Board of Education

Mesa County Valley School District 51

Board Work Session Minutes ***December 12, 2023***

Board Work Session Meeting Minutes

School District 51
MESA COUNTY VALLEY
Every student, every day, learning for life!

A - Jośe Luis Chávez
B - Barb Evanson
C - Andrea Haitz
D - Will Jones
E - Angela Lema

Board of Education
Mesa County Valley School District 51
Board Work Session: December 12, 2023
Adopted: January 23, 2023

	A	B	C	D	E	AGENDA ITEMS	ACTION
Present Absent	x	x	x	x	x	BOARD WORK SESSION	5:08p.m.

1. Grand Junction High School Construction Update
   - Mr. Micah Adams, Product Manager with Dynamic Program Management, and Eddie Mort, D51 Director of Maintenance and Operations, presented an update showing an overview of the schedule and budget for the GJHS construction project. The moving contractor, and fitness equipment and shop equipment suppliers have all been selected. Work currently in progress:
     - Exterior metal siding
     - Interior features
     - Sidewalks

     Upcoming work:
     - Meeting with staff to coordinate moving into new building
     - Furniture delivery and install May 2024
   - Mr. Adams played the video accompanied with holiday music. There was a question from the Board about what was showing in the video in front of the gym. It was explained that work materials are on the ground where work on the parking lot is being done.

Mrs. Haitz asked the Board if it was ok to present the calendar next on the agenda. All Board members agreed.

2. Presentation of 2024/2025 School Calendar
   - Ms. Jennifer Marsh, Chief Academic Office, came forward to present the school calendar for 2024/2025 that was approved last year around this time. The calendar will be voted on next week at the business meeting. Ms. Marsh explained that sixty-one calendars each year are created by Rachel Talley, Human Resources Analyst, and that this calendar had originally been approved as part of a three-year school calendar presented last year. Each year's calendar is presented on an annual basis to the Board, even though already approved as part of a three-year plan.

3. Fruita Grade Configuration Update
   - Dr. Brian Hill, Superintendent, presented a timeline of events that have been discussed over the past year regarding the Fruita grade configuration. This included:
     - Boundaries
     - Enrollment
     - Staffing & funding now and in the future
     - Pathway to reconfigure

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					• Human Resources implications • Next steps ➢ Dr. Hill discussed declining enrollment impacting staffing in Fruita secondary schools and boundary feeder pathways and patterns for elementary schools. ➢ Also discussed was the 2006 Fruita 8/9 construction and original temporary plan. Bonds in past were noted: • 2008 bond to build Appleton HS which failed. • 2018 masterplan to address issue. With 2019 bond to add 10 classrooms at FMHS which failed also. ➢ Future staffing was discussed with scenarios if no changes were made, including projections of declining enrollment, no ESSR funds, subsidizing FTE next year, and future FTE reductions. Since 2021, there have been FTE losses for Fruita secondary schools. If projections hold true for 2024, further reductions would be necessary and would cost the District over $1 million. ➢ Discussed which school staff will have to reapply for jobs, including options including being considered for early retirement, extra EAP days, etc. The Mutual Consent Law was explained and pros/cons of different scenarios for staffing were discussed. ➢ Board members asked questions regarding ESSR funds being used to hire staff, and about unfilled teacher positions this year. Human Resources Director, Ms. Nikki Jost, discussed Teachers on Special Assignment (TOSA) staff and benefits, currently unfilled positions, and temporary positions being hired after the school year began. Mutual consent law was explained along with questions regarding articles in the Daily Sentinel. Ms. Jost discussed early retirement and how many employees have taken advantage of the program in the past.	
					4. Policies – 1st readings were held for policies: 4a. GBA, Equal Opportunity Employment 4b. GBAA, Sexual Harassment 4c. BID/BIE, Board Member Compensation and Expenses/Insurance 4d. BDG, School Attorney (policy to be rescinded)	
					5. Board Discussion –Director Will Jones commented he enjoyed the CASB Annual Convention, bonding with new Board members and with other districts. Director Haitz mentioned the Homeless to Harvard author was the keynote speaker.	
					Adjournment	7:16p.m.
Motion Second Aye No						

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						_____ Amy Navarette, Assistant Secretary Board of Education	

GJHS
PROGRESS UPDATE
DECEMBER 12TH, 2023
School District 51
MESA COUNTY VALLEY
Engage, Equip, and Empower

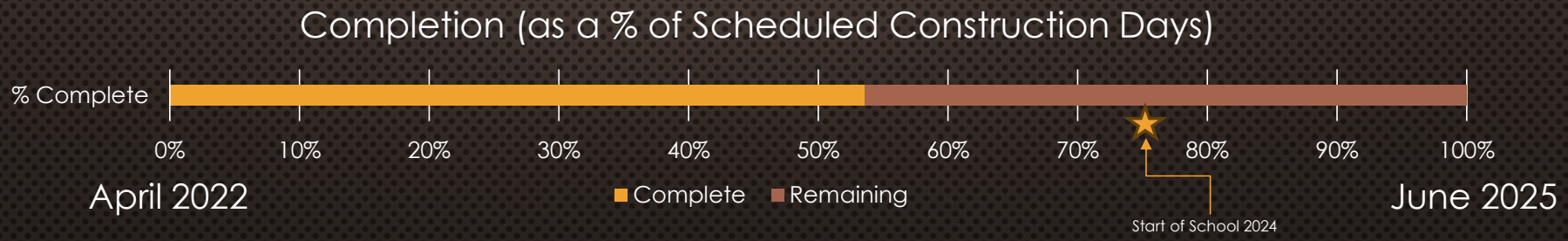
OVERVIEW

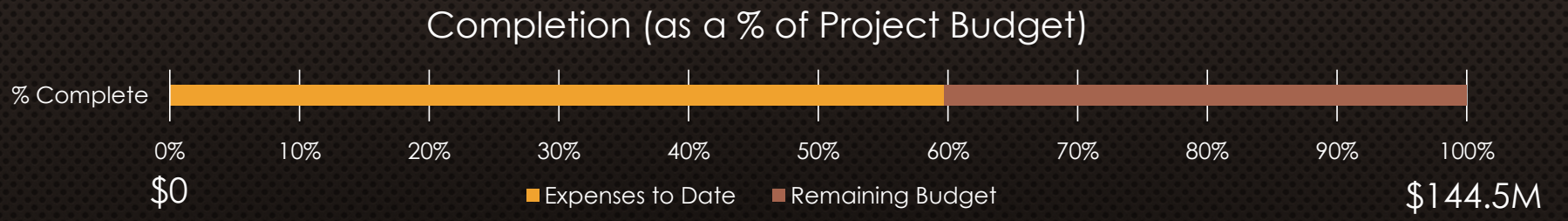
SCHEDULE

- DESIGN: FALL 2021 – SUMMER 2022
- CONSTRUCTION: SUMMER 2022 – SUMMER 2024
- ABATE & DEMO EXISTING GJHS: SUMMER 2024 – FALL 2024
- SITEWORK/LANDSCAPING: FALL 2024 – SPRING 2025

