE – MOTION CARRIED 5-0

MOTION TO VOTE ON 2023-2024 CALENDAR:

On a motion by Julie Winter and seconded by Diana Elliott, it is hereby resolved to approve the agenda as presented.

AYE: Elliott, Kent, Marrero, Winter

NAY: NONE – MOTION CARRIED 5-0

Celebrations:

- Payton Lasecke- received Daniel's Fund Scholarship

- Leyla Jaramillo- All conference cheerleading & 1st place at skills USA
- Kaslin Wade- All state cheerleading
- Avis & Johnnie- Event and article with local judge
- Denise O'Donnell- Choking student

Public Participation:

- Keaton Hamacher- Presentation on desire for shop class, metal work, vehicle maintenance & woodshop

Other: BOE Agenda Format:

- Focus on transparency. More discussion at board meetings with summary of results

Superintendent Report:

- Title Re-design: FRL HMS 35% School Wide Title Funding
- Budget Snapshot: Dan has sent prelim models to BOE
- Evaluations: Underway. Looking to coach, not looking for fault
- Central Registrar: Tina Starman taking on this opportunity. Experience with Data Pipeline. Help free up secretaries
- Assessments: Assessment season is underway. These are for development not judgement. Helps identify school gaps. SHS & SES high 90 percent participation. HMS went from 34.7% participation last year to 97% this year.
- PD Update: Follow up from January PD- 3rd party company in and assessing engagement strategies & culture in all 3 buildings.
- Community Strategic Plan: Cabinet kickoff coming u on 5/1. Focus on community members.
- Complaint Procedure/Customer Service: Cabinet reviewed policy & covered complaint process.
- DAC Report: Update and gratitude. Final meeting for school year will be in May.
- Interview Process & Committee: Has been created and is evolving. Was used for the Director of Operations and Facilities role. Decision to come by end of week. Phone screens, in-person (8), one on one with Dan (3). Transparent, inclusive process
- Calendar: Review of survey hot topics. How did we get to this calendar – goal was to benefit students and remain innovative based on feedback received. Focus on PD & PLC time. Community Strategic Plan to hone in on 4 day week and 3 year calendar cycle in future.

ADJOURNMENT

On a motion by Diana Elliott and seconded by Julie Winter it is hereby resolved to adjourn.

AYE: Elliott, Johnson, Marrero, Johnson, Winter

NAY: NONE – MOTION CARRIED 5-0

Michael Marrero, President

Date

Julie Winter, Treasurer

Date

Consortium Consolidated Application Plan for 2023-2024

Title I

90% to districts to support the activities below as determined and confirmed by district on Title I spreadsheet:

- Salary and benefits for in-field teachers (referred to as interventionists in the application) and instructional paras (referred to as teaching assistants in the application)
- Summer school or extended day activities
- Ongoing professional development (secured by district) for Title I instructional staff
- Parent engagement supplies (more difficult to document for reimbursement)
- Purchase of evidence-based interventions (more difficult to document for reimbursement)

10% stays at BOCES

- Indirect (Executive Director's budget) – 06.35
- Title I Clusters – 3.65%
- Professional development in reference to:
 - Title I programmatic and RtI considerations
 - Title I guidance, compliance and monitoring support
- Title I resources for cluster meetings including working lunches
- Stipends for teachers attending Professional Development outside of their contract day, or year
- Professional Development trainer and presenter fees
- Substitute teacher reimbursement for Title I teachers attending trainings on school days
- Supplies, books, and periodicals aligned with Professional Development
- \$50 Homeless Set-Aside per district = \$950 total for consortium
 - Comes out of district TI allocation, but built into BOCES budget to be *reimbursed to districts*
- Lodging for EC BOCES Title I teachers and administrators to attend the READ Conference (if it is scheduled by CDE in 23-24)
- Salary and benefits for Federal Programs Director Mitzi Swiatkowski (estimated 35% of salary)

Title II A – Based on Stakeholder Recommendations

- Impact Teams implementation leveraged with HB12-1345 funding
 - District Level Impact Team Coordinators (stipends)
 - Providing leadership and sustainability for Impact Teams
 - Focus on standards-based instructional strategies and formative assessment
 - Subs for Impact Team work during school day
 - Stipends for planned Impact Team work performed outside of teachers' contract days
- Summer Institute and Zoom PD events
 - Including Kristen Eveland, Paul Bloomberg, Isaac Wells, Starr Sackstein, Rachel Fairchild and Beth Skelton
 - Presenter fees and travel
 - Stipends for teachers attending EC BOCES Professional Development events outside of contract day/year
 - Working lunches for professional development events
- Principal Cluster trainings
- Stipends for teachers completing READ Act Training outside of contract hours
- Supplies, books, periodicals, and media licenses aligned with professional development
- Salary and benefits for Mitzi Swiatkowski (estimated 30% of salary)
- Indirect (Executive Director's budget) – 0.06

Title III

- Professional development
 - Guidance and strategies for teaching ELs
- Purchased technical services of EL Consultant to provide PD and individual teacher support in districts
- Data analysis in reference to English language acquisition
- Student /Teacher observations, planning and next steps
- Parent Engagement strategy support
- Compliance/district obligations support
- Supplies, books, periodicals, and media licenses as budget allows
- Consultant and coordinator travel to districts and CDE trainings
- Support and data analysis for districts who are considering EL students for Special Education
- Salary and Benefits for Mitzi Swiatkowski (15% of salary)
- EC BOCES will work with districts with allocations greater than \$7500 to plan district-level activities
- Indirect (Executive Director's budget) – 0.02

Title IV

- All Title IV activities are planned at the district level with stakeholders. Districts submit spreadsheets showing the budget, activity descriptions, outcomes, and evaluation for EC BOCES to include in the grant for approval from CDE.
- Indirect (Executive Director's budget) – 0.02

