A - Doug Levinson
B - Paul Pitton
C - John Williams
D - Tom Parrish
E - Greg Mikolai

Board of Education
Mesa County Valley School District 51
Business Meeting Minutes: November 14, 2017
Adopted: January 23, 2018

	A	B	C	D	E	AGENDA ITEMS	ACTION
Present	x	x	x	x	x	BUSINESS MEETING	6:00 p.m.
Absent						A. CALL TO ORDER/PLEDGE OF ALLEGIANCE ➢ Mr. Williams welcomed attendees to the November Business Meeting and gave instructions for meeting participants to address the Board, *under Item G, Audience Comments*.	
Motion					x	B. AGENDA APPROVAL	Adopted
Second				x			
Aye	x	x	x	x	x		
No							
Motion				x		C. MEETING MINUTES AND SUMMARY APPROVAL	Adopted
Second	x					C-1. September 19, Board Business Meeting Minutes	
Aye	x	x	x	x	x	C-2. October 3, Board Work Session Minutes	
No						C-3. October 17, Board Business Meeting Minutes	
						D. RECOGNITIONS D-1. 2017 Southwestern League All Conference Softball Coach and Player of the Year, Central High School [Resolution 17/18: 26]	
						➢ Mr. Pitton read a resolution stating it is a special honor when a group of your peers and mentors select you as one of the best in your field. This is the second year in a row the Board has recognized Jordyn Hays and Mr. Scott Else, for being chosen by their peers, for their dedication to softball. Jordyn Hays, a senior at Central High School, was selected as the 2017 Southwest League All-conference softball Player of the Year. Her coach, Mr. Scott Else, was chosen in the same league as 2017 Coach of the Year. Jordyn also recently signed a national letter of intent to continue her athletic career at Colorado Mesa University in the fall.	
						D-2. National Recognition of Crime Stoppers USA, Board Member of the Year, Ms. Kathy Daniels [Resolution 17/18: 27]	
						➢ Mr. Levinson read a Recognition stating Crime Stoppers of Mesa County celebrated Kathy Daniels, who was awarded with the national recognition of Crime Stoppers USA Board Member of the Year. Ms. Daniels is also a teacher at Fruita Middle School. Ms. Daniels joined the Crime Stoppers of Mesa County in 1994 and has remained a highly active member ever since. Her work with Crime Stoppers, in partnership with School District 51 and Colorado Mesa University has made her a key individual in the work happening in Mesa County. Crime Stoppers helps prevent, solve, and stop crime in Mesa County. The Board and Superintendent Haptonstall recognized Ms. Daniels for her commitment to creating a safe community for everyone in Mesa County.	

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D-3. Miss Colorado Teen USA State Champion, Chloe Zambrano, Fruita Monument High School [Resolution 17/18: 28]

- Mr. Mikolai read a resolution regarding Chloe Zambrano, a Fruita Monument High School junior, who recently won the Miss Colorado Teen USA Pageant competing against nearly thirty other contestants and earning a spot at the Miss Teen USA pageant in 2018. Chloe is still learning what her responsibilities will be as Miss Colorado Teen USA; this is only her second year participating in pageants, which she joined to gain more confident in herself. The Board and Superintendent would like to congratulate Chloe and wish her the best of luck in representing our state at the Miss Teen USA Pageant.

D-4. Board Recognitions

D-4-a. Campaign Committee [Resolution: 17/18: 29]

- Mr. Williams read a resolution regarding Mr. Nathan Steele, Ms. Kelly Flenniken, and Dr. Angela Christensen. The last time Mesa County voted to raise property taxes to benefit schools, the current senior class was not even in kindergarten. Since then, District 51 has weathered the recession, several rounds of budget cuts, an increasing negative factor, and the challenge of keeping a modern education in the 21st Century. Bond and mill issues failed in 2008 and 2011, so we knew there would be challenges ahead of us with the bond and mill levy measures this year. After significant community input, the board decided to pursue an election this year. Under their leadership, the Citizens for School District 51 campaign garnered the overwhelming support of a majority of the community. As a team, they organized volunteers, spoke at service clubs, spent countless hours securing donations, brainstorming ideas, and informing the public of the very real needs in the district. It was both a relief and a joy when both measures passed by a 10-point margin; one of the biggest victories in a school district election in this county. The Board of Education and Superintendent Haptonstall would like to recognize and congratulate Mr. Steele, Ms. Flenniken, and Dr. Christensen for their leadership in this successful campaign. Their efforts have opened up a world of opportunities for success for our almost 23,000 students.

D-4-b. Mr. Greg Mikolai

- Mr. Parrish read a resolution regarding the last eight years Mr. Greg Mikolai has faithfully served as the District E Board Member for School District 51. He started his tenure in a very dark time for the District, back when the District was facing hard decisions and budget cuts. Since then, he not only helped the District recover, but he has been an instrumental part of the process, which has brought the District to a place of success. The responsibility of a Board member requires the unselfish giving of time and service. There are an endless number of meetings and school functions to attend; countless reports, agendas, proposals and other information to read and study; and a variety of

A	B	C	D	E	AGENDA ITEMS	ACTION

difficult decisions to make. We are proud of the work Mr. Mikolai has done and the role he has played in creating a quality public education system, which is focused on learners, and preparing them for the road ahead. The Board of Education and Superintendent Haptonstall recognized Mr. Greg Mikolai for his service the last eight years to the Board noting, "it has been an honor to serve alongside him.

E. BOARD REPORTS/COMMUNICATIONS/REQUESTS
- None at this time.

F. LEGISLATIVE REPORT
- None at this time.

G. AUDIENCE COMMENTS
- Mr. Williams asked if anyone would like to comment to the Board:
  - Ms. Shawna Grieger, Western Colorado Contractors Association, 642 Monarchet, Grand Junction, CO 81504

    Ms. Grieger stated she appreciated District 51 for reaching out to the contractors and providing them with information regarding the Bond and Mill. She would like to continue to work with Mr. Onofrio to be transparent to the community and stakeholders and would like to see local contractors involved in these projects. She would like to volunteer to help with the process of contractor selection and construction.

H. SUPERINTENDENT'S REPORT

H-1. UIP Presentations for Turnaround and Priority Improvement Schools, Mr. Tony Giurado, Chief Academic Officer
- Unified Improvement Plan Presentations

Principals from schools on either a Priority Improvement or Turnaround Plan presented the Board with their plans for improvement within their schools. The schools are Central High School; Fruita 8/9 School; and Fruitvale, Nisley, Pear Park, and Tope Elementary Schools. Highlights of each presentation include:
- Central High School – Principal, Mr. Lanc Sellden, stated the school's test participation rates are likely to increase this year with a greater focus on PSAT/SAT and the elimination of CMAS/PARCC ninth-grade testing.
- Fruita 8/9 – Principal, Mr. Jason Plantiko, reported teachers are trying to give students a growth mindset about math so students know they can learn math, even if takes some extra time.
- Fruitvale Elementary – Principal, Ms. Angela Galyon, reported behavior referrals are on track to halve year-over-year thanks to having more counseling and behavior support for students, restorative practices, and team-building time in classrooms, weekly character education, and staff book study.

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						➢ Nisley Elementary – Principal, Ms. Crystal Stephenson, reported trauma is a huge root cause for some academic issues, and the school will address the issue by offering a safe environment in which to learn. ➢ Pear Park Elementary – Principal, Mr. Dan Bunnell, reported teachers are learning more about the depth of English Language Arts standards, working on foundational skills, and getting more math training. ➢ Tope Elementary – Principal, Mrs. Carrie Bollinger, reported the school needs a coordinator for its new STEAM (Science, Technology, Engineering, Arts and Math) model, as well as additional technology, support for growing special education needs, and more qualified subs. [Recess 8:10 a.m. Resume Meeting 8:20 p.m.] H-2. Open Discussion Regarding Employment Contract, Dr. Ken Haptonstall, Superintendent ➢ By December 1, Dr. Haptonstall has to notify the Board as per a provision in his contract, if the Board would like to act to change the contract; they need to do so now. If not, Dr. Haptonstall has at least a three-year contract. The Board thanked Dr. Haptonstall for his notification. The Board will take no action. H-3. Discussion of Psychologists' joining Mesa Valley Education Association (MVEA) ➢ The board voted unanimously to move forward with plans to let District 51 psychologists join MVEA. Policy language will have to be revised to make this possible. New language will be brought back to the board for approval at a later date.	
Motion					x	➢ Mr. Mikolai moved to direct staff to look into language regarding inclusion of psychologists to MVEA. The policy changes should give the same protections and no more, than certified teachers have. Mr. Parrish seconded the motion.	Adopted
Second				x			
Aye	x	x	x	x	x		
No							
Move				x		➢ Mr. Parrish moved to direct initial negotiations around the language be held within the same timeline as the negotiated agreement with certified teachers, as to avoid multiple negotiations dates.	Adopted
Second					x		
Aye	x	x	x	x	x		
No							
						H-4. Expulsion Report ➢ Reviewed H-5. Communications Report/District Initiatives Update ➢ Reviewed and postponed the District Initiatives discussion to the December Board Business Meeting.	