BUDGET

- TOTAL BUDGET: $144.5M
- SOURCES: $115M ('21 BOND), $10M (BEST), $19.5M ('17 BOND)
- TOTAL COMMITTED TO DATE: $140.9M (THRU NOV)
- TOTAL EXPENDED: $86.3M (THRU OCT)
- LOCAL EXPENDITURES: $59.6M (THRU OCT)





RECENTLY COMPLETED

- Moving Contractor Selected: Mesa Moving
- Fitness Equipment Supplier Selected: Advanced Exercise
- Shop Equipment Supplier Selected: Career and Technical Training
- Northeast Parking Lot Paved and Striped

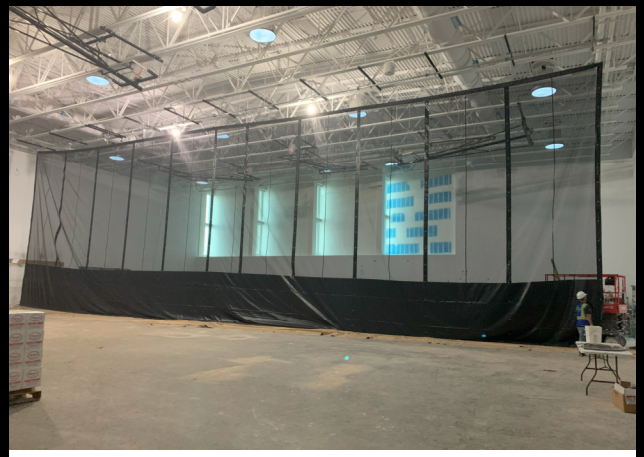
IN PROGRESS

- Exterior Metal Siding & Masonry
- Interior Finishes: Casework, Painting, Flooring, Countertops, etc.
- MEP Rough-in/Trim
- Installation of Elevators
- Athletic Locker Install

UPCOMING

- Moving Coordination Meetings with GJHS Staff (Spring 2024).
- Furniture Delivery/Install: May 2024
- Interior Door and Hardware Installation.
- Stage Rigging Equipment Installation.
- Generator Install.

Metal Siding & Site Concrete Prep



Divider Curtain in Main Gym

Exterior Glazing and Insulation

CONSTRUCTION METRICS

Average Number of Construction Personnel Onsite Each Day: 246

Number of Local Construction Workers: Sept (355), Oct (331), Nov (316)

Number of Construction Materials Test Reports Generated: Over 775

Terrazzo Flooring Complete: 3,600 SF.

LVT Installed: 4,400 SF.

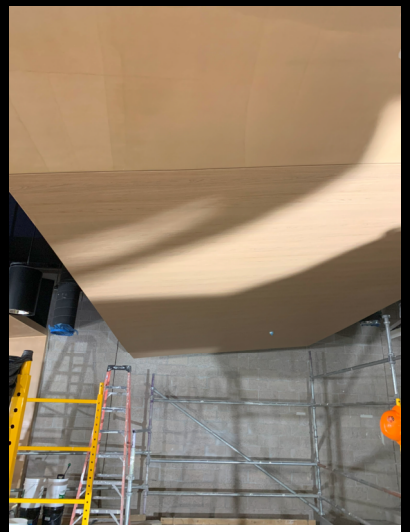
Carpet Installed: 12,900 SF.

Metal Wall Panels Installed: 6,450 SF.

Sidewalks and Exterior Site Concrete Poured: 38,000 SF.

Asphalt Paving Complete: 71,400 SF.

Terrazzo Flooring in Bathrooms



Wallpaper in Auditorium

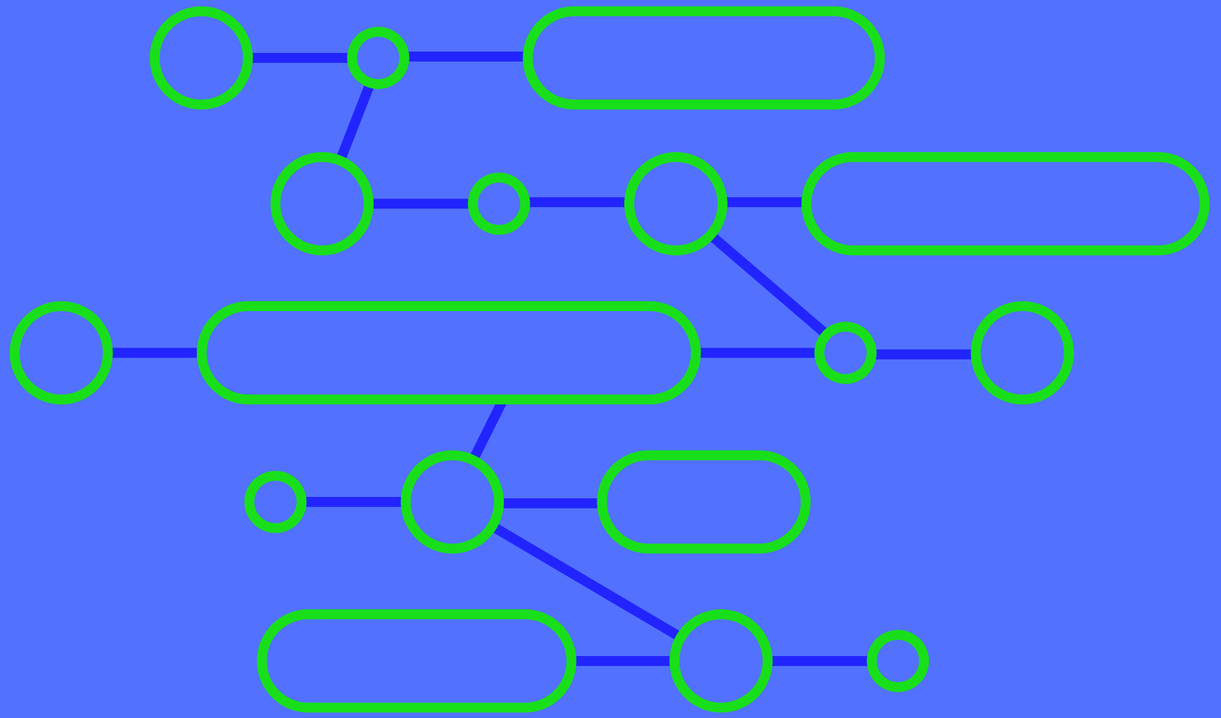
Drone Video: Link

THANK
YOU
COLLEEN.KANEDA@DYNAMICPM.COM

FRUITA GRADE RECONFIGURATION

CURRENT PATHWAY

CONTENT INDEX



- TIMELINE OF EVENTS
- BOUNDARIES
- ENROLLMENT
- CURRENT STAFFING & FUNDING ISSUES
- FUTURE STAFFING & FUNDING ISSUES
- PATHWAY TO RECONFIGURATION
- HR IMPLICATIONS
- NEXT STEPS

THE ISSUE

DUE TO DECLINING ENROLLMENT IMPACTING STAFFING IN THE FRUITA SECONDARY SCHOOLS, DUE TO AN INTEREST IN MOVING FRUITA SECONDARY SCHOOLS INTO A MORE TRADITIONAL GRADE CONFIGURATION, AND TO BETTER ALIGN FEEDER PATTERNS, D51 HAS BEEN EXPLORING OPTIONS TO ACCOMPLISH A GRADE RECONFIGURATION IN THE FRUITA SECONDARY SCHOOLS.