Services EC BOCES Provides Districts for CDE Federal Programs

- BOCES-level needs assessment as required by Consolidated Application
- Develops, completes, and submits online Consolidated Application narrative, budget, address review comments for approval and any required revisions
- EC BOCES serves as the fiscal agent for districts
 - Responsible for consortium level fiscal and programmatic compliance
- Completes all financial reports for the Consolidated Application
- Supports work sessions for schools in developing UIPs
- Contributes to CDE Committee of Practitioners representing consortium/rural districts
- Attends relevant CDE trainings, webinars and stakeholder meetings
- Supports Districts in compliance and shares info and requirements in reference to monitoring with districts
- Monitors CDE due dates
- Periodically provides professional development in districts at request to support Title program activities

Approval and Transmittal Form

FY 2023-2024 Consolidated Application for ESEA Program Funds

In consideration of the receipt of these grant funds, the local education agency (LEA), Board of Cooperative Educational Services (BOCES), or Consortium lead School Board (the Board) agrees to comply with the assurances and provisions included in the ESEA General Assurances form and Grant Award Letter (GAL).

The local education agency (LEA), Board of Cooperative Educational Services (BOCES), or Consortium lead School Board (the Board) also certifies that the LEA will meet all program and pertinent administrative requirements, including the Education Department General Administrative Regulations (EDGAR), 2 CFR Part 200 (Uniform Grants Guidance) Accounting Circulars, and the U.S. Department of Education's General Education Provisions Act (GEPA) requirements.

In addition, the local education agency (LEA), Board of Cooperative Educational Services (BOCES), or Consortium lead School Board (the Board) certifies that:

- the LEA is in compliance with the requirements of the federal Children's Internet Protection Act, and
- no policy of the LEA prevents, or otherwise denies, participation in constitutionally protected prayer in public elementary and secondary schools.

Further, the local education agency (LEA), Board of Cooperative Educational Services (BOCES), or Consortium lead School Board (the Board) certifies that it understands all the rules and regulations associated with the receipt of ESEA Program funds, including those not specifically enumerated above, and will take action to ensure the complies with all such requirements.

Finally, by agreeing to the relinquishment of any ESEA, amended as the Every Student Succeeds Act (ESSA), Program funds within a BOCES/Consortium, the LEA has engaged in meaningful consultation with the BOCES/Consortium lead regarding the relinquishment of the ESSA Program funds.

Signature of Board President or Authorized
Representative
(LEA /BOCES/Consortium)

Name of Board President or Authorized
Representative
(LEA /BOCES/Consortium)

Date



COLORADO
Department of Education

DRAFT- 2023-2024 EC BOCES Consortium PD Needs Assessment Priorities

Reminder:

- **Include PD priorities and your district plans for Title I and IV on your May district board meeting agenda** for approval
- **Share** priorities of the consortium PD and your district Title I, and Title IV plans with district stakeholders including **District Accountability Committee, instructional staff and any other related groups.**

Title II:

1. Teacher Survival Guide- take a closer look at how our students learn so teachers can better design learning experiences and best practices to enhance and accelerate learning for all students. “Teacher Survival Guide” will help support teachers with everyday classroom duties such as: classroom organization and lesson planning, classroom management, assessment, reviewing data, using data to make informed decisions, updates to standards, engagement, best practices and differentiating instruction. Negotiating with vendors once approved.
2. To provide training for early literacy teachers to support students in becoming proficient readers, as funding allows, ECBOCES will provide a stipend upon completion of a self-paced course in OG or DIBELS 8 (for school districts who are not participating with ELAT).
 - a. **OG:** <https://courses.ortonacademy.org>- This self-paced 10 hour course provides an introduction to the Orton-Gillingham Approach. This is appropriate for teachers, school administrators, and other professionals with students who experience difficulty learning to read and write and who wish to learn about this multisensory teaching approach. At the conclusion of this 10 hour course, participants are eligible for membership in the Academy of Orton-Gillingham Practitioners and Educators (AOGPE) as a Subscriber member. Cost is \$49 that will be reimbursed by ECBOCES with a stipend upon completion of course. Certificate must be sent to ECBOCES as proof of completion.
 - b. **DIBELS 8:** <https://dibels.amplify.com/training/>-DIBELS 8th Edition Transition Training To register: [Sign up for access](#) (free)
This course is designed for educators who have previously been trained on the DIBELS measures, and have administered and scored DIBELS measures within the last two years. The course takes approximately 90 minutes to complete. The course includes: Descriptions of the updates to the DIBELS 8th Edition measures, a brief overview of new DIBELS 8 administration and scoring rules, additional time on the administration of the new Word Reading Fluency measure. Stipend upon completion of course. Certificates must be sent to ECBOCES as proof of completion.
3. Impact Teams (PLCs) support districts in building a culture of efficacy through continued improvement cycles within the formative assessment process. The Impact Team Model is a framework that empowers teachers and learners to make decisions about their

- learning and supports needed to strengthen core instruction and build teacher and student efficacy through learning cycles based on the district's Problem of Practice.
- a. The Impact Team framework is a way to ensure your PLCs are effective, collaborative, and ensures quality implementation through the Evidence, Analysis, Action (E.A.A) process. Teachers engage in inquiry to expand student ownership and bring students to the center of their learning through the formative assessment process. Teams will develop a formative mindset to grow self-efficacy, promote collaborative inquiry to strengthen collective efficacy, and determine Problems of Practice to advance agency.
 - b. During the Impact Team meetings (PLCs), teachers will develop collective expertise and make a collective impact by using structures and protocols to solve problems of practice through the E.A.A cycle. Schools who participate in Impact Teams will create a culture of collaborative inquiry for asset-based, continuous improvement, advance student ownership and agency by ensuring clarity for all, and empower every learner to make decisions and take actionable steps about their learning.
 - c. The ECBOCES Executive Director and Staff Developer will meet with district administration and the district Impact Team Coordinator to review the framework and gather information to assist in identifying the Problem of Practice. ECBOCES will provide training to build understanding of the Impact Team Process including the need for frequency, efficiency, coordinator roles and duties, and the use of the EAA implementation protocol.
4. Continue to offer EL/MLL PD opportunities to support teachers in meeting the needs of English Learners/Multilingual Learners and the CDE EL/MLL PD requirements.
5. Seek opportunities to support grade level ELA, Math, Science, and Social Studies teams across the BOCES.
- a. Content specific PD -continue using PBL as our approach to planning and learning and highlight Visible Learning influences within PBL and The Formative Assessment Process related to their focus content areas.
 - b. DBQ- 1 year license renewal and stipend
 - c. WATTS-Regional clusters to support content and grade level specific PD. Two clusters each semester from 9:00-1:00 with a working lunch brought in. (Robert Framel will lead-HB Funded)
6. Principal Clusters will be offered quarterly to support and engage principals in high quality topics to better assist them in their daily duties and roles. Clusters will be offered face-to-face and over zoom.
- i. Resources for clusters (2 books per principal)
 - ii. Budget for presenters
7. Local administrators will encourage the use of EC BOCES website and online resources at the school level to support new teachers and administrators in differentiated PD possibilities (especially in the area of training teachers new to the Impact Team process).