	A	B	C	D	E	AGENDA ITEMS	ACTION
						H-6. Bond Discussion ➢ Investment bankers have told District 51 bonds without premiums are not in demand in today's market. If the District issued $118.5 million in bonds without premiums, they would be unlikely to sell. The alternative is to attach a $26 million premium to the $118.5 million in bonds, then put them on the market. The cost to taxpayers would still be under $10 per month on a $200,000 home for both the Bond and Mill Levy Override, at $9.42 per month. Additionally, the savings from issuing premium bonds could be used to pay off other building projects. The Board voted to have D51's Chief Operations Officer, Mr. Phil Onofrio, and move forward with premium bonds. The Board voted to have any proceeds from the premiums first pay off construction of the R-5 High School/Summit School Program building, which was built in 2016 using Certificates of Participation.	
Motion					x	➢ Mr. Mikolai moved to direct staff to issue new premium bonds in the neighborhood of $26 million dollars. Mr. Pitton seconded the motion.	Adopted
Second		x					
Aye	x	x	x	x	x		
No						➢ Mr. Pitton requested to have communication, in simple language, develop communication restating the reason we asked for $118 million dollars in needs. The language of the Bond question allows District 51 latitude with any extra dollars left from the Bond and Mill. Discussion took place to make sure the public is informed and consulted regarding the expenditure of extra money.	
Motion					x	➢ Mr. Mikolai moved to use any additional funds from the premium bonds to pay off the Certificates of Participation for R5 High School.	Adopted
Second				x			
Aye	x	x	x	x	x		
No							
Motion				x		I. CONSENT AGENDA	Adopted
Second					x	I-1. Personnel Actions	
Aye	x	x	x	x	x	I-1-a. Licensed Personnel [Resolution: 17/18: 31]	
No						I-2. Gifts [Resolution: 17/18: 25]	
Motion					x	J. BUSINESS ITEMS	Adopted
Second				x		J-1. Resolution to Approve District Accountability Committee Members for 2017-2018 [Resolution 17/18: 22]	
Aye	x	x	x	x	x	➢ The Board approved personnel to serve on the District Accountability Committee for the 2017-2018 School Year. Mr. Williams stated he would like to invite Ms. Dusti Reimer or Mr. Tom Keenan to be part of the District Accountability Committee.	
No							
Motion				x		J-2. Policy Second Reading and Adoption (Combined J2 and J3 for vote.)	Adopted
Second					x	J-2-a. GCD, Administrator Leaves and Absences	
Aye	x	x	x	x	x	J-2-b. GDC, Support Staff Leaves and Absences	
No						J-3. Resolution to Rescind Board Policy GDQE, Support Staff Severance Pay	

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						➢ The Board voted to adopt Policy GDC, Support Staff Leave and Absence Policy, for inclusion with and in the policies and regulations of the District and repeals existing policy GDQE, Support Staff Severance Pay.	
						K. BOARD OPEN DISCUSSION ➢ Mr. Williams thanked Mr. Mikolai for his service. ➢ Mr. Levinson stated he appreciated his time on the Board with Mr. Mikolai and thanked him for his leadership.	
						L. FUTURE MEETINGS ➢ Reviewed.	
						M. EXECUTIVE SESSION ➢ None at this time.	
Motion				x		N. ADJOURNMENT	9:00 p.m.
Second					x		
Aye	x	x	x	x	x		
No							

_____
Terri N. Wells, Secretary
Board of Education

Mesa County Valley School District 51

Recognition: Central High School:
Mr. *Scott Else and Ms. Jordyn Hays*
Coach and Player of the Year
2017 SWL All-Conference Softball

Board of Education Resolution: 17/18: 26 Presented: November 14, 2017

The Board would like to invite Jordyn Hays and Scott Else to the front.

It is a special honor when a group of your peers and mentors selects you as one of the best in your field. This is the second year in a row the Board has recognized Jordyn and Mr. Else for being chosen by their peers for their dedication to softball.

Jordyn Hays, a senior at Central High School, was selected as the 2017 Southwest League All-conference softball player of the year. She was chosen from among players on six softball teams in the league. Her coach, Scott Else, was chosen, in the same league, as 2017 Coach of the Year.

Jordyn also recently signed a national letter of intent to continue her athletic career at Colorado Mesa University in the fall.

The Board of Education and Superintendent would like to congratulate Jordyn and Scott for their dedication and performance both on the field and in the classroom.

Recognition: Ms. *Kathy Daniels, Fruita Middle School*
Crime Stoppers USA Board Member of the Year

Board of Education Resolution: 17/18: 27 Presented: November 14, 2017

The Board would like to invite Kathy Daniels to the front.

Last month, Crime Stoppers of Mesa County celebrated Ms. Kathy Daniels, who was awarded with the national recognition of Crime Stoppers USA Board Member of the Year. Ms. Daniels is also a teacher at Fruita Middle School.

Ms. Daniels joined the Crime Stoppers of Mesa County in 1994 and has remained a highly active member ever since. Her work with Crime Stoppers, in partnership with School District 51 and Colorado Mesa University has made her a key individual in the work happening in Mesa County.

Crime Stoppers helps prevent, solve, and stop crime in Mesa County. The Board and Superintendent Haptonstall would like to recognize Ms. Daniels for her commitment to creating a safe community for everyone in Mesa County.

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

Mesa County Valley School District 51

Recognition:
Ms. Chloe Zambrano, Fruita Monument High School
Miss Colorado Teen USA

Board of Education Resolution: 17/18: 28

Presented: November 14, 2017

The Board would like to invite Chloe Zambrano to the front.

Chloe Zambrano, a Fruita Monument High School junior, recently won the Miss Colorado Teen USA Pageant competing against nearly thirty other contestants and earning a spot at the Miss Teen USA pageant in 2018.

Chloe is still learning what her responsibilities will be as Miss Colorado Teen USA; this is only her second year participating in pageants, which she joined to gain more confident in herself. We would like to hear from Chloe about her competition (ask her to speak).

The Board and Superintendent would like to congratulate Chloe and wish her the best of luck in representing our state at the Miss Teen USA Pageant.

Mesa County Valley School District 51

Recognition: *Citizens for School District 51*
Mr. Nathan Steele, Ms. Kelly Flenniken, Dr. Angela Christensen

Board of Education Resolution: 17/18: 29 Presented: November 14, 2017

The Board would like to invite Nathan Steele, Kelly Flenniken, and Angela Christensen to the front.

The last time Mesa County voted to raise property taxes to benefit schools, the current (Class of 2017) senior class wasn't even in kindergarten. Since then, District 51 has weathered the recession, several rounds of massive budget cuts, an every-increasing negative factor, and the challenge of keeping modern education in the 21st Century.

Bond and mill issues failed in 2008 and 2011, so we knew there would be challenges ahead of us with the bond and mill levy measures this year.

After significant community input, the Board decided to pursue an election this year and hired Mr. Nathan Steele as the campaign manager, and were thrilled when Ms. Kelly Flenniken and Dr. Angela Christensen lent their efforts to the cause.

Under their leadership, the Citizens for School District 51 campaign garnered the overwhelming support of a majority of the community. As a team, they organized volunteers, spoke at service clubs, spent countless hours securing donations, brainstorming ideas, and informing the public of the very real needs in the district.

This only skims the surface of how much effort, blood, sweat, and tears this campaign, and its volunteers, put in to this election. It was both a relief and a joy when both measures passed by a 10-point margin last week, **one of the biggest victories in a school district election in this county.**

The Board of Education and Superintendent Haptonstall would like to recognize and congratulate Mr. Steele, Ms. Flenniken, and Dr. Christensen for their leadership in this successful campaign. We are better because of you. Your efforts have opened up a world of opportunities for success for our almost 23,000 students, 3,300 employees and 44 schools.

Board of Education Resolution: 17/18: 30 Presented: November 14, 2017

For the last eight years, Mr. Greg Mikolai has faithfully served as the District E Board Member for School District 51. He started his tenure during a transition time for the District; back when the District was facing hard decisions and budget cuts. Since then, he not only helped the District recover, but he has been an integral part of the process, which has brought the District to a place of success.

The responsibility of a Board member requires the unselfish giving of time and service. There are an endless number of meetings and school functions to attend; countless reports, agendas, proposals and other information to read and study; and a variety of difficult decisions to make. Greg was on the board when the 2011 mill levy override measure failed, and he was on the board when the 2017 bond and mill levy measures passed.

We are proud of the work Greg has done, and the role he has played in creating a quality public education system that is focused on learners and preparing them for the road ahead. The Board of Education and Superintendent Haptonstall would like to recognize Mr. Greg Mikolai for his service the last eight. It has been an honor to serve alongside you. You will be missed.

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

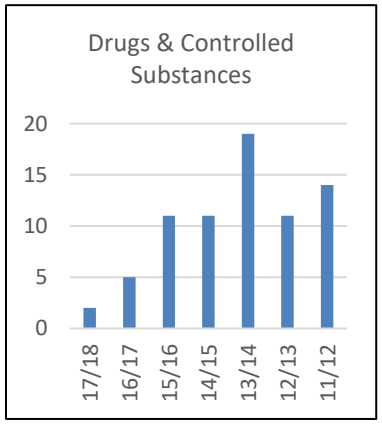
Expulsion Report
2017-2018 School Year
As of October 31, 2017
Presented: November 14, 2017

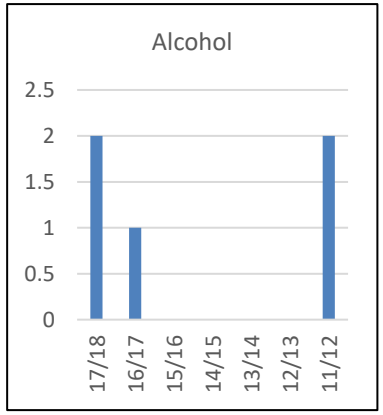
Category	High School				Middle School				Elementary School				Total		Total for previous years as of October 31 of:				
	17/18		16/17		17/18		16/17		17/18		16/17		17/18	16/17	15/16	14/15	13/14	12/13	11/12
	M	F	M	F	M	F	M	F	M	F	M	F							
100	5		4	1									2	5	11	11	19	11	14
200	2		1										2	1					2
300																			
400						1							1		1	1		1	
500							2							2	2	3	2		3
600																			
700																		3	
DSP																			
VOO			1											1		3	4	1	2
Total	7		6	1		1	2						8	9	14	18	25	16	21

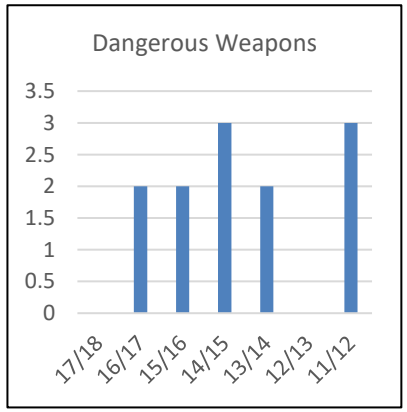
Category Description

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

V00 - other violations







Communications Update

October 10 – November 8, 2017

Includes

Earned Media Coverage

Paid Media Coverage

Electronic Direct Communication

Events

Social Media Reports

School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

Earned Media

The Daily Sentinel

Oct 11, Amy Davis backs bond measures
http://www.gjsentinel.com/news/articles/amy-davis-backs-bond-measures

Oct 11, Thomas Keenan cites experience in schools
http://www.gjsentinel.com/news/articles/thomas-keenan-cites-8232experience-in-schools

Oct 12, District 51 Board of Education candidate, District D, Dusti Reimer
http://www.gjsentinel.com/news/articles/district-51-board-of-education-candidate-district

Oct 12, District 51 Board of Education candidate, District D, Tom Parrish
http://www.gjsentinel.com/news/articles/district-51-board-of-education-candidate-district