1

TIMELINE OF EVENTS

TIMELINE

1 **FRUITA 8/9 CONSTRUCTION**

Built in 2006. Originally constructed to be a second middle school in Fruita area to accommodate planned growth.

2 **TEMPORARY SOLUTION**

Because of overcrowding at the time, the current Fruita 8/9 building was temporarily used as an 8/9 configuration. That temporary usage has remained in place for 18 years.

3 **BONDS**

2008 bond to build an Appleton high school failed. 2018 masterplan to address issue. 2019 bond to add 10 classrooms at FMHS and tie buildings together for safety failed.

2018 MASTERPLAN

5th high school to address grade level challenge in Fruita

Fruita 8/9 converted to 6-8
FMS converted to 6-8

Normalize grade configuration

LONG TERM PLANNING (10 YEARS)

Through Master Plan Workshops with the community and with the guidance and effort of the Steering / Long Range Planning Committee, a clear direction for the next 10 years was established for D51. The process considered holistic district wide considerations and the final recommendation is illustrated below.

Master Plan Recommendation: D51 in 10 years

ALL Schools
- have been modified to create spaces that support D51 Learning Model
- have a current facility improvement plan informed by facility assessments

High Schools: 5 Comprehensive HS have 1400 max capacity
- Grand Junction HS replaced
- Fruita Monument, Central, and Palisade HS improved
- 5th comprehensive HS in Appleton Area built
  - Addresses Grade Level Challenge in Fruita

Middle School Grade Configuration is consistent across D51
- Fruita 8-9 converted to an "East side" 6-8 MS
- Fruita 6-8 is the "West side" 6-8 MS

Elementary School Enrollment Growth Addressed and Full Day Kindergarten Accommodated
- An additional Fruita ES built
- ES modified to accommodate Full-Day Kindergarten

SHORT and MID-TERM PLANNING (2019 BOND - 5 YEARS)

The Short and Mid-Term planning is comprised of the key facility improvements required in order to make progress toward the Long Term Plan. The Recommendation below lays out the relative timing of those improvements.

RECOMMENDED PRIORITIES / PHASING

SHORT (2019 Bond):
- **GJHS Replacement**
- **ALL HS Substantially Improved, focusing on Safety/Security**
- **Normalize grade configuration**

MID (3-5 years):
- Replace Scenic/ Broadway ES
- Partial Replacement of Lincoln Orchard Mesa ES
- Facility Assessment Needs
- ES/MS Innovation & FF+E

LONG (6-10 + years):
- Possible 5th HS
- All HS @ 1400 students
- Facility Assessment Needs

(~ 20 years):
- ES Partial/Full Replacements

TIMELINE

4 **DATA PRESENTATIONS**

D51 Demographer presented enrollment data and projections to the Board in January 2023 showing the decline in D51 students and the projections of continued declines.

5 **TOWNHALLS**

Townhalls were held in Fruita and Grand Junction in January 2023 to discuss the possibility of reconfiguring the Fruita secondary schools.

6 **SURVEYS**

Surveys were sent to families and staff in the Fruita area in January 2023 to ask about the possibility of a reconfiguration.

SPRING SURVEY RESULTS

QUESTION 1

To what extent do you oppose or support transitioning the Fruita schools to a Elementary/Middle/High school configuration with Kinder-5th in elementary, 6th-8th in middle and 9th-12th in high school?

- *1,398 survey responses*
- *70% Support/Strongly Support*
- *19% Opposed/Strongly Opposed*

QUESTION 2

If the district could add a small addition to Fruita-Monument High School, to what extent would you support or oppose moving 9th grade students to that school?

- *1,397 survey responses*
- *74% Support/Strongly Support*
- *18% Opposed/Strongly Opposed*

SPRING SURVEY RESULTS

QUESTION 3

The district could pursue two possible approaches for serving grades 6th-8th in the Fruita area. To what extent do you oppose or support each of the two options?

- *1,394 survey responses*

Option A: Two small middle schools both serving 6th - 8th grade students.

- *53% Support/Strongly Support*
- *29% Opposed/Strongly Opposed*

Option B: One larger middle school serving 6th - 8th grade students at the current site of the 8th - 9th grade campus.

- *51% Support/Strongly Support*
- *31% Opposed/Strongly Opposed*

TIMELINE

7 **BOARD RESOLUTION**

Board Work Session discussion on March 7. Board Resolution to Address Fruita Grade Reconfiguration approved 5-0 on March 9.

8 **MIDDLE SCHOOL BOUNDARY MEETINGS**

Fruita Grade Reconfiguration & Boundary Change meeting at Appleton on April 13 and 19.

9 **BOUNDARY DISCUSSIONS WITH BOARD**

Board Meetings to discuss Boundary Update on April 13 and 18. Board Work Session for Appleton Area Boundary Change update on May 2. Board Special Meeting to vote on Resolution to Adjust Boundaries for Middle School Students Living in the Appleton Elementary School Boundary on May 5.

TIMELINE

10 **BOARD MEETINGS ON RECONFIGURATION**

Board Business Meeting to discuss Fruita Area Secondary Schools Reconfiguration Update on August 15.

11 **MEETINGS WITH FRUITA STAFF**

On September 22, district leadership visited both FMHS and Fruita 8/9 schools, and on September 25, district leadership visited FMS to visit with staff regarding the Fruita reconfiguration.

12 **RECONFIGURATION TOWNHALLS**

Fruita Reconfiguration Community Meeting at Fruita 8/9 on October 4, RMS on October 5, and Virtual Meeting on October 11.

TIMELINE

13 **SURVEYS**

Survey shared at meetings and sent out to all Fruita families and staff following meetings. Survey resent to all FMS, Fruita 8/9, & FMHS staff directly.

14 **BOARD MEETINGS & BOUNDARIES CHANGED**

Board Meeting for High School Boundary Change for Wingate/Appleton Elementary School Areas Update & Survey Results on October 17. Board Meeting November 14 to approve Resolution to Shift Boundaries for High School Students Living in Appleton/Wingate Attendance Areas.