BOCES will create introductory website videos to support creation of accounts, registering and completing events for certification, and access to resources. (in progress)

8. Technology Grants: Develop PD opportunities to support teachers in the implementation of computer science and STEM related activities and classes.
 - i. *zSpace and Tech Smart (zSpace brings virtual reality experiences to the classroom and offers CTE related curriculum. TechSmart is the platform that we are using for the Coding Classes and for teacher training)
 - ii. *CSED (Our CSED grants are continuing to provide robotics and 3D printing classes and resources for our teachers)

HB Grant:

*Sub reimbursements, teacher stipends, working meals, presenter fees, READ Act Stipends, and WATTS

2023-2024 BOCES Assignment Agreement

District Acceptance or Relinquishment of ESSA Consolidated Program Funds

0060 - Strasburg 31J

LEAs should complete the form to reflect the acceptance, assignment, or relinquishment of ESEA Title program allocation(s) to the BOCES/Consortium lead.

Title I, Part A

Allocation: \$90,557
Carryover: \$0
Assigned to -> 9025 - East
Central BOCES

Title III, Part A

Allocation: \$15,392
Carryover: \$0
Assigned to -> East Central
BOCES

Title IV, Part A

Allocation: \$10,000
Carryover: \$0
Assigned to -> East Central
BOCES

Title II, Part A

Allocation: \$21,918
Carryover: \$0
Assigned to -> East Central
BOCES

In consideration of the receipt of these grant funds, the LEA's School Board (the Board) agrees to comply with the assurances and provisions included in the ESEA General Assurances form and Grant Award Letter (GAL). The Board also certifies that the LEA, in coordination with the BOCES/Consortium lead, will meet all program and pertinent administrative requirements. This includes the Education Department General Administrative Regulations (EDGAR), the Office of Management and Budget (OMB) Accounting Circulars, and the U.S. Department of Education's General Education Provisions Act (GEPA) requirements.

Further, by agreeing to the assignment of any Every Student Succeeds Act (ESSA) Program funds to a BOCES/Consortium lead, the Board will provide relevant information and/or data, as requested by the BOCES/Consortium lead, in order for the BOCES/Consortium lead to fulfill its responsibilities related to the administration and accountability of these funds.

Additionally, by agreeing to the relinquishment of any ESSA Program funds within a BOCES/Consortium, the LEA has engaged in meaningful consultation with the BOCES/Consortium lead regarding the relinquishment of the ESSA Program funds.

Signature of Board President
(LEA)

Signature of Authorized Representative
(LEA)

Name of Board President
(LEA)

Name of Authorized Representative
(LEA)

Date: 04/23/2023 - 05:11 PM



Strasburg School District 31J

Policy:	File:
Public Concerns and Complaints - Regulation	KE - R
Adopted:	Revision:
2023	

In accordance with this regulation's accompanying policy, this regulation contains the procedures to follow when a member of the public files a formal complaint against the district.

Any member of the public may file a formal complaint within the same school year that the incident or concern that is the subject of the complaint occurred. Any complaint filed outside of this timeline shall not be considered.

If the public complaint does not involve personnel and the most direct staff member involved is the superintendent, the person may request to start at Step 3 of the following process.

The public complaint process shall be as follows:

Step 1. Generally, the first step is to discuss the complaint or concern with the district employee responsible for the event or action that forms the basis for the complaint.

Step 2. If the complaint is not resolved at Step 1, the person may initiate a formal complaint that shall be written, dated and signed. The person may then request review of the formal complaint by submitting it to the district employee having direct administrative or supervisory responsibility over the work of the employee involved in the complaint. Such complaint shall be filed within 20 working days of discussing the complaint pursuant to Step 1. If the supervisor or administrator determines that the complaint cannot be resolved informally, the supervisor or administrator shall render a written decision within 10 working days of receipt of the complaint. Superintendent should be notified of any said complaint.

Step 3. If the complaint is not resolved at Step 2, the person may request review of the formal complaint by submitting it to the superintendent within 10 working days of receipt of the decision in Step 2. If the superintendent or superintendent's designee determines that the complaint needs further response, the superintendent shall render a written decision within 10 working days of receipt of the complaint and any written decision from Step 2.

Step 4. If the complaint is not resolved at Step 3, the person may request review of the formal complaint by submitting a written request to the Board of Education within 10 working days of receipt of the decision in Step 3.

Matters referred to the Board shall be specific in terms of the action desired. The person shall submit the request for Board review to the superintendent. The Board shall not consider or act on complaints that have not been explored at the appropriate administrative level. If the Board agrees to review the complaint by adding it to a Board meeting agenda, the Board's decision shall be made in writing within 15 working days after the Board's review. All decisions and findings by the Board shall be final.