Oct 13, District 51 school board candidate John Williams
http://www.gjsentinel.com/news/articles/district-51-school-board-candidate-john-williams

Oct 13, Parrish, Reimer debate school views
http://www.gjsentinel.com/news/articles/parrish-reimer-debate-school-views

Oct 14, Campaigns tailor messaging, knowing history not on their side
http://www.gjsentinel.com/news/articles/campaigns-tailor-messaging-knowing-history-not-on/

Oct 15, Taking new approach to suicide prevention: engaging the students
http://www.gjsentinel.com/news/articles/taking-new-approach-to-suicide-prevention-engaging

Oct 16, Birthday boy gives present to grief group
http://www.gjsentinel.com/news/articles/birthday-boy-gives-present-to-grief-group/

Oct 21, Let go of those old Legos
http://www.gjsentinel.com/news/articles/let-go-of-those-old-legos

Oct 25, Probation for ex-school worker in sex case
http://www.gjsentinel.com/news/articles/probation-for-exschool-worker-in-sex-case

Oct 25, School-board candidates give their views at forum
http://www.gjsentinel.com/news/articles/schoolboard-candidates-give-their-views-at-forum

Oct 27, Debate attendees ask Davis, Keenan about schools' low achievement scores
http://www.gjsentinel.com/news/articles/debate-attendees-ask-davis-keenan-about-schools-lo

Oct 28, Ex-teacher not guilty in at-risk case
http://www.gjsentinel.com/news/articles/exteacher-not-guilty-in-atrisk-case

Nov 5, Marching into state
http://www.gjsentinel.com/news/articles/marching-into-state

Nov 7, District 51 options get thumbs up
http://www.gjsentinel.com/news/articles/district-51-8232options-get-thumbs-up/

Nov 7, Parrish, Davis take the cake in District 51 board election
http://www.gjsentinel.com/news/articles/parrish-davis-take-the-cake-8232in-district-51-boa

KKCO/KJCT

Oct 10, D51 teacher, wife charged in domestic violence case
http://www.nbc11news.com/content/news/450272763.html

Oct 12, Chamber of Commerce tours D51 schools
http://www.nbc11news.com/content/news/450681903.html

Oct 17, Election Preview: Who is running for school board?
http://www.nbc11news.com/content/news/Election-Preview-Who-is-running-for-school-board-451369263.html

Oct 17, D51 students honored at quarterly luncheon
http://www.nbc11news.com/content/news/451353953.html

Oct 18, Election Preview: Funding for District 51
http://www.nbc11news.com/content/news/Election-Preview-Funding-for-District-51-451510643.html

Oct 19, Don't take kindness for granite
http://www.nbc11news.com/content/news/451715313.html

Oct 20, Most spooktacular costumes in Grand Junction
http://www.nbc11news.com/content/news/451979393.html

Oct 24, Former D51 employee accepts guilty plea in sex assault case
http://www.nbc11news.com/content/news/Former-D51-employee-guilty-in-sex-assault-case-452865723.html

Oct 26, Trial underway for former teacher who allegedly hurt student
http://www.nbc11news.com/content/news/Trial-underway-for-teacher-who-allegedly-hurt-student-453224493.html

Oct 25, Power knocked out to school after crash
http://www.nbc11news.com/content/news/Power-knocked-out-to-school-after-crash-453129833.html

Oct 26, Central High hosts CHSAA leadership conference
http://www.nbc11news.com/content/news/Central-high-students-host-CHSAA-leadership-conference-453495753.html

Oct 26, Former teacher acquitted of child abuse charges
http://www.nbc11news.com/content/news/453446323.html

Oct 27, Fmr. D51 paraprofessional ordered to pay thousands in sex assault case
http://www.nbc11news.com/content/news/453607413.html

Oct 27, D51 school board candidates debate
http://www.nbc11news.com/content/news/453722613.html

Oct 31, Spooky science experiments help kids learn
http://www.nbc11news.com/content/news/454362053.html

Nov 1, Fruita students give 6,000 socks to state homeless shelters
http://www.nbc11news.com/content/news/454581713.html

Nov 2, GJHS collecting food for students at Thanksgiving
http://www.nbc11news.com/content/news/454826263.html

Nov 3, 7-year-old finds vial of meth at school
http://www.nbc11news.com/content/news/455068993.html

Nov 4, All hands on deck to spruce up Orchard Ave. Elementary garden
http://www.nbc11news.com/content/news/455248713.html

Nov 7, Measures 3A and 3B pass
http://www.nbc11news.com/content/news/456023813.html

Nov 7, KKCO School Board Candidates
http://www.nbc11news.com/video?vid=456023543

KREX

Oct. 18, Elderly Pedestrian killed in accident
http://www.westernslopenow.com/news/local-news/elderly-pedestrian-killed-in-accident/839710960

Oct 19, Tope Elementary students making a difference
http://www.westernslopenow.com/news/local-news/tope-elementary-students-making-a-difference/840929511

Oct 26, CHSSA makes way to Grand Junction
http://www.westernslopenow.com/news/local-news/chsaa-makes-way-to-grand-junction/845572504
Oct 26, Former teacher accused of mistreating student found not guilty
http://www.westernslopenow.com/news/local-news/former-teacher-accused-of-mistreating-student-found-not-guilty/845559501

Oct 26, Trauma Informed Classrooms
http://www.westernslopenow.com/news/local-news/trauma-informed-classrooms/844700403

Oct 26, Fitness doesn't need to be frightening
http://www.westernslopenow.com/news/local-news/fitness-doesnt-need-to-be-frightening/845216356

Oct. 28, Challenger Baseball Teams up with CHSAA and Central High
http://www.westernslopenow.com/news/local-news/challenger-baseball-teams-up-with-chsaa-and-central-high/846564409

Oct 29, Who's funding the campaigns in the 2017 Mesa County Election
http://www.westernslopenow.com/news/local-news/whos-funding-the-campaigns-in-the-2017-mesa-county-election/847147987

Oct 31, Educational and spooky in the classroom
http://www.westernslopenow.com/news/local-news/educational-and-spooky-in-the-classroom/848607150

Oct 31, Annual Halloween Parade at Tope Elementary
http://www.westernslopenow.com/news/local-news/annual-halloween-parade-at-tope-elementary/848597587

Nov 1, Students donate 6,000 socks to less fortunate
http://www.westernslopenow.com/news/local-news/students-donate-6000-socks-to-less-fortunate/849428460

Nov 2, Palisade volleyball gives back to community
http://www.westernslopenow.com/news/local-news/palisade-volleyball-gives-back-to-community/850083118

Nov 2, Hi Fives shows off their robotic display
http://www.westernslopenow.com/news/local-news/hi-fives-shows-off-their-robotic-display/850334104

Nov 3, Election headquarters: The District 51 School Board Race
http://www.westernslopenow.com/news/local-news/election-headquarters-the-district-51-school-board-race/850572782

Nov 4, Aden Lake joins Tiger Football for a day
http://www.westernslopenow.com/news/local-news/aden-lake-joins-tiger-football-for-a-day/851326115

Nov 4, Orchard Avenue Elementary learning garden
http://www.westernslopenow.com/news/local-news/orchard-avenue-elementary-learning-garden/851331339

Nov 5, Aden Lake teaches us to "Never Give Up!"
http://www.westernslopenow.com/news/local-news/aden-lake-teaches-us-to-never-give-up/851822213

Nov 7, Where does the marijuana money go?
http://www.westernslopenow.com/news/local-news/where-does-the-marijuana-money-go/852776342

Nov 7, School Funding Passes: reaction from 3A & 3B supporters
http://www.westernslopenow.com/news/local-news/school-funding-passes-reaction-from-3a-3b-supporters/853321344

Paid Media Coverage

The following ads have appeared weekly on the Education page of the Daily Sentinel

October 16

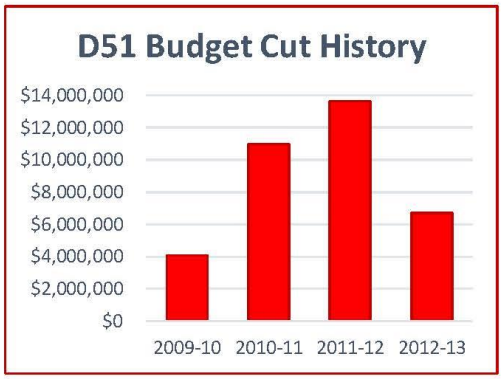
School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

Did You Know?

District 51 cut $35 million that never came back

The recession hit everyone hard. Our local schools were not exempt. District 51 had to cut more than $35 million from its budget due to state budget shortfalls between the 2009-10 and 2012-13 school years. Those cuts remain in place today.

How much did the district cut out of necessity from 2009-10 to 2012-13?
The total figure is $35,340,926.

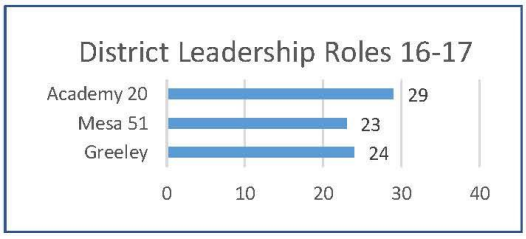


How did the district make those cuts?
The district looked for cost savings and new revenue – including an increase in student sports fees. But mostly people and costs had to go, including:

- Hundreds of jobs (teachers, specialists, maintenance workers, administrators, custodians, secretaries, etc.).
- Textbook updates
- Technology upgrades
- Maintenance equipment
- Five school days (or five work days gone for year-round employees)
- Teacher supply reimbursement
- Some staff training
- District-funded summer school
- Walking boundaries (extended)
- Valley East School and Glade Park Elementary (closed)

What has D51 done to be more efficient?
The district has shed more than 175 jobs (net) from its budget since 2009. The district has also:

- Reduced all department budgets
- Sliced staff travel in half
- Reduced sub pay and positions
- Reduced pay, benefits, & mileage
- Switched to propane buses
- Reduced energy costs drastically
- Applied for numerous grants
- Transferred some costs to other funds (Title I, etc.)



What about administration jobs?
District 51 runs a tight ship. There are fewer central administration leadership jobs in District 51 than in either the district right above or right below D51 in enrollment size. Central leadership roles are based at administration buildings, but so are many nursing, nutrition services, special education, gifted education, curriculum, records, grounds, warehouse, finance, technology, human resources, safety, maintenance, communication, and student services employees.

