

# *Board of Education*

## *Mesa County Valley School District 51*

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*Board Business Meeting Minutes*

*May 25, 2021*

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### **Board Business Meeting Minutes**

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| A - Doug Levinson<br>B - Paul Pitton<br>C - Trish Mahre<br>D - Tom Parrish<br>E - Amy Davis |   |   |   |   |   | <b>Board of Education</b><br><b>Mesa County Valley School District 51</b><br><b>Business Meeting Minutes: May 25, 2021</b><br><b>Adopted: June 15, 2021</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |
|                                                                                             | A | B | C | D | E | AGENDA ITEMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | ACTION    |
| Present                                                                                     |   | x | x | x | x | <u>BUSINESS MEETING</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 6:02 p.m. |
| Absent                                                                                      |   |   |   |   |   | A. CALL TO ORDER/ROLL CALL<br>➤ Mr. Levinson arrived at 6:25 p.m.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |
| Motion                                                                                      |   |   |   |   |   | B. AGENDA APPROVAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Adopted   |
| Second                                                                                      |   | x |   |   | x |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| Aye                                                                                         |   | x | x | x | x |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| No                                                                                          |   |   |   |   |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| Motion                                                                                      |   | x |   |   |   | C. MEETING MINUTES AND SUMMARY APPROVAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Adopted   |
| Second                                                                                      |   |   | x |   |   | C-1. April 6, 2021 Work Session                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| Aye                                                                                         |   | x | x | x | x | C-2. April 14, 2021 Special Meeting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |
| No                                                                                          |   |   |   |   |   | C-3. April 20, 2021 Board Business Meeting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
|                                                                                             |   |   |   |   |   | D. RECOGNITIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
|                                                                                             |   |   |   |   |   | D-1. Boettcher Scholarship Winners: Davian Sandoval, Central High School, and Gabriela Reitz, Palisade High School [Resolution 20/21: 73]                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |
|                                                                                             |   |   |   |   |   | ➤ Dr. Davis read the recognition acknowledging two students who received a Boettcher Scholarship, Gabriela Reitz and Davian Sandoval. Davian, a Central High School graduate, will use his scholarship to attend the Colorado School of Mines and Gabriela, a Palisade High School graduate, declined her scholarship and will attend Stanford. Boettcher Scholarships give the recipient up to \$20,000 per year for four years to attend a Colorado college or university. Davian and Gabriela were not in attendance to receive their recognition.                                                                  |           |
|                                                                                             |   |   |   |   |   | D-2. Future Business Leaders of America National Qualifiers: Dean Withers and Emma Ryan, Grand Junction High School [Resolution: 20/21: 74]                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |
|                                                                                             |   |   |   |   |   | ➤ Mr. Pitton was happy to recognize two Grand Junction High School students, Dean Withers and Emma Ryan, for qualifying for the Future Business Leaders of America (FBLA) National Competition. At the state competition, held virtually, Dean qualified for nationals by creating a photographer portfolio and booking website. Emma qualified for the national competition by passing the Introduction to FNLA annual test. The Board and Superintendent Sirko congratulated the students for their hard work and accomplishments.                                                                                   |           |
|                                                                                             |   |   |   |   |   | D-3. Colorado Math Leader President Elect, Ms. Kim Smith [Resolution: 20/21: 75]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |           |
|                                                                                             |   |   |   |   |   | ➤ Dr. Davis invited Ms. Kim Smith, Curriculum and Learning Design Specialist, to come forward to be recognized. Ms. Smith was recently appointed as the President of the Colorado Math Leaders organization. The Colorado Math Leaders, is affiliated with the National Council of Supervisors of Mathematics and works closely with math leaders across the state and country. Ms. Smith has also served as Vice President of the Colorado Council of Teachers of Mathematics. The Board and Superintendent Sirko congratulated Ms. Smith on her accomplishments and are proud to have her representing the District. |           |

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|                                                                                             | A | B | C | D | E | AGENDA ITEMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | ACTION |
|                                                                                             |   |   |   |   |   | <p>D-4. Fruita Monument High School Poms Team [Resolution: 20/21: 76]</p> <p>➤ Mr. Parrish requested the Fruita Monument High School (FMHS) Poms Team members and their coaches, Kerri Bensley and John Kelley join him at the front of the room. The FMHS Poms team competed at the national competition last month in Orlando, Florida and finished second in Pom and third in Hip Hop. The Board and Superintendent Sirko congratulated the following team members: Brooklyn Belnap, Kiara Bonilla, Kloe Christensen, Miranda Deeths, Nevaeh Drysdale, Kindal Ferrans, Olivia Harrell, Allix Harris, Christina Ravelojaona, Ria Hayward, Jenna Kastrup, Mya Kelley, Alise Knight, Abby Ligon, Aireanna McGruder, Izabella Olguin, Lauren Patrick and Anna Paul for an outstanding performance at the state and national level.</p> <p>D-5. Western Slope League Volleyball Coach of the Year, Mrs. Wendy MacAskill and Player of the Year, Kendyl MacAskill [Resolution: 20/21: 78]</p> <p>➤ Mrs. Mahre requested Mrs. Wendy MacAskill and her daughter, Kendyl, join her to be recognized. Mrs. MacAskill was recently named Coach of the Year by the Western Slope Volleyball League and Kendyl was named Player of the Year. Under Coach MacAskill leadership and with skilled players such as Kendyl, the Palisade High School Volleyball Team finished with a 13-3 record overall and an 8-1 record in the Western Slope League. The Board and Superintendent Sirko congratulated the MacAskills on their hard work and dedication.</p> <p>D-6. Society for Teachers of Family Medicine Humanism Award Recipient, Dr. Amy Davis [Resolution: 20/21: 77]</p> <p>➤ Mr. Parrish asked fellow Board member Dr. Amy Davis to step forward. Dr. Davis recently received the Society for Teachers of Family Medicine Humanism Award. This award honors a medical practitioner who best embodies the attributes of humanism in medicine through work as a family medicine faculty member. Board member and Superintendent Sirko congratulated Dr. Davis for having her work acknowledged by the Society for Teachers of Family Medicine and thanked her for all she does as a physician and for serving on the Board.</p> <p>E. BOARD REPORTS/COMMUNICATIONS/REQUESTS</p> <p>➤ Superintendent Sirko shared information on a couple items included in her weekly report from two weeks prior. The first item was regarding the decision to pull back plans around transitioning of the Adaptive Physical Education (PE) Program. For the next school year the program will remain the same with a Special Education Parent Committee meeting monthly, starting in August, to study possible future changes to the program. The initial plan was to transition the program to allow for more physical activity time for special needs students as some students are receiving as little as twenty minutes per week of physical activity. The second item was concerning Critical Race Theory (CRT). Dr. Sirko clarified CRT is not a part of Colorado content standards and is not a part of the curriculum in District 51 schools. Dr. Sirko noted she has not heard of CRT ever being taught in K-12 education, but rather is a topic of</p> |        |

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|                                                                                             |   |   |   |   |   | discussions in higher education.<br><br><b>F. LEGISLATIVE REPORT</b><br>➤ Mr. Pitton reported the Colorado Supreme Court ruled legislation, recently passed by state law makers, was constitutional. This ruling will clear the way for county mill levies to be increased to help balance the ratio of public school funding between the state and counties. He gave a brief overview on how the Tabor Amendment limited tax increases and how the Colorado Department of Education incorrectly limited county mill levies in counties where voters had voted to DeBruce. When Mesa County voted to DeBruce the mill levy was at 32 mills. New legislation will cause Mesa County's currently mill levy to increase annually until the maximum rate of 27 mills is reached. The increase in the county mills, afforded by this bill, should mean more funding for K-12 public education.<br><br><b>G. AUDIENCE COMMENTS</b><br>➤ Mr. Mike Redeker, Fruita, 81521<br>Mr. Redeker noted Critical Race Theory (CRT) is not something just taught at the college level but is a theory being forced on students starting in kindergarten via curriculum and books. He noted CRT has been called many things including World Language and is tied to anything containing the code word, "Equity". He believes the District is participating in CRT with the addition of a Director of Equity and Inclusion. He feels the job description along with the job title containing the word "Equity" is a clear indication the District is participating in CRT. He noted CRT originated from Marxism a grandchild of Critical Theory (CT) from 1937. He would like the District to teach about character not communism and responsibility not revolution. He shared he has been reading the Black Book of Communism, which speaks about everything that did not turn out well. He recommended people read a book titled, The Naked Communist. Several times he reminded the Board that the students of District 51 belong to their parents and not the District.<br>➤ Laura Cable, Grand Junction, 81506<br>Ms. Cable thanked the Superintendent for clarifying District curriculum does not teach about CRT, but noted the District is clearly following the CRT ideology in hiring a Director of Equity and Inclusion. She would like the District to teach the basics of reading, writing and arithmetic and provide students with an honest patriotic education. Money used to pay the Director of Equity and Inclusion's salary would be better spent in the classroom. She feels teaching equity and inclusion will be pitting students against each other on the basis of race and sex, teach students to hate America and create a foundation of hate in which to build the future upon. She noted students need to be taught to read so they can learn the truth about the past and learn about the failures and accomplishments of past leaders.<br>➤ Jen Mendenhall and Codi Mendenhall, Grand Junction 81507<br>Mrs. Mendenhall and her daughter, Codi, thanked the District for offering in-person learning this past year and for opening up dialog around the Adaptive PE Program. Mrs. Mendenhall shared there is a definite need for special |        |

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|                                                                                             |   |   |   |   |   | <p>education students to have an individualize plan as their needs vary greatly depending on the student. She is looking forward to having conversations around the Adaptive PE Program. She reminded everyone, parents of special education students want the same thing for their students as other parents. They want their students to be recognized for their accomplishments and to learn the life skills needed to be productive adults.</p> <p>➤ Sandy Richmond, (No city listed)<br/> Ms. Richmond noted the people present are citizens expressing a concern, for which they are passionate about. She opposes any equity, diversity and inclusion initiative or program in the District. She believes such programs are the manifestation of the CRT, and is a coordinated campaign to infuse Marxism ideals into the schools. She feels such programs cause people to view everything through a racial lens causing arguments about equity and the manipulating of emotions to be more anti-racist. She quoted Karl Marx, "For each according to his ability, to each according to his needs", and noted, this sounds good but means there is no end of the destruction for the sake of creating a so called utopia, that is communism. She believes American elementary schools have spent the last decade introducing socialist curricular into classrooms that was previously reserved for older students. This curricular is called equity, diversion and inclusion and tries to make everyone identical. She feels the idea of America offering equality of opportunity is now dead and is being replaced with the reverse standard which is based in communism, socialism and Marxism. She feels the Board needs to take note of what is happening as it bothers her and thousands in this community.</p> <p>H. SUPERINTENDENT'S REPORT</p> <p>H-1. 2021-2022 Budget Presentation, Mr. Phil Onofrio, Mrs. Melanie Trujillo</p> <p>➤ Mr. Phil Onofrio, Chief Operations Officer, and Mrs. Melanie Trujillo, Finance Director, reported on the proposed budget for the 2021-2022 school year. Information on the state's budget process and proposed per public revenue projections were shared. The District is anticipating an increase in per pupil revenue and mineral lease revenue, but a decrease in interest revenue. The District is projecting a return of approximately 60% of students who did not return following the 2019-2020 school year. Budget priorities were reviewed with appropriate compensation for staff being the top priority, in order to attract and retain qualified staff. Data was presented showing District 51 wages are eight to ten percent under comparable district and competing districts. Expenditure adjustments were reviewed, with the largest expenditure increase noted under salaries. Funding from the Elementary and Secondary Education Act (ESSER) Grants will be used to offset some expenditures this year, which will allow for an increase in the fund reserves. Since ESSER Grants are one time money the District is hesitant to use the funds for ongoing expenditures such as salaries. The District is anticipating additional funding following a decision by the Colorado Supreme Court which will increase county mill levies. Data was shared on what the impact of the increase in the mill levy will mean in additional revenue for the District and the impact on tax payers. The District is anticipating an additional \$2.1 million in revenue and it's projected a taxpayer will see an annual increase in property taxes of</p> |        |

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|                                                                                             |   |   |   |   |   | <p>approximately \$22 based on a home with a \$300 thousand valuation. Budget Hearings, for the public to comment on the proposed budget, are scheduled for June 1 and 15, with the final budget scheduled to be adopted at the June 15 Business Meeting.</p> <p>[Recess 7:44 p.m. Resume 7:57 p.m.]</p> <p>H-2. College Career Readiness Program Update, Ms. Cheryl Taylor</p> <ul style="list-style-type: none"> <li>➤ Ms. Cheri Taylor, Director College Career Readiness, shared comparison information on the number of students participating in the Pathways in Technology Early College High School (PTEC) Programs and concurrent enrollment. There are three high schools now offering PTEC Programs with Central High School offering the most opportunities. Central High School offers thirteen different pathways in which students can earn post graduate credits or certificates. Student numbers in the PTEC Program have grown from thirty-two students to over two hundred students in the last few years. Ms. Taylor shared data showing concurrent enrollment numbers have also increased dramatically. Students can attend college level classes at Western Colorado Community College, Colorado Mesa University and at their high school. Ms. Taylor shared information on the Individual Career and Academic Plan (ICAP). ICAPs help students become aware of what types of careers are available and gives guidance to different pathways to help students reach their goals, whether it's working to earn a degree or moving into a trade. She reported thousands of students from sixth grade on will be taking different camps this summer to learn about the different career opportunities available. She shared information on a few of the programs available to enable students to learn about aviation, fire sciences, machining, welding, and mechatronics, noting there are many more.</li> <li>➤ Mrs. Andrea Bolton, Assistant Director College Career Readiness, shared information on various activities for students from elementary level to high school to help students determine the right pathway to obtain their future dreams. Information was shared on having professionals speak to elementary students, middle school career fairs, and high school opportunity fairs.</li> <li>➤ Mr. Bo Tobin, Career Wise Liaison, shared information on Work-based Learning (WBL). WBL offers students an opportunity to hear guest speakers, have job site tours, work as an intern or apprentice and job shadow. WBL would not be possible without partnerships with numerous businesses and public entities such as the Chamber of Commerce, Colorado Mesa University, Mesa County Workforce Center, the Clifton and Palisade Volunteer Fire Departments, the construction and healthcare trade industries and many more. He is looking forward to the program expanding to more businesses so there will be more opportunities for students.</li> <li>➤ Vyctoria Pratt, a senior at R-5 High School, expressed how happy she was to be a part of an apprenticeship program. She expressed how much she learned and grew by being a part of the program and the types of information she learned. She noted the things she learned were things not taught in the typical classroom. She highly recommends the program and feels it helps</li> </ul> |        |

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|                                                                                             |        |        |        |        |        | AGENDA ITEMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | ACTION  |
|                                                                                             |        |        |        |        |        | <p>build confidence in yourself and can move a graduating student from high school directly into a career. She would like to see more students get involved in the programs available.</p> <p>➤ Jack Jordon, a recent Grand Junction High School graduate, spoke on his experience, over the past two years, working as an apprentice at the Mesa County Health Department. During his first year, as a junior, he did a lot of training and then participated in the housing needs assessment meetings and learned what housing looks like in our community. He also helped with a mural project to bring awareness about public health and the need for people with disabilities to have access to more recreational activities. This past year Jack worked the majority of time on COVID related items such as, answering calls, doing case contacts, and helping at testing and immunization sites. Jack will be serving in the apprentice program for one more year and plans to get a bachelor's and master's degree in public health. Both students believe many students, who would like and benefit from the programs, are not aware of the programs and/or what the programs offer.</p> <p>H-3. Expulsion Report</p> <p>➤ Reviewed</p> <p>H-4. Communication/District Initiatives</p> <p>➤ Reviewed</p> <p>➤ Superintendent Sirko updated the Board on meetings to take place over the summer, to determine the necessary steps or actions needed when school resumes in August, in regards to COVID.</p> <p>H-5. Recommendation to Terminate Employment of David Hamilton</p> <p>➤ Superintendent Sirko read a statement to notify the Board she will be taking the appropriate steps to institute proceedings for dismissal of Mr. David Hamilton, a teacher at Mt. Garfield Middle School. Mr. Hamilton has been on paid administrative leave since December of 2020 in order to complete an internal investigation. The investigation involved a report that Mr. Hamilton acted inappropriately and sexually touched a student. That investigation led to Mr. Hamilton's arrest and felony charges being filed against him for sexual assault on a child by one in a position of trust and attempted sexual assault on a child by one in a position of trust.</p> <p>I. CONSENT AGENDA</p> <p>I-1. Licensed and Administrative Personnel Actions [Resolution 20/21: 82]</p> <p>I-2. Gifts [Resolution: 20/21: 79]</p> <p>I-3. Curriculum Adoption</p> <p>I-3.a. 6-8 Middle School English Language Arts, Word Study &amp; Vocabulary [Resolution 20/21: 83]</p> <p>I-3.b. High School Business [Resolution: 20/21: 84]</p> <p>I-4. Grants [Resolution: 20/21: 85]</p> |         |
| Motion<br>Second<br>Aye<br>No                                                               | x<br>x | x<br>x | x<br>x | x<br>x | x<br>x |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Adopted |

|                                                                                             |   |   |   |   |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |
|---------------------------------------------------------------------------------------------|---|---|---|---|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| A - Doug Levinson<br>B - Paul Pitton<br>C - Trish Mahre<br>D - Tom Parrish<br>E - Amy Davis |   |   |   |   |   | <b>Board of Education</b><br><b>Mesa County Valley School District 51</b><br><b>Business Meeting Minutes: May 25, 2021</b><br><b>Adopted: June 15, 2021</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |
|                                                                                             | A | B | C | D | E |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |
|                                                                                             |   |   |   |   |   | AGENDA ITEMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | ACTION    |
| Motion<br>Second<br>Aye<br>No                                                               | x | x | x | x | x | <b>J. BUSINESS ITEMS</b><br><b>J-1. Ratification of Mesa County Valley School District 51 and Mesa Valley Education Association Contract [Resolution 20/21:80]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Adopted   |
| Motion<br>Second<br>Aye<br>No                                                               | x | x | x | x | x | <b>J-2. Resolution to Ratify Illuminate Education, Inc. Contract [Resolution 20/21: 81]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Adopted   |
| Motion<br>Second<br>Aye<br>No                                                               | x | x | x | x | x | <b>J-3. Policy Second Reading/Adoption</b><br><b>J-3.a. BDFE, Advisory Accountability Committee</b><br><b>J-3.b. KB, Parent Involvement in Education</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Adopted   |
|                                                                                             |   |   |   |   |   | <b>K. BOARD OPEN DISCUSSION</b><br>➤ Mr. Parrish questioned if the Board members could come to a consensus or if the majority of members were in agreement to consider placing just a single item on the November ballot should they decide to place a bond issue on the ballot. Discussion pursued around replacement of Grand Junction High School and the replacement being noted as the top priority for capital improvements in the Long Range Plan. Following discussion it was determined the majority of members were in agreement, if deciding to place a bond item on the ballot, it would be for a single item, replacing Grand Junction High School. |           |
|                                                                                             |   |   |   |   |   | <b>L. FUTURE MEETINGS</b><br><b>L-1. June 1, 2021, Harry Butler Board Room, 6:00 p.m., Board Work Session</b><br><b>L-2. June 15, 2021, Harry Butler Board Room, 6:00 p.m., Board Business Meeting</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                           |           |
|                                                                                             |   |   |   |   |   | <b>M. EXECUTIVE SESSION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |
| Motion<br>Second<br>Aye<br>No                                                               | x | x | x | x | x | <b>N. ADJOURNMENT</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 9:40 p.m. |
|                                                                                             |   |   |   |   |   | Bridget Story, Secretary<br>Board of Education                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |           |

The Board would like to invite Gabriela Reitz and Davian Sandoval to the front.