15 **NEW ENROLLMENT PROJECTIONS**

Received preliminary enrollment projections for 2024-25 school year on Nov. 14 & met to review them on Nov. 28. Projections showed 6th-8th anf 9th-12th configuration would fit.

FALL SURVEY RESULTS

BOUNDARY QUESTION

In order to reconfigure the Fruita area schools into 6th-8th grade and 9th-12th grade, boundary changes need to be considered. To what extent do you support or oppose the proposed boundary changes?

56 Family/Community Member Survey Responses

- *48% Support/Strongly Support*
- *43% Opposed/Strongly Opposed*

96 Fruita Secondary School Staff Responses

- *45% Support/Strongly Support*
- *35% Opposed/Strongly Opposed*
  - *23 Fruita Middle School Staff Responses*
    - *65% Support/Strongly Support*
    - *4% Opposed/Strongly Opposed*
  - *28 Fruita 8/9 Staff Responses*
    - *21% Support/Strongly Support*
    - *61% Opposed/Strongly Opposed*
  - *45 Fruita Monument High School Staff Responses*
    - *49% Support/Strongly Support*
    - *36% Opposed/Strongly Opposed*

FALL SURVEY RESULTS

RECONFIGURATION QUESTION

Last academic year, the Board approved a resolution for the reconfiguration. Based on the information provided, and the pros and cons, what year makes the most sense to you for District 51 to begin implementing this transition?

55 Family/Community Member Survey Responses

- *45% School Year 24/25*
- *55% School Year 25/26*

96 Fruita Secondary School Staff Responses

- *46.9% School Year 24-25*
- *30.2% School Year 25-26*
- *17.7% Neither, I'm opposed to reconfiguration*
- *5.2% Unsure*

23 Fruita Middle School Staff Responses

- *43.4% School Year 24-25*
- *47.8% School Year 25-26*
- *4.3% Neither, I'm opposed to reconfiguration*
- *4.3% Unsure*

28 Fruita 8/9 Staff Responses

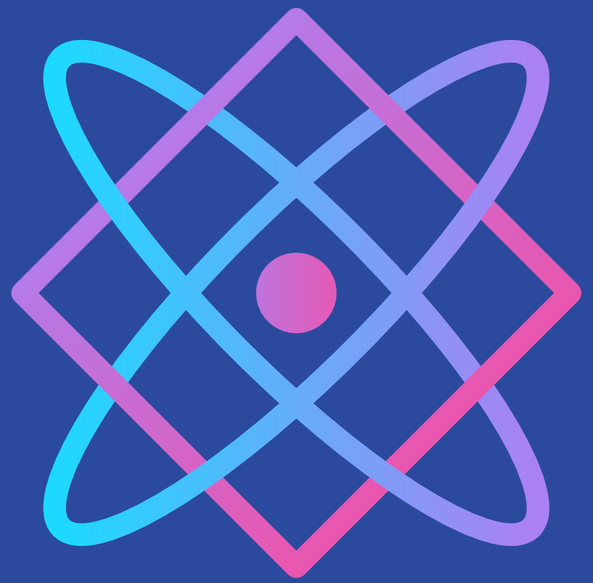
- *25% School Year 24-25*
- *28.5% School Year 25-26*
- *42.8% Neither, I'm opposed to reconfiguration*
- *3.5% Unsure*

45 Fruita Monument High School Staff Responses

- *62.2% School Year 24-25*
- *22.2% School Year 25-26*
- *8.8% Neither, I'm opposed to reconfiguration*
- *6.6% Unsure*

2

BOUNDARIES



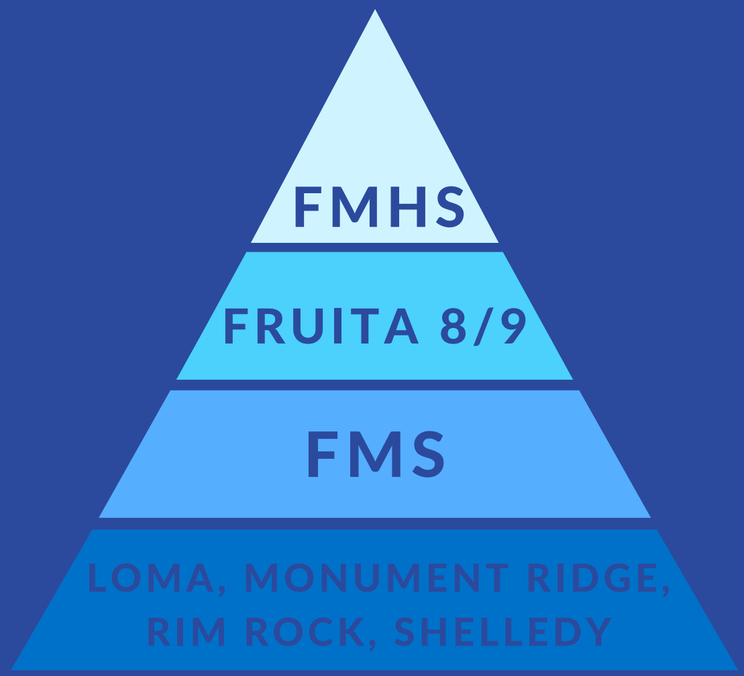
BOUNDARY ADJUSTMENTS

IN ORDER TO ENSURE ENOUGH SEATS FOR A RECONFIGURATION OF FRUITA SECONDARY SCHOOLS, AND TO BETTER ALIGN FEEDER PATTERNS FOR STUDENTS FROM ELEMENTARY THROUGH HIGH SCHOOL, MIDDLE SCHOOL BOUNDARIES WERE ADJUSTED FOR THE APPLETON AREA STUDENTS IN SPRING OF 2023, AND HIGH SCHOOL BOUNDARIES WERE ADJUSTED FOR THE APPLETON AND WINGATE AREA STUDENTS IN FALL OF 2023.