How does D51 spend the money it gets?
More than two-thirds of the General Fund goes straight to student instruction and support. The rest goes into keeping schools operational with everything from technology to custodial services. See all budget information at d51schools.org.

School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

Did You Know?

If you can ace this test, you're a District 51 expert

1. **How many schools are there in District 51?**
   A) 36
   B) 40
   C) 44
   D) 47

2. **How many school days are there in D51?**
   A) 167
   B) 168
   C) 171
   D) 180

3. **What is the ratio of students to computers in D51?**
   A) 1 to 1
   B) 2.5 to 1
   C) 3.4 to 1
   D) 3.8 to 1

4. **True or False: District 51 has more executive administrators than other districts its size in Colorado.**

5. **District 51's on-time graduation rate for the Class of 2016 was:**
   A) 78.9%
   B) 80.4%
   C) 100%

6. **How old is the oldest curriculum material in D51?**
   A) 2011
   B) 2006
   C) 2001
   D) 1996

7. **How much funding does District 51 receive per student in the state funding formula?**
   A) $7,279
   B) $7,662
   C) $11,681

8. **True or False: The number of District 51 students taking Advanced Placement classes has more than doubled since 2009-10.**

Answer Key

1. **C** – 44: 24 elementary, 8 middle, 4 high, one 8/9 school, one K-12 school, 3 charter schools, one online hybrid, one K-12 alternative, and one alternative high school.
2. **A, B, and C** – Elementary students attend school 167 days per year and middle school and high school students go to school 168 and 171 days per year, respectively. The average school year length is 180 days nationwide. Over a K-12 career, that's a difference of 150 days – nearly one whole school year less than the U.S. average.
3. **C** – There are approximately 3.4 students for every one computer in District 51, although the district would like to lower that ratio through efforts such as the Bring Your Own Device program.
4. **False** – District 51 has fewer employees at or above the director level than the two Colorado school districts right ahead and behind it in enrollment.
5. **B** – 80.4%, beating the state average of 78.9%. However, 100% is the goal!
6. **D** – The most recent formal review and adoption of elementary school science texts occurred 21 years ago. Full textbook readoption is expensive, and with funding slim, teachers use supplemental materials and work sheets to update instruction.
7. **A** – D51 receives $7,279 in state and local funding through the formula in 2017-18. The state average is $7,662 (Source: CO Dept. of Education). $11,681 was the U.S. average for state and local funding in 2014 (Source: U.S. Census).
8. **True!** Enrollment in both AP and college classes is up!

October 30

School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

Did You Know?

District 51 has Science, Technology, Engineering, and Math (STEM) programs

Tope Elementary School debuted Science, Technology, Engineering, the Arts, and Math, or STEAM, programming in 2017-18. Students still learn the things they normally would in elementary school, just in a different way. Design, creativity, and problem solving are incorporated into every subject, and a STEM coordinator partners with teachers to lead science activities once a week. Teachers can also take advantage of a new MakerSpace at the school, which holds supplies for creative projects and lessons.

New Emerson has been a STEAM magnet school for six years and a partner with the Math and Science Center for seven years. Students have the option of mixed grade levels and enrichment opportunities and focus on inquiry, problem solving, experiential learning, collaboration, and critical thinking. New Emerson is also adding a Maker's Space this year.

West Middle School students integrate STEM by learning in ways that focus on problem solving in all subjects. Examples of STEM in classrooms include robotics in tech education, "Shark Tank"-style product design presentations in eighth-grade math, guitar and amp design in advanced tech education, and Hour of Code activities.

Central High School has a slate of classes for students who are interested in pursuing a career in a STEM-related field. Students can earn college credit while preparing for a STEM major. Twenty-seven CHS teachers are working toward or have completed their National Certification for STEM Education (NCST). Another 35 have completed Project Based Learning (PBL) training with the Buck Institute. By the beginning of the 2018 school year, Central will be the first school in Colorado to obtain National Institute for STEM Education campus-wide certification.

Learn more at www.d51schools.org

School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

Did You Know?

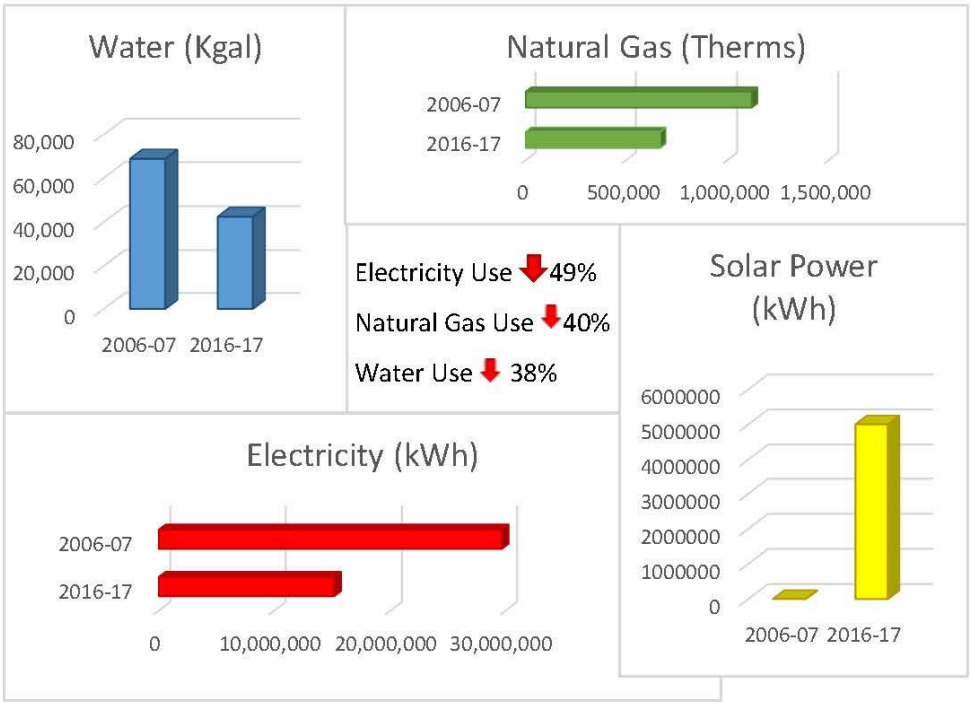
District 51 has saved more than $10 mil. in a decade with energy efficiency

In 2009, School District 51 began a series of energy efficiency projects that resulted in dramatic savings in both monetary and natural resources.

For now, the savings are being used to pay for those projects. But the changes made within the last decade will last long past the time when those projects are paid off.

The district continues to strive to be a good steward for generations to come. Here are just a few of the ways D51 is making a difference:

- Forty percent share in **solar garden** installed on D51 property in 2014.
- **Metal recycling drive** hosted by Redlands and Mt. Garfield middle schools.
- **Zero-waste** project in the Bookcliff Middle School cafeteria.
- **Wind turbine** installed at the Career Center.
- Cleaning out old **shop metal** for a **rebate** at Fruita Monument High School.
- Gardening and **worm-based composting** at R-5 High School.
- Central High School is applying to become a **Green Ribbon School**.



Electronic Direct Communication

Parent Newsletter

District 51 Post

School District 51 Family and Community Newsletter | October 2017

East rolls out new bike program
East Middle School students have a fun new way to get outside and play! The school will debut grant-funded bike programming during second quarter. Students can ride bikes during gym class or take an elective.

Learn more about East's new bike program here and watch the video above to learn more about the grant that made it possible.

safe2tell Colorado

Safe2Tell making a difference
Seven months after re-introducing students to the anonymous reporting service Safe2Tell, reports are up and making life as a student safer. Safe2Tell can be used to report a variety of concerns and get kids the help they need fast. Learn more about the impact of Safe2Tell and how you can make a report here.

Teaching through trauma
Trauma can make it nearly impossible to focus. New trainings are teaching District 51 staff about how trauma affects the brain and behavior. The goal is to help students feel safe in class so that they can recover enough to participate in learning. Read more here.

Kids test engineering skills with annual milk jug races at OM pool
Students in the MESA (Math Engineering Science Achievement) Clubs at all D51 middle schools used 3-D design programs to plan and then build boats out of milk jugs. Teams put their boats to the test last week at the Orchard Mesa Pool. See all MESA events here.

Students explore future job possibilities in AmeriTowne
Fifth-graders from a dozen D51 elementary schools are exploring the visiting AmeriTowne project this fall. Kids learn about finances and various jobs by taking on adult roles in a simulated town.

Students travel to Denver for Energy Leadership recognition
D51 students and staff were honored Oct. 4 in Denver for a banquet honoring D51 as a Gold Leader in CDPHE's Environmental Leadership Program. Learn more about who went and why here.

Fun For the Whole Family!

Oct. 20 - Pumpkins at Dark. 6-9 p.m. Canyon View Park. Free.

Oct. 21 - Fall Day on the Farm. 9 a.m. to 3 p.m. Cross Orchards.

Oct. 27 - Harvest Fest. 4-9 p.m. Riverbend Park in Palisade.

Oct. 28 - CMU Homecoming Parade. 10 a.m. Downtown GJ.

Make sure you get emergency alerts for your child's school
Schools automatically sign up parents for emergency calls and emails, but texts require an opt in. To make sure you receive important text messages from your child's school, text YES to 67587.

Band honors for eight schools
The Colorado Bandmasters Association gives the Exemplary Band Award to a select group of Colorado middle and high schools each year. This year, there are eight bands who earned this distinction in District 51. Find out which schools here.

School Funding
Curious how school funding works in Colorado? Check out these great resources on the CO Dept. of Education website, and view this infographic for an easy-to-digest slice of information about how funding gets to D51 (and why some never gets here).

National Walk to School Day
Students from Orchard Avenue, Shelledy, and Taylor elementary schools walked and rode bikes from meeting spots on Walk to School Day Oct. 4, and more had events on other days. Find info about safe routes to school here.

Art Heritage volunteers needed
Love art? Volunteer to present lessons on well-known artists and cultural art units in elementary classrooms through the Art Heritage Program! Contact Amy or Connie at (970) 254-5489 or amy.gibbs@d51schools.org.

Scenic Walkathon a hit
Scenic Elementary raised a whopping $16,664.02 in its annual Walkathon fundraiser! The money will be used to fund the school's reading assistants.

GOCO grant helps Orchard Ave.
Orchard Ave. Elementary received a Great Outdoors Colorado grant earlier this year to improve their playground and add new features. Work has started, and there's more to come! Learn more here.