The Board of Education and Superintendent Sirko would like to congratulate Gabriela and Davian for earning the prestigious Boettcher Scholarship from the Boettcher Foundation. Boettcher Scholars are selected from a pool of almost 1,500 high-achieving, Colorado high school students who exhibit excellence, leadership, and extracurricular involvement. This year, 42 students from around the state received this scholarship.

The scholarship gives a recipient up to \$20,000 per year for four years to cover the costs of attending a Colorado college or university. Davian Sandoval, a recent Central High School graduate, will use his Boettcher Scholarship to attend Colorado School of Mines. Gabriela Reitz from Palisade High School also qualified for the scholarship but will instead attend Stanford.

Gabriela and Davian are, without a doubt, hardworking, motivated individuals who will continue to contribute to their communities. The Board and Superintendent Sirko would like to congratulate Gabriela and Davian for earning this elite scholarship, and wish them well in their post-graduate plans.

Board of Education Resolution: 20/21: 74

Presented: May 25, 2021

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The Board would like to invite the following Grand Junction High School students to the front: Dean Withers and Emma Ryan.

In April, Future Business Leaders of America (FBLA) students competed in a virtual state competition with students who placed fourth or better qualifying for nationals. FBLA is an international educational organization whose mission is “to bring business and education together in a positive working relationship through innovative leadership and career development programs”.

Dean Withers qualified for nationals by creating a photographer portfolio and booking website. Dean showcased his knowledge of HTML, CSS, and JavaScript for the Web Development event, earning him a third place award, and a spot in the national competition.

Emma Ryan competed in the Introduction to FBLA test, which is an objective test that participants can take only once a year. The event tests a participant’s knowledge of events that occurred during the year, the creed, goals and mission of FBLA, and other important information about the group. Emma became well-versed in the event and passed the test, earning her a spot in the national conference as well.

The Board of Education and Superintendent Sirko are proud to recognize these students for their hard work and accomplishments at the Future Business Leaders of America competition and wish them the best of luck in future endeavors.

Board of Education Resolution: 20/21: 75

Presented: May 25, 2021

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The Board would like to invite Ms. Kim Smith to the front.

The Board of Education and Superintendent Sirko are proud to recognize Ms. Kim Smith for recently being appointed as the president of the Colorado Math Leaders organization. Ms. Smith is a secondary mathematics specialist for District 51, and served as the Vice President for the Colorado Council of Teachers of Mathematics. Her commitment to supporting teachers and students, along with her passion to learn and grow a mathematics community, made her an easy selection for the prestigious position.

The Colorado Math Leaders organization is affiliated with the National Council of Supervisors of Mathematics and works closely with math leaders across the state and country. This is truly a great honor, and we are proud to have a representative of District 51 among this respected group.

The Board of Education and Superintendent Sirko are proud to recognize Ms. Smith for this accomplishment, and proud that she is representing District 51 at the state and national levels. Thank you for your commitment, passion, and dedication, Ms. Smith. Congratulations.

Board of Education Resolution: 20/21: 76

Presented: May 25, 2021

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The Board would like to invite Kerri Bensley and the Fruita Monument Poms team to the front.

After their second place finish at the state Spirit Championships last year, Coach Kerri Bensley and the Fruita Monument Poms team turned their focus to this year's national championships.

Despite the qualifying camp being cancelled this year, the team qualified for the national championship by sending in a video of their top routine. The team was able to travel to Orlando, Florida last month to compete in the competition, along with hundreds of other teams from around the country.

After working with top notch choreographers, and tirelessly practicing three or four times a week for 10 months, the team performed their best at the competition and came in 2<sup>nd</sup> place in Pom and 3<sup>rd</sup> place in Hip Hop.

"It was a difficult year with COVID restrictions," said Coach Kerri Bensley. "But it didn't stop our team. These girls were able to put in 100% effort every day to leave their very best on the floor at State and Nationals. They are a dream team!"

The Board of Education and Superintendent Sirko are proud to recognize Ms. Bensley and the FMHS Poms team for all their hard work that earned them their second place and third place finishes, and are excited to see what the team does next. Congratulations!

Coach: Kerri Bensley and John Kelley  
Brooklyn Belnap  
Kiara Bonilla  
Kloe Christensen  
Miranda Deeths  
Nevaeh Drysdale  
Kindal Ferrans  
Olivia Harrell  
Allix Harris  
Christina Ravelojaona

Ria Hayward  
Jenna Kastrup  
Mya Kelley  
Alise Knight  
Abby Ligon  
Aireaunna McGruder  
Izabella Olguin  
Lauren Patrick  
Anna Paul

Recognition: *Kendyl MacAskill*  
*Western Slope League Volleyball Player of the Year*  
*Wendy MacAskill*  
*Western Slope League Volleyball Coach of the Year*

Board of Education Resolution: 20/21: 78

Presented: May 25, 2021

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The Board of Education would like to invite Kendyl MacAskill and Wendy MacAskill to the front.

The Board would like to congratulate Kendyl MacAskill on her selection as the 2021 Western Slope League Volleyball Player of the Year. It is a distinct honor to be chosen by your peers as one of the finest in your sport. Kendyl is a senior at Palisade High School, where she is also part of the International Baccalaureate program.

The board would also like to congratulate Palisade's volleyball coach, Wendy MacAskill, who was named 2021 Western Slope League Volleyball Coach of the Year. Under her leadership, the Palisade Volleyball Team finished its 2021 season with a 13-3 record overall and an 8-1 record in the Western Slope League. The team competed in the first round of the state volleyball tournament this year for the first time in a quarter century, and their talents will surely bring them to state again soon.

The Board of Education and Superintendent Sirko would like to congratulate the MacAskills on their hard work and dedication.

Board of Education Resolution: 20/21:77

Presented: May 25, 2021

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The Board would like to invite Dr. Amy Davis to the front.

It is our distinct honor to recognize our very own Dr. Amy Davis for her recent award from the Society for Teachers of Family Medicine. Dr. Davis was awarded the STFM Humanism Award for her work with St. Mary's Hospital.

The award honors a medical practitioner who best embodies the attributes of humanism in medicine through his or her work as a family medicine faculty member. Humanism in medicine is characterized by a respectful and compassionate relationship between physicians, as well as other members of the health care team and their patients. Individuals who receive this award are sensitive to the values and cultural and ethnic background of others, and express deep care for everyone they work with.

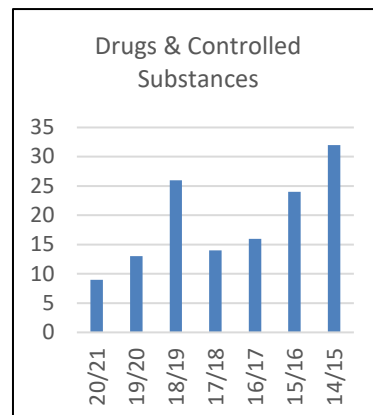
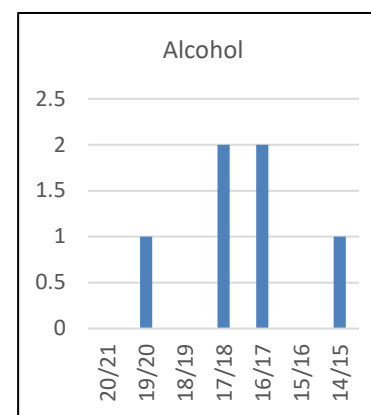
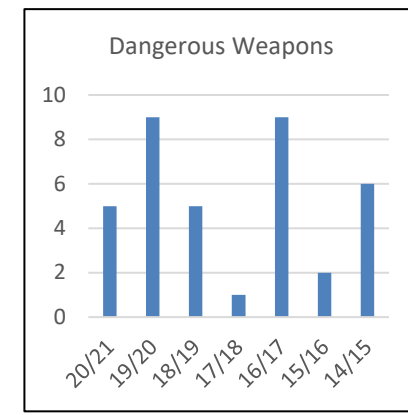
Her colleagues at St. Mary's Hospital consider Dr. Davis an amazing person who approaches all situations with a big picture view and thoughtfulness. Here at District 51, we are incredibly grateful for the perspective Dr. Davis has brought to the Board, her passion for the health and wellbeing of students, and her guidance during the pandemic.

The Board of Education and Superintendent Sirko are proud to Dr. Amy Davis for all of her incredible work, recently acknowledged by the Society for Teachers of Family Medicine, and are especially glad to have her on the Board of Education for District 51. Thank you for all you do, Dr. Davis.

|          |             |   |       |    |               |   |       |   |                   |   |       |   |       | Total for previous years as of April 30 of: |       |       |       |       |       |  |
|----------|-------------|---|-------|----|---------------|---|-------|---|-------------------|---|-------|---|-------|---------------------------------------------|-------|-------|-------|-------|-------|--|
| Category | High School |   |       |    | Middle School |   |       |   | Elementary School |   |       |   | Total |                                             |       |       |       |       |       |  |
|          | 20/21       |   | 19/20 |    | 20/21         |   | 19/20 |   | 20/21             |   | 19/20 |   | 20/21 | 19/20                                       | 18/19 | 17/18 | 16/17 | 15/16 | 14/15 |  |
|          | M           | F | M     | F  | M             | F | M     | F | M                 | F | M     | F |       |                                             |       |       |       |       |       |  |
| 100      | 2           | 3 | 8     | 4  | 1             | 3 |       | 1 |                   |   |       |   | 9     | 13                                          | 26    | 14    | 16    | 24    | 32    |  |
| 200      |             |   | 1     |    |               |   |       |   |                   |   |       |   |       | 1                                           |       | 2     | 2     |       | 1     |  |
| 300      |             |   |       |    |               |   |       |   |                   |   |       |   |       |                                             |       |       |       |       |       |  |
| 400      | 3           |   | 2     | 4  | 2             | 2 |       |   |                   |   |       |   | 7     | 6                                           | 4     | 1     |       | 2     | 1     |  |
| 500      | 3           |   | 6     | 1  | 1             |   | 2     |   | 1                 |   |       |   | 5     | 9                                           | 5     | 1     | 9     | 2     | 6     |  |
| 600      |             |   |       |    |               |   |       |   |                   |   |       |   |       |                                             |       |       |       |       |       |  |
| 700      |             |   |       |    |               |   |       |   |                   |   |       |   |       |                                             |       |       | 1     | 1     |       |  |
| DSP      |             |   |       |    |               |   |       |   |                   |   |       |   |       |                                             |       |       |       |       |       |  |
| VOO      | 5           | 1 | 4     | 1  | 3             |   | 7     | 1 | 2                 |   |       |   | 11    | 13                                          | 16    | 7     | 8     | 5     | 6     |  |
| Total    | 13          | 4 | 21    | 10 | 7             | 5 | 9     | 2 | 3                 |   |       |   | 32    | 42                                          | 51    | 25    | 36    | 34    | 46    |  |

#### Category Description

100 - drug or controlled substance  
200 - alcohol  
300 - tobacco  
400 - felony assault  
500 - dangerous weapons  
600 - robbery  
700 - other felonies  
DSP - destruction / defacement of school property  
VOO - other violations



# Communications Update April 15 – May 19, 2021

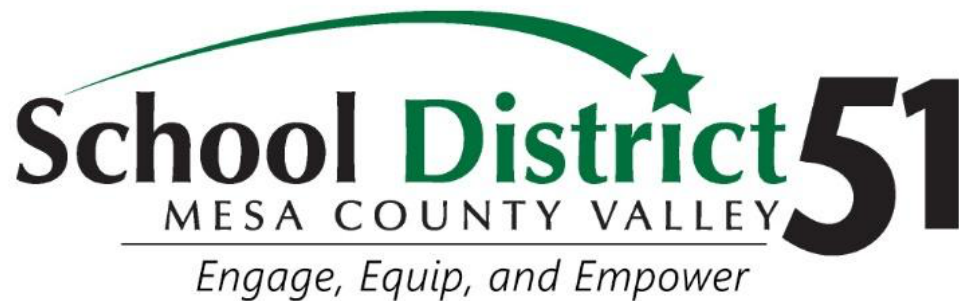
## Includes

Earned Media Coverage

Paid Media Coverage

Electronic Direct Communication

Social Media Reports



# Media Coverage

## **The Daily Sentinel**

April 16, [Opinion: GJHS bond measure ask must be reasonable](#)

April 16, [Decision on GJHS gym could force last-second changes on grant application](#)

April 18, [Proms returning to D51](#)

April 18, [Opinion: Save money, save Grand Junction High School](#)

April 21, [School board delays bond decision for gym analysis](#)

April 23, [Grand Mesa Middle School parents share concerns over drug incidents, bullying](#)

April 25, [Shelley Elementary shifting to virtual learning this week](#)

April 25, [Outdoor Wilderness Lab takes class outside for middle schoolers](#)

April 28, [Rocky Mountain Elementary lands on outbreak list](#)

April 30, [District 51 awaiting ym analysis decision](#)

May 3, [Sirko addresses COVID-19 in superintendent letter](#)

May 7, [D51 adaptive PE program changing, not going away](#)

May 7, [D51 students with disabilities finally get the chance to compete](#)

May 9, [After a year of uncertainty, Palisade students celebrate a rite of passage](#)

May 10, [Central High School needs a new North Wing, school board debates if it can wait](#)

May 11, [Middle school teacher charged for sexual assault](#)

May 12, [City, partners discussing one-year funding extension for Orchard Mesa Pool](#)

May 12, [India variant discovered in schools as second Fruita school added to outbreak list](#)

May 14, [D51 plan to trim adaptive PE draws sharp criticism from parents](#)

May 15, [Palisade HS fish hatchery](#)

May 16, [Graduation guide](#)

May 18, [India variant cases triple](#)

May 18, [Palisade High School graduation](#)

## KREX

April 20, [D51 school board meeting includes student mask mandate protests](#)  
May 8, [R5 High School aquaponics group share plant success with community sale](#)  
May 3, [Teacher Appreciation Week](#)  
May 7, [May's Golden Apple Winner: Sean Henry](#)  
May 10, [R5 High School aquaponics group share plant success with community sale](#)  
May 18, [Fish hatchery release day](#)

## KKCO/KJCT

April 15, [Mask mandate to remain in place for District 51 schools](#)  
April 17, [Two incidents at Grand Mesa Middle School involving substance believed to be LSD](#)  
April 19, [Mesa County Sheriff's Office investigating drug incidents at Grand Mesa Middle School](#)  
April 21, [District 51 holds fourth round of Bloom Where You Are Planted grants](#)  
April 26, [Shelley Elementary going online this week after COVID-19 outbreak](#)  
April 26, [District 51 parents, students organize walk-out to protest school mask policies](#)  
April 26, [D51 to combine online schooling option with Grand River Academy](#)  
May 3, [District 51 Teacher Appreciation Week May 3-7](#)  
May 4, [District 51 renting building to accommodate Grand River Academy students](#)  
May 5, [District 51 eliminating three adaptive physical education positions](#)  
May 6, [D51 schools plan possible expansion](#)  
May 7, [Grand Junction man arrested for sexual assault on a child](#)  
May 11, [Local, state health departments to provide testing site at Fruita 8/9 on May 12](#)  
May 12, [CDPHE testing for India variant of coronavirus](#)  
May 12, [District 51 hosts "Seal of Biliteracy" ceremony for eighth graders](#)  
May 17, [District 51 hosts Senior Walks](#)  
May 17, [Palisade High School Class of 2021 kicks off graduation week](#)  
May 17, [How to watch D51 graduation ceremonies](#)  
May 18, [Fruita Monument High School graduation](#)  
May 19, [District 51 high school students getting free bus passes](#)  
May 19, [Grand Junction High School Class of 2021](#)

## Paid Media

### Indoor Billboards

The following ads appeared on indoor billboards owned by Local Focus at various places in the community, including Mesa Mall, Kidsplex, Glacier Ice Arena, Graff Dairy, Bananas Fun Park, etc.