Adopted: 04-10-2023



Strasburg School District 31J

Policy:	File:
Complaint Report Form	KE-E
Adopted:	Revision:
May 2023	

Complaint Report Form

Instructions: This form is to be completed by the complainant in regards to a specific incident or concern. This is Step 2 referenced in Policy Regulation KE-R. This formal complaint is to only be completed upon prior completion of Step 1 of Policy Regulation KE-R. This completed form should be turned in to the directing administrator or supervisor of the party responsible for the complaint/issue.

Date of report: _____

Date of incident: _____

Name of person making the report: _____

Check one: ☐ Student ☐ Parent/Guardian ☐ Staff ☐ Other (Specify: _____)

If a student, school and grade: _____

Contact information of person reporting:

Phone: _____ Email: _____

Check if you prefer to remain anonymous: ☐ Yes ☐ No

To whom do you believe the complaint effects?

Name: _____ ☐ Student ☐ Staff ☐ Other

Name: _____ ☐ Student ☐ Staff ☐ Other

Person(s) believed to have witnessed or have knowledge about the incident (use reverse side if needed):

Name: _____ ☐ Student ☐ Staff ☐ Other

Name: _____ ☐ Student ☐ Staff ☐ Other



Strasburg School District 31J

Policy:	File:
Process for Early Entrance to Pre School, Kindergarten, or 1 st Grade	JEB-R
Adopted:	Revision:
2023	

Application Process

- ❖ Information regarding the Strasburg School District's Early Entrance policy will be made available on the district's web page. The information will include the criteria, application process, time frames, portfolio referral, assessments, final determination process, and the dispute resolution procedure.
- ❖ To initiate application, the parent contacts the school/district office and makes request for Early Entrance. Requests will be accepted starting March 1st for the following school year. Completed applications are due no later than April 1st for early entrance for the following school year. Determination will be made by the end of the current school year calendar.
- ❖ The child must be age 4 for 4 year old preschool, age 5 for Kindergarten and age 6 for first grade by August 1st in order to qualify for early entrance under this policy.
- ❖ Application should be submitted to the Elementary Principal.
- ❖ The Elementary Principal contacts the parents, obtains information about student and reason for request, informs parent(s) about process and provides them the necessary information.
- ❖ If a parent moves into the district after the April 1st deadline, they may still apply for early access up to August 1st during the first year of residency in the district.
- ❖ If the parent decides to request that their child go through the process, the parent is responsible for the collection and submission of the following information for a portfolio.

Parent's Portfolio Contents should include:

A) Observable Student Behaviors -

1. Letter from parent requesting early entrance
2. *Observation Inventory for Parents* will be provided to parents to complete
3. Letter from preschool or kindergarten teacher recommending student (if they attended)

B) Samples of Student Interest

1. Examples ~ Drawings, videos, pictures, etc.
 2. Other Items Parent Deems Appropriate
- ❖ After the parent completes the portfolio for the child, the child will be assessed at school. After compiling a body of evidence, a meeting will be held to determine the best placement for the student based on the areas of cognitive ability, academic achievement, motor skills, speech and communication skills, and social/emotional skills.

Determination Process

- ❖ The student is a resident of Strasburg School District.
- ❖ In order to be placed, a student must be formally identified as meeting the School District's criteria. Cognitive ability scores alone do not automatically qualify a student for early entrance; academic achievement, motor skills, communication and speech, social and emotional factors must also be considered in making the determination for early entrance placement.
- ❖ A current kindergarten teacher will observe the student in the areas that were mentioned above.
- ❖ The school determination team, at a minimum, will include the principal, a teacher in early childhood, a kindergarten teacher, and any other appropriate person (i.e. counselor, English as a Second Language teacher, etc.) The team reviews the complete body of evidence and makes a consensus decision regarding placement. If there is no team consensus, the principal will make the determination.
- ❖ For those students who do not meet the standardized cognitive ability criteria, the process will end and parents will receive written notification along with a copy of the written report of test results. Parents may request a follow-up meeting for clarification.
- ❖ For those students who have qualifying scores, a meeting will be held to discuss data and next steps. Parents will receive written notification of early entrance from the school determination team.
- ❖ The final decision of early entrance is always at the discretion of Strasburg School District.

Instruments That May Be Used in Determining Placement Include the Following:

- Teaching Strategies Gold (TSG)
- Developmental Assessment of Young Children- Second Edition (DAYC-2)
- Individual School Reading Inventories
- Individual School Math Placement tests
- Other assessments deemed appropriate by the Administrative Unit or School District

Placement Process

- ❖ If the student is allowed early entrance, the determination team will assign the best placement and transition process.

Appeal Process

In any case where a parent wishes to appeal the district's decision, the Strasburg School District appeal procedure will be followed. In order to appeal the decision, the parent should submit a request in writing to the Superintendent of Strasburg School District at 2102 Wagner Street, Strasburg, CO 80136. Telephone: 303.622.9211. A final decision by the administrative unit will be made within ten days after receiving the written appeal.

Adopted: 04-10-2023



Strasburg School District 31J

Policy:	File:
Intra-District Choice/Open Enrollment	JFBA
Adopted:	Revision:
April 2023	

The Board of Education endorses the neighborhood school concept and makes many decisions based on student population within the attendance areas of residence. The Board recognizes, however, that resident students may wish to attend a school or participate in a program located in an area other than that of their assigned school. Therefore, students may be allowed to attend any school or participate in any program of their choice on a space available, first-come, first-served basis (as supported by capacity).

In implementing the open enrollment program, the district is not required to:

1. Make alterations in the structure of a requested school or make alterations to the arrangement or function of rooms within a requested school.
2. Establish and offer any particular program in a school if such program is not offered currently in such school.
3. Alter or waive any established eligibility criteria for participation in a particular program including age requirements, course prerequisites, and required levels of performance.

Notwithstanding the provisions of this policy, a student may be assigned outside the attendance area by mutual agreement of the principals in the special interest of the student and/or school.

Open enrollment and transfers

Resident students and their parents/guardians will be notified on an annual basis of the options available through open enrollment in sufficient time to apply.