Congratulations, October 2017 District 51 Students of the Quarter!
The Student of the Quarter luncheon honors two outstanding eighth- and 12th-graders from each District 51 middle and high school every other month during the school year.Colorado Mesa University and Alpine Bank fund a $500 scholarship, which can be renewed annually, for each 12th-grade Student of the Quarter if they choose to attend CMU or Western Colorado Community College. October honorees are listed here.

Communications Department
(970) 254-7912
communicate@d51schools.org

Staff Newsletter

District 51 Insider

School District 51 Staff Newsletter | October 2017

Oct 3 Board Brief

Oct 17 Board Brief

Recognize!

Do you know a student, staff member, or school that has received a State or National award? Send us some information so we can recognize them at the next Board of Education Meeting (if applicable).

Communications Report

Every month, the Communcations Department puts together a brief snapshot of what we've been up to. Read the current report here.

Oct 19-21, "Play On!" presented by the Palisade High School Drama Club. 7p.m. at Palisade High School. $10/adults, $5/students.

Oct 21, Fall Festival. Mesa Mall. 11 a.m. - 4 p.m. Free admission. Family fun, fall-themed activities, live music, food trucks, etc.

Oct 27, Harvest Festival. Palisade Riverbend Park. 4 - 9 p.m. 5K, Bonfire, Live DJ, fall activities. $5 per car.

Oct 28, Truck-N-Treat. Fruita Civic Center Park, 10 a.m. - 12 p.m., Free.

Nov 3-4, Culture Fest. 11 a.m. - 3 p.m. Downtown Library, Free admission.

Nov 4, Women Who Rock - GJ Rockestra Concert, 7:30 p.m., Avalon Theatre, $25/person. $50/VIP ticket.

Help Us Out

Do you know of any **Discounts for D51 employees?** *(gym memberships, technology, subscriptions, retail discounts, etc.)* Please send us an email so we can make information available to staff!

Click here to see what we have so far!

Overwhelmed by all the **Acronyms and Jargon?** *(What's an IEP? Or PBL?)* Check out this list, and let us know if we're missing any!

In This Edition (click on a link to jump to that section)

Hazardous Weather Information

Employee Assistance Program (TRIAD)

Safe2Tell

Human Resources Update

Staff Spotlight - Kathy Joseph

Teaching through Trauma

Earlier this spring, District 51 has focused more on providing training to staff for Trauma Informed Classrooms, that is, helping students feel safe in their learning environment when they are feeling the after-effects of trauma. Learn more about trauma informed classrooms.

'Tis the season for hazardous weather

The leaves are changing, which means the holidays are here. With that comes the possibility for hazardous weather. Click here for information on procedures to follow during extreme weather situations, and click here for FAQ's. Bottom line, **use your best judgement and be safe during weather situations.**

To recieve text messages the district sends out during emergencies or weather situations, please text YES to 67587. You will automatically receive a call and/or email if those are sent out.

TRIAD Employee Support Programs

D51's new Employee Assistance Program (EAP), TRIAD, is providing several webinars starting in 2018. Click here for a list of topics and to save the date! More information coming soon.

It's Safe2Tell

Safe2Tell makes it easy for anyone to report any kind of concern. Since District 51 re-introduced the tool to students and the rest of the community in March 2017, it has received 46 reports related to suicide, in addition to 139 reports of other kinds. Whenever a report is made, the appropriate people are notified to get the individual help as soon as possible. Learn more about the tool, including where to download it and how to use it, in this article or at www.safe2tell.org.

Human Resources
Did You Know?

Human Resources wants to remind everybody that Benefits Open Enrollment is open now through October 31! Participation in not mandatory and your prior elections for medical, dental, and vision insurances will continue. However you must participate in Open Enrollment if:

- you wish to make changes to your benefits or your "pre-tax" or "after-tax" election
- elect to make contributions to a Flexible Spending Account or Dependent Care Assistance Plan
- you want to enroll in voluntary benefits through Guardian, the District's new carrier

www.d51schools.org ->Employment->Current Employees->Employee Benefits

Stay Connected

D51 Community - Local events and promotions.

D51 News - Primary source for things happening in District 51.

Staff News - Exclusive information for D51 staff.

D51 Classifieds - A forum for D51 staff to search for or post items for sale.

D51 Communications - Help us get the word out about great things happening in D51!

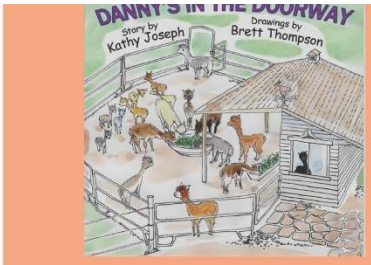
Give and Grab - Where D51 staff can post items they need for school use, or have items a fellow staff member could use.

We Are D51

We know that we work with some pretty amazing people, and we like stories. We want to start a series to highlight staff of all positions across District 51. Is there a coworker you really enjoy working with? Or have you noticed someone doing something really cool or noteworthy? Fill out this nomination form and we just might pay them a visit to hear their story and recognize them.

Staff discounts for Powderhorn

It's ski/snowboard season!! Click here for information on discounts available to District 51 staff, as well as specials available to families and students at Powderhorn Mountain Resort.



Staff Spotlight: Kathy Joseph - D51 Music Coordinator, Local Author

Kathy Joseph is currently the music coordinator for District 51. For the past 15 years, she has raised alpacas as a hobby. In the spring of 2017, she saw one of her alpacas, Danny, standing in the doorway of the corral while other alpacas waited to get to the pasture. This sparked the idea for "Danny's in the Doorway," a children's book she wrote about her alpacas.

This book is in the process of becoming a part of the library at each of our elementary schools and has also been purchased by the Mesa County Library. Kathy has been asked to read the book at several of our elementary schools and has set up a fund raising program at each of those schools through the sales of the book.

Books can be purchased through Kathy for a total of $10 which include tax or through one of the school's fund raising sales. Visitors are also welcome to come to her alpaca farm and meet the characters.

District 51 Wellness Program

Wellness Employee of the Month!

Please take a moment to nominate someone you believe should win this great recognition! You can nominate someone who you think/see being healthy. Examples include: walking at lunch, eating healthy food/snacks, someone who switched from water to soda, your gym partner, etc. Click here to nominate a co-worker.

Click here to log in to your wellness portal,

Questions? Forgot your username or password? Contact Gussie Nishi.

D51 Foundation Update

Designate your United Way donation to the D51 Foundation and enter to win White Iced Celebration Tickets! Click here for more information.

Save the Date for the 6th Annual White Iced Celebration: February 3, 2018, 7-10 p.m. at CMU.

And don't forget about the D51F Professional Learning Grant opportunity! Apply at www.d51foundation.org by December 31

District 51, Alpine Bank, Colorado Mesa University presents the Students of the Quarter

The Student of the Quarter luncheon honors two outstanding eighth- and 12th-graders from each District 51 middle and high school every other month during the school year. Colorado Mesa University and Alpine Bank fund a $500 scholarship, which can be renewed annually, for each 12th-grade Student of the Quarter if they choose to attend CMU or Western Colorado Community College. October honorees are listed here.

Did we miss something?

We want to hear from you! Staff are welcome to ask questions about the information you read, or provide suggestions for future articles.

Submit your ideas/feedback/comments to Cat Foster

Communications Department
(970) 254-5112
communicate@d51schools.org

Board Brief, October 17

School District 51
MESA COUNTY VALLEY
Achieving Monumental Success

BOARD BRIEFS

October 17, 2017

Trauma Informed Classrooms

Prevention Services Coordinator Cathy Ebel and the district's trauma coaches - Margery Brennan, Tammara Dickerson, Shannon Hoffman, and Mary Beth Luedtke - discussed the progress of staff trainings regarding Trauma Informed Classrooms. Research shows around 25-40 percent of all students nationwide have experienced at least one traumatic event. Trauma can rewire a person's brain so that he or she is more likely to operate in a state of alarm, which can lead to behavior issues.

The goal of providing Trauma Informed Classroom training is to help staff recognize that students are behaving a certain way because of trauma, and not a conscious desire to be disruptive. Recognizing that fact can help staff respond to behavior issues in an effective way, such as teaching students self-management, demonstrating calming techniques, and de-escalating situations to ensure they are operating in a calm state along with their students. Providing a safe and comfortable learning environment not only helps with behavior issues, but allows students to become calm enough to learn and retain new information in the classroom.

Training opportunities since spring 2017 have included presentations about what trauma does to the brain, simple strategies for making a classroom more trauma sensitive, and classses on self-management and self-awareness. Training and support will continue throughout the year. In addition, Mrs. Ebel said she would like to have coaches embedded in classrooms at eight schools starting this year, and spread coaching to another eight schools next school year.

Recognitions

The board recognized these District 51 Band Directors for earning the Colorado Bandmasters Association (CBA) Exemplary Band Award:

- Joe Webb, Fruita Middle School
- Scott Davis, Mount Garfield Middle School
- Randy Rabito, Orchard Mesa Middle School
- Sarah Kamstra, Redlands Middle School
- Brett Argo, Fruita 8/9
- Dylan Ford and Hans Snell, Central High School
- Isaac Lavadie, Grand Junction High School
- Jeff Mason, Palisade High School

First Reading

The board reviewed the following policies:

- GCD, Administrator Leaves and Absences
- GDC, Support Staff Leaves and Absences

Investment Report

The board was presented with capital project and general operating fund information about last year and numbers so far this year. Expenditures currently exceed revenues for 2017-18, which is common early in the school year (the bulk of revenues come in with property taxes in January). Also, unofficial student count numbers are about 30 students below anticipated enrollment, which could lead to less revenue than budgeted coming into the district this year. Some good news is that interest rates on investments are better than they have been for the last few years, meaning more earnings on investments.

Expulsion Report

There have been four expulsions this school year, as of Sept. 30, 2017. The expulsions all took place at the high school level.