**CONGRATULATIONS,  
CLASS OF 2021!**



To View Stocker Stadium Graduations Live, Watch the  
CW Network, Visit [kkco11news.com/livestream2](http://kkco11news.com/livestream2), or  
View the Livestream on KKCO or KJCT's Facebook Pages

## **DISTRICT 51 GRADUATION WEEK, MAY 17-21**

**WEDNESDAY**

**GJHS, 6 P.M., STOCKER STADIUM**

**THURSDAY**

**GRAND RIVER, 10 A.M., LAS COLONIAS AMPHITHEATER  
CENTRAL, 6 P.M., STOCKER STADIUM**



### Welcome Home Packages

Each month, 100 Homeowners who move into a new home in the Grand Valley receive a package that includes two branded stickers and pens, a printed infographic with more information about District 51.

### TV Ads

KREX does a monthly segment highlighting a teacher who receives the KREX "Golden Apple Award." The channel advertises the award to bring awareness to D51, and to garner nominations. KJCT provides audience targeting to supply relevant information to demographics who may benefit from our information as they browse the web.



## COVID-19 Funding in District 51

School districts across the U.S. are receiving federal funds to help keep schools open during the pandemic. These grants:

- Must be used for COVID-related purposes
- Cannot be used in future years (one-time funds)

Read below to see how D51 is spending COVID Relief and Elementary and Secondary School Emergency Relief funds between 2020 and 2024.

### Staff Training

Professional Development for all staff in COVID-related protocols. Training for new technology.



### Equipment and Supplies

Hydration stations.  
Hand-washing stations.  
Lab coats.  
Air filtration.  
Custodial supplies.  
Water bottle stations.  
Portable toilets.  
Disinfecting equipment.  
Equipment for health offices.



### P.P.E.

Personal protective equipment.



### Substitutes

Subs for absences related to COVID-19.



### Staffing

Retaining staff that would have otherwise been cut due to decreased enrollment.

### Health Support

Additional health assistants.  
More days and hours for nurses and health assistants.  
Nursing and custodial secretaries.



### Special Education

Support and supplies.

### Student Services

Summer Extension.  
Learning loss recovery.  
Social-emotional supports.  
Increased counseling and tutoring.



## Did You Know?



### D51 wants to improve schools over many years

Major facilities needs have been identified through age and facility condition index scores across District 51. The district hopes to address these needs one step at a time over the next decade with your help.

### TOP PRIORITIES

The district's first priority is to replace Grand Junction High School

A close second in the priority list is to renovate Central High School

### SECOND PRIORITY LIST

Convert Fruita Middle School and Fruita 8/9 School to serve grades 6-8

Add classrooms to Fruita Monument so it can accommodate ninth-graders

Partial replacement of Lincoln Orchard Mesa Elementary

Full replacement of Scenic Elementary

Purchase land for a new elementary school in northwest Grand Junction

### THIRD PRIORITY LIST

Build a new elementary school in Appleton/northwest Grand Junction

Partial replacement of Fruitvale, Nisley, Taylor, and Tope Elementary Schools

District-wide security improvements

Add classrooms and common areas at Palisade High School

Improvements at Gateway School

### FOURTH PRIORITY LIST

Partial replacement of Orchard Ave. Elementary and Pomona Elementary

Full replacement of New Emerson, Shelledy and Broadway Elementary

Replacement of the old classroom building at Appleton Elementary

For more information about District 51, visit [d51schools.org](http://d51schools.org).

## Social Media

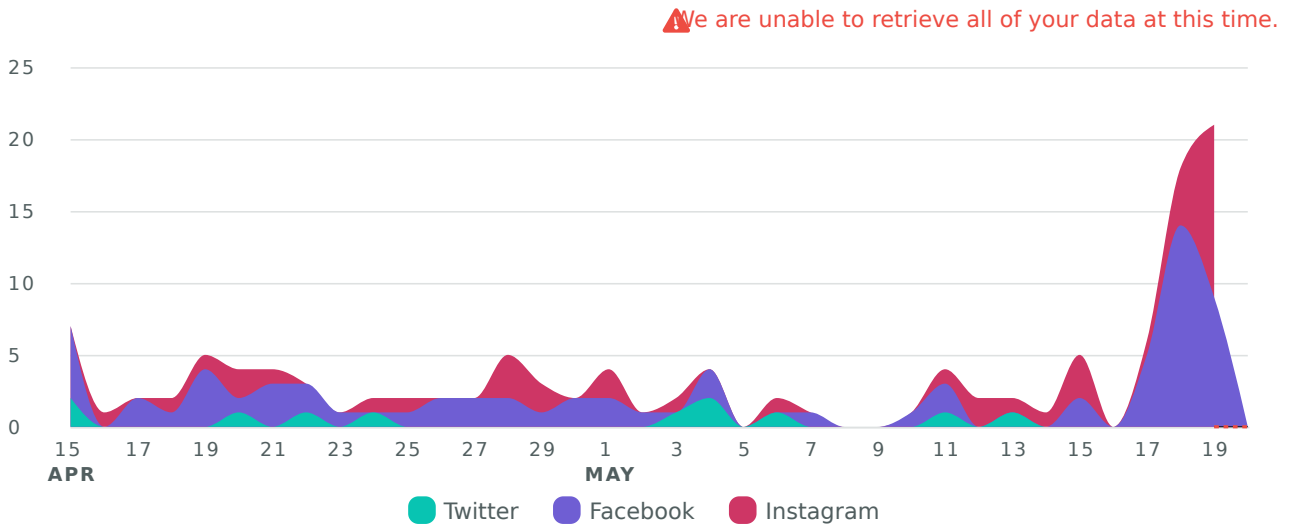
A full social media report is available upon request.

| Profile ^                                                                                                     | Audience               | Net Audience Growth | Published Posts      | Impressions              | Engagements             | Engagement Rate (per Impression) | Video Views             |
|---------------------------------------------------------------------------------------------------------------|------------------------|---------------------|----------------------|--------------------------|-------------------------|----------------------------------|-------------------------|
| <b>Reporting Period</b><br>Apr 15, 2021 - May 20, 2021                                                        | <b>21,396</b><br>↗0.2% | <b>32</b><br>↘17.9% | <b>218</b><br>↗75.8% | <b>361,376</b><br>↗24.9% | <b>34,715</b><br>↗91.3% | <b>9.6%</b><br>↗53.1%            | <b>11,338</b><br>↘26.2% |
| <b>Compare to</b><br>Mar 10, 2021 - Apr 14, 2021                                                              | <b>21,350</b>          | <b>39</b>           | <b>124</b>           | <b>289,339</b>           | <b>18,151</b>           | <b>6.3%</b>                      | <b>15,366</b>           |
|  <b>Mesa County Valle...</b> | 14,292                 | 35                  | 114                  | 269,521                  | 30,622                  | 11.4%                            | 10,675                  |
|  <b>Mesa County Valle...</b> | 3,253                  | -23                 | 59                   | 30,059                   | 886                     | 2.9%                             | 98                      |
|  <b>School District 51</b>   | 3,851                  | 20                  | 45                   | 61,796                   | 3,207                   | 5.2%                             | 565                     |

### Cross-Network Audience Growth

See how your audience grew during the reporting period.

Audience Gained, by Day



| Audience Metrics                   | Totals        | % Change      |
|------------------------------------|---------------|---------------|
| <b>Total Audience ⓘ</b>            | <b>21,396</b> | <b>↗0.2%</b>  |
| <b>Total Net Audience Growth ⓘ</b> | <b>32</b>     | <b>↘17.9%</b> |
| Twitter Followers Gained           | 11            | ↗10%          |
| Facebook Page Likes                | 68            | ↗23.6%        |
| Instagram Followers Gained         | 42            | ↘6.7%         |

Board of Education Resolution: 20/21: 82

Adopted: May 25, 2021

| Name                                        | Location        | Assignment                | Effective Date |
|---------------------------------------------|-----------------|---------------------------|----------------|
| <b>Retirements</b>                          |                 |                           |                |
| FIFER, CHRISTI ERIN                         | REDLANDS        | SPED - MODERATE NEEDS     | 5/24/2021      |
| KOWALESKY, NANCY M                          | BTK             | SPEECH/LANGUAGE THERAPIST | 5/24/2021      |
|                                             |                 |                           |                |
| <b>Resignations/Termination</b>             |                 |                           |                |
| ARNETT, TESSA JEAN                          | FRUITA MS       | 7TH GR SCIENCE            | 5/24/2021      |
| BEALE, MEGHAN L                             | ROCKY MOUNTAIN  | GRADE 2                   | 5/24/2021      |
| BURBANK, NICOLE BROOKE                      | GJHS            | ASSISTANT PRINCIPAL - HS  | 6/4/2021       |
| COLE, KACI K                                | ROCKY MOUNTAIN  | INTERVENTIONIST           | 5/24/2021      |
| CONDON, JESSICA C                           | SUMMIT          | SPED - SNB                | 5/24/2021      |
| COPA, MARY JOANNE                           | D51 ONLINE      | GRADE 3                   | 5/24/2021      |
| DAY, SARAH L                                | FMHS            | COUNSELOR                 | 6/4/2021       |
| FARLAND, TERESA M                           | PALISADE        | ENGLISH LANGUAGE ARTS     | 5/24/2021      |
| FROMM, MEGAN E                              | GJHS            | ENGLISH LANGUAGE ARTS     | 5/24/2021      |
| HAMRICK, MELISSA J                          | D51 ONLINE      | GRADE 5                   | 5/24/2021      |
| HANSEN, JENNA M                             | ROCKY MOUNTAIN  | KINDERGARTEN              | 5/24/2021      |
| MEISTER, JANINE                             | MESA VIEW       | INTERVENTIONIST           | 5/24/2021      |
| ORCUTT, MICHAEL K                           | PALISADE        | MATHEMATICS               | 5/24/2021      |
| ROEHM, NELCIA A                             | POMONA          | GRADE 5                   | 5/24/2021      |
| VERDONER, GERALD S                          | FRUITA 8-9/FMHS | FL-SPANISH                | 5/24/2021      |
| VIGIL, VICTORIA L                           | GRAND MESA      | COUNSELOR                 | 5/28/2021      |
|                                             |                 |                           |                |
| <b>Leave of Absence</b>                     |                 |                           |                |
| ALLEN, LORI L                               | WEST            | SPED - MODERATE NEEDS     | 5/24/2021      |
|                                             |                 |                           |                |
| <b>New Assignments (Transfer/New Hires)</b> |                 |                           |                |
| BENNISDORF, TYLER D                         | GRAND MESA      | 8TH GR SOCIAL STUDIES     | 8/3/2021       |
| BRANNAN, ERIC L                             | BTK             | SPED - MODERATE NEEDS     | 8/3/2021       |
| BYRD, MARSHALL LEE                          | NISLEY          | PHYSICAL EDUCATION        | 8/3/2021       |
| COLE, CHRISTOPHER P                         | FRUITA MS       | 7TH GR LANGUAGE ARTS      | 8/3/2021       |
| CORONADO, MATHEW D                          | CENTRAL         | VOCAL MUSIC               | 8/3/2021       |
| DAWSON, WENDY P                             | BTK             | SPED COORDINATOR          | 7/15/2021      |
| FLICK, KASSIDY CHEYENNE                     | ORCHARD MESA    | MUSIC                     | 8/3/2021       |
| FREDRICK, AARON W                           | PALISADE        | MATHEMATICS               | 8/3/2021       |
| FREY, KELSEY L                              | ROCKY MOUNTAIN  | GRADE 3                   | 8/3/2021       |
| GEIS, JILLIAN R                             | PALISADE        | ENGLISH LANGUAGE ARTS     | 8/3/2021       |

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Adopted: May 25, 2021

|                            |                |                              |           |
|----------------------------|----------------|------------------------------|-----------|
| GRAY, CINDY M              | BTK            | SPED - PRESCHOOL COORDINATOR | 7/15/2021 |
| HAERLE, KATHRYN E          | GRAND MESA     | COUNSELOR                    | 7/26/2021 |
| HANSEN, ANDREW J           | PALISADE       | ENGLISH LANGUAGE ARTS        | 8/3/2021  |
| HARRINGTON, CHRISTOPHER W  | PALISADE       | SOCIAL STUDIES               | 8/3/2021  |
| HUMRICHOUSE, LAURA M       | BTK            | SPECIAL EDUCATION            | 7/15/2021 |
| JOHNSON, CASSANDRA M       | TOPE           | GRADE 5                      | 8/3/2021  |
| LINTOTT, EMILY E           | EMERSON        | LEARNING MODEL COACH         | 7/22/2021 |
| MCARTOR, ALICIA S          | BTK            | SPEECH/LANGUAGE THERAPIST    | 8/3/2021  |
| MOLESPHINI, NICOLE M       | HAWTHORNE      | OCCUPATIONAL THERAPIST       | 8/2/2021  |
| MONTEZ-DASLER, ELIZABETH L | LINCOLN OM     | GRADE 1                      | 8/3/2021  |
| MORAN, JOANN R             | BTK            | SPECIAL EDUCATION            | 7/15/2021 |
| MORENO, AARON D            | EAST           | MUSIC/VOCAL MUSIC            | 8/3/2021  |
| OBRIEN, MEGAN              | BTK            | PSYCH INTERN                 | 7/26/2021 |
| PAUL, ELIZABETH J          | BTK            | SPEECH/LANGUAGE THERAPIST    | 8/3/2021  |
| PORTRA, CAILIN B           | HAWTHORNE      | OCCUPATIONAL THERAPIST       | 8/2/2021  |
| QUIJADA, KATHLEEN M        | BTK            | SPECIAL EDUCATION            | 7/15/2021 |
| REGOORD, GREGORY J         | LINCOLN OM     | SPED - MODERATE NEEDS/SSN    | 8/3/2021  |
| RUTAN, KATELYN A           | CENTRAL        | SPED - SSN                   | 8/3/2021  |
| SCATES, NICOLE L           | THUNDER MTN    | MUSIC                        | 8/3/2021  |
| SMITH, ALEXANDER M         | PALISADE       | SOCIAL STUDIES               | 8/3/2021  |
| SOLINGER, SARAH J          | POMONA         | GRADE 2                      | 8/3/2021  |
| WASHBURN, CHANTELE S       | HAWTHORNE      | SPED - PRESCHOOL             | 8/3/2021  |
| WILLMS, BRITTNEY NICHOLE   | ROCKY MOUNTAIN | KINDERGARTEN                 | 8/3/2021  |
| WINDER, ASHLEY M           | EMERSON        | LEARNING MODEL COACH         | 7/22/2021 |
| <b>Return from Leave</b>   |                |                              |           |
| HAYES, KRYSTAL DAWN        | ORCHARD AVE    | GRADE 2                      | 4/29/2021 |
| LAICHE, MADELINE D         | MT GARFIELD    | SPED - SSN                   | 5/1/2021  |
| NIELSEN, CHELSEA A         | FRUITVALE      | GRADE 2                      | 5/3/2021  |

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on May 25, 2021.*

\_\_\_\_\_  
*Bridget Story, Secretary  
Board of Education*

**Mesa County Valley School District 51**  
**GIFTS**

Board of Education Resolution: 20/21: 79

Adopted: May 25, 2021

|                   |                              |
|-------------------|------------------------------|
| Donor             | Ruthanna Hall                |
| Gift              | Cash                         |
| Value             | \$100.00                     |
| School/Department | Palisade High School / Choir |

|                   |                                                                   |
|-------------------|-------------------------------------------------------------------|
| Donor             | Lowe's                                                            |
| Gift              | Flower seed packets                                               |
| Value             | \$155.00                                                          |
| School/Department | Financial Services / Building secretaries "for a Blooming Summer" |

|                   |                                          |
|-------------------|------------------------------------------|
| Donor             | Lori Stanley                             |
| Gift              | Telescope                                |
| Value             | \$100.00                                 |
| School/Department | Palisade High School / Astronomy classes |

|                   |                              |
|-------------------|------------------------------|
| Donor             | Ryan Davis DDS, PC           |
| Gift              | Cash                         |
| Value             | \$250.00                     |
| School/Department | Palisade High School / Choir |

|                   |                              |
|-------------------|------------------------------|
| Donor             | Tami Brown                   |
| Gift              | Cash                         |
| Value             | \$50.00                      |
| School/Department | Palisade High School / Choir |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Red Lobster                                               |
| Gift              | Five \$10 gift cards                                      |
| Value             | \$50.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Picture Show                                              |
| Gift              | Gift card                                                 |
| Value             | \$30.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                                           |
|-------------------|---------------------------------------------------------------------------|
| Donor             | Starbucks (Clifton)                                                       |
| Gift              | Five \$5 gift cards, three \$10 gift cards, a coffee cup and 1# of coffee |
| Value             | \$79.49                                                                   |
| School/Department | Central High School / Student Senate for incentive prizes                 |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Texas Roadhouse                                           |
| Gift              | Five \$10 gift card                                       |
| Value             | \$50.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