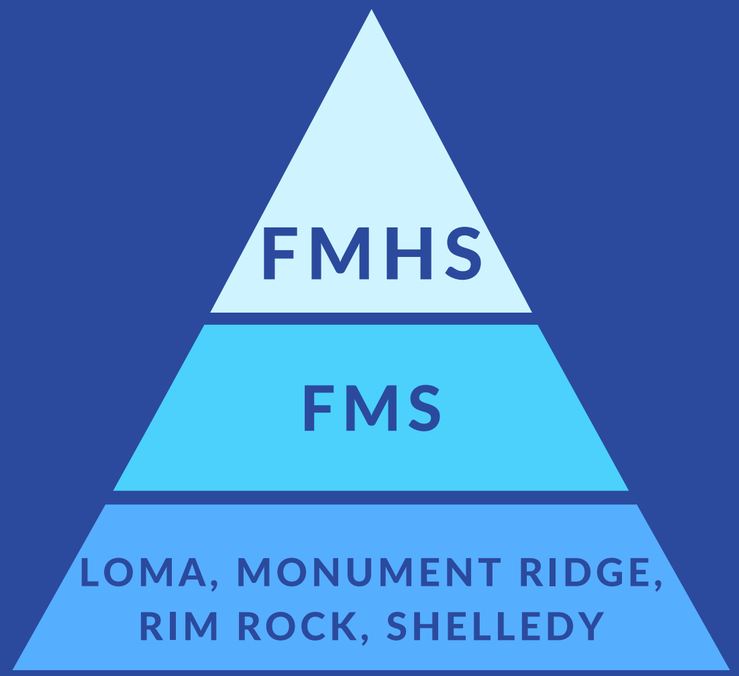
ALIGNED BOUNDARIES

GJHS FEEDER

NEW FMHS FEEDER



FUTURE FMHS FEEDER



3

ENROLLMENT

ENROLLMENT

ENROLLMENT HAS CONTINUED TO DECLINE IN DISTRICT 51 SINCE 2019. D51 HAS DECLINED BY ALMOST 1,800 STUDENTS SINCE 2019. THE SECONDARY SCHOOLS ON THE FRUITA AREA HAVE DECLINED, AS WELL. FRUITA SECONDARY SCHOOLS HAVE DECLINED BY OVER 420 STUDENTS SINCE 2019.

ENROLLMENT

	'05	'06	'07	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23
FMS	775	526	547	583	586	566	518	549	577	546	554	606	630	641	609	544	530	496	459
8/9		777	754	739	720	776	743	711	681	721	752	741	802	782	803	797	740	704	591
FMHS	1,751	1,296	1,351	1,335	1,323	1,278	1,284	1,262	1,303	1,253	1,229	1,257	1,275	1,329	1,334	1,345	1,382	1,304	1,273
TOT	2,526	2,599	2,652	2,657	2,629	2,620	2,545	2,522	2,561	2,520	2,535	2,604	2,707	2,752	2,746	2,686	2,652	2,504	2,323

ENROLLMENT 2019-2023

	2019	2020	2021	2022	2023	Change
FMS	609	544	530	496	459	**-150**
Fruita 8/9	803	797	740	704	591	**-212**
FMHS	1,334	1,345	1,382	1,304	1,273	**-61**
Total	2,746	2,686	2,652	2,504	2,323	**-423**

ENROLLMENT PROJECTIONS

BASED ON PROJECTIONS FOR NEXT SCHOOL YEAR, NOT INCLUDING SCHOOL OF CHOICE, FRUITA SECONDARY SCHOOLS WILL BE DOWN 547 STUDENTS SINCE 2019.

	2019	2020	2021	2022	2023	2024	Change
FMS	609	544	530	496	459	415	**-194**
Fruita 8/9	803	797	740	704	591	589	**-214**
FMHS	1,334	1,345	1,382	1,304	1,273	1,195	**-139**
Total	2,746	2,686	2,652	2,504	2,323	2,199	**-547**

4

CURRENT STAFFING & FUNDING ISSUES

CURRENT STAFFING

DECLINING ENROLLMENT & STAFFING

Due to the decline in student enrollment across the district, including the Fruita area schools, a loss of students means a loss of FTE/staff. Since 2019, FMS has declined by 150 students, Fruita 8/9 has declined by 212 students, and FMHS has declined by 61 students.

SUBSIDIZED STAFFING

Currently, the Fruita secondary schools are overstaffed by 9 FTE. This subsidizing of staff has occurred in order to not staff the Fruita secondary schools in a way that cuts programming. Even with subsidizing of staff, Fruita secondary schools have had to cut certain programs due to lack of FTE.

CURRENT COST TO SUBSIDIZE

The average teacher salary with benefits is now around $90,000. Subsidizing 9 FTE at the average teacher salary equates to over $800,000. We have used ESSER funds to subsidize these unfunded positions, but ESSER funds are expiring in Fall of 2024, and the subsidizing of FTE is not sustainable.

Average Teacher Pay Calculation:

- *Salary: $65,498*
- *Pera-21.4%: $14,017*
- *District Share Health Ins.-13.8%: $9,039*
- *Medicare-1.45%: $950*
- *Workers Comp/Unemployment-0.65%: $426*
- *Life-0.126%: $83*
- *Total: $90,013*

5

FUTURE STAFFING & FUNDING ISSUES

FUTURE STAFFING

CONTINUED ENROLLMENT DECLINE

Based on projections, if we keep the current secondary school models in Fruita in tact for the 2024-25 school year, FMS is projected to decline by another 44 students, down to 415, and Fruita 8/9 & FMHS are projected to decline by another 80 students, down to 589 at Fruita 8/9 & 1,195 at FMHS.

FUTURE SUBSIDIZED STAFFING

Based on next year's enrollment projections (not including SOC), if we delay the reconfiguration moves, FMS would be overstaffed by 4.22 FTE, Fruita 8/9 would be overstaffed by 5.99 FTE, and FMHS would be overstaffed by 3.4 FTE. Subsidizing these staffing overages in order to not impact programming in the Fruita secondary schools would cost $1.2 million in unfunded positions that the district doesn't have.

FUTURE FTE REDUCTIONS

If we make the necessary reductions based on enrollment projections and the staffing model (not including SOC), FMS would be reduced next year by 4.22 FTE, Fruita 8/9 would be reduced next year by 5.99 FTE, and FMHS would be reduced next year by 3.4 FTE.

STAFFING IMPACTS SINCE DECLINE & BEYOND

	2021	2022	2023	Total FTE Change Since 2021	2023 Staffing Model Reductions	2023 Subsidized FTE	2023 AVG FTE Subsidy Cost	2024 Projected FTE Over*	2024 AVG FTE Subsidy Cost*
FMS	-4 FTE	-3.28 FTE	-4 FTE	**-11.28 FTE**	-6.87 FTE	2.87 FTE Over	$258,300	4.22 FTE Over	$379,800
Fruita 8/9	-4.55 FTE	-	-3 FTE	**-7.55 FTE**	-8.84 FTE	5.84 FTE Over	$525,600	5.99 FTE Over	$539,100
FMHS	+3 FTE	-	-3.5 FTE	**-.5 FTE**	-4.13 FTE	.63 FTE Over	$56,700	3.4 FTE Over	$306,000
Total	**-5.55 FTE**	**-3.28 FTE**	**-10.5 FTE**	**-19.33 FTE**	**-19.84 FTE**	**9.34 FTE Over**	**$840,600**	**13.61 FTE Over**	**$1,244,900**

6

PATHWAY TO RECONFIGURATION

RECAP OF ISSUES

1

PROJECTIONS

Projections for 6th-7th Fruita Middle School next year are 415. Projections for Fruita 8/9 School next year are 589. Projections for 10th-12th Fruita Monument High School next year are 1,195.

2

UNFUNDED POSITIONS

Staffing at the FMS, Fruita 8/9,and FMHS would be based on projected lower enrollment, and 13.61 FTE unfunded positions would equal an estimated cost of $1.2 million, which D51 doesn't have available.