Future Meeting

Nov. 14: Board Business Meeting, 6 p.m., Harry Butler Board Room

Social Media

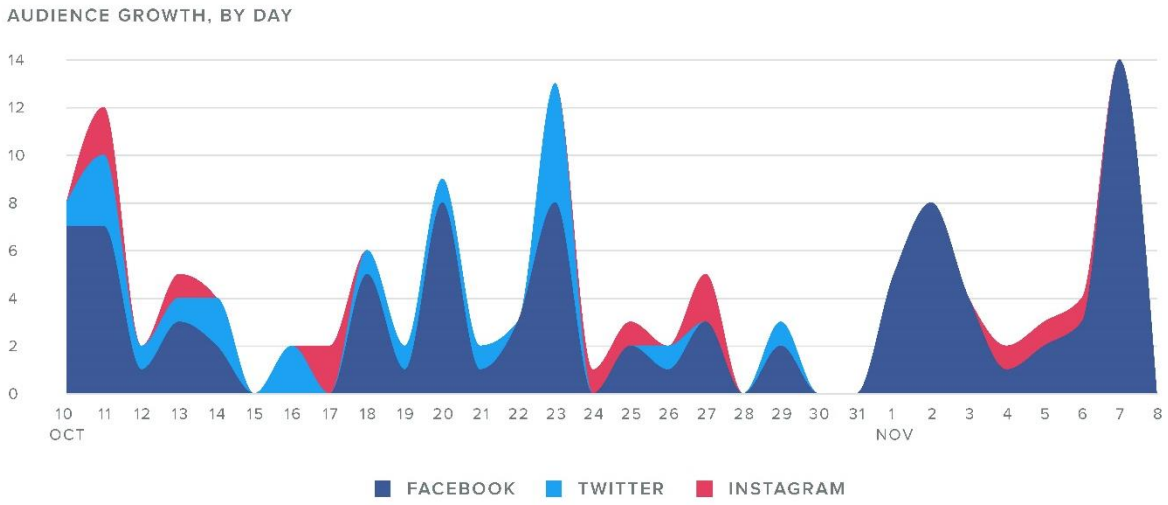
Our posts on Facebook reach 10,280 "fans." Posts include The Daily Sentinel's Student of the Week, school events and activities, information for Safe2Tell and crisis numbers, live-streamed board meetings, etc.

A full social media report is available upon request, or at this link: District 51 Report, October 10 – November 8

Group Stats by Profile/Page

Profile/Page	Total Fans / Followers	Fan / Follower Increase	Messages Sent	Impressions	Impressions per Post	Engagements	Engagements per Post	Link Clicks
School Distri... @district51	2,936	0.55%	24	12,886	537	128	5.3	41
Mesa ...strict 51 Business Pa	10,265	0.81%	108	420,777	3,896	6,462	59.8	1,633
School Distri... @d51schools	420	2.19%	7	–	–	169	24.1	–

Group Audience Growth



Audience Growth Metrics	Totals	Change
Total Fans	**13,621**	**▲ 0.8%**
New Facebook Fans	84	▲ 0.8%
New Twitter Followers	16	▲ 0.5%
New Instagram Followers	9	▲ 2.2%
Total Fans Gained	109	▲ 0.8%

Total followers increased by

▲ 0.8%

since previous date range

School District 51
MESA COUNTY VALLEY

Mesa County Valley School District 51

Licensed Personnel Action

Board of Education Resolution: 17/18: 31

Adopted: November 14, 2017

Name	School/Assignment	Effective Date
Retirements		
Kaunisto, Carol	Dos Rios/Sped Moderate Needs	November 3, 2017
Resignations/Termination		
Sigle, Maggie	Broadway/Kindergarten	September 15, 2017
Johnson, Nicole	CHS/Science	December 22, 2017
Leave of Absence		
None at this time.		
New Assignments		
Etcheverry, Brielle	Hawthorne/Nurse	November 2, 2017

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 November 14, 2017.

_____

Terri N. Wells, Secretary
Board of Education

Board of Education Resolution: 17/18: 25

Adopted: November 14, 2017

Donor	Colorado Coneys & Dogs
Gift	Meals
Value	$591.19
School/Department	Central High School / Boys' basketball golf fundraiser

Donor	Jolley Smiles
Gift	Cash
Value	$430.82
School/Department	Palisade High School / Science class skeleton

Donor	Dr. and Mrs. Aurelio Etcheverry
Gift	Cash
Value	$500.00
School/Department	Palisade High School / Choir

Donor	Bob and Jayme Gergely
Gift	Peak 5hp air compressor
Value	$200.00
School/Department	Palisade High School / Choir fundraiser yard sale

Donor	Pearl Vision Center
Gift	Cash
Value	$500.00
School/Department	Palisade High School / General SBA account

Donor	Grand Junction Ski and Cyclery, Inc.
Gift	Cash
Value	$192.00
School/Department	Palisade High School / Lunch for marching band

Donor	Jolley Smiles
Gift	Pumpkins
Value	$200.00
School/Department	Palisade High School / Boys soccer fundraiser

Donor	Jolley Smiles
Gift	Cash
Value	$500.00
School/Department	Pomona Elementary School / General SBA account

Board of Education Resolution: 17/18: 25

Adopted: November 14, 2017

Donor	American Furniture Warehouse
Gift	Furniture
Value	$800.00
School/Department	Pomona Elementary School / Library

Donor	Burton Orthodontics
Gift	Cash (Take a Bite Out of Hunger Contest)
Value	$500.00
School/Department	Pomona Elementary School / General SBA account

Donor	Matthew and Vonnie VanHoose
Gift	Cash
Value	$300.00
School/Department	Scenic Elementary School / General SBA account

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 November 14, 2017.

_____

Terri N. Wells
Secretary, Board of Education

Mesa County Valley School District 51

District Accountability Committee (DAC) Membership
2017-2018 School Year

Board of Education Resolution: 17/18: 22 Adopted: November 14, 2017

Current Member Name	*Representative Area*
Lee Carleton	Administrator, Middle School Representative
Brenda Chandler	D51 Staff/Community Representative
Vickie Fay	Parent, Administrator, Elementary School Representative
Arthur Gardner	Community Representative
Jeffrey Hansen	D51 Teacher/Middle School Representative
Rob Harris	Parent, Community Representative
Deb Lamb	Administrator, Elementary School Representative
Amanda McQuade	Parent, Community Representative (co-chair)
Jessica Mulvey	Parent, Community Representative (chair)
Andy Nikkari	Parent, Community Representative
Tisha Petelo	Parent, Community Representative
Ellen Price	Parent, Community Representative
Allison Ripple	D51 Teacher/Elementary School Representative
Gary Roahrig	Community Representative
Shawn Wilson	Administrator, Elementary School Representative

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 November 14, 2017.

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Terri N. Wells
Secretary, Board of Education

Definitions:
Administrator: Full or part time employee paid from the Administrative/Professional Technical (APT) Salary Schedule.

Licensed Administrator: Full or part time Administrator whose position requires a license issued by the Colorado Department of Education.

Year-Round Administrator: Full or part time Administrator whose regular work assignment provides services for 12 months. Administrators who work less than year-round, and have extensions to regular work assignments shall not be defined as Year-Round Administrator and shall not qualify for paid vacation.

Leaves of Absences
The Board of Education shall provide a plan for leaves and absences designed to help Administrators maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations. Such leaves and absences shall be granted in accordance with the law and board policies pertaining to specific types of leaves.

Where appropriate, the Family and Medical Leave Act (FMLA) of 1993 will be followed. Administrators shall be eligible for leave under FMLA when they have been employed by District 51 for at least 12 months and have worked a minimum of 1,250 hours during the preceding 12 months.

Where appropriate, the District will provide leave as required by the Parental Involvement in K-12 Education Act for academic activities for children whom the Administrator has primary legal responsibility in accordance with the Act. Parental involvement leave is unpaid. The employer or Administrator, however, may elect to substitute accrued paid vacation leave, personal leave or other paid leave for this time. If an Administrator has accrued vacation leave or sick leave, the vacation or sick leave must be used for purposes of attending academic activities of the Administrator's child. The District may disallow parental leave in certain limited circumstances.

1. Temporary Leaves of Absence
An Administrator must, as soon as practical, notify his/her immediate supervisor of any injury or sickness, which will prevent the Administrator from reporting to work. The District may require proof of illness or injury at any time sick leave is used, either by a statement from the Administrator's licensed health care provider, or by an examination of the Administrator by a licensed health care provider, or licensed health care providers, selected and paid for by the District.

If the licensed health care provider determines that the Administrator is capable of returning to work, the Administrator shall do so as soon as possible.

1.1 Sick Leave - Except as otherwise provided in individual employment contracts, sick leave shall be provided as follows:
Administrators that are not year-round shall be awarded sick leave as follows:
a. Full Time Teacher Work Year – 10 Days

For each additional 10 contract days beyond the identified teacher work year, the Administrator will receive one-half (1/2) day of additional sick leave. Sick leave for Administrators who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Administrator is scheduled to work.

b. All sick leave shall be available from the beginning of the school year.
c. For purpose of this policy, Full Time Teacher Work Year shall be defined by the Mesa Valley Education Association/District 51 Agreement, Exhibit A.

Year-Round Administrators shall accumulate sick leave as follows:

a. Ten (10) hours for each full month of full-time employment. Sick leave for Administrators who work less than full time shall accumulate at a lesser rate, prorated upon the amount of time the Administrator is scheduled to work.
b. Sick leave shall be accrued and awarded on a monthly basis.

An Administrator shall not be paid for any authorized sick leave in excess of his or her accumulated sick leave.

Sick Leave as provided in section 1.1, may be used by an Administrator to care for a member of the Administrator's immediate family who has sustained injury or illness. The maximum number of days usable for this purpose at any one time is five days, except that such five-day period may be extended by the superintendent or designee when, in his/her judgment, extenuating circumstances warrant such extension. The immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, step-child, grandchild, grandparent or any person who has acted as a parent of the Administrator.

At the time of separation from the District, an Administrator will receive as follow:

a. Licensed Administrators: At the time of separation from the District, the Administrator will receive pay at one-half (1/2) of every sick leave day in excess of sixty (60) days paid at the short-term certified substitute rate of pay.
b. Non-licensed Administrators: At the time of separation from the District, the Administrator will receive pay at one-half (1/2) of every sick leave day in excess of sixty (60) days paid at the Administrators daily rate of pay.

1.2 Personal Leave

Full-time Administrators may be granted personal leave as follows:

a. Year-Round Administrators may use three (3) days of sick leave per fiscal year, beginning July 1st, for the purpose of conducting personal business.
b. Administrators who are not year-round may use six (6) days of sick leave per fiscal year, beginning July 1st, for the purpose of conducting personal business.
c. Personal leave is charged against accrued sick leave, and is not accumulative from contract year-to-year.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. If the day being requested is immediately preceding and/or following a vacation period as identified on the adopted District calendar, the first or last student contact day, or three (3) or more consecutive days the request shall state the reason for the absence. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources. Leave will not be granted if a substitute is required and is not available. If the leave is to be denied because a substitute is not available, the appropriate supervisor/designee shall inform the Administrator accordingly within two workdays after the request is received. In no case, shall more than the annually allotted days of personal leave be granted. Leave may not be used for: vacation, job interviews, the day immediately preceding and/or following vacation periods as defined by the adopted calendar, and the first and last student contact days except in the case of unforeseen circumstances which must be explained to the satisfaction of the superintendent or designee.