**Mesa County Valley School District 51  
GIFTS**

Board of Education Resolution: 20/21: 79

Adopted: May 25, 2021

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Walmart                                                   |
| Gift              | Five \$5 gift cards                                       |
| Value             | \$25.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Jimmy Johns (Clifton)                                     |
| Gift              | Nineteen \$6 free sandwich coupons                        |
| Value             | \$114.00                                                  |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Graff Dairy                                               |
| Gift              | Eight \$4 free cone certificates                          |
| Value             | \$32.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Cold Stone                                                |
| Gift              | Three \$10 gift cards                                     |
| Value             | \$30.00                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                 |
|-------------------|---------------------------------|
| Donor             | Christi Reece Real Estate, Inc. |
| Gift              | Cash                            |
| Value             | \$500.00                        |
| School/Department | Palisade High School / Choir    |

|                   |                                          |
|-------------------|------------------------------------------|
| Donor             | SparrowHawk Consulting Inc.              |
| Gift              | Cash                                     |
| Value             | \$25.00                                  |
| School/Department | Fruita Monument High School / Volleyball |

|                   |                                          |
|-------------------|------------------------------------------|
| Donor             | Harold and Nancy Langner                 |
| Gift              | Cash                                     |
| Value             | \$50.00                                  |
| School/Department | Fruita Monument High School / Volleyball |

|                   |                                                           |
|-------------------|-----------------------------------------------------------|
| Donor             | Enstrom Candies                                           |
| Gift              | Eighteen toffee bars                                      |
| Value             | \$53.82                                                   |
| School/Department | Central High School / Student Senate for incentive prizes |

|                   |                                                                   |
|-------------------|-------------------------------------------------------------------|
| Donor             | Trina Nostrand                                                    |
| Gift              | Cash                                                              |
| Value             | \$250.00                                                          |
| School/Department | Central High School / Student Senate to purchase incentive prizes |

**Mesa County Valley School District 51  
GIFTS**

Board of Education Resolution: 20/21: 79

Adopted: May 25, 2021

|                   |                                                                 |
|-------------------|-----------------------------------------------------------------|
| Donor             | COVID Check Colorado                                            |
| Gift              | Tents, canopies and supplies used at the testing sites          |
| Value             | \$1,471.15                                                      |
| School/Department | Central High School / Student Senate for school wide activities |

|                   |                                                                                                                     |
|-------------------|---------------------------------------------------------------------------------------------------------------------|
| Donor             | Western Colorado Pediatric Association (Dr. Mike and Dr. Patrice Whistler)                                          |
| Gift              | Time and expertise                                                                                                  |
| Value             | (none given)                                                                                                        |
| School/Department | Nursing Department / Time donated to produce a 45 minute video for fifth grade human growth and development classes |

|                   |                                                             |
|-------------------|-------------------------------------------------------------|
| Donor             | Grand Valley Lacrosse                                       |
| Gift              | Cash                                                        |
| Value             | \$900.00                                                    |
| School/Department | Fruita Monument High School / Girls and boys lacrosse teams |

|                   |                                                       |
|-------------------|-------------------------------------------------------|
| Donor             | Robert and Patricia Kurtzman                          |
| Gift              | Cash                                                  |
| Value             | \$200.00                                              |
| School/Department | Palisade High School / Choir and theater (\$100 each) |

|                   |                                                                        |
|-------------------|------------------------------------------------------------------------|
| Donor             | Tessa Ketchum                                                          |
| Gift              | Cash                                                                   |
| Value             | \$100.00                                                               |
| School/Department | Pomona Elementary School / Ms. Baker's 3 <sup>rd</sup> grade classroom |

|                   |                                        |
|-------------------|----------------------------------------|
| Donor             | Critical Nurse Staffing LLC            |
| Gift              | Cash                                   |
| Value             | \$250.00                               |
| School/Department | Fruita Monument High School / Football |

|                   |                                                        |
|-------------------|--------------------------------------------------------|
| Donor             | Donors Choice                                          |
| Gift              | Books                                                  |
| Value             | \$560.53                                               |
| School/Department | Mesa View Elementary School / Books for shared reading |

|                   |                                      |
|-------------------|--------------------------------------|
| Donor             | Safeway (F Road)                     |
| Gift              | Starbuck gift card                   |
| Value             | \$15.00                              |
| School/Department | Secretary In-service / Prize drawing |

**Mesa County Valley School District 51  
GIFTS**

Board of Education Resolution: 20/21: 79

Adopted: May 25, 2021

|                   |                                 |
|-------------------|---------------------------------|
| Donor             | Andrea Bauer                    |
| Gift              | Cash                            |
| Value             | \$60.00                         |
| School/Department | Palisade High School / Yearbook |

|                   |                                                          |
|-------------------|----------------------------------------------------------|
| Donor             | Ted and Janna Rice                                       |
| Gift              | Evolve Easy Stand stander and Quickie folding wheelchair |
| Value             | \$3,000.00                                               |
| School/Department | D51 Physical Therapy / Students with physical handicaps  |

NOW THEREFORE BE IT RESOLVED the Mesa County Valley School District 51 Board of Education, in accepting the donations listed above, extends their appreciation and acknowledges these important partnerships within the community which support learning for all students.

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on May 25, 2021.*

---

*Bridget Story  
Secretary, Board of Education*

## D51 Instructional Resource Recommendation

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <b>Content:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 6-8 Middle School English Language Arts, Word Study & Vocabulary |
| <b>Year for Adoption Cycle:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2021-2027                                                        |
| <b>Year for Implementation:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2021                                                             |
| <b>Last Primary Adoption:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2001                                                             |
| <b>Resource Needed:</b><br>(Primary, Supplementary, OR Both)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Primary                                                          |
| <b>Rationale for Selection:</b> <ul style="list-style-type: none"> <li>IXL is a digital resource that supports word study and conventions standards.</li> <li>IXL aligns to grade level standards with an intentional horizontal and vertical scope and sequence.</li> <li>IXL aligns our primary, board-adopted reading and writing resources, Teachers College Reading and Writing Units of Study. IXL word study and conventions lessons drill down to specific lessons within the Units of Study.</li> <li>IXL has embedded diagnostic tools to guide teachers instruction and respond to the individual needs of the learner.</li> <li>Short and effective daily warm-ups provide instruction and practice.</li> <li>Diagnostic tools can aid teachers to create individual and small group instruction.</li> <li>IXL will support the Secondary Curriculum Specialist to collect student achievement and usage data over the two and four years of implementation.</li> </ul> |                                                                  |
| <b>Approximate Cost of Resource from D51 Mill: \$108,985.50</b><br>Approximate Total Cost of Resource: \$217,971.50<br><br>Year 1 - (3 years up front): \$109,980.50 (ESSER 3 Funds)<br>Year 4 - \$36,328.50<br>Year 5 - \$36,328.50<br>Year 6 - \$36,328.50<br>Would there be an annual, recurring cost for this resource? Yes; Mill to fund years 4, 5, and 6.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                  |
| <b>Recommendation for Professional Learning:</b><br>6-8 ELA would participate in virtual instruction from an IXL support on August 5, 2021. This would be the only PL from the vendor.<br><b>Level of Support Plan: Level 1</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                  |
| <b>Approximate Mill Budget Request for Professional Learning: \$995.00 to take place August 5, 2021</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                  |

## D51 Instructional Resource Recommendation

**APPROXIMATE TOTAL COST from D51 Mill = \$108,985.50**

**APPROXIMATE TOTAL COST = \$218,966.00**

### Professional Learning Implementation Plan Design Guidance

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Level<br/>1</b> | <p><b>Event Professional Learning</b><br/>Professional learning delivered to introduce teachers to the new curriculum resource and provide them the tools needed to use the resource in their classroom. (Typically done at the beginning of a school year with 1-2 days dedicated to the learning.)</p> <p><b>Design of Professional Learning Event:</b><br/>Teacher or specialist designed in collaboration with the publisher</p> <p><b>Budget:</b> Mill budget</p> <p><b>Evaluation:</b> Designed and completed by the specialist during the same school year.</p> |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

\* Implementation plan design thinking informed by **Learning Forward Standards for Professional Learning** and **Assessing Impact: Evaluating Professional Learning** by Joellen Killian (Corwin, 2018).

## D51 Instructional Resource Recommendation

|                                                              |                           |
|--------------------------------------------------------------|---------------------------|
| <b>Content:</b>                                              | High School Business      |
| <b>Year for Adoption Cycle:</b>                              | Spring 2021               |
| <b>Year for Implementation:</b>                              | Fall 2021                 |
| <b>Last Primary Adoption:</b>                                | 2006                      |
| <b>Resource Needed:</b><br>(Primary, Supplementary, OR Both) | Primary and Supplementary |

**Rationale for Selection:**

- High alignment with Colorado Academic Standards and newly revised Career & Technical Education (CTE) business course descriptions.
- Professional learning resources available to support teachers in an ongoing manner.
- Resources provide support for teaching and learning that reflect authentic ways of reading, writing, thinking, and reasoning within a business context and they give students opportunities to apply and demonstrate these proficiencies.
- Provides opportunities for teachers and students to connect business standards to other subject areas.
- Assists students in building connections between mathematical understanding and real-life skills.
- Provides real-world application through a career exploration lens.
- Provides opportunities for ongoing review and practice with timely feedback related to learning concepts and skills.
- Assessments of student learning provide evidence regarding students' mastering of standards.
- Includes teacher guidance for the mindful use of embedded technology to support and enhance student learning.
- This portfolio of three resources ensures teachers and students have strong support for the 10 business courses that are most requested in our high schools.

**Approximate Cost of Resource:** (provide itemized list if multiple elements to resource)  
 Knowledge Matters (Virtual Business Simulations): \$41,395 / 5 years  
 Business U: \$38,175 / 5 years  
 Labyrinth eLab Learning and Quickbooks Online: \$3,852 / annually (\$19,260 / projected for 5 years)

**Would there be an annual, recurring cost for this resource?** If yes, please describe.  
**Yes.** Labyrinth eLab Learning and Quickbooks Online for Accounting Principles 1B will be purchased annually using current student enrollment counts.

## D51 Instructional Resource Recommendation

**Recommendation for Professional Learning:**

**Level of Support Plan: Level 1**

**Approximate Mill Budget Request for Professional Learning:**

(elements of professional learning funded by Mill budget)

Provided by vendors at no additional cost.

**APPROXIMATE TOTAL COST = \$98,830**

### Professional Learning Implementation Plan Design Guidance

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Level<br/>1</b> | <p><b>Event Professional Learning</b><br/>Professional learning delivered to introduce teachers to the new curriculum resource and provide them the tools needed to use the resource in their classroom. (Typically done at the beginning of a school year with 1-2 days dedicated to the learning.)</p> <p><b>Design of Professional Learning Event:</b><br/>Teacher or specialist designed in collaboration with the publisher</p> <p><b>Budget:</b> Mill budget</p> <p><b>Evaluation:</b> Designed and completed by the specialist during the same school year.</p> |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

\* Implementation plan design thinking informed by [Learning Forward Standards for Professional Learning](#) and [Assessing Impact: Evaluating Professional Learning](#) by Joellen Killian (Corwin, 2018).

Board of Education Resolution 20/21: 85

Adopted: May 25, 2021

|                                  |                                                                                                                                                         |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Grant Title</b>               | ARP Act Elementary and Secondary Emergency Relief (ESSER) I                                                                                             |
| <b>Source</b>                    | Colorado Department of Education                                                                                                                        |
| <b>Fund Number</b>               | 22-4414                                                                                                                                                 |
| <b>Site</b>                      | District                                                                                                                                                |
| <b>Description</b>               | Provide support for K-12 schools to safely open and sustain safe operations of schools and address the impacts of the coronavirus pandemic on students. |
| <b>Budget Amount</b>             | \$45,507,205                                                                                                                                            |
| <b>Fiscal Year</b>               | 6/30/2021                                                                                                                                               |
| <b>Authorized Representative</b> | Melanie Trujillo                                                                                                                                        |

|                                  |                                                                                                                                                                                                                                                                                                |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Grant Title</b>               | CRRSA Act Elementary and Secondary Emergency Relief (ESSER) II                                                                                                                                                                                                                                 |
| <b>Source</b>                    | Colorado Department of Education                                                                                                                                                                                                                                                               |
| <b>Fund Number</b>               | 22-4420                                                                                                                                                                                                                                                                                        |
| <b>Site</b>                      | District                                                                                                                                                                                                                                                                                       |
| <b>Description</b>               | To address the impact COVID-19 has had and continues to have on elementary and secondary schools within the LEA's boundaries, including continuing educational services to students during school building closures and developing and implementing plans for the return to normal operations. |
| <b>Budget Amount</b>             | \$20,262,726                                                                                                                                                                                                                                                                                   |
| <b>Fiscal Year</b>               | 6/30/2021                                                                                                                                                                                                                                                                                      |
| <b>Authorized Representative</b> | Melanie Trujillo                                                                                                                                                                                                                                                                               |

*NOW THEREFORE BE IT RESOLVED that the Mesa County Valley School District No. 51 Board of Education approved the above identified grant funds for expenditure purposes on May 25, 2021.*

\_\_\_\_\_  
Bridget Story  
Secretary, Board of Education

**Whereas:** Negotiations between Mesa County Valley School District 51 (District) and the Mesa Valley Education Association (MVEA) occurred on April 23rd, April 24th, May 13th, and May 14nd; and

**Whereas:** The items agreed to include:

**EXHIBIT A**

Mesa County Valley School District 51

*Current negotiated salary schedules with addenda are available in the Human Resources Department or on the District website. For questions concerning the salary schedule, contact Human Resources or an MVEA officer.*

**A. BASE PAY COMPENSATION**

Base pay compensation shall be negotiated annually.

1. Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.
  - a. ~~Teacher Base Pay Salary Schedule and School Counselor Base Pay Salary Schedule Range increased by a 4.71% Cost of Living to \$41,000 - \$80,936.64 based on one (1) FTE at one hundred and eighty-eight (188) days. Due to the COVID-19 economic downturn, for the 2020-2021 school year, the Teacher/School Counselor's contracts will be reduced by two furlough days which have been identified on the school calendar as August 5, 2020, and September 21, 2020. Teacher/School Counselor Base Pay Salary Schedule Range will be \$37,500.00 - \$76,473.70 based on one (1) FTE at one hundred eight six (186) days.~~
  - b. ~~School Psychologist Base Pay Salary Schedule Range increased by a 4.71% Cost of Living to \$55,642.36 - \$92,085.12 based on one (1) FTE at one hundred and ninety seven (197) days. Due to the COVID-19 economic downturn, for the 2020-2021 school year, School Psychologist's contracts will be reduced by two furlough days which have been identified on the school calendar as August 5, 2020, and September 21, 2020. School Psychologist Base Pay Salary Schedule Range will \$52,600.00 - \$87,050.18 based on one (1) FTE one hundred ninety five (195) days.~~
  - c. Extended Contracts - Salaries for Covered Employees contracted for more than the standard contract for their assignment are determined by multiplying the per diem amount by the number of actual contracted days.
2. ~~Due to the COVID-19 economic downturn the increment is suspended for the 2020-21 school year.~~  
Increment – The increment is intended to be an annual raise to base salary in the amount of 1.6% and \$500 taking into consideration budgetary limitations. ~~The Two~~ increments, for a total of 3.2% + \$1,000, will be added to base pay beginning in August for all Covered Employees who worked the entire second semester, excluding those who are on the District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan.
  - a. Placement on a District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan will not decrease base pay.
3. Teachers/Counselors Initial Master's Degree – ~~\$3,000~~ \$3,250 increase to base pay for an initial Master's Degree that is aligned to the Teacher/School Counselor's professional practice. If it is determined that the Master's Degree does not align, it will be taken to Professional Council for review. The Superintendent or designee, in consultation with the MVEA President, will make the final determination. School Psychologists are not eligible for initial master's degree compensation as it is required for their licensure and included within their salary range.

4. Salary will be paid in twelve (12) monthly payments; the pay date will be the last business day of the month for work performed during that month.
5. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
6. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.

**B. ADDITIONAL AVAILABLE STIPENDS**

Additional available stipends shall be negotiated annually.

1. Aligned Professional Learning Unit (APLU) – Stipend of \$450/unit (maximum of 2 units paid per fiscal year July 1-June 30.)  
~~Due to the COVID-19 economic downturn, APLU eligible courses will not be offered during the 2020-21 school year. Employees that have completed an eligible APLU course during the June 2020 Summer Institute or currently approved D51 APLU course will continue to be eligible to receive payment in 2020-21 per the current guidelines outlined below.~~
  - a. Units must be aligned to the District's Teaching and Learning Framework observed in professional practice to be eligible for the stipend. Principals (Teachers and School Counselors) and coordinators (Psychologists) will make eligibility decision(s) based on observable indicators found in the implementation plan. All APLUs must be approved by the Office of Professional Learning.
  - b. Applicants have twelve months from the day the course ends to demonstrate evidence of learning in their practice in order to apply for the stipend.
  - c. The number of Professional Learning Units and stipend amounts will be negotiated annually with the intent to increase limits based on available funding.
  - d. Embedded APLUs will be offered at school sites. Fifty percent of the "seat-time" will occur outside of contract hours and the other fifty percent may occur during Learning Community time. Participants will be required to meet the requirements of the syllabus. Efficacy of the process will be evaluated and this section will be reviewed and negotiated annually.
- ~~2. COVID-19 Training Stipend: Using additional federal funding, COVID-19 training courses will be offered by D51 through November 30, 2020, and a stipend of \$450, to pay for staff time to receive professional development, will be paid per approved course with completed attendance. Covered Employees will be eligible to receive payment for at least three COVID-19 training courses. All COVID-19 training stipends for staff time to receive professional development must be submitted and paid prior to December 31, 2020.~~
- ~~3-2.~~ National Board:
  - a. National Board for Professional Teaching Standards – Covered Employees who receive National Board Certification from the National Board for Professional Teaching Standards will receive an additional yearly stipend equivalent to five percent (5%) of the minimum salary on the base pay salary schedule. Covered Employees will receive the additional stipend as long as they continue to hold the National Board Certification.
- ~~4-3.~~ Extracurricular Activities
  - a. The extracurricular salary schedule will be negotiated annually.
  - b. A maximum of fifteen (15) years' experience will be granted for prior coaching experience if obtained within the past twenty (20) years immediately preceding acceptance of a coaching position with the District. Experience can be obtained in any sport, but must be obtained within a scholastic environment such as middle school, high school, or college. Club experience does not count toward placement on the D salary schedule. Middle school experience is not applicable toward placement for a high school sport but is applicable for a middle school sport.