3

STAFFING CUTS NEXT YEAR

Staffing at the FMS, Fruita 8/9,and FMHS would be based on projected lower enrollment, and FMS would be reduced by 4.22 FTE, Fruita 8/9 would be reduced by 5.99 FTE, and FMHS would be reduced by 3.4 FTE. This is not what is best for kids.

ALT OPTION EXPLORED

USE FRUITA 8/9 BUILDING AS A 9TH GRADE BUILDING	PROS	CONS
One alternative idea raised was to temporarily use the current Fruita 8/9 building as a 9th grade building. 6th-8th would occupy the current FMS, 9th grade would stay at the current Fruita 8/9 building, and FMHS would remain a 10th-12th until the building can hold 9th-12th.	• *No temporary modulars* • *No transition for current 7th and 8th grade students*	• *Would not accomplish reconfiguration* • *Continue to staff 3 buildings for admin, custodial, front office, health, nutrition, etc.* • *Would need to subsidize unfunded positions* • *Fruita 8/9 staff impacted twice* • *Multiple packing and moving years*

VIABLE PATHWAY TO RECONFIGURATION

RECONFIGURE IN 2024-25

Close the Fruita 8/9 School. Move 9th grade to the FMHS campus to create a 9th-12th campus. Move the FMS to the current Fruita 8/9 building. Include 8th grade at FMS to create a 6th-8th campus.

2024-25 PROJECTIONS

Projections for a 6th-8th middle school next year in Fruita are 669. Projections for a 9th-12th high school next year are 1,530.

2024-25 STAFFING

Staffing at the new FMS and FMHS would be based on projections, and additional FTE would be added to each school. Principals would hire to fill those additional FTE.

Beginning 2024-25 School Year

If the Board votes to close the Fruita 8/9 School beginning in the 2024-25 school year, 9th grade at the closed Fruita 8/9 School would shift to Fruita Monument High School, and 8th grade at the closed Fruita 8/9 School would shift to Fruita Middle School. This would create a 6-8 Fruita Middle School and a 9-12 Fruita Monument High School.

7

HR IMPLICATIONS FOR 2024–25 RECONFIGURATION

HR IMPLICATIONS FOR 2024-25 RECONFIGURATION

FRUITA 8/9 STAFF IMPACTED

Because the Fruita 8/9 School would be closed, all Fruita 8/9 staff will need to apply for positions for the 2024-25 school year.

MUTUAL CONSENT

Senate Bill 10-191 requires mutual consent in the placement of teachers and counselors and eliminates forced placement. Mutual consent requires the consent of the hiring principal with input from at least two teachers assigned to the school.

HIRING PROCESS

Posting positions for teachers, counselors, and support staff will begin after the School of Choice process is complete. All Fruita 8/9 staff are guaranteed interviews for similar positions for which they apply.

HR IMPLICATIONS FOR 2024-25 RECONFIGURATION

APPLICATION PROCESS

The D51 employment application will be condensed in order to better support staff through the application process.

EARLY RETIREMENT

Exploring a possible early retirement incentive for staff. Will know more in the next few months before teaching positions are posted.

EAP & SUBS

Extra sessions through our Employee Assistance Program will be available, and every Fruita 8/9 employee will receive one paid sub day to be used in the second semester to assist with interviewing preparation or other personal needs.

HR IMPLICATIONS FOR 2024–25 RECONFIGURATION

IN-SERVICE DAYS

The HR team will be at Fruita 8/9 for the January in-service day to help staff prepare for the upcoming hiring season. Attendance at the inservice is optional.

MOVE DAYS

2 student contact days converted to days for FMS and Fruita 8/9 staff to be able to pack rooms.

NON-PROBATIONARY & PROBATIONARY

Non-probationary teachers, counselors and support staff are guaranteed a position with D51 for the 24-25 school year. Probationary staff who don't find a mutual consent position will be non-renewed in May 2024 and are still eligible to apply for D51 positions.

STAFFING PROJECTIONS

FRUITA 8/9 CURRENTLY HAVE 41.35 FTE THROUGH THE STAFFING MODEL. MOVING FROM 3 SCHOOLS TO 2, WE WOULD ADJUST STAFFING AT FMS & FMHS BASED ON THE ADDITIONAL STUDENTS. FMS IS PROJECTED TO GAIN AN ADDITIONAL 10.04 FTE, & FMHS IS PROJECTED TO GAIN AN ADDITIONAL 13.33 FTE. INSTEAD OF A PROJECTED UNFUNDED SUBSIDY OF $1,244,900, WE WOULD BE SAVING THAT AMOUNT PLUS THE POTENTIAL FOR ADDITIONAL EFFICIENCIES GAINED BY OPERATING ONE FEWER BUILDING.

	Projected Enrollment*	Projected Staffing Adjustments*
FMS	669	+10.04 FTE
FMHS	1,530	+13.33 FTE

HR IMPLICATIONS FOR 2024-25 RECONFIGURATION

CURRENT FRUITA 8/9 STAFF

- *41 Teachers/Counselors*
  - *8 Probationary Teachers*
- *17 Support Staff*
- *3 Administrators*

POSITIONS HIRED FOR THE 2023-24 SCHOOL YEAR

- *Licensed Positions: 289 hired*
  - *Elementary General Ed - 93*
  - *Secondary General Ed -112*
  - *SPED - 60*
  - *Counselors - 24*
- *Support Staff Positions: 356 hired*
  - *Secretary - 29*
  - *Custodial - 30*
  - *Nutrition Services - 50*
  - *Paraprofessionals - 110 SPED/104 General Ed*

SOC CHANGES

FINAL UPDATED School of Choice (SOC) Timeline for 2023-2024
In alignment with policy JCA/JFBB-R

Publicize the process to the community (required to be 3 weeks prior to the window opening)	Dec 22, 2023
Lottery Schools (DIA, New Emerson) do their process. This includes TESTING for DIA (done prior to this date) to determine if Spanish is the primary language for the student. Also: • IB/DP window: Apps due 1/19, reviewed by committee 1/22-25, interviews 1/30-2/1, notify 2/7, accept deadline 2/9 • STEM window: Apps due 2/2, interviews 2/3 & 9, decisions 2/20	January 10, 2024
1. SOC Window opens	January 12, 2024, 10:00 am
2. SOC Window Closes (required to be open for 10 school days)	January 26, 2024, 4:00 pm
3. Decision day (Principals start reviewing their list by Jan 16th)	January 31, 2024, 4:00 pm
Secretaries begin calling homes of accepted students to facilitate completion of forms. (Directors help Principals make this happen - Benita provides Sec. training form)	February 2, 2024
4. Parent acceptance deadline (at least one week after decision day)	February 7, 2024, End of day
5. Final closure - Data cleaning and completion of all steps on the Finalizing School of Choice Document	February 9, 2024, End of day
Data provided to Finance for calculation of staffing sheets.	February 9, 2024, End of day
Posting open positions	February 15, 2024

FEEDBACK

FRUSTRATIONS

Some staff were frustrated with the timing of the information that was shared and that they felt caught off guard by the news of the potential closure of Fruita 8/9.