1.3 Bereavement Leave

Five (5) days will be provided in case of death of an immediate family member, such leave to be completed not later than one (1) week following the funeral of the deceased family member; however, absence for this cause in excess of (5) five days shall be charged to the Administrator's accrued sick leave. The term immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in household. Absence necessitated by death in the family other than in the immediate family shall be given the same consideration upon recommendation by the superintendent or designee.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Failure to submit an employee leave request may result in a deduction from pay.

1.4 Jury Duty

An Administrator who is required to serve on a jury will be excused from duties, and shall receive regular salary in addition to any jury service fees received from the court, while actually performing jury service, during periods when the Administrator would otherwise be performing duties for the District.

To qualify for the benefits provided in this section, an Administrator shall promptly report for normal duties whenever released by the court, or a court official, for either all or part of the day, from being present in court. The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible and send their Juror certificate to Human Resources. Failure to submit an employee leave request may result in a deduction from pay.

1.5 Subpoenaed Witness

Administrators subpoenaed to appear as a witness in court or at a deposition shall be excused without any deduction in salary, unless the witness is being paid as an expert witness and is paid more than the statutory witness fee and mileage.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by proper documentation. Failure to submit an employee leave request may result in a deduction from pay.

1.6 Officiating and Judging Leave

The time released from District duties to serve as paid officials and judges for out-of-district interscholastic activities shall be deducted from accrued leave.

Administrators serving as non-paid officials and judges for interscholastic activities shall not be charged with deductions from pay or accrued leave.

The Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by documentation of the circumstances involved. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources.

1.7 Vacations – This section applies to Year-Round Administrators only.

The Board of Education recognizes the purpose of a vacation is not a reward for services, but an important factor in protecting the general welfare of the Administrator. Except as otherwise provided in individual employment contracts, vacation shall be granted as follows:

a. Annual vacation for full-time Administrators shall be accrued on a monthly basis. A total of 20 days shall be awarded annually. Vacation accrual will be prorated if Administrator has a delayed contract start date.
b. The rate of vacation pay shall be equal to the Administrator's regular rate of pay in effect for the Administrator's regular job on the date the vacation is taken.
c. January 1 of each year shall be the anniversary date for calculating vacation eligibility. An Administrator may not decline to take his/her vacation and receive extra pay for the same.
d. Prior to using accrued vacation, an Administrator must submit an employee leave request to the appropriate supervisor or designee, as soon as possible.
e. When possible, vacation shall be granted on the dates selected by the Administrator. Where there is a conflict in the vacation dates requested by two or more Administrators, preference shall be given to the Administrator who has the longest continuous service with the District.
f. An Administrator who is laid off, discharged, retired or separated from the service of the District for any reason prior to taking his/her vacation shall be compensated for the unused vacation accumulated at the time of separation at the administrator’s regular rate of pay.
g. An Administrator may carry over 35 accumulated vacation days from one calendar year (January thru December)/annual to the next, without loss.
h. Any vacation earned or accumulated and not taken in excess of (35 days) is lost unless there are extenuating circumstances whereby the superintendent or designee may approve requests for additional carryover or accumulation.

1.8 Holidays – This section applies to Year-Round Administrators only.

Year-Round Administrators shall receive one (1) days’ pay for each of the following holidays.

- New Year's Day
- Martin Luther King Jr. Day
- Spring Day
- Memorial Day
- Independence Day
- Colorado Day or substitute
- Labor Day
- Thanksgiving Day
- Day following Thanksgiving
- Christmas Day
- Day before Christmas

When any of the above holidays falls on Saturday, the preceding Friday shall be observed as a holiday. When any of the above holidays falls on Sunday, the succeeding Monday shall be observed as the holiday. If for any reason any of the scheduled holidays falls on a regularly scheduled school day according to the school calendar as adopted by the Board of Education, the holiday shall be rescheduled to the closest non-school day exclusive of Saturday or Sunday.

2. Extended Leave of Absence

Extended Leave of Absences may be granted as provided in 2.1, 2.2, and 2.3 of this section. All extended leaves of absence shall be subject to the following conditions:

a. While on leave, the Administrator shall maintain their employment status, accrued annual leave and, at the Administrator's expense, all insurance benefits for which the Administrator is eligible.
b. No other benefits (sick leave, etc.) shall accrue during an unpaid leave period.
c. Upon conclusion of an extended leave, the Administrator may return to the employment of the District, and shall be assigned to a position consistent with the education, training, and certification/licensure of the Administrator. The Administrator will be granted the position formerly held, whenever possible.
d. Administrators should communicate as soon as practicable with their supervisor and Human Resources Department regarding the timing of the proposed leave.
e. Leaves shall not be granted or used for the purpose of accepting or engaging in employment.
f. Extended Leaves may be granted for up to a maximum of twelve (12) months.
g. The District will comply with the Family and Medical Leave Act (FMLA) and will designate extended leave as FMLA when it has sufficient information to determine that leave qualifies for FMLA.
h. The Board of Education may grant a leave for any Administrator making application.

2.1 <u>Extended Health Leave</u>

Leave may be granted for illness to the Administrator, or for illness to a member of the Administrator's immediate family requiring the Administrator's attention.

An Administrator making application for health leave shall submit a form of necessity from a licensed health care provider. In addition, the District may require any Administrator requesting such leave to

undergo an examination by a licensed health care provider selected by the District, the cost of such examination to be paid by the District.

Certification of physical ability and ability to perform all duties with or without limitation must be submitted by the Administrator's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Administrator at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

The District will require frequent progress reports from the Administrator's licensed health care provider regarding the Administrator's condition, prognosis and continuing need for leave.

Upon return from an approved sick leave, an Administrator will be assigned to the position held at the time leave was granted, providing the position is open. If the position is not open, the Administrator shall be assigned to a comparable position. The comparability of positions shall be determined by the superintendent or designee.

2.2 Maternity/Parental Leave

Maternity/Parental Leave may be taken to care for a child within one (1) year of the birth of a child, placement of a foster child, or adoption. The Administrator shall confer with the Executive Director of Human Resources or designee regarding the scheduling of such leave. Maternity/Parental leave shall not exceed four (4) consecutive quarters as defined on the adopted District calendar, to the extent possible and shall be scheduled to avoid disruption of District operations or student learning. Whenever possible, upon return from this leave, an Administrator shall resume the position held at the time such leave commenced.

a. Certification of physical ability and ability to perform all duties without limitation must be submitted by the Administrator's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Administrator at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

2.3 Other extended leaves of absence without pay may be granted by the superintendent and such decision shall be final.

Legal References: 29 U.S.C. 2601 et seq. (Family and Medical Leave Act of 1993)
42 U.S.C. §2000 e-2 (Title VII of the Civil Right Act of 1964)

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C.R.S. 13-71-119
C.R.S. 13-71-126 C.R.S. 13-71-129
C.R.S. 13-71-132 through 13-71-134
C.R.S. 14-15-101 et seq. (Colorado Civil Union Act)
C.R.S. 22-1-112 (School year-national holidays)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions

Definitions:
Support Staff Employee(s): Full or part time employee paid from the Support Staff Hourly and Support Staff Exempt Salary Schedules.

Year-Round Support Staff Employee: Full or part time Support Staff whose regular work assignment provides services for 12 months. Support Staff Employees who work less than year-round, and have extensions to regular work assignments are not defined as Year-Round Support Staff and shall not qualify for paid vacation.

Leaves of Absences
The Board shall provide a plan for leaves and absences designed to help Support Staff Employees maintain their physical health, take care of family and other personal emergencies, improve professionally, and discharge important and necessary obligations. Such leaves and absences shall be granted in accordance with the law and board policies pertaining to specific types of leaves.

Where appropriate, the Family and Medical Leave Act (FMLA) of 1993 will be followed. Support Staff Employees shall be eligible for leave under the Family and Medical Leave Act when they have been employed by District 51 for at least 12 months and have worked a minimum of 1,250 hours during the preceding 12 months.

Where appropriate, the District will provide leave as required by the Parental Involvement in K-12 Education Act for academic activities for children whom the Support Staff Employee has primary legal responsibility in accordance with the Act. Parental involvement leave is unpaid. The employer or Support Staff Employee, however, may elect to substitute accrued paid vacation leave, personal leave or other paid leave for this time. If a Support Staff Employee has accrued vacation leave or sick leave, the vacation or sick leave must be used for purposes of attending academic activities of the Support Staff Employee's child. The District may disallow parental leave in certain limited circumstances.

1. Temporary Leaves of Absence

A Support Staff Employee must, as soon as practical, notify his/her immediate supervisor of any injury or sickness, which will prevent the Support Staff Employee from reporting to work. The District may require proof of illness or injury at any time sick leave is used, either by a statement from the Support Staff Employee's licensed health care provider, or by an examination of the Support Staff Employee by a licensed health care provider, or licensed health care providers, selected and paid for by the District.

If the licensed health care provider determines that the Support Staff Employee is capable of returning to work, the Support Staff Employee shall do so as soon as possible.

1.1 Sick Leave - Except as otherwise provided in individual employment contracts, sick leave shall be provided as follows:

Full-time Support Staff Employees shall accumulate sick leave at the rate of ten (10) hours for each full month of employment. Sick leave for Support Staff Employees who work less than full-time shall accumulate at a lesser rate based upon the amount of time actually worked. The amount of paid sick

leave per day shall not exceed eight hours pay at the Support Staff Employee's regular rate of pay in any event. Sick leave shall be accrued and awarded on a monthly basis. A Support Staff Employee shall not be paid for any authorized sick leave in excess of his or her accumulated sick leave.

Sick Leave as provided in section 1.1, may be used by a Support Staff Employee to care for a member of the Support Staff Employee's immediate family who has sustained injury or illness. The maximum number of days usable for this purpose at any one time is five days, except that such five-day period may be extended by the superintendent or designee when, in his/her judgment, extenuating circumstances warrant such extension. The immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, step-child, grandchild, grandparent or any person who has acted as a parent of the Support Staff Employee.

At the time of separation from the District, a Support Staff Employee will receive pay equal to one-half (1/2) of the Support Staff employees daily rate of pay for every sick leave day accrued in excess of sixty (60) days.