- c. Covered Employees that cease coaching duties for one (1) year but do not sever employment and are selected for a coaching position shall be entitled to placement as though a break in service did not occur upon return to those duties. Covered Employees who cease coaching for more than one (1) year will be placed on the salary schedule following the process listed above.
- d. Covered Employees shall be compensated in accordance with the Extracurricular Activities Salary Schedule. Extracurricular duties are offered on a year-to-year basis. If a Covered Employee is given an extracurricular duty assignment in the Covered Employee's first year of full-time employment in the District, or if a Covered Employee voluntarily transfers to a different building and accepts an extracurricular duty(ies) in that building as part of the transfer, that Covered Employee may not, for a period of three (3) years after such hiring or transfer, reject an assignment to such extracurricular duty(ies).
- e. The Principal or designee shall annually evaluate personnel assigned to high school extracurricular activities. Evaluations will occur within two (2) weeks following the conclusion of the respective activity or by May 1 for a year-long activity. The evaluations shall be reviewed by a designated central office administrator.
- f. It is expected that those engaged in extracurricular activities at the middle school level will receive evaluations through the extracurricular evaluation process.

**C. PLACEMENT**

- 1. Teaching/~~Counseling~~ experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding employment with the district. A Covered Employee who taught under contract for the entire second semester of a school year will be credited with one (1) experience year. Covered Employees with zero (0) years of experience will be placed on step zero (0) and employees with one (1) year experience will be placed on step one (1). Covered Employees with two (2) or more years' experience will be placed on the appropriate step up to the maximum allowed depending on the school year.
  - a. Vocational experience - Trade experience required for vocational instructors may be credited in lieu of prior teaching experience. Such trade experience will be credited as in C.1 above.
- 2. ~~Counseling~~ experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding employment with the district. A Covered Employee who taught/served under contract for the entire second semester of a school year will be credited with one (1) experience year. Covered Employees with zero (0) years of experience will be placed on step zero (0) and employees with one (1) year experience will be placed on step one (1). Covered Employees with two (2) or more years' experience will be placed on the appropriate step up to the maximum allowed depending on the school year.
- ~~2-3.~~ School Psychologist experience – A maximum of fifteen (15) years' experience will be granted for prior applicable licensed experience in the professional areas which directly relate to the School Psychologist job assignment if obtained within the past twenty (20) years immediately preceding employment with the district. Prior experience considered can include intake, treatment, supervision of School Psychologists, and consultation in institutions such as mental health centers, psychiatric clinics, social service agencies, hospitals, juvenile probation agencies, and adoption agencies. ~~School Psychologists with zero (0) years of experience will be placed on step zero (0). School Psychologists with up to one year of experience will be placed on step 1.~~ School Psychologists with ~~one (1) two (2)~~ or more years' of experience will be placed on the appropriate step up to the maximum allowed depending on the school year.

- D. DAY LEAVE will be awarded as per the negotiated agreement.

- E. **BENEFITS** - Depending on their position, Covered Employees may be eligible for one (1) or all of the following benefits: P.E.R.A., health insurance, dental insurance, life insurance, vision insurance, workmen's compensation, and various leaves. The Human Resources Department will inform Covered Employees of specific benefits when they are hired.

**2020-21 2021-22 Teacher/School Counselor Salary Schedule and Placement of New Hires**

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. Teacher/School Counselor Base Pay Salary Schedule Range: ~~\$41,000.00 - \$80,936.64~~ ~~\$37,500.00 - \$76,473.70~~ based on one (1) FTE at one hundred and ~~eighty-eight (188)~~ ~~eighty-six (186)~~ days.
2. Extended Contracts – Teachers/School Counselors contracted for more than the scheduled Work Year are determined by multiplying the per diem amount by the number of contracted days.

**Current Teachers/School Counselor :**

Current Salary

- + Master's Degree Supplement (if applicable)
- + Additional Compensation (i.e. APLU, ~~COVID-19 Training Stipend~~, National Board etc)

**New Teacher/School Counselor Placement:**

Teachers/School Counselors are initially placed according to experience. Teachers/School Counselors new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement. The District will recognize one Master's Degree for placement on the salary schedule.

| Experience |                                               |       |                                               |
|------------|-----------------------------------------------|-------|-----------------------------------------------|
| Years      | Salary                                        | Years | Salary                                        |
| 0          | <del>\$41,000.00</del> <del>\$37,500.00</del> | 8     | <del>\$45,553.38</del> <del>\$41,845.05</del> |
| 1          | <del>\$41,969.25</del> <del>\$37,782.73</del> | 9     | <del>\$46,715.03</del> <del>\$42,908.62</del> |
| 2          | <del>\$42,278.06</del> <del>\$38,207.17</del> | 10    | <del>\$47,876.69</del> <del>\$44,079.03</del> |
| 3          | <del>\$42,741.64</del> <del>\$38,632.60</del> | 11    | <del>\$49,155.04</del> <del>\$45,035.74</del> |
| 4          | <del>\$43,206.31</del> <del>\$39,059.01</del> | 12    | <del>\$50,199.99</del> <del>\$46,099.31</del> |
| 5          | <del>\$43,672.04</del> <del>\$39,909.86</del> | 13    | <del>\$51,361.65</del> <del>\$46,471.31</del> |
| 6          | <del>\$44,601.36</del> <del>\$40,759.72</del> | 14    | <del>\$51,767.96</del> <del>\$46,843.31</del> |
| 7          | <del>\$45,529.60</del> <del>\$40,781.49</del> | 15    | <del>\$52,174.26</del> <del>\$47,124.29</del> |

**Additional Compensation:**

| Type                                            | Amount                                | Payment                        |
|-------------------------------------------------|---------------------------------------|--------------------------------|
| Initial Master's Degree *                       | <del>\$3,250</del> <del>\$3,000</del> | Annual Payment                 |
| National Board Certification                    | <del>\$2,050</del> <del>\$1,875</del> | Annual Payment                 |
| Aligned Professional Development (APLU) Stipend | \$450-900                             | One-time Stipend(s)            |
| <del>COVID-19 Training Stipend</del>            | <del>\$450-\$1,350+</del>             | <del>One-time Stipend(s)</del> |

\*For current staff, initial advanced degree must be conferred after January 1, 2016.

Henceforth, any additional salary placement schedules in this section will be negotiated in congruence with the teacher and counselor salary placement schedules.

**2021-22 School Counselor (Special Service Provider) Salary Schedule and Placement of New Hires**

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. School Counselor Base Pay Salary Schedule Range: \$41,000.00 - \$80,936.64 based on one (1) FTE at one hundred and eighty-eight (188) days.
2. Extended Contracts – School Counselors contracted for more than the scheduled Work Year are determined by multiplying the per diem amount by the number of contracted days.

**Current School Counselors:**

Current Salary

- + Master's Degree Supplement (if applicable)
- + Additional Compensation (i.e. APLU, National Board etc)

**New School Counselor Placement:**

School Counselors are initially placed according to experience. School Counselors new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement. The District will recognize one Master's Degree for placement on the salary schedule.

| Experience |             |       |             |
|------------|-------------|-------|-------------|
| Years      | Salary      | Years | Salary      |
| 0          | \$41,000.00 | 8     | \$45,553.38 |
| 1          | \$41,969.25 | 9     | \$46,715.03 |
| 2          | \$42,278.06 | 10    | \$47,876.69 |
| 3          | \$42,741.64 | 11    | \$49,155.04 |
| 4          | \$43,206.31 | 12    | \$50,199.99 |
| 5          | \$43,672.04 | 13    | \$51,361.65 |
| 6          | \$44,601.36 | 14    | \$51,767.96 |
| 7          | \$45,529.60 | 15    | \$52,174.26 |

**Additional Compensation:**

| Type                                            | Amount    | Payment             |
|-------------------------------------------------|-----------|---------------------|
| Initial Master's Degree*                        | \$3,250   | Annual Payment      |
| National Board Certification                    | \$2,050   | Annual Payment      |
| Aligned Professional Development (APLU) Stipend | \$450-900 | One-time Stipend(s) |

\*For current staff, initial advanced degree must be conferred after January 1, 2016.

Henceforth, any additional salary placement schedules in this section will be negotiated in congruence with the teacher and counselor salary placement schedules.

**2020-21 2021-22 School Psychologist Salary Schedule and Placement of New Hires**

Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.

1. School Psychologist Base Pay Salary Schedule Range: ~~\$55,642.36 - \$92,085.12~~ ~~\$52,600.00 - \$87,050.18~~ based on one (1) FTE at one hundred ~~nine-seven (197)~~ ~~ninety-five (195)~~ days.
2. Extended Contracts – School Psychologists contracted for more than the standard School Psychologist contract are determined by multiplying the per diem amount by the number of actual contracted days.

**Current School Psychologists:**

Current Salary

+ Additional Compensation (i.e. APLU, ~~COVID-19 Training Stipend~~, etc.)

**New School Psychologist Placement:**

School Psychologists are initially placed according to experience. School Psychologists new to the District may be granted up to 15 years of experience, provided the experience occurred within the last 20 years in accordance with the MVEA Agreement.

| Experience |                                               |       |                                               |
|------------|-----------------------------------------------|-------|-----------------------------------------------|
| Years      | Salary                                        | Years | Salary                                        |
| 0          | <del>\$55,642.36</del> <del>\$52,600.00</del> | 8     | <del>\$66,122.27</del> <del>\$62,506.90</del> |
| 1          | <del>\$56,783.19</del> <del>\$53,678.45</del> | 9     | <del>\$67,598.68</del> <del>\$63,902.59</del> |
| 2          | <del>\$57,919.29</del> <del>\$54,752.44</del> | 10    | <del>\$69,107.55</del> <del>\$65,328.96</del> |
| 3          | <del>\$59,211.41</del> <del>\$55,973.91</del> | 11    | <del>\$70,650.98</del> <del>\$66,787.99</del> |
| 4          | <del>\$60,533.90</del> <del>\$57,224.09</del> | 12    | <del>\$72,230.01</del> <del>\$68,280.69</del> |
| 5          | <del>\$61,884.66</del> <del>\$58,500.99</del> | 13    | <del>\$73,840.44</del> <del>\$69,803.07</del> |
| 6          | <del>\$63,265.78</del> <del>\$59,806.60</del> | 14    | <del>\$75,489.63</del> <del>\$71,362.08</del> |
| 7          | <del>\$64,677.27</del> <del>\$61,140.91</del> | 15    | <del>\$77,174.41</del> <del>\$72,954.75</del> |

**Additional Compensation:**

| Type                                     | Amount                    | Payment                        |
|------------------------------------------|---------------------------|--------------------------------|
| Aligned Professional Development Stipend | \$450-900                 | One-time Stipend(s)            |
| <del>COVID-19 Training Stipend</del>     | <del>\$450-\$1,350+</del> | <del>One-time Stipend(s)</del> |

**SECTION 6 - GRIEVANCE PROCEDURE**

**6.1. Definitions**

- 6.1.1. The term "Grievance" shall mean a written claim by one or more Covered Employees or the Association, that there has been a violation, a misrepresentation, or inequitable application of any of the provisions of this Agreement, Board Policy, practice or custom. The term "Grievance" shall not apply to any matter as to which: (1) the method of review is prescribed by law, or; (2) the Board is without authority to act. The procedure described in this section shall be the exclusive procedure available for the resolution of grievances, and neither party shall be required to recognize another or different procedure, process or forum.

6.1.2. The term "aggrieved person" and "grievant" shall, for purposes of this section-6, mean the Covered Employee(s) or the Association asserting a grievance.

6.1.3. The term "days" shall, for purposes of this section, mean days as defined in Section 1.7.

6.2. Purpose

6.2.1. The purpose of the grievance procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the grievance procedure.

6.2.1.1 Any individual who is identified as a stakeholder in a grievance will be presented with this section of the Negotiated Agreement explaining the process as well as their roles and responsibilities. The Executive Director of Human Resources and the President of MVEA's contact information will be included in the event there are questions. Each member will sign a form that states they understand and will abide by the process.

6.2.1.2 Any member of a grievance committee that breaks confidentiality in accordance with section 6.2.1 shall be removed from the committee immediately.

6.2.1.3 Additional individuals who have not been identified as grievance stakeholders may be consulted with approval from both MVEA (or grievant) and the District representative.

6.2.2. Nothing herein contained will be construed as limiting the right of any Covered Employee having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted, providing the adjustment is consistent with the terms of this Agreement. The Association shall have the opportunity to have its representative present and to state its views at any level of the grievance procedure.

6.3. Procedure

6.3.1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the grievance process. Every attempt will be made to resolve the grievance prior to the end of the grievant's contract year. The time limits specified may, however, be extended or reduced by mutual agreement.

6.3.2. If a grievance directly affects a group of Covered Employees at more than one (1) work site, the Association may submit such grievance in writing directly to the Superintendent, or the Superintendent's designee, and the proceeding of such grievance may commence at LEVEL TWO. If the grievance commences at LEVEL TWO it must be filed within twenty (20) days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. If an attempt to resolve the issue has been continuously made as per section 6.5 the twenty (20) day time limit will be extended to sixty (60) days. If a grievance is filed which might not finally be resolved at LEVEL THREE under the time limits set forth herein prior to the end of the school year, those time limits will be reduced so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as is practicable.

6.3.3 When it is necessary for a representative designated by the Association to attend a meeting or hearing called by the Superintendent, his/her designee, the President of the Board, or arbitrator, during the school day, the representative shall be released from his/her regular duties without loss of pay for such time as attendance is required at such meeting or hearing.

6.3.4 All written and printed matter developed for the processing of a grievance will be filed separately from the central personnel files of the participants.

- 6.3.5 The Board agrees to make available to the aggrieved person, and the aggrieved person's representative, all information not privileged under law in its possession or control which is relevant to the issues raised by the grievance.
- 6.4 Representation - throughout LEVEL ONE and LEVEL TWO of the grievance procedures listed below, the grievant may at any time:
- 6.4.1 Represent him/herself to discuss the grievance personally; or
  - 6.4.2 May request that a representative of the Association accompany him/her; or
  - 6.4.3 May request that a representative of the Association act on his/her behalf.
- 6.5. Informal Level
- 6.5.1. Before filing a formal written grievance, the grievant shall attempt to resolve it by an informal conference with the immediate supervisor with the objective of resolving the matter informally.
- 6.6. LEVEL ONE
- 6.6.1. Within twenty (20) days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based, the grievant must present the grievance in writing to the immediate supervisor. If an attempt to resolve the issue has been continuously made as per section 6.5 6.4 the twenty (20) day time limit will be extended to sixty (60) days. ~~The aggrieved person: (1) may discuss the grievance personally; (2) may request that a representative of the Association accompany him/her, or; (3) may request that a representative of the Association act on his/her behalf. Within four (4) school days of the receipt of a written grievance, the principal or supervisor will conduct a hearing with the aggrieved person. Within five (5) days subsequent to the hearings, a written response will be given to the aggrieved person, Association and Superintendent or designee.~~
    - 6.6.1.1 Upon receipt of the written grievance, the immediate supervisor has ten (10) days to process the grievance at LEVEL ONE to include conducting a meeting, at a mutually agreed upon time, with the aggrieved person and providing the grievant, the Association and the Superintendent a written response.
    - 6.6.1.2 If the grievance alleges an incident which will occur or continue to occur during the aforementioned times for scheduling of a hearing and issuance of a response, every effort should be made to schedule the hearing and issue a response in a more timely fashion.
- 6.7. LEVEL TWO
- 6.7.1. If the aggrieved person is not satisfied with the disposition of the grievance at LEVEL ONE, or a written response has not been received within the time limit specified herein, ~~if no decision has been rendered within five (5) school days after presentation of the grievance at LEVEL ONE,~~ the aggrieved person grievant may file a LEVEL TWO grievance in writing with the Association within five (5) school days after the decision has been rendered at LEVEL ONE or within fifteen (15) school days after the grievance was presented at LEVEL ONE, whichever is sooner. Such grievance shall then be filed by the Association with the Superintendent's Office within two (2) school days after receiving such written grievance. The written grievance will state the nature of the grievance, the provision(s) of the agreement or any policy concerning the terms and conditions of employment allegedly violated and the relief requested.
  - 6.7.2. The Superintendent, or the Superintendent's designee, will represent the District at LEVEL TWO of the grievance procedure. ~~The Superintendent, or the Superintendent's designee, will meet with the aggrieved person and/or representative in an effort to resolve the grievance. Such meeting will take place within five (5) school days after receipt of the written grievance by the Superintendent or his~~

~~designee, and the Superintendent or his designee will give a decision, and the reasons thereof in writing, within five (5) school days of such meeting to the aggrieved person and Association.~~

- 6.7.2.1 The LEVEL TWO hearing will take place at a mutually agreed upon time within seven (7) days after the receipt of the written grievance or at a later mutually agreed upon time.
- 6.7.2.2 The Superintendent or designee will hold a hearing at which both the grievant, with or without a representative(s) chosen by the grievant, and the appropriate administrator(s), if necessary, are present.
- 6.7.2.3 After the LEVEL TWO hearing, the Superintendent or designee may investigate and consult with the grievant and/or the appropriate administrator(s) in an effort to resolve the grievance.
- 6.7.2.4 Within ten (10) days after the hearing, the Superintendent or designee will provide a written document on the proposed resolution of the grievance to all parties of interest, including the MVEA President and the President of the Board, setting forth the decision and its rationale.