FAIRNESS

Some staff did not believe it was fair that the Fruita 8/9 staff had to apply for jobs while staff at the other two schools (FMS in particular) didn't. Some felt that FMS, Fruita 8/9, & FMHS should have to apply for jobs.

UNDERSTANDING OF CIRCUMSTANCES

Some staff understood that a decision needed to be made and they appreciated clarity on the topic of next steps and a decision being made sooner rather than later.

SCHOOL CODE

STAFF QUESTION

At the Fruita 8/9 staff meeting, the question was raised as to whether or not both the FMS & Fruita 8/9 School could be closed with a brand new middle school opened in their place. The hope was that by closing both schools and opening a new school that staff at both schools would need to apply for jobs at the new middle school.

CONTACTED CDE

We have 3 options:

1. *Do a grade change to FMHS 9-12*
2. *Ask to close Fruita 8/9 & FMS and open a new school code*
3. *Ask to close one, also doing a grade change to FMS 6-8. In CDE's experience, this is the normal practice of the committee approving requests & probably the most viable option.*

NO GUARANTEE & TIMING ISSUE

The school code and grade change process opens in February. We can put in all three requests, and they approve and deny. CDE did say that because FMS has more students remaining together, it's likely the FMS school code would be kept and the Fruita 8/9 school code to be closed if the 3rd option was approved.

MUTUAL CONSENT

HISTORY

In 2010, Senate Bill 10-191 was passed changing the way principals, teachers, and special services providers are supported and evaluated in Colorado. Requires mutual consent in the placement of teachers (eliminates forced placement).

PURPOSE

Prior to the law passing, if non-probationary teachers lost their positions through program changes or enrollment declines, they could be assigned elsewhere in the district through "direct" or "forced" placement, meaning the teacher and the new principal did not have to consent to the placement. Non-probationary teachers who lose their jobs can only be placed at another school within their district through "mutual consent." This means both the teacher and the principal at their new school, with input from at least two teachers at that school, must agree to the placement.

IMPLEMENTATION

A teacher may be placed in a school only with the consent of the principal and the advice of at least two teachers who work at that school. Effective non-probationary teachers who aren't placed in a school will go into a priority hiring pool. A non-probationary teacher has two hiring cycles to find a permanent position.

8

NEXT STEPS

NEXT STEPS

1 **STAFF PRESENTATIONS & LETTER**

D51 Senior Leadership presented information to Fruita 8/9, FMHS, and FMS staff and received feedback. Letter sent to all Fruita school families and staff.

2 **BOARD WORK SESSION**

D51 Senior Leadership present information and recommendation to D51 Board of Education at the Board Work Session on Dec. 12.

3 **POSSIBLE DECISION**

Board of Education could take action at their Board Business Meeting on Dec. 19. Action could include closing the Fruita 8/9 school at the end of the current school year.

NEXT STEPS

4

STAFFING NEXT STEPS

Depending on what the Board decides, D51 will open the School of Choice window in January and make decisions in February. New school staffing numbers based on SOC and boundary grandfathering made available to schools in February. D51 school staff positions posted for hiring.

5

FACILITIES ADJUSTMENTS

If the Board decides to close the Fruita 8/9 school at the end of the 2023-24 school year, work will begin to temporarily add four D51-owned modulars to FMHS to ensure enough classroom space through the transition, and FMS staff and supplies will relocate to the current Fruita 8/9 building.

6

2024-25 SCHOOL YEAR

If the Board decides to close the Fruita 8/9 school at the end of the 2023-24 school year, the 2024-25 school year will begin with a 6th-8th FMS located at the current Fruita 8/9 building, and a 9th-12th FMHS. Discussions on the future use of the current FMS building would begin.

FRUITA GRADE RECONFIGURATION

CURRENT PATHWAY

Draft Calendar based on 2A **Start: 08/01/2024** **End: 05/22/2025**

School District 51
MESA COUNTY VALLEY
Engage, Equip, and Empower

Re-presented: December 12, 2023

Classes Begin August 7

All Schools Classes Not in Session

W	Teacher Workdays
August 1,6	
October 10	
January 6	
March 14	
May 22	

T	Teacher In-Service
August 2,5	
January 7	

EE	Teacher Ed Effectiveness
September 30	

E/MC	Elementary Planning/MS Conference (HS in Session)
September 3	

IE/EC	Elem Conference/MS/HS In-Service (No School)
October 11	

CD	Teacher Compensation Day (No School)
October 14	
April 11	

EM	Elementary Planning/MS Inservice (HS in Session)
November 1	
April 10	

IE	Elementary Planning, MS/HS In-Service (No School)
March 13	

EC	Elem Conferences Only (MS/HS in session)
May 9	

Check with your school for Parent Teacher conference dates

Schools Not in Session (Holidays and/or Vacation Breaks)

September 2	Labor Day
November 25-29	Thanksgiving Break
December 23-Jan 3	Winter Break
January 20	Martin Luther King Jr Day
February 17	President's Day
March 17-21	Spring Break

Statistical Record Data

Total number of contact days elementary - 170
Total number of contact days middle - 171
Total number of contact days high - 174

Classes Begin	August 9
1st Quarter Ends	October 9 (43 ES/MS - 44 HS)
2nd Quarter Ends	December 20 (43 ES/MS - 44 HS)
3rd Quarter Ends	March 12 (44 ES/MS/HS)
4th Quarter Ends	May 21 (40 ES - 41 MS - 42 HS)

July 2024

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024

S	M	T	W	T	F	S
				W	T	3
4	T	W	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024

S	M	T	W	T	F	S
1	2	E/MC	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	EE					

October 2024

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	W	IE/EC	12
13	CD	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024

S	M	T	W	T	F	S
					EM	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025

S	M	T	W	T	F	S
			1	2	3	4
5	W	T	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	IE	W	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	EM	CD	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	EC	10
11	12	13	14	15	16	17
18	19	20	21	W	23	24
25	26	27	28	29	30	31

June 2025

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

The District recognizes that it is both culturally and educationally beneficial to have persons of diverse backgrounds on the school district's staff.

Therefore, the District promotes and provides for equal opportunity in recruitment, selection, promotion, and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity applies to all people without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth.
The District is committed to nondiscrimination in all areas of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination.