1.2 Personal Leave

Full-time Support Staff Employees may be granted personal leave as follows:

a. Year-Round Support Staff Employees may use three (3) days of sick leave per fiscal year, beginning July 1st, for the purpose of conducting personal business.
b. Support Staff who are not year-round may use six (6) days of sick leave per fiscal year, beginning July 1st, for the purpose of conducting personal business.
c. Personal leave is charged against accrued sick leave, and is not accumulative from contract year-to-year.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. If the day being requested is immediately preceding and/or following a vacation period as identified on the adopted District calendar, the first or last student contact day or three (3) or more consecutive days the request shall state a reason for the absence. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources. Leave will not be granted if a substitute is required and is not available. If the leave is to be denied because a substitute is not available, the appropriate administrator/designee shall inform the Support Staff Employee accordingly within two workdays after the request is received. In no case, shall more than the annually allotted days of personal leave be granted. Leave may not be used for: vacation, job interviews, the day immediately preceding and/or following vacation periods as defined by the adopted calendar, and the first and last student contact days except in the case of unforeseen circumstances which must be explained to the satisfaction of the superintendent or designee.

1.3 Bereavement Leave

Five (5) days will be provided in case of death of an immediate family member, such leave to be completed not later than one (1) week following the funeral of the deceased family member; however,

absence for this cause in excess of (5) five days shall be charged to the Support Staff Employee's accrued sick leave. The term immediate family is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in household. Absence necessitated by death in the family other than in the immediate family shall be given the same consideration upon recommendation by the superintendent or designee.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Failure to submit an employee leave request may result in a deduction from pay.

1.4 Jury Duty

A Support Staff Employee who is required to serve on a jury will be excused from duties, and shall receive regular salary in addition to any jury service fees received from the court, while actually performing jury service, during periods when the Support Staff Employee would otherwise be performing duties for the District.

To qualify for the benefits provided in this section, a Support Staff Employee shall promptly report for normal duties whenever released by the court, or a court official, for either all or part of the day, from being present in court. The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible and send their Juror certificate to Human Resources. Failure to submit an employee leave request may result in a deduction from pay.

1.5 Subpoenaed Witness

Support Staff Employees subpoenaed to appear as a witness in court or at a deposition shall be excused without any deduction in salary, unless the witness is being paid as an expert witness and is paid more than the statutory witness fee and mileage.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by proper documentation. Failure to submit an employee leave request may result in a deduction from pay.

1.6 Officiating and Judging Leave

The time released from District duties to serve as paid officials and judges for out-of-district interscholastic activities shall be deducted from accrued leave.

Support Staff Employees serving as non-paid officials and judges for interscholastic activities shall not be charged with deductions from pay or accrued leave.

The Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible. Such requests shall be accompanied by documentation of the

circumstances involved. Failure to submit an employee leave request could result in a deduction in pay, upon review by Human Resources.

1.7 Vacations – This section applies to Year-Round Support Staff Employees only.
The Board of Education recognizes the purpose of a vacation is not a reward for services, but an important factor in protecting the general welfare of the Support Staff Employee. Except as otherwise provided in individual employment contracts, vacation shall be granted as follows:

a. Vacation shall be determined by the regularly scheduled work hours, exclusive of overtime. Overtime shall be defined as hours worked in excess of 40 per week. The amount of vacation earned shall be determined on a pro rata basis in accordance with earning rates established for full-time Support Staff Employees.
b. Annual vacation for full-time Support Staff Employees shall be accrued and awarded on a monthly basis. Total days awarded shall be as follows:
   - One to five years employment – 10 days annually
   - Six to ten years employment – 15 days annually
   - Over ten years employment – 20 days annually
c. The rate of vacation pay shall be equal to the Support Staff Employee's regular rate of pay in effect for the Support Staff Employee's regular job on the date the vacation is taken.
d. January 1 of each year shall be the anniversary date for calculating vacation eligibility. A Support Staff Employee may not decline to take his/her vacation and receive extra pay for the same.
e. Prior to using accrued vacation, a Support Staff Employee must submit an employee leave request to the appropriate supervisor or designee, as soon as possible.
f. When possible, vacation shall be granted on the dates selected by the Support Staff Employee. Where there is a conflict in the vacation dates requested by two or more Support Staff Employees, preference shall be given to the Support Staff Employee who has the longest continuous service with the District.
g. A Support Staff Employee who is laid off, discharged, retired or separated from the service of the District for any reason prior to taking his/her vacation shall be compensated for the unused vacation accumulated at the time of separation at the employee's regular rate of pay.
h. A Support Staff Employee may carry over accumulated vacation days from one calendar year (January thru December)/annual to the next, without loss, as follows:
   - One to five years employment – 15 days annually
   - Six to ten years employment – 25 days annually
   - Over ten years employment – 35 days annually
i. Any vacation earned or accumulated and not taken in excess of the above is lost unless there are extenuating circumstances whereby the superintendent or designee may approve requests for additional carryover or accumulation.
j. Emergency requests for vacation shall be given consideration and every effort made to accommodate the Support Staff Employee's request.

1.8 Holidays – This section applies to Year-Round Support Staff Employees only.
Year-Round Support Staff Employees shall receive one (1) days' pay for each of the following holidays.

- New Year's Day
- Martin Luther King Jr. Day
- Spring Day
- Memorial Day
- Independence Day
- Colorado Day or substitute
- Labor Day
- Thanksgiving Day
- Day following Thanksgiving
- Christmas Day
- Day before Christmas

When any of the above holidays falls on Saturday, the preceding Friday shall be observed as the holiday. When any of the above holidays falls on Sunday, the succeeding Monday shall be observed as the holiday. If for any reason any of the scheduled holidays falls on a regularly scheduled school day according to the school calendar as adopted by the Board of Education, the holiday shall be rescheduled to the closest non-school day exclusive of Saturday or Sunday.

If a Support Staff Employee works on any of the holidays listed above, he/she shall be paid time and one-half his/her regular hourly rate for all hours actually worked in addition to his/her holiday pay.

2. Extended Leaves of Absence

Extended Leave of Absences may be granted as provided in 2.1, 2.2, and 2.3 of this section. All extended leaves of absence shall be subject to the following conditions:

a. While on leave, the Support Staff Employee shall maintain their employment status, accrued annual leave and, at the Support Staff Employee's expense, all insurance benefits for which the Support Staff Employee is eligible.
b. No other benefits (sick leave, etc.) shall accrue during an unpaid leave period.
c. Upon conclusion of an extended leave, the Support Staff Employee may return to the employment of the District, and shall be assigned to a position consistent with the education, training, and certification/licensure of the Support Staff Employee. The Support Staff Employee will be granted the position formerly held, whenever possible.
d. Support Staff Employees should communicate as soon as practicable with their supervisor and Human Resources Department regarding the timing of the proposed leave.
e. Leaves shall not be granted or used for the purpose of accepting or engaging in employment.
f. Extended Leaves may be granted for up to a maximum of twelve (12) months.
g. The District will comply with the Family and Medical Leave Act (FMLA) and will designate extended leave as FMLA when it has sufficient information to determine that leave qualifies for FMLA.
h. The superintendent or designee may grant a leave for any Support Staff Employee making application.

2.1 Extended Health Leave

Leave may be granted for illness to the Support Staff Employee, or for illness to a member of the Support Staff Employee's immediate family requiring the Support Staff Employee's attention.

A Support Staff Employee making application for health leave shall submit a form of necessity from a licensed health care provider. In addition, the District may require any Support Staff Employee requesting such leave to undergo an examination by a licensed health care provider selected by the District, the cost of such examination to be paid by the District.

Certification of physical ability and ability to perform all duties with or without limitation must be submitted by the Support Staff Employee's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Support Staff Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

The District will require frequent progress reports from the Support Staff Employee's licensed health care provider regarding the Support Staff Employee's condition, prognosis and continuing need for leave.

Upon return from an approved sick leave, a Support Staff Employee will be assigned to the position held at the time leave was granted, providing the position is open. If the position is not open, the Support Staff Employee shall be assigned to a comparable position. The comparability of positions shall be determined by the superintendent or designee.

2.2 Maternity/Parental Leave

Maternity/Parental Leave may be taken to care for a child within one (1) year of the birth of a child, placement of a foster child, or adoption. The Support Staff Employee shall confer with the Executive Director of Human Resources or designee regarding the scheduling of such leave. Maternity/Parental Leave shall not exceed four (4) consecutive quarters as defined on the adopted District calendar, to the extent possible and shall be scheduled to avoid disruption of District operations or student learning. Whenever possible, upon return from this leave, a Support Staff Employee shall resume the position held at the time such leave commenced.

a. Certification of physical ability and ability to perform all duties without limitation must be submitted by the Support Staff Employee's licensed health care provider to the District's Human Resources Department prior to returning to work. In addition, the District may require the Support Staff Employee at any time to undergo an examination by a licensed healthcare provider selected by the District, the cost of any such examination to be paid by the District.

2.3 Other Leave

Other extended leaves of absence without pay may be granted by the superintendent and such decision shall be final.

Legal Reference(s):
29 U.S.C. 2601 et seq. (Family and Medical Leave Act of 1993)
42 U.S.C. §2000 e-2 (Title VII of the Civil Right Act of 1964)
C.R.S. 13-71-119
C.R.S. 13-71-126
C.R.S. 13-71-129
C.R.S. 13-71-132 through 13-71-134
C.R.S. 14-15-101 et seq. (Colorado Civil Union Act)
C.R.S. 22-1-112 (School year-national holidays)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions

Mesa County Valley School District No. 51

Revision of Support Staff Leave and Absence Policies

Board of Education Resolution: 17/18: 23

Adopted: November 14, 2017

WHEREAS, the administration has revised and updated the District's Support Staff Leave and Absence policy GDC to conform to current District practices and recommends that the Board approve the revised version attached hereto; and

WHEREAS, the revised Support Staff Leave and Absence policy GDC incorporates the information covered in policy GDQE, Support Staff Severance Pay, and the administration recommends that such policy GDQE be repealed; and

WHEREAS, notice of the proposed changes to Policy GDC and of the proposed repeal of Policy GDQE has been given at the Board's prior meeting on October 17, 2017, as required by Policy BGB.

NOW, THEREFORE, BE IT RESOLVED that the Board adopts and approves the attached Policy GDC for inclusion with and in the policies and regulations of the District, and hereby repeals existing Policy GDQE.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on November 14, 2017.

Terri N. Wells
Secretary, Board of Education