Students, including home-schooled students desiring to take classes on a part-time basis, within designated attendance areas will have priority in registering in that school. Students may apply for open enrollment in a school outside their attendance area and will be admitted if there is space available in the requested school and the application has been submitted on or before such as March 1st in accordance with the regulations accompanying this policy.

Parents and/or students who desire a change of school after March 1st must submit a letter together with the required form requesting a transfer. The request will be reviewed and acted upon in accordance with the regulations accompanying this policy.

Open enrollment and transfer students attending a school outside their attendance area may be granted enrollment on a year-to-year basis.

Students granted permission to enroll in a school other than the school in their assigned attendance area will have the same curricular and extracurricular status as all other students attending the school, as

determined by applicable law, bylaws of the Colorado High School Activities Association, and the district's eligibility requirements.

Any student enrolled pursuant to this policy will be allowed to remain enrolled in the school or program through the end of the school year unless overcrowding or other undesirable conditions develop, as described in the accompanying regulation.

Transportation

Transportation for students granted permission to attend school outside their attendance area must be furnished by their parents unless space is available in district buses without disruption of regular routes and loading areas. Homeless students, students in foster care, and students with disabilities will be transported, as necessary, in accordance with state and federal law.

Military children

The district will allow an inbound active duty military member to use the school liaison office address for the military installation to which the inbound active duty military member is or will be assigned in order to apply for open enrollment in a district school or program. No additional documentation of an inbound active duty military member's child's state address will be required to apply for open enrollment.

The district school or program in which the child of an inbound active duty military member is open enrolled will grant guaranteed automatic matriculation while the child remains in the district, including guaranteed automatic matriculation to the next grade, even if the next grade is in a different school level or building, in the same manner guaranteed automatic matriculation is provided to resident students. The district will also grant priority preference for the younger siblings of the child of an inbound active duty military member who is open enrolled for purposes of enrolling in subsequent school years.

Nondiscrimination

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

Special education students

The district shall not inquire about an applicant's IEP or disability status until after the applicant has been admitted. Thereafter, the district shall consider the request for open enrollment or transfer to another school or program will be considered in accordance with applicable state and federal laws.

LEGAL REFS.: C.R.S. [22-1-102](#) (definition of district resident)

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. [22-32-110](#) (1)(m) (power to fix boundaries)

C.R.S. [22-36-101](#) et seq. (open enrollment)

C.R.S. 22-36-107 (inbound active duty military families open enrollment and registration)

1 CCR 301-8, Rules 4.03 and 8.07 (prohibiting administrative units from inquiring about a transferring child's IEP or disability status until after the child has been admitted)

CROSS REFS.: [EEA](#), Student Transportation

[IHBG](#), Home Schooling

[JC](#), School Attendance Areas

[JFABD](#), Homeless Students

[JFABE*](#), Students in Foster Care

[JFBB](#), Inter-District Choice/Open Enrollment

[JJJ](#), Extracurricular Activity Eligibility

Adopted: 4-10-2023



Strasburg School District 31J

Policy:	File:
Intra-District Choice/Open Enrollment Regulation	JFBA- R
Adopted:	Revision:
April 2023	

1. Attendance areas

Students will attend the district school determined by their residence unless a request to enroll in another school or program is approved. No student will be enrolled in a school or program outside the attendance area without prior approval in accordance with these regulations.

The principal of each school will be responsible for checking student enrollment records to determine that each student is a legal resident of that school's attendance area or has an approved authorization for open enrollment or transfer.

Students must register in the school serving their attendance area even though a request is pending for open enrollment or transfer. Registration in the requested school will not be permitted until the student has received written approval for open enrollment or transfer.

2. Open enrollment

Requests for open enrollment must be initiated by the parents/guardians by filing the approved form with the principal of the school which the student wishes to attend (receiving school). The receiving school principal will notify the principal of the school in the student's attendance area of the disposition of the request. Central administration of the school district shall also receive copies of related paperwork.

Forms will be available in every school building and in the central administrative office. A parent/guardian who is an inbound active duty military member may access and submit forms electronically. The principal will explain to the parents/guardians the procedures used to process open enrollment requests.

The receiving school principal will make the decision as to whether an open enrollment application is accepted or rejected based on criteria established in state law and Board policy. The receiving school principal will be responsible for notifying the parents/guardians and students of approval or disapproval of an open enrollment request no later than April 30th.

3. Grounds for denial of open enrollment

An open enrollment request may be denied at any time if:

- a. There is a lack of space or teaching staff within a particular program or school requested.
- b. The school requested does not offer appropriate programs for the student, is not structured or equipped with the necessary facilities to meet the student's special needs or does not offer a particular program requested.

- c. The student does not meet the established eligibility criteria for participation in a particular program including age requirements, course prerequisites and required levels of performance.
- d. A desegregation plan is in effect for the school district, and such denial is necessary in order to enable compliance with the desegregation plan.
- e. The student has been expelled from any school district during the preceding 12 months.
- f. The student has demonstrated behavior in another school district during the preceding 12 months that is detrimental to the welfare or safety of other students or of school personnel including but not limited to behavior that has resulted in an out-of-school suspension.
- g. The student has graduated from the 12th grade of any school or is in receipt of a document evidencing completion of the equivalent of a secondary curriculum.

Upon enrollment at a school outside the attendance area, the student should plan to remain in that school for a full academic year. Once a student is accepted under the open enrollment plan, reasonable effort will be made to permit the student to complete the highest grade in that building subject to the right of residents of the attendance area to attend the school.

A student who is the child of an inbound active duty service member and who is accepted under the open enrollment plan is guaranteed automatic matriculation, including automatic matriculation to the next grade level, even if the next grade is in a different school level or building.

Students who wish to return to their home school or to open enroll in a different school must submit an open enrollment request in accordance with these regulations.

Each principal will maintain a file of all open enrollment requests to that building. A copy will be forwarded to the central office for district-wide data collection purposes.