Legal References:

20 U.S.C. §1681 (Title IX of the Education Amendments of 1972)
29 U.S.C. §201 et seq. (Fair Labor Standards Act)
29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. §794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. §1210 et seq. (Title II of the Americans with Disabilities Act)
42 U.S.C. §2000d (Title VI of the Civil Rights Act of 1964)
42 U.S.C. §2000e (Title VII of the Civil Rights Act of 1964)
42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
C.R.S. 2-4-401 (3.4) (definition of gender expression)
C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 22-61-101 (discrimination in employment prohibited)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division procedures)
C.R.S. 24-34-301 (3.3) (definition of gender expression)
C.R.S. 24-34-301 (3.5) (definition of gender identity)
C.R.S. 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)

Cross References:

AC, Nondiscrimination
GBAA, Sexual Harassment

The District is committed to a learning and working environment that is free from sexual harassment. Sexual harassment is recognized as a form of sex discrimination and thus a violation of the laws which prohibit sex discrimination.

It shall be a violation of policy for any member of the district staff to harass another staff member or student through conduct or communications of a sexual nature. Any conduct or communication of a sexual nature directed toward students by teachers or others to whom this policy applies, shall be presumed to be unwelcome. Sexual harassment committed by an employee of the District in the course of employment shall be deemed a breach of duty, and as such, shall subject the offending employee to disciplinary action. This policy similarly applies to non-employee volunteers or any other persons who work subject to the control of school authorities.

Sexual Harassment Prohibited

For the purposes of this policy, unwelcome sexual advances or requests for sexual favors, or otherwise unwelcome physical or verbal conduct or communication of a sexual nature constitutes sexual harassment if, under the totality of the circumstances:

1. Submission to the conduct is made either an explicitly or implicitly a term or condition of a person's employment or educational development.
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or educational decisions affecting such individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

The prohibition against sexual harassment applies whether the harassment is between people of the same or different gender.

Sexual harassment as defined above may include but is not limited to:

1. Sex-oriented verbal "kidding", abuse or harassment.
2. Pressure for sexual activity.
3. Repeated remarks to a person with sexual implications.
4. Unwelcome touching, such as patting, pinching, or constant brushing against another's body.
5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, employment status, or similar personal concerns.
6. Sexual violence

Reporting, Investigation, Sanctions and Discipline

It is the express desire of the Board to encourage victims of, or witnesses to, sexual harassment to report such claims through the District's complaint process. (See Regulation AC-R).

Employees who feel that their superiors are conditioning promotions, increases in wages, continuation of employment, or other terms or conditions of employment upon agreement to unwelcome conduct of a sexual nature, are encouraged to report these conditions to the appropriate administrator or to the District's Title IX compliance officer.

All reports of sexual harassment received by any District employee shall be promptly forwarded to the compliance officer. (See Regulation AC-R). The compliance officer shall ensure that every complaint is promptly investigated and responded to as set forth in the District's complaint and compliance process. (See Regulation AC-R). No

reprisals or retaliation shall be allowed to occur as a result of the good faith reporting of charges of sexual harassment or participation in an investigation. Requests for confidentiality shall be honored so long as doing so does not preclude the District from responding effectively to the harassment and preventing such conduct in the future.

Any employee found to have engaged in sexual harassment shall be subject to sanctions, including, but not limited to, warning or reprimand, suspension, or termination, subject to applicable procedural requirements. Conduct of a sexual nature directed toward students is strictly prohibited and shall, in appropriate circumstances, be reported as child abuse for investigation by appropriate authorities in conformity with policy JLF.

Notice of policy

Notice of this policy shall be circulated to all district schools and departments and incorporated in employee handbooks.

LEGAL REFS.:	20 U.S.C. §1681 et seq. (Title IX of the Education Amendments of 1972) 42 U.S.C. §2000e et seq. (Title VII, Civil Rights Act of 1964) C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division procedures) C.R.S. 24-34-401 et seq. (discrimination or unfair employment practices)
CROSS REFS.:	AC, Nondiscrimination JLF, Reporting Child Abuse

BOARD MEMBER COMPENSATION/EXPENSES/INSURANCE/LIABILITY

Adopted: October 10, 1972
1st Reading: December 12, 2023

The taxability and tax status of all compensation, expense reimbursement, and other payments that the District makes to, or on behalf of, the members of the Board of Education is determined by applicable state and federal law. Board members must follow the Board's policy or administratively established procedures for claiming and substantiating all amounts for which payment or reimbursement is requested.

Compensation

Board members will serve without compensation for their services unless compensation has been authorized by a written resolution adopted by a majority vote of the Board in a public meeting; except that no Board member may have their compensation increased during the term in office to which they have elected or appointed.

Any compensation provided to Board members must not exceed $150 per day for not more than five (5) days of service per week, excluding federal and state holidays. Board members may only receive compensation for days when official Board duties – meaning Board meetings and other official activities and duties, including those that are conducted with a majority of the Board present are performed.

Reimbursement

Upon submitting vouchers and supporting bills for expenses incurred in carrying out specific services previously authorized by the Board, Board members may be reimbursed from District funds in accordance with the Board's policy on expense authorization and reimbursement and in amounts approved by a majority vote of the Board in a public meeting.

Insurance and liability

The Board will purchase liability insurance and errors-and-omissions insurance to protect its members individually and collectively for claims made against them as a result of their membership on the Board.

The Board will rely on the Colorado Governmental Immunity Act, C.R.S. 24-10-101 et seq. (the Act) as the statement of its obligation to defend and indemnify Board members. IF the Board elects to prove for the defense of a Board member in a claim which alleges willful and wanton conduct by the Board member, the Board may require the Board member to post a reasonable bond to ensure reimbursement of any amounts advanced, in accordance with the Act.

Legal References:

20 U.S.C. 7941 through 7948 (Coverdell Teacher Protection Act limits the liability of school board members)
C.R.S. 22-12-101 et seq. (Teacher and School Administrator Protection Act also limits liability of school board members)
C.R.S. 22-32-104 (5) (board member compensation)
C.R.S. 22-32-109.1 (9) (immunity provisions in safe schools law also apply to school board members)
C.R.S. 22-32-110 (1)(n),(u),(power to provide necessary expenses)
C.R.S. 24-10-101 et seq. (Colorado Governmental Immunity Act)
C.R.S 24-18-104(3)(d), (e) (reimbursements are not considered gifts)

Cross References:

DKC, Expenses Authorization/Reimbursement (Mileage and Travel)
EI, Insurance Management

SCHOOL ATTORNEY Adopted: October 10, 1972 Revised: September 15, 1987 Readopted: February 16, 2010
1st Reading to be rescinded: December 12, 2023

The Board of Education of Mesa County Valley School District 51 shall function in accordance with state and federal laws pertaining to public school operations. The Board shall retain an attorney for legal counsel and services that are necessary in the operation of district affairs. The attorney shall be compensated for his services in a mutually agreed amount between himself and the district and shall be appointed on or before July 1, of each year.

The attorney shall serve at the pleasure of the Board and may be required to attend such board meetings and other meetings where his services may be needed. Attorney services may be requested by the Board, the superintendent, assistant superintendent, executive directors of business, instruction and human resources and the Board secretary. Other staff members who desire legal counsel on school matters shall make their requests to one of these administrators.