**6.8. LEVEL THREE**

- 6.8.1. If the grievant does not accept the Superintendent or designee's resolution at LEVEL TWO, or a written response has not been received within the time limit specified herein, the Association may submit the grievance directly to the President of the Board for a hearing on the grievance.
  - 6.8.1.1 To initiate LEVEL THREE proceedings, the Association will notify the President of the Board and the Superintendent in writing within ten (10) days of receiving the response from the LEVEL TWO hearing.
  - 6.8.1.2 All hearings shall be before two Board members appointed by the President of the Board and be closed to persons not specifically involved in the grievance.
  - 6.8.1.3 Hearings shall be conducted within ten (10) days of receipt of the grievance, at a mutually agreed upon time and based on availability of the two appointed Board members.
  - 6.8.1.4 The two appointed Board members will have the authority to hold hearings, collect written and verbal testimony, and make procedural rules.
  - 6.8.1.5 Within ten (10) days after the hearing, the two appointed Board members will provide a written document on the proposed resolution of the grievance to the President of MVEA and the Superintendent, setting forth the decision and their rationale.
- 6.8.2 The timeline in this section will be reviewed by the Board of Education, President of MVEA and Superintendent on an annual basis.

**6.9. LEVEL FOUR**

- 6.9.1. ~~An aggrieved person who is not satisfied with the disposition of the grievance at LEVEL TWO, or if no decision is rendered, may within five (5) school days after receipt of the written decision at LEVEL TWO, request in writing~~ If the grievant does not accept the resolution at LEVEL THREE, or a written response has not been received within the time limit specified herein, the grievant may request in writing to the Association that the Association submit the grievance to arbitration. After receipt of the request, if the Association determines that the grievance involves the interpretation, meaning or application of any of the provisions of this Agreement it may formally submit the grievance to arbitration in accordance with section 6.9.1.1 below. The decision to submit the grievance to arbitration is to be made by the Association in its sole discretion. The costs for the services of the arbitrator, including expenses, shall be shared equally by the Board and the Association. ~~The Association may within five (5) school days after receipt of the aggrieved person's request, notify the Superintendent, or designee, that it wishes to submit the grievance to arbitration.~~

- 6.9.1.1 To initiate LEVEL FOUR proceedings, the Association will notify the President of the Board of Education and the Superintendent in writing within fifteen (15) days of receiving the response from the LEVEL THREE hearing.
- 6.9.1.2 In the event the parties are unable to agree upon an arbitrator within ten (10) days following the Association's request to the District for arbitration, an arbitrator shall be selected in the manner provided in Section 4.10 for selecting a mediator.
- 6.9.1.3 The arbitrator will have authority to hold hearings and make procedural rules for conducting the arbitration. He/she will issue a report within a reasonable time after the close of the hearings.
- 6.9.1.4 All hearings held by the arbitrator shall be in closed sessions.
- 6.9.1.5 The arbitrator's report shall be submitted in writing to the Board and the Association only, and set forth his/her findings of fact, reasoning, conclusions and recommendations on the issues submitted. The arbitrator's recommendations shall be consistent with the law and the terms of this Agreement. The report shall be advisory only and shall not be binding on either the Board or the Association.
- 6.9.1.6 Within five (5) ~~school~~ days after receiving the report of the arbitrator, the Board, ~~and~~ the Association ~~and a District representative~~, or their duly designated representatives, will meet to discuss the report. ~~This meeting shall be held in an executive session.~~ No public release concerning the arbitrator's report may be made until after such meeting.
- 6.9.1.7 ~~Following this meeting the Board will take action on the resolution of the grievance at the next regularly-scheduled Board meeting. The Board shall consider the report of the arbitrator not later than at the next regularly scheduled meeting of the Board subsequent to the meeting mentioned in Section 6.7.6 above.~~

~~6.9.8. The costs for the services of the arbitrator, including expenses, shall be shared equally by the Board and the Association.~~

#### ~~6.8. Miscellaneous~~

- ~~6.8.1. If a grievance directly affects a group of Covered Employees at more than one (1) work site, the Association may submit such grievance in writing directly to the Superintendent, or the Superintendent's designee, and the proceeding of such grievance may commence at LEVEL TWO.~~
- ~~6.8.2. When it is necessary for a representative designated by the Association to attend a meeting or hearing called by the Superintendent, his designee, or arbitrator, during the school day, the representative shall be released from his/her regular duties without loss of pay for such time as attendance is required at such meeting or hearing.~~
- ~~6.8.3. In addition to the other time limits specified in this section, no grievance shall be recognized by the Board or Association unless it initially shall have been presented at LEVEL ONE within twenty (20) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based and is not so presented; the grievance will be presented as waived.~~
- ~~6.8.4. All the time limits established in this grievance procedure may be extended by mutual consent.~~
- ~~6.8.5. All written and printed matter developed for the processing of a grievance will be filed separately from the central personnel files of the participants.~~
- ~~6.8.6. The Board agrees to make available to the aggrieved person, and the aggrieved person's representative, all information not privileged under law in its possession or control which is relevant to the issues raised by the grievance.~~

**SECTION 9 - TEMPORARY LEAVES OF ABSENCE**

...

**9.2. Day Leave**

**9.2.1. Day leave is granted on the following bases:**

9.2.1.1. Full time Work Year – 10 days

9.2.1.2. For each additional 10 contract days the employee will receive one half (1/2) day of additional day leave.

9.2.2. Day leave for regularly contracted Covered Employees who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Covered Employee is scheduled to work. All day leave shall be available from the beginning of the school year. Unused day leave is carried forward from one fiscal year to the next and shall be added to the employee's accumulated sick leave balance.

9.2.3. Day leave is intended for sick leave of the employee, to attend to the illness of immediate family, emergency, and personal business for the employee. It is acknowledged that each day of a Covered Employee's contract is invaluable, and the greatest impact on student and adult learning comes from educators being engaged with their students and in professional learning. With this in mind, Covered Employees are encouraged to be mindful and use professional judgement when choosing to use their day leave days. In the event an employee is requesting three (3) or more consecutive days of leave, he or she must submit an Employee Leave Request as soon as possible to his or her site administrator(s). The form will contain an affirmation that the leave will not be used for vacation or job interviews and will identify a reason for the leave. Human Resources will review such requests with the understanding that sometimes there are extenuating circumstances.

9.2.4. Documentation from a licensed health care provider specifying the nature and extent of illness may be required of any Covered Employee using eleven (11) or more days of leave during any contract year. Additionally, where an employee has been out for eleven (11) or more work days, the District may provisionally designate day leave as Family Medical Leave to ensure that the employee receives the full benefit of FMLA. The Board shall have the right to require any Covered Employee at any time to undergo an examination by licensed healthcare provider, selected by the Board or designee; the cost of such examination to be paid by the District.

9.2.5. Day leave will not be granted to Teachers if a substitute is not available, excepting for illness or an emergency. (An emergency must be explained to the satisfaction of the Superintendent or designee.)

9.2.6. The day immediately preceding and/or following holiday/vacation periods/furlough days identified on the adopted district calendar and the first and last student contact days are not usable for day leave excepting in the case of illness or if there are extenuating circumstances. If an employee uses day leave on one the aforementioned days, the employee must submit an Employee Leave Request stating the reason for the absence no later than the last workday of the month in which the day was requested. Failure to submit an Employee Leave Request could result in a deduction of pay, upon review by Human Resources.

9.2.6.7. In the event an Employee Leave Request is denied, the Covered Employee may file an appeal. The appeal must be submitted in writing to the Human Resources Department no later than 30 calendar days after the date of the leave and shall include a statement as to why the leave should be approved. The Employee Leave Request Appeals Panel shall consist of representation from MVEA, Human Resources and administration. The following criteria will be reviewed and taken into consideration by the Employee Leave Request Appeal Panel:

9.2.6.7.1. Day Leave Usage History

9.2.6.7.2. Reason for the Request

9.2.6.7.3. Covered Employee Provided Statement

9.2.6.7.4. Any additional information as requested by the panel

9.2.78. The decision of the Employee Leave Request Appeal Panel shall be final.

9.2.89. MVEA and the District will jointly develop incentives to encourage judicious use of day leave. This item will be reviewed annually.

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**EXHIBIT B**

**Exhibit B  
Current Letters of Agreement**

1. Guidelines for Waivers
2. Climate Survey
3. Joint Professional Development Advisory Committee
4. Class Size
5. START Mentor Program (Inactivated: May, 2021)
6. Annual Joint Workshop on Collective Bargaining Agreement (Inactivated: May, 2021)
7. Site-Based Review of Discipline Code of Conduct
8. Meeting and Training Time
9. Informal Meetings with Board of Education
10. Additional Professional Responsibilities Not Involving Direct Contact With Students (Inactivated: May, 2021)
11. Elementary Planning Time
12. Evaluation of District Programs for Effectiveness
13. Collaboration Process Review
14. Annual Contract/Board Policy Review
15. Administrative Leave
16. Procedures for Parent Concerns
17. Budget Input
18. District Assessments
19. Building Budget Allocation
20. Tracking Teacher Coverage (Inactivated: May, 2021)
21. Class Size Hearing Procedure
22. TOSA's
23. Elementary Planning Time
24. Restorative Language (Inactivated: May, 2021)
25. Proposed Incremental Adjustments (Inactivated: May, 2021)
26. Aligned Professional Development Bank
27. Covered Employee Workload
28. Transitional Strategic Compensation Model (Inactivated: May, 2021)
29. Professional Development Day
30. Educator Effectiveness Day
31. State Evaluation Waiver (Inactivated: May, 2021)
32. Professional Learning Stipends (Archived Inactivated: May, 2019)
33. Innovation Implementation
34. Financial Transparency
35. School Counselor Duties and Salary Study (Inactivated: May, 2021)
36. Restorative Language (Inactivated: May, 2021)
37. Special Education Planning Time
38. Covered Employee Salary Study

**1. Guidelines for Waivers - May 29, 1997 (Revised May, 2002)**

Mesa County Valley School District 51 and Mesa Valley Education Association have agreed on a procedure to waive the contract or Board policy.

A waiver is a modification or change of contract language or Board policy that allows a school, team, or group to waive with the clear objective of improving student learning, instruction, and/or school climate.

**General Guidelines for Waiver**

1. A group, school, or team must have complied with the school's collaboration plan to obtain a waiver. The waiver must have the signature of the principal and an Association Representative who can verify that the school collaboration plan has been followed.
2. Waiver requests must be made on a waiver application form.
3. All applications will be submitted to the Waiver Review Board. The Review Board will approve or deny applications by majority vote. Those applications approved will be sent on to the Board of Education. The Board of Education will be the final decision making body on policy waivers. Both the Executive Council of the MVEA and the Board of Education shall approve/deny contract language waivers.
4. Any waiver that is denied will be returned to the site with reasons for denial, and may be submitted with revisions at a later date.

**The Waiver Review Board**

The Waiver Review Board will be comprised of two (2) Teacher representatives appointed by MVEA and two administrative representatives appointed by the District. A quorum of four (4) is required for approval or denial of any waiver application.

It will be the responsibility of the Waiver Review Board to consider all waiver applications and make recommendations as to the acceptance or rejection of the waiver. A copy of the waiver request with its disposition will be forwarded to the District office, the Association office, and the applying party.

The Review Board will meet monthly during the school year to act on requests received.

A waiver will be granted for up to a year. All waivers must contain an evaluation (review procedure).

To obtain a waiver, a group, school, or team must have complied with the school's collaboration plan. The waiver must have the signature of the principal and the Association representative verifying that the school collaboration plan has been followed. Any waiver that is denied will be returned to the site with reasons for the denial, and may be submitted with revisions.

The Review Board will annually monitor and suggest possible adjustments to the waiver application process.

**2. Climate Survey - May, 2000 (Revised May, 2002)**

The District and the Association agree that a Joint Study Committee will review the use of an annual research-based climate survey. The survey will be administered at various levels, with results available to all stakeholders.

The Joint Study Committee will consist of four (4) persons, two (2) to be appointed by the Association and two (2) by the District.

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3. **Joint Professional Development Advisory Committee** - (Revised May, 2002)  
The Association and District will continue the work on the Staff Development Advisory Committee. Its purpose will be to improve student performance through relevant and meaningful staff development for the Teacher.
  4. **Class Size** - May, 1999  
The District and the Association agree that a minimum of ten percent (10%) of any new monies obtained by growth in student enrollment shall be applied to lowering class size in grades K-2 for the school year following the growth. It is understood that the application of these monies will be in addition to monies expended to maintain current class sizes.
  5. **Staff Training Assistance and Renewal for Teachers (Start) Mentor Program (Inactive)** - May, 2000  
(Inactivated: May, 2021)  
The District and the Association agree to the implementation of the START Mentor program. The program is explained in the reference document, STAFF TRAINING ASSISTANCE AND RENEWAL FOR TEACHERS, copies of which may be obtained from the MVEA or the Human Resources Department.
  6. **Annual Joint Workshop on the Collective Bargaining Agreement (Inactive)** - (Revised May, 2002) (Inactivated: May, 2021)  
An annual workshop will be conducted jointly for Association representatives and administrators. The first workshop will be held in the fall of 2000. The workshop will be designed by the Superintendent, the Executive Director of Human Resources, and the MVEA President.
  7. **Site Based Review of Discipline Code of Conduct** - May, 2000  
Beginning in the fall of 2000 and each fall thereafter, each school will review its site based discipline codes for consistency of enforcement on the building level.  
  
The administration and the Association through Professional Council will review the District Code of Conduct for changes, inclusions, or exclusions and present recommendations to the Board of Education.
  8. **Meeting and Training Time** - May, 2000  
The parties agree that they will continue efforts to decrease the number of training functions and meetings for Teachers and administrators held during school time.  
  
The parties will continue efforts to hold meetings and training sessions in the evenings and /or weekends with pay.
  9. **Informal Meetings with Board of Education** - (Revised May, 2002)  
The parties agree that informal meetings for the purpose of strengthening the operating covenants will be held. The meetings will be held at least three times each year, excluding any period of school board elections.  
  
Details of the meeting schedule and arrangements will be the responsibility of the President of the Board of Education, the President of MVEA and the Superintendent.
  10. **Additional Professional Responsibilities Not Involving Direct Contact with Students (Inactive)** - (Revised May, 2002) (Inactivated: May, 2021)

The District and the Association agree that a Joint Study Committee will be established to discuss the issue of Teachers' additional professional responsibilities which do not involve direct contact with students. The committee will make recommendations to the respective negotiating teams in the spring of 2005.

**11. Elementary Planning Time - May, 2001**

The District and the Association agree to support the concept of early release once a week in elementary schools.

**12. Evaluation of District Programs for Effectiveness - May, 2001 (Revised May, 2002)**

The District and the Association agree to a Joint Study Committee for the purpose of evaluating District programs for efficiency and effectiveness. The committee will be formed in the fall of 2002 and contain three (3) members appointed by the Association President, and three (3) members appointed by Administration. The committee will report to the negotiating teams by the spring of each year.

**13. Collaboration Process Review - July, 2007 (Revised May, 2009)**

A culture of collaboration is important to the success of any organization but it is essential to maximum student learning at all levels in District 51. Such a culture is developed over time and must be nurtured and sustained. An effective culture of collaboration is one in which:

- Trust is apparent.
- People trust each other so much that they carry out their roles without worrying about others carrying out theirs.
- Leadership and all staff are responsive to needs and challenges as they arise.
- Processes and procedures are transparent.
- Problems are solved and stay solved.
- There is clear communication.
  - Dialogue happens...listening takes place.
  - Stakeholders' opinions are considered yet every decision may not involve every individual.
  - When decisions are made all affected stakeholders:
    - Know what decision is being made.
    - Know how the decision is being made (Collaborative, Consulted, or Command).
    - Know why the decision is being made.
    - Know when the decision is being made.
    - Know who is making the decision.
- All staff members work interdependently. For example Principals and Teachers often work together in the professional learning community framework to:
  - Lead and or facilitate work with colleagues to improve instruction and student learning or solve problems.
  - Consistently promote an exchange of ideas.
  - Support others with the implementation of:
    - Teaching strategies based on best practice.
    - Use of quality instructional resources.
    - Designing effective methods of assessment for student learning, or identified solutions.

Most schools and departments in District 51 operate in an effective collaborative culture. However, we recognize that, from time to time, a school or department may experience a variety of circumstances that compromise the integrity of an ideal collaborative culture. If that happens, there must be a concerted effort by leadership at all levels to assist and support the school or department in the process of establishing an effective collaborative culture. This effort must involve Teachers, principals, classified staff, appropriate executive directors, professional

council, appropriate managers, AFSCME leadership, the Superintendent and or Assistant Superintendent, and others as needed.

All available data from the Organizational Health Inventory, District Perceptual Surveys and anecdotal information will be utilized by a problem solving team (comprised of the appropriate Executive Director, MVEA professional council, appropriate managers, AFSCME leadership, Superintendent and or Assistant Superintendent.) as well as the appropriate school or department staff to develop an action plan. The plan will identify specific steps to be taken to improve the collaborative culture with achievable timelines and benchmarks to monitor progress. The attached flowchart outlines the process for an annual review of the data and action plan development when it becomes necessary.

**14. Annual Contract/Board Policy Review - May, 2001 (Revised May, 2003)**

The District and the Association agree that a meeting will be held at each building site to review important parts of the negotiated agreement and Board Policy. The meeting will be led by the building principal and association representative and held on an inservice day during the first quarter of each school year.

**15. Administrative Leave - (Revised July 1, 2019)**

**Administrative Leave**

An employee may be placed on administrative leave as a transitional placement pending the outcome of an investigation. Administrative leave may be used to protect an employee from unwarranted attention during an internal investigation. The District will make every effort to expedite the investigation. Placement of an employee on administrative leave is not considered to be a punitive procedure.