Those students who apply for open enrollment and cannot be accepted at the time of application will be placed on a waiting list in the order in which the applications are received and will be considered for approval at a later date if space becomes available. The waiting list will be maintained until April 30th of each year, after which a new waiting list will be developed for the next 12 months.

4. Transfers

The transfer process is available to allow flexibility in choice of school when the open enrollment deadline has passed and/or circumstances necessitate a change in school just prior to or during a school year. All requests for enrollment at a school outside a student's attendance area will be processed as transfers once the open enrollment deadline has passed.

Requests for transfer must be initiated by the parents/guardians by filing the approved form with the principal of the school which the student wishes to attend (receiving school). The receiving school principal will notify the principal of the school in the student's attendance area of the disposition of the request.

Forms will be available in every school building and in the central administrative office. A parent/guardian who is an inbound active duty military member may access and submit forms electronically. The principal will explain to the parent/guardian the procedures used to process transfer requests.

The receiving school principal will make the decision as to whether a transfer application is accepted or rejected based on the same criteria established in state and federal law and Board policy as used to consider open enrollment requests. It may be appropriate under some circumstances to conditionally

approve a transfer request. The receiving school principal will be responsible for notifying the parents and students of approval or disapproval of a transfer request as soon as possible.

Permission to transfer when granted will be for one academic year or the remainder of the year if the transfer occurs after the beginning of any school year. Renewal of transfers is not automatic.

Students who wish to return to their home school or to transfer to a different school must reapply for a transfer in accordance with these regulations.

Each principal will maintain a file of all transfer requests to or from his/her building. A copy will be forwarded to the central office for district-wide data collection purposes.

5. Criteria to determine availability of space or teaching staff

Open enrollment and transfers within the district will be approved subject to space availability in the school requested contingent upon district class size guidelines and subject to availability as determined by the receiving principal taking enrollment projections into consideration. Students whose open enrollment or transfer requests have been approved will be assigned to classrooms on the basis of available staff and support services as well as the best use of classroom space. Mobile units will not be taken into consideration when determining availability of classroom space.

Requests for enrollment in particular programs will take into consideration the applicant's qualifications for the program.

An open enrollment or transfer granted to one child in a family will not necessarily support the open enrollment or transfer of another child in the family, except that priority preference is granted for a younger sibling of a child of an inbound active duty service member.

6. Continuing enrollment criteria

Any student enrolled pursuant to this policy shall be allowed to remain enrolled in the school or program through the end of the school year unless the student is expelled from the school or program or the district determines that the student's application contained material misstatements or omissions.

Permission for a student to attend a district school may be rescinded at the end of the school year if the school's growth in enrollment due to an increase in students living in the school's boundary results in inadequate space or resources for enrolled students. In such cases, the enrollment of choice or transfer students will be rescinded for particular schools or programs.

Any choice or transfer student may be denied enrollment for the next school year if, due to a change in circumstances, the school would be required to add programs, space or teaching staff or make an alteration to facilities or equipment in order to serve the student or the student no longer meets the established eligibility criteria for the school.

Students whose place of residence changes within the school district during the school year must complete transfer forms for record-keeping purposes. Students will be required to attend the school of their new attendance area the following year unless application is made for open enrollment or transfer.

7. Eligibility for activities

Eligibility for participation in extracurricular and interscholastic activities will be determined in accordance with applicable law, the bylaws of the Colorado High School Activities Association and the district's eligibility requirements.

Any student who enrolls in a school outside of the attendance area by falsifying the address forfeits eligibility to participate in the school's activities.

8. Appeal procedure

Should a request for open enrollment or transfer be denied, the parent/guardian will be advised by the principal that they may appeal the denial by contacting the Central Registrar.

The principal shall submit the reason for denial of the request, and the parent/guardian's request, to the administrator considering the appeal. The administrator will review the parent/guardian request and the principal's decision and then make a determination.

Upon request of either the principal or the parent/guardian, the superintendent will review the decision of the administrator. The superintendent's decision shall be final.

Adopted: 4-10-2023

Strasburg School District 31J
Certified Salary Schedule - 180 Days
2023-2024 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	46,125	47,048	47,988	51,252	52,533	53,846	55,192
2	46,817	47,753	48,708	52,020	53,321	54,654	56,020
3	47,519	48,470	49,439	52,801	54,121	55,474	56,861
4	48,232	49,197	50,180	53,593	54,933	56,306	57,714
5	48,955	49,935	50,933	54,397	55,757	57,150	58,579
6	49,690	50,684	51,697	55,213	56,593	58,008	59,458
7	50,435	51,444	52,473	56,041	57,442	58,878	60,350
8	51,192	52,215	53,260	56,881	58,303	59,761	61,255
9	51,959	52,999	54,059	57,735	59,178	60,657	62,174
10	52,739	53,794	54,870	58,601	60,066	61,567	63,106
11	53,530	54,601	55,693	59,480	60,967	62,491	64,053
12	54,333	55,420	56,528	60,372	61,881	63,428	65,014
13	55,148	56,251	57,376	61,277	62,809	64,380	65,989
14	55,975	57,095	58,237	62,197	63,751	65,345	66,979
15	56,815	57,951	59,110	63,130	64,708	66,325	67,984
16	57,667	58,820	59,997	64,076	65,678	67,320	69,003
17	58,532	59,703	60,897	65,038	66,664	68,330	70,038
18	59,410	60,598	61,810	66,013	67,664	69,355	71,089
19	60,301	61,507	62,737	67,003	68,678	70,395	72,155
20	61,206	62,430	63,678	68,008	69,709	71,451	73,238

Footnotes to salary schedule:

*Salary schedule will be used for initial placement only, no steps.

*Long-term substitute pay will be \$45,450

*Educational (horizontal) increases are dependent on achieve the next indicated degree level;
or for the completed accumulation of college or university semester hours as indicated.

Hours must be reported by February 15th or August 15th of each year.

