



# Mapleton Public Schools Board of Education

Regular Meeting  
Administration Building

September 24, 2025  
6:00 p.m.

## DISTRICT MISSION

...to guarantee that all students can achieve their dreams and contribute enthusiastically to their community, country, and world...

## BOARD PURPOSE

Provides effective governance to ensure the community's vision for public education is realized so that every child has what they need to succeed.

## BOARD ROLES

Guiding the district through the superintendent  
Engaging constituents  
Ensuring effective operations and alignment of resources  
Monitoring effectiveness  
Modeling excellence

## 2025-2026

### FOCUS AREAS

Student Achievement  
Student Wellness  
Exceptional Staff  
Learning Environment  
Communication & Community Engagement  
Facilities Management

## BOARD MEMBERS

Mallory Boyce  
Bethany Frye  
Daisy Lechman  
Tom Moe  
Michelle Ramos

## SUPERINTENDENT

Mike Crawford

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Approval of Agenda
5. Board Business
  - 5.1 Board Study Comments
6. What's Right in Mapleton
7. Public Participation
8. Approval of Minutes
  