Guidelines for administrative leave:

- Used at the discretion of Superintendent or designee for temporary period of time.
- Prior to placing an employee on administrative leave the Superintendent or designee will notify MVEA.
- A conference will be held to inform the employee of placement on administrative leave. Prior to this meeting, the Teacher will be advised that they may wish to have a representative join them at the meeting.
- Whenever possible, the employee shall be placed on administrative leave at the end of the work day.
- A letter including the terms of the leave, and reason for the investigation, will be presented to the employee when he/she is notified of being placed on leave. A copy of these guidelines will be attached.
- A follow up letter will be sent to the employee.
- Employees will not lose salary or benefits while on administrative leave.
- If as the result of the investigation, no criminal charges or disciplinary actions occur, no record of administrative leave will appear in the employee's personnel file or building file.

Revised July 1, 2019

**16. Procedures for Parent Concerns - May, 2001**

The District and the Association agree that a process to address parent concerns will be communicated to parents, administrators and staff.

**17. Budget Input - May, 2001**

The District and the Association agree that the Superintendent will invite Association input into the District budget development and provide information regarding instructional materials.

18. **District Assessments** - May, 2001 (Revised May, 2002)

The District and the Association agree to continue to review and analyze District assessments issues. A report will be provided to Professional Council and Board of Education periodically.

19. **Building Budget Allocations** - May, 2001

The District and the Association agree that building staff will be informed of the school's instructional budget allocation and that staff will participate in distribution decisions.

20. **Tracking Teacher Coverage (Inactive)** - May, 2002 (Inactivated: May, 2021)

The District and the Association will develop a method for tracking the use of Teachers as substitutes for other Teachers.

21. **Class Size Hearing Procedure** - February, 1976 (Revised: November, 1988)

The procedure established for the hearing of concerns and complaints with regard to class size follow the Board Policy below. Board Policy File: IHB, Class Size

The Board of Education recognizes that maximum attention to students by the Teachers is essential to ensure high quality education and that class size is one of the factors contributing to Teacher attention to students. The Board further recognizes that the application of numerical limitations on class size is not feasible because of physical space availability, special program considerations, special student needs, attendance area variances, differences in scheduling systems, busing, financial limitations and the many other variables affecting class size.

Nevertheless, the Board of Education shall maintain class sizes at reasonable, workable and educationally effective levels under the attendant circumstances.

The Superintendent shall establish an administrative procedure for the hearing of concerns and complaints by Teachers and staff with regard to class size.

22. **TOSA's** - May, 2018, (Revised: May, 2019) (Revised: May, 2021)

TOSA positions (Teachers on Special Assignment) in the District were created to support instructional and educational program needs of students and staff district-wide. TOSA positions provide opportunity for Teacher leaders to participate in different roles within the system and provide opportunities for Teachers in TOSA positions to maintain current knowledge of classroom practices and demands.

TOSA positions fall into three categories:

- Category A - Instructional Coaches such as: D51 Learning Model Coaches, Instructional Technology Integration Coaches, English Language Learner Coaches
- Category B - Instructional Specialists such as: Induction Specialists, Curriculum & Learning Design Specialists, Multi-Tiered System of Support Specialists
- Category C: Positions which may be temporary in nature.

TOSAs are highly qualified, certified professionals who have been identified as having high-level skills and expertise in a specialized area that fit the unique needs of a TOSA position. TOSAs provide resource services for programs or a department, professional learning for a cluster of schools or district wide, or leadership services to schools/programs.

Process for Hiring: TOSA positions will be identified through standard Human Resources practices and will not be created with specific people in mind. TOSA positions will be posted in the same manner as other teaching positions in District 51. TOSA positions in Category A and B shall be reposted after ~~3-5~~ years. ~~TOSA positions in Category B shall be reposted after 5 years.~~ Covered Employees in TOSA positions may re-apply for the positions they have held. If they are not re-hired, placement into another position will follow the Involuntary Transfer process outlined in Section 11.4. Covered Employees may hold any TOSA position for ~~a total of~~ two consecutive terms. The expectation is after two terms they either return to the classroom, **for a minimum of one year**, or move into an administrative role. Covered Employees who have already served for three consecutive years or more in a TOSA position prior to 2018 are only eligible to serve one additional term.

Evaluation: TOSA positions will be evaluated using a modified process similar to the evaluation process for Teachers and School Counselors as outlined in Section 14 of the Agreement.

~~The language in this section will be reviewed Spring 2020.~~

**23. Elementary Planning Time** - May, 2009 (Revised: May, 2019) (Revised: June, 2020)

Planning time for elementary Teachers is multidimensional. It is important for Teachers to share and have collaborative conversations. It is equally important for Teachers to individually reflect and prepare for instruction. The agreement on planning time and the structure for early release were created to honor both types of planning. The District, the School Board, and MVEA recognize the importance of time for both collaborative and individual planning. The elementary directors, working with building staff and principals, will monitor the effective use of planning time at all buildings to help ensure a balance.

District and building leaders, along with MVEA representatives, will ensure Early Release Fridays are organized in accordance with the guidelines provided in Section 20.

During District and building driven training all parties will ensure that teacher directed individual time is offered whenever possible (therefore adhering to District 51's Workshop Model). This would include individual or team planning time after training sessions.

The MVEA Workload Committee will monitor Elementary Planning Time on a continuing basis.

**24. Restorative Language (Inactive)** - May, 2010 (**Inactivated: May, 2021**)

Effective July 1, 2010, with the exception of educational lanes, budget restrictions make it necessary to freeze all employees' per diem rate. We are committed to honoring employees' experience through the adjustment of the salary schedules that will recognize years of experience, but effectively freezes the per diem rate. Therefore, unless you make a lane change, each employee will increase one step but remain at the same per diem rate.

**Calendar Language/Contract Days**

Contract days will be reduced from one hundred eighty six (186) days to one hundred eighty four (184) days for the 2010/2011 school year. From the proposed calendar, the August 16, 2010 inservice day will be eliminated and the last day of instruction will be May 27, 2011. May 31 will be a Teacher workday.

With the reduction of an in-service day at the start of the school year, we agree to allow for PLC's to meet for up to two (2) hours during one (1) of the two (2) August work days. This could include defined teams such as: grade level, vertical, core or department to focus on team planning for instruction.

**Restorative Language**

The Board and MVEA are committed to quality education and student achievement. When resources become available, our goal is to continue to add days to the school calendar to at least the originally planned one hundred eighty eight (188) days for the 2009-2010 school year, to recapture the lost contract days.

Our intent is to restore the salary schedules, to the 2009-2010 salary schedules, as soon as possible. Future funding constraints may make it necessary to recapture the 2009-2010 salary schedules incrementally to reach our joint goal. These incremental increases will be added, step 26 will remain constant and in time step 25 will match the salaries in step 26, and step 26 will be obsolete. The incremental restoration of 2009-2010 salary schedules is independent of future step increases.

As funds become available, the Board and MVEA have committed to restoring one (1) contract day to the school calendar, restoring the salary schedules, and then adding more contract days to the school calendar.

The negotiation teams are committed to meet by November 2010 – and as often as necessary thereafter – to review the implications of the new student count and revenue information.

**25. Proposed Incremental Adjustments (Inactive) - May, 2015 (Inactivated: May, 2021)**

| Proposed Incremental Adjustments                                                                                                                                                                                                                                                                            |  |                     |    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------|----|
| 2015-2016 School Year                                                                                                                                                                                                                                                                                       |  |                     |    |
| Payment beginning Fiscal Year 2016-2017                                                                                                                                                                                                                                                                     |  |                     |    |
| Covered Employee                                                                                                                                                                                                                                                                                            |  | 2016-17             |    |
| Earned Increment                                                                                                                                                                                                                                                                                            |  | \$1,200             |    |
| Professional Development Stipend (Per Unit)                                                                                                                                                                                                                                                                 |  | \$450               | *  |
| Potential Annual Adjustment                                                                                                                                                                                                                                                                                 |  | Negotiated Annually | ** |
| * \$450 per Unit of PD 15 Hrs or 1 grad credit. Max 2 Units.                                                                                                                                                                                                                                                |  |                     |    |
| ** Negotiated annually                                                                                                                                                                                                                                                                                      |  |                     |    |
| Earned Increment will eventually be differentiated based on evaluation.                                                                                                                                                                                                                                     |  |                     |    |
| Earned Increment increase available for Covered Employees that have an evaluation of Partially Effective or higher on the previous year's evaluation.                                                                                                                                                       |  |                     |    |
| Note: Future amounts will be negotiated based on available funding with the intent that funding will be equal to the previous salary schedule making this a sustainable model. Professional Development limits will be negotiated annually with the intent to increase limits as funding becomes available. |  |                     |    |

**26. Aligned Professional Development Bank - May, 2015**

When funds become available, it is the intent of our District to create an Aligned Professional Development Bank designed to provide leave days and/or stipends to subsidize aligned professional development opportunities that are not available locally. It is understood that the Aligned Professional Development Committee will provide recommendations to Professional Council both for the criteria to determine eligibility as well as forming a mechanism to identify awardees. It is understood that if new monies become available, District 51 Administration and representatives from MVEA will meet in January to determine if it is appropriate to fund the Aligned Professional Development Bank.

**27. Covered Employee Workload - May, 2015, (Revised: May, 2019)**

In order to encourage goal focus, it shall be the practice of our District to consider Covered Employees' workload. In order to accomplish this, we shall form a joint MVEA and District standing committee to examine the efficiency and efficacy of all components of Covered Employee workload and provide recommendations to Professional

Council. Removal or addition of responsibilities shall be determined by weighing their relative impact on our District's goals and by remaining in compliance with Federal and State mandates.

**28. Transitional Strategic Compensation Model (Inactive) - May, 2015 (Inactivated: May, 2021)**

Letter of Agreement

Transitional Strategic Compensation Model

| Element                   | Professional Learning<br>Retroactive May 9, 2014-May 16, 2015<br>Transitional/ 2015-2016                                                                                                                                                                                                                                                                                                                               | Aligned Professional<br>Learning Unit<br>Transitional/ 2015-2016                                                                                                                                                                                                                                                                                                                                                          | Instructional Leader<br>Designation<br>2015-2016                                                                                                                                                                                                                                                                                               | Additional Leadership<br>Responsibilities<br>2015-2016                                                                                                                                                                                                                                                                                                                      |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description<br>of Element | Type 1: Learning aligned to professional practices outlined in EE Rubric completed in full between May 9, 2014 and May 16, 2015 that does not result in an increase in base pay.<br>Type 2: Learning aligned to professional practices outlined in EE Rubric completed in full between May 9, 2014 and May 16, 2015 that does result in an increase in base pay.                                                       | Participating in ongoing professional learning = tied to Educator Effectiveness Rubric, Professional Growth Plan, and District Unified Improvement Plan. Coursework must be jointly agreed upon by Covered Employee and Evaluator. District-provided courses are understood to be approved. Goals and action steps of implementation from coursework must be outlined in the Covered Employee's Professional Growth Plan. | Earning designation of DS1 Instructional Leader                                                                                                                                                                                                                                                                                                | Covered Employees participating in approved additional leadership responsibilities outside of their contract days including: Course Instructor, Committee Member Chair or Co-Chair, Curriculum Developer.                                                                                                                                                                   |
| Eligibility and<br>Payout | Type 1: Based on completion of credits between May 9, 2014 and May 16, 2015. No partial credits will be given. Appropriate documentation is required. A joint committee of Covered Employees and Administrators will review applications to ensure alignment to the EE Rubric.<br>Type 2: Based on completing the required number of credits that would increase base pay commensurate with new hires to our District. | Based on number of units earned (Max 2 units per year) and upon evidence that goals and action steps in Professional Growth Plan have successfully been met.                                                                                                                                                                                                                                                              | Paid upon receiving DS1 Instructional Leader designation and successful completion of all DS1 Instructional Leadership course work.                                                                                                                                                                                                            | Participant is eligible after completing requirements established in the MOU (Memo of Understanding)                                                                                                                                                                                                                                                                        |
| Effect on<br>Base Salary  | Type 1: No effect on base salary. Paid as a stipend. Paper work submitted by June 30, 2015, will be paid July 31, 2015.<br>Type 2: Increases base salary commensurate with new hires to our District.                                                                                                                                                                                                                  | No effect on base salary. Paid in a stipend in Fall 2016.                                                                                                                                                                                                                                                                                                                                                                 | Stipend applied to current salary.                                                                                                                                                                                                                                                                                                             | No effect on base salary. Paid in a stipend after completion of MOU.                                                                                                                                                                                                                                                                                                        |
| Dollar<br>Amount          | Type 1: 1 Unit/1 Grad Credit (16 Hours)- \$450.00 (Max of Units = 2 or \$900.00)                                                                                                                                                                                                                                                                                                                                       | Dependent on Units/Hours of Coursework and upon successful implementation of practices.<br>1 Unit (16 Hours) - \$450.00<br>2 Units (30 Hours) - \$900.00<br>There is a maximum of 2 Units for 2015-2016.                                                                                                                                                                                                                  | \$5,000.00 per year to be paid for 3 consecutive years as long as Covered Employee remains as a classroom teacher and other provisions as determined by the Aligned Professional Development committee. Must reapply after 3 years and receive DS1 Instructional Leader designation to continue receiving a stipend applied to current salary. | Aligned PD Course Instructor<br>1 Unit/1 Credit - \$1,200.00<br>2 Units/2 Credits - \$2,200.00<br><br>Committee Chair or Co-Chair<br>\$26.35/Hour (MOU Required)<br>\$100.00/Half Day (MOU Required)<br>\$200.00/Full Day (MOU Required)<br><br>Curriculum Developer<br>\$26.35/Hour (MOU Required)<br>\$100.00/Half Day (MOU Required)<br>\$200.00/Full Day (MOU Required) |

- Our district recognizes the concerns between the role and compensation of teachers on special assignment and instructional leader applicants. The Aligned Professional Development Committee will work with Human Resources to present recommendations addressing these concerns by negotiations Spring 2016.

**29. Professional Learning Day - May 2017**

One additional professional learning day will be added to the 2017-2018 calendar contingent upon District 51 receiving a Teacher and School Leader Incentive Fund Grant. This professional learning day is tentatively scheduled for February 19, 2018. It is the intent of District 51 to add this additional professional learning day to the 2018-2019 calendar using Teacher and School Leader Incentive Fund Grant funding or other new available funding sources, but such addition is contingent upon the acquisition of such funding, and upon Board of Education approval in the 2018-2019 budget. The content/structure of this day will be determined by a joint MVEA/D51 committee. Continuation of this additional professional learning day beyond 2018-2019 is contingent upon sufficient revenues and upon Board of Education approval for each subsequent year.

MVEA and District 51 realize one of the most important factors in successful learning is Teacher-student contact time; therefore, District 51 is committed to adding a minimum of 5 days to the calendar beginning in the 2018-2019 school year. The addition of any instructional days is contingent upon the availability of sufficient revenues and Board of Education approval each year.

**30. Educator Effectiveness Day - May 2016 (Revised: June, 2020) (Revised: May, 2021)**

~~Due to the COVID-19 economic downturn, the Educator Effectiveness Day has been identified as a furlough day for the 2020-21 school year. This letter of agreement will be suspended for the 2020-21 school year with the intent that it will be reinstated for the 2021-22 school year.~~

In order to provide Covered Employees and evaluators time to engage in the evaluation process, one day each fall shall be designated as Educator Effectiveness day. The intent of the day is for Teachers and evaluators to engage both collaboratively (maximum ½ day given to evaluators/buildings) and individually (minimum ½ day given to covered employees) in evaluation related activities such as Professional Growth Plan (PGP) development, Self-Assessment completion, Measures of Student Learning/Outcomes (MSL/MSO) design and/or meeting with each other. The timing of the Educator Effectiveness day must align with the deadlines of the evaluation process (approximately within the 3rd-8th week of the work year.)

**31. State Evaluation Waiver (Inactive) - May, 2018 (Revised: May, 2019) (Inactivated: May, 2021)**

As stated in Section 14, we believe that an evaluation system should be a collaborative process, which encourages personal and professional growth in our educators. It is the intent of the District and the Association to pursue a waiver from the State of Colorado's evaluation system in order to design one which has a more narrowed focus on educator growth, and is more transparent and relevant. In 2018-2019, the District will engage in a pilot evaluation system which was jointly created by the Educator Effectiveness Director, district administrators, and members of the Association.

Upon completion of the pilot, the decision has been made not to move forward with seeking a waiver at this time.

**32. Professional Learning Stipends (Archived Inactive) - May 2018 (Archived Inactivated: May, 2019)**

The District and the Association agree that during the 2018-2019 school year, the Aligned Professional Learning Unit component of the Strategic Compensation system shall be investigated by the Aligned Professional Learning Advisory Board. Any proposed changes would be implemented for the 2019-2020 school year.

All APLU courses shall conclude no later than May 1, 2019.

2019-2020 will be a transitional year as the APLU system is reviewed for either renewal or replacement. May 1, 2020 shall be the last date to apply for APLU stipends for coursework concluded prior to May 1, 2019.

The Instructional Leader designation and stipend shall be suspended. The current cohort group shall finish the three year term July 2019. As part of their work in 2018-2019, APLAB shall review pathways for Teacher leadership that might replace the current Instructional Leader designation.

**33. Innovation Implementation - May 2019 (Revised: May, 2020)**

The District and the Association value innovation within schools. However, it is our intent that these innovations do not create an unmanageable workload for staff. Therefore, an innovation implementation protocol was developed by district and building leadership in collaboration with the MVEA president during the 2019-20 school year to ensure all building level innovations are aligned to the D51 Learning Model, the Strategic Plan as well as other key priorities and include staff voice.