Strasburg School District 31J
Special Service Provider Salary Schedule - 200 Days
2023-2024 School Year

Years of Experience	BA	BA+15	BA+30	MA	MA+15	MA+30	EDD/MA+40
1	51,250	52,275	53,321	56,946	58,370	59,829	61,325
2	52,019	53,059	54,120	57,800	59,246	60,727	62,245
3	52,799	53,855	54,932	58,667	60,134	61,638	63,178
4	53,591	54,663	55,756	59,548	61,036	62,562	64,126
5	54,395	55,483	56,592	60,441	61,952	63,501	65,088
6	55,211	56,315	57,441	61,347	62,881	64,453	66,064
7	56,039	57,160	58,303	62,268	63,824	65,420	67,055
8	56,880	58,017	59,177	63,202	64,782	66,401	68,061
9	57,733	58,887	60,065	64,150	65,753	67,397	69,082
10	58,599	59,771	60,966	65,112	66,740	68,408	70,118
11	59,478	60,667	61,881	66,088	67,741	69,434	71,170
12	60,370	61,577	62,809	67,080	68,757	70,476	72,238
13	61,275	62,501	63,751	68,086	69,788	71,533	73,321
14	62,195	63,438	64,707	69,107	70,835	72,606	74,421
15	63,127	64,390	65,678	70,144	71,898	73,695	75,537
16	64,074	65,356	66,663	71,196	72,976	74,800	76,670
17	65,036	66,336	67,663	72,264	74,071	75,922	77,820
18	66,011	67,331	68,678	73,348	75,182	77,061	78,988
19	67,001	68,341	69,708	74,448	76,309	78,217	80,173
20	68,006	69,366	70,754	75,565	77,454	79,390	81,375

Footnotes to salary schedule:

*Salary schedule will be used for initial placement only, no steps.

*Educational (horizontal) increases are dependent on achieve the next indicated degree level;
or for the completed accumulation of college or university semester hours as indicated.
Hours must be reported by February 15th or August 15th of each year.

*Covers Building Counselor, District Social Worker, and Data Coach/TLC

Strasburg School District 31J
Classified Staff Wage Schedule
2023-2024 School Year

Days	Position	Grade	Min	Max
170	Paraprofessional	A	16.00	24.80
170	Food Services			
255	Custodian			
255	Courier			
170	Small Car Driver			
180	Media Specialist			
180	Nurse Aid	B	16.80	26.04
170	Food Services Worker-Lead	C	17.00	26.35
200	Administrative Assistant - Building Secretary	D	18.70	28.99
200	Administrative Assistant - Counseling			
255	Grounds Technician			
170	Bus Driver (CDL)	E	20.17	31.26
255	Lead Custodian	F	21.00	32.55
240	Fiscal Services Specialist	G	21.35	33.09
240	Executive Assistant	H	24.61	38.15
255	Operations & Maintenance Technician			

Strasburg School District 31J
Administrators Salary Schedule - 200 Contract Days
2023-2024 School Year

Position	Min	Max
High School Principal	92,000.00	142,600.00
Middle School Principal	79,000.00	122,450.00
Elementary Principal	79,000.00	122,450.00
Secondary Asst. Principal	67,500.00	104,625.00
Elementary Asst. Principal	66,588.00	103,211.40
Dean of Students		

Strasburg School District 31J
 Professional Salary Schedule
 2022-2023 School Year

Days	Position	Grade	Min	Max
190	Food Service Director	AA	43,000.00	66,650.00
180	District Nurse	BB	45,000.00	69,750.00
255	IT Specialist	CC	50,000.00	77,500.00
255	Preschool Director			
255	Director of Operations and Maintenance	DD	65,000.00	100,750.00
	Director of Transportation			
	Director of Technology			
240	HR Manager			
200	Athletic Director	EE	69,500.00	107,725.00
240	Chief Financial Officer	FF	100,000.00	155,000.00

Strasburg School District 31J
Coaching Salary Schedule
2023-2024 School Year

Base of: \$ 46,125.00

Years of Experience	HS Head	HS Asst.	MS Head	MS Asst
1	4,197	2,768	2,306	1,430
2	4,260	2,809	2,341	1,451
3	4,324	2,851	2,376	1,473
4	4,389	2,894	2,412	1,495
5	4,455	2,937	2,448	1,518

Strasburg School District 31J

Sub Pay

2023-2024 School Year

Position	Hourly Rate
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Paraprofessional Food Services	13.65
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Custodian	14.00
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Building Secretary	16.67
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Bus Driver (CDL)	19.77
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Position	Daily Rate
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PK-12 Teacher	150.00
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PK-12 Long Term Sub*	250.00
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*Sub longer than 30 calendar days

Strasburg School District 31J
2023-2024 Extra Duty Schedule

Base = \$ 46,125

Category	Rate	Amount	Positions	Type
I		18,000.00	District Assessment Coordinator	2
II			Director - Spring Drama	2
7% of Base			Gifted and Talented - Director	1
\$	3,229		Sub Finder	3
			Student Council-High School	2
			ELL Coordinator*	1
			FBLA Advisor	2
			Choir/Theater Director	2
			Fall Reader Theater	2
			Pep Band	2
			Yearbook	2
			National Honor Society	2
II			Yearbook-Elementary	3
3.50% of Base			Technology/Webmaster	3
\$	1,614		MTSS Coordinator	1
			Leadership Team	3
			Department Chair	3
			Strategy Club	2
			D & D Advisor	2
			Asst. Preschool Director	3
			Diversity Club	2
			Science Olympiad	2
			Gifted and Talented - Building Coordinator	1
			School Assessment Coordinator (SAC)	1
III			Educlimber	3
1.25% of Base			Student Council-Middle School	2
\$	577		504 Coordinator	1
			Art Club	2
			FCA Advisor	2
			MTSS Team	1
			CTE Coordinator	1
			READ Plans	1
			Knowledge Bowl	2
			Junior Class Sponsor	3
			Prom	2
			Mentor	3

Extra Duty/Other:

Summer School	\$35/Hour for Certified Teacher
Homework Club	\$35/hour
Detention	\$15/hour
Coverage during plan	\$30/hour

SPED Case Load \$150 for Annual/\$300 for Triennial

Type:

- 1 - Educationally Required
- 2 - Co-Curricular
- 3 - Building Level

CLASSIFIED

Last	First	Position
Adams	Barbara	Para Professional
Aldana	Esther	Para Professional
Anderson	Lisa	Bus Driver/Transportation
Baumgartner	Margaret	Secretary
Blake	Lora	Bus Driver/Transportation
Brown	Rachael	Para Professional
Brunsvold	Bertha	Para Professional
Cano Martinez	Maryory	Para Professional
Davidson	Bonnie	Para Professional
Deines	Brian	Para Professional
Delgado	Alejandra	Custodian
Delgado	Maria	Custodian
DeWolf	Corey	Bus Driver/Transportation
Duarte	Gregoria	Food Service
Flowers	Kelly	Food Service
Freeman	Joshua	Ground Technician
Gates	Tracie	Bus Driver/Transportation
Gonzalez	Denice	Secretary- PCHS
Grover	Samantha	Para Professional
Hall	Jennifer	Secretary
Hernandez	Ana	Custodian
Hernandez	Edith	Para Professional
Hinojosa	Jean	Para Professional
Hougy	Christopher	Custodian
Jacobson	Tony	Operations & Maintenance Technician
Kaczmarek	Steven	Custodian
Kartus	Brooke	Executive Assistant
Keyworth	Desiree	Para Professional
Kitzman	Carol	Small Car Driver
Lee	Ronda	DAC
Marrero	Brandi	Nurse Aid- PE Teacher
Matthews	Monique	Bus Driver/Transportation
Miller	Angel	Bus Driver/Transportation
Mondragon	Felipe	Para Professional
Monroe	Elizabeth	Para Professional
Mullarkey	Kea	Para Professional
O'Donnell	Denise	Para Professional
Peckham	Emma	Food Service
Perrino	Connie	Para Professional
Radica	Gail	Custodian
Richardson	Jennifer	Secretary
Ringer	Irene	Para Professional
Ritter	Diane	Para Professional
Rowe	Trena	Courier/Small Car Driver

Roy	Teresa	Media Specialist
Sagerman	Jeffrey	Custodian
Sanchez	Rosalba	Custodian
Schaffer	Jilonne	Para Professional
Simmonds	Rikki	Para Professional
Spence	Elizabeth	Para Professional
Tandy	Mitchell	IT Specialist
Thomas	Rose	Para Professional
Torres-Cervantes	Maria	Food Service
Turner	Heather	Food Service
Valtierra	Olga	Custodian
Wells	Hailey	Para Professional
White	Ana	Custodian
Whitehead	Tobi	Secretary
Wicks	Jeanie	Food Service
Wiebelhaus	Susan	Secretary- Counselor
Williams	Cintamani	Para Professional
Yoshida-Orozco	Dana	Food Service

COUNSELORS & SW

Last	First	Position
Bacon	Dana	Counselor
Clifton	Marisa	District Social Worker
Nelson	Matthew	Counselor

ADMINISTRATION

Last	First	Position
Andrews	Scott	Assistant Principal
Bongard	Kelle	Principal
Devlin	Avis	Assistant Principal
Echer	Johnnie	Principal

DIRECTORS

Last	First	Position
Dodge	Darel	Director of IT
Hawkins	Nicole	District Nurse
Hemphill	Kevin	Athletic Director
Hickson	Katherine	Director of Food Service
Spence	James	Director of Transportation
Taylor	Nancy	CFO

CERTIFIED

Last	First	Position
Abbott	Michael	Teacher
Ames	Christina	Teacher
Anderson	Lottie	Teacher
Andrus	Victoria	Teacher
Aramowicz	Kristin	Teacher
Arcineda	Viviana	Teacher
Authier	Jennifer	Teacher
Bollers	Kyle	Teacher
Bongard	Jeromie	Teacher
Bustillos	Emily	Teacher
Corral	Azucena	Teacher
Davis	Suzanne	Teacher
Davis	Veronica	Teacher
Estrada	Jasel	Teacher
Ferber	Gregory	Teacher
Franklin	Alaina	Teacher
Gibson	Erika	Teacher
Gilbert	Eric	Teacher
Girouard	Michaela	Teacher
Green	John	Teacher
Harris	Kimberly	Teacher
Hauser	Marissa	Teacher
Hauser	Chad	Teacher
Heiter	Kristena	Teacher
Hemphill	Josie	Teacher
Hopwood	Jami	Teacher
Imhof	Molly	Teacher
Kramer	Christine	Teacher
Lasecke	Mandy	Teacher
Lay	Angela	Teacher
Leisge	John	Teacher
Loveless	Meghan	Teacher
Matthews	Rebecca	Teacher
McCoy	Christopher	Teacher
McDowell	Amanda	Teacher
Miller	Dawna	Teacher
Miller	Megan	Teacher
Myers	Michael	Teacher
Neira	Heather	Teacher
Neumann	Tiffany	Teacher
Nichols	Kimberly	Teacher
Nordloh	Jolene	Teacher
Peabody	Stephanie	Teacher
Pennypacker	Angela	Teacher

Ponserella	Laurie	Teacher
Portillo	Shar	Teacher
Price	Ashley	Teacher
Roesch	Shelly	Teacher
Ross	Jordan	Teacher
Russell	Holly	Teacher
Safe	Rachel	Teacher
Schiller	Allen	Teacher
Seibel	Erin	Teacher
Simpkins	Pamela	Teacher
Smith	Julie	Teacher
Spence	Annette	Teacher
Starman	Kristina	Teacher
Strain	Jennifer	Teacher
Strasser	Katy	Teacher
Thompson	Tracey	Teacher
Turner	Stephani	Teacher
Wenberg	Randi	Teacher
Winter	Thomas	Teacher