In the context of this letter of agreement, “innovation” is defined as any new process, program, project or effort that impacts the entire school community. School administration will consult with their Site Leadership Director prior to proceeding with the following steps.

It is agreed that significant “buy in” by teachers and other staff must exist for the success of any innovation. With that in mind, all new campus-wide innovations will have at least 80% approval/acceptance by affected staff (those putting the innovation into effect) before it will be implemented. In order to achieve such approval, all innovations will be developed with maximum teacher input and given adequate time to be prepared.

At a minimum, the new innovations will follow this schedule to the extent possible:

- Initial introduction – early November of the year before implementation
- Study time – November and December of the year before
- Organized meetings with staff, parents and/or community stakeholders – early January of the implementation year
- Decision point (80% acceptance) – mid January
- Implementation planning (with staff, including Board approval if needed) – January through May
- Implementation - August

**34. Financial Transparency - May 2019**

The District and the Association agree that for trust to be established and maintained, full disclosure and transparency regarding revenues and spending must exist before, during, and after the Negotiations season. In addition, if revenues increase or decrease due to changes in enrollment, Per Pupil Revenue or state funding, the District will consult with the Association via Professional Council regarding the use and allocation of those funds.

**35. School Counselor Duties and Salary Study (Inactive) - May, 2020 (Inactivated: May, 2021)**

The District and Association agree that school counselors play a vital role in the success of our educational efforts. They also agree that counselor duties, responsibilities and remuneration is a legitimate topic of study and discussion. With that end in mind, the District and Association agree to staff and schedule a committee made up of District leadership, counselors from all educational levels and the Association. The committee will meet over the course of the Fall of 2020 to decide if changes are necessary. If changes are necessary, the committee will draft Agreement language in the Spring of 2021.

**36. Restorative Language - (Inactive) - June, 2020 (Inactivated: May, 2021)**

Effective July 1, 2020, with the exception of pre-authorized APLU, budget restrictions make it necessary to freeze all employees' per diem rate. We are committed to honoring employees' experience through the adjustment of the salary schedules that will recognize years of experience, but effectively freezes the per diem rate. Therefore, each employee will retain one year of experience, but remain at the same per diem rate (no increment or cost of living increase).

The Board, District Administration and MVEA are committed to quality education and student achievement. Our goal is to continue to add days to the school calendar to recapture the lost contract days from the 2020-21 school year, including the Educator Effectiveness Day and Teacher Inservice Day.

It is our intent to continue to prioritize new allocations in funding to increase salaries through methods such as cost of living increases, earned increments and APLU offerings as negotiated annually and to recapture lost salary increases. Future funding constraints may make it necessary to recapture the 2020-21 salary schedules incrementally to reach our joint goal. The Professional Council is committed to meeting monthly beginning July 2020, and as often as necessary thereafter, to review the implications of the new student count and revenue information.

**37. Special Education Planning Time - May, 2021**

The District and Association agree that special education staff members play a vital role in ensuring high quality education for students. The District and Association also agree that special education duties, responsibilities, workload, planning time, professional learning, mentoring and remuneration are legitimate topics of study and discussion. In order to address these issues, the District and Association agree to staff and schedule a committee made up of District Leadership, Special Education Teachers and School Psychologists. The committee will meet over the course of the 2021-22 school year to decide if changes are necessary. If changes are necessary, the committee will draft Agreement language to be taken to negotiations in the Spring of 2022.

**38. Covered Employee Salary Study - May, 2021**

The District and Association agree that educators play a vital role in the success of D51 students. They also agree that District 51 educator salaries, remuneration and a review of current and different compensation models are legitimate topics of study and discussion. With that end in mind, the District and Association agree to staff and schedule a committee made up of District leadership, Covered Employees from all educational levels and the Association. This committee will meet over the course of the Fall of 2021 to review the aforementioned topics. If changes are necessary, the committee will draft Agreement language in the Spring of 2022.

**Exhibit B - Current Letters of Agreement**

LEGAL REFERENCE: CDE 2202-R-2.2.5, C.R.S. 22-53-102(4), 1 CCR 301-1, Rules 2202-R-3.12(3)

Mesa County Valley School District 51

Class Size Hearing Procedure

(Adopted September 12, 1979)

(Revised January 1, 1992)

The District recognizes that maximum attention to students by the Teachers is essential to ensure high quality education and that class size is one of the factors contributing to Teacher attention to students. It is further recognized by the District that application of numerical limitations on class size is not feasible because of physical space availability, special program considerations, special student needs, attendance area variances, differences in scheduling systems, busing, financial limitations, and the many other variables affecting class size. In the event a Teacher(s), in his or her professional judgment, believes the number of students assigned to his or her class is not reasonable, workable and/or educationally effective, the Teacher(s) may use the following procedure to address the

situation. It is not intended that this formal procedure would, or should, prevent a Teacher(s) from discussing and resolving such matters of concern in an informal manner with an appropriate administrator. A Teacher(s) using this procedure shall initiate the process by presenting in writing all concerns, suggestions and recommendations to the principal at Step 1.

- Step 1 -A written concern will first be presented to the appropriate building principal. The principal shall within five (5) workdays after receipt of the written concern, schedule a meeting and issue a response in writing to the Teacher(s).
- Step 2 -If the Teacher(s) is not satisfied with the response at Step 1, or a response is not received within five (5) workdays, the Teacher(s) may request a meeting with the appropriate Executive Instructional Director and Principal. Such meeting shall occur within five (5) workdays after receipt of the request. Within five (5) workdays following the meeting, the director shall issue a written response to the Teacher(s). The response shall include any proposed steps to alleviate the concern and/or reasons why a solution is not offered or cannot be implemented. The report may also reaffirm any position stated at Step 1.
- Step 3 -If the Teacher(s) is not satisfied with the response at Step 2, or a response is not received within five (5) workdays, the Teacher may present the concern to the District Class Size Committee. The committee shall be selected by the Superintendent and consist of eight (8) Teachers and five (5) administrators representing elementary and secondary levels. Any hearing scheduled by the committee shall be conducted by a subcommittee composed of three (3) Teachers and two (2) administrators from the main committee; however, a committee member may not be a Teacher or administrator from the building involved. Within ten (10) days after receipt of the request for a hearing, the committee will schedule a hearing and issue a written report to the Superintendent and parties involved at Steps 1 and 2. The response shall include any recommendations and/or reasons why a solution is not presented or cannot be implemented. The committee may also reaffirm any position stated at Step 1 and/or 2.
- Step 4 -Within five (5) workdays after receipt of the District Class Size Committee report, the Superintendent shall respond in writing to the parties involved in Steps 1 through 3. Prior to responding, the Superintendent may schedule a hearing with the appropriate parties. The Superintendent's report may reaffirm any position stated at Step 1 and/or 2, reaffirm the position stated by the District Class Size Committee, set forth new or modified recommendations, or deem the committee recommendations as not feasible. If the recommendation of the committee is not accepted, the Superintendent will state the reasons for that decision in the response. The Superintendent's report will be issued to all parties involved in Steps 1 through 3.
- Step 5 -If the Teacher(s) is not satisfied with the response at Step 4 or a response is not received within five (5) workdays, the Teacher(s) may submit the concern to the Board of Education. The Board of Education shall render its written decision within ten (10) days. All class size concerns considered by the Board of Education shall be considered in executive session. The Board's decision shall be final.

#### Information Section

This section lists several policies, rules, regulations or procedures that, although not a part of the negotiated agreement, are of importance to the certified staff. This section is not inclusive of all policies, rules, regulations or procedures that are applicable to certified personnel. The current policies are available on the District 51 website at: [https://www.d51schools.org/about\\_us/board\\_of\\_education/policies](https://www.d51schools.org/about_us/board_of_education/policies)

From time to time there may be deletions or revisions of existing policies, rules, regulations or procedures or establishment of new ones. Should such changes occur, the new information will be disseminated.

Board of Education Resolution: 21/21:80

Adopted: May 25, 2021

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JLCE - First Aid, GBEA (2) - Staff Conduct (and Responsibilities) -Conflicts of Interest, GBGA - Staff Health and Safety, GBGA-R, GBGB – Personal Security and Safety (Staff Protection), GBM - Staff Meetings, IHB - Class Size, JLF - Reporting Child Abuse, JLF-R, KEC – Public Complaints about Instructional Materials, KEC – R,KECA - Public Complaints About Library-Media Material, KECA –R

**Whereas:** The MVEA membership ratified the agreement on May 21, 2020;

**Therefore, be it resolved** the Mesa County Valley School District 51, Board of Education ratifies this agreement.

**Approval of Contract with Illuminate  
Education, Inc., for student data platforms**

Board of Education Resolution 20/21: 81

Adopted: May 25, 2021

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WHEREAS, the District negotiated and now desires to enter into a contract with Illuminate Education, Inc., to provide certain student data platforms for use by District staff; and

WHEREAS, the proposed contract with Illuminate Education, Inc., is a three-year commitment by the District for the services of Illuminate Education, Inc.; and

WHEREAS; the District was able to negotiate and lock in a better annual rate from Illuminate Education, Inc., by agreeing to a multi-year term because the start-up costs for Illuminate Education, Inc., to up-load student data and otherwise integrate with the District's technology systems is thereby spread over three years rather than one year; and

WHEREAS, District 51's Purchasing Department manual requires that a contract that obligates the District for more than one year be approved by the Board of Education; and

WHEREAS, the Director of Purchasing has signed the Illuminate Education, Inc. contract so that District personnel can begin the long task of up-loading student information to the Illuminate Education, Inc., platforms;

WHEREAS, pursuant to purchasing guidelines, the contract with Illuminate Education, Inc. requires ratification by the Board.

THEREFORE, BE IT RESOLVED, that Mesa County Valley School District 51 Board of Education hereby approves of the contract that has been negotiated between Illuminate Education, Inc., and the District, a copy of which has been provided to the Board of Education; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Mesa County Valley School District 51 Board of Education ratifies the contract as executed by the District Director of Purchasing.

*I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on May 25, 2021.*

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*Bridget Story  
Secretary, Board of Education*

# **Mesa County Valley School District 51**

**BDFE**

## **ADVISORY ACCOUNTABILITY COMMITTEES**

Adopted: July 21, 1992

Revised: April 2, 1996

Revised: February 19, 2002

Policy Manual Review: September 3, 2002

Revised: July 11, 2011

Adopted: May 25, 2021

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The Board accepts its ultimate responsibility for the academic accomplishments of District students. Consistent with this responsibility and as required by law, the Board shall adopt and maintain an accountability program to measure the adequacy and efficiency of the educational program.

The District Accountability Committee (DAC) and School Accountability Committee (SAC) shall have the powers and duties prescribed by state law. The Board and the DAC shall cooperatively determine the areas and issues, in addition to budget issues, that the DAC shall study and the issues on which it may make recommendations to the Board.

All District Accountability Committee and School Accountability Council meetings shall be open to the public.

### School Accountability Committee

An accountability committee shall function at each school. The purpose of the School Accountability Committee shall be to provide recommendations to the building principal for school improvement planning and implementation and to perform specified tasks relative to the administration of the program of accountability as outlined in the Colorado Department of Education Accountability Handbook. The committee will work independent of building Parent Teacher Association/Parent Teacher Organization (PTA/PTO).

The School Accountability Committee shall consist of volunteer building staff, parents and community members, the building principal, one teacher at the building, at least three parents or legal guardians, one adult belonging to an organization of teachers and parents recognized by the school, and one person from business or industry. The SAC shall strive to have a balance of membership consistent with the school's ethnicity and sex. The principal or designee shall serve as an ex-officio member.

The School Accountability Committee shall elect a Chairperson from its members, establish a schedule of meetings, and adopt rules for its operation, which are consistent with the Colorado Department of Education District Accountability Handbook. The School Accountability Committee shall meet a minimum of once per quarter.

Specific charges and responsibilities of the School Accountability Committee are outlined in CRS 22-11-402 and the Department of Education Handbook and may include:

- Make recommendations to the principal regarding prioritization of expenditures of school monies.
- Make recommendations to the principal on safety issues related to the school environment.
- Be involved with staff in developing the Individual School Performance or Improvement Plan and review and monitor existing plans.
- Assist the principal in preparing the annual written report to the community on the educational performance of the school providing data for the appraisal of such performance.
- Consult with the District Accountability Committee.
- Work with principal and building staff on decisions, which affect the educational process and student performance.

### District Accountability Committee

In accordance with state law, the Board of Education shall appoint a District Accountability Committee to advise the Board relative to the District's program of accountability and the adequacy and efficiency of educational programs offered by the District.

# **Mesa County Valley School District 51**

**BDFE**

## **ADVISORY ACCOUNTABILITY COMMITTEES**

Adopted: July 21, 1992

Revised: April 2, 1996

Revised: February 19, 2002

Policy Manual Review: September 3, 2002

Revised: July 11, 2011

Adopted: May 25, 2021

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The District Accountability Committee shall strive, to the extent possible, contain the number of committee members as set forth under the guidelines of the Colorado Department of Education's District Accountability Handbook to include at least three parents, at least one teacher, at least one school administrator employed by the District, and at least person involved in business or industry. The DAC shall strive to have a balance of membership consistent with the District's ethnicity and sex. Board of Education members, district level and school level administrators and/or the superintendent may recommend potential DAC members. DAC membership shall be formally approved by the Board of Education. The superintendent or designee shall serve as the administrative resource person.

The District Accountability Committee shall elect a Chairperson from its members, establish a schedule of meetings, and adopt rules for its operation, which are consistent with the Colorado Department of Education District Accountability Handbook.

The Committee and Board shall determine the specific charges and responsibilities of the membership cooperatively. Specific charges and responsibilities shall be at a minimum as set forth in CRS 22-11-302 and the Colorado Department of Education District Accountability Handbook and may include the following:

- Consult with and support school level accountability committees.
- Make recommendations to the Board of Education relative to the prioritization of expenditures of school district monies.
- Review with the Board of Education any waiver application specific to state statute and rules.
- Review any charter school application.
- Review and revise, if necessary, any existing safe school plans or policies.

### **LEGAL REFERENCES:**

C.R.S. 22-2-117 (waivers from State Board of Education)  
C.R.S. 22-11-101 et seq. (Education Accountability Act of 2009)  
C.R.S. 22-11-301 and 302 (district accountability committee)  
C.R.S. 22-11-401 and 402 (school accountability committees)  
C.R.S. 24-6-402 (open meetings law)  
1 CCR 301-1, Rules 2202-R-1.00 et seq. (accreditation rules)

### **CROSS REFERENCES:**

AE, Commitment to Accomplishment (and District Accountability Program)  
DBD, Determination of Budget Priorities  
DFC, Certificates of Participation

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The Board of Education believes that the education of each student is a responsibility shared by the school as well as parents and families. Engaging parents and families is essential to student achievement. The Board recognizes the need for a constructive partnership between the District, parents and families that provides for two-way communication and fosters educational support for students, parents and families. In this policy, the word "parent" means a child's biological parent, adoptive parent, legal guardian, or other adult person recognized by the child's school as the child's primary caregiver.

In keeping with these beliefs, it is the intention of the District to cultivate and support active parent and family engagement and to set and realize goals for parent and family engagement in education.

To that end all district schools will:

1. Consult with and encourage parents and families to share in school and district planning and in the setting of objectives through participating in school and district accountability committees.
2. Help parents and families understand the educational process and their role in supporting student achievement through regular, meaningful communication.
3. Inform parents and families of school choices and learning opportunities within the District, including but not limited to, information on open enrollment, choice programs and charter school options.
4. Provide opportunities for parents and families to be informed about their student's progress toward attaining proficiency on academic standards through written materials and public meetings. Information shall explain how the student's progress will be measured and how parents and families will be informed of such progress. This information will also be provided to the school and district accountability committees.
5. Provide appropriate avenues for parents and families to find support in their role.
6. Encourage formal organizations for parents and families at each school building as well as at the District level. The organizations will receive information concerning district and school activities and will have opportunities for input into district and school decisions as appropriate.
7. Encourage and welcome parent volunteers in the schools.
8. Create an inclusive culture honoring the lived experience of students, parents, and families in the school and district community.
9. Invest in building trusting relationships to strengthen the partnership

The Board supports professional development opportunities for staff to enhance their understanding of effective parent engagement strategies.

The District will identify an employee of the District to act as the point of contact for parent engagement training and resources. The identified person will also serve as the liaison between the District, the District Accountability Committee (DAC), the Colorado State Advisory Council for Parent Involvement in Education (EACPIE), and the Colorado Department of Education (CDE) and will facilitate the District's efforts to increase parent involvement within the District. The school district must submit the name of the identified employee to CDE.

The Board also recognizes the special importance of parental involvement to the success of Title I, Migrant Education Program (MEP), and Limited English Proficiency (LEP) programs and directs the superintendent to ensure that the District and schools jointly develop parent involvement policies that meet the requirements of federal law.

**PARENT INVOLVEMENT IN EDUCATION**

Adopted: November 18, 2003

Adoption: March 15, 2016

Adopted: May 25, 2021

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The District Accountability Committee (DAC) will conduct a periodic review of this policy. As part of its review, the DAC will seek input from school accountability committees and then provide any recommended policy revisions to the Board.

**Legal References:**

C.R.S. 22-7-301 et seq. (measures to increase parental involvement in public education)

C.R.S. 22-11-302 (1)(g) (duties of the district accountability committee include increasing parent engagement)

C.R.S. 22-11-402 (1)(h) (duties of the school accountability committees include increasing parent engagement)

C.R.S. 22-30.5-109 (*publicity regarding educational options*)

C.R.S. 2-32-142 (1) (*board must adopt parent engagement policy and identify a district employee to act as "point of contact"*)

**Cross References:**

AE, Commitment to Accomplishment (and District Accountability Program)

KBA, District Title I Parent Involvement

KD, Public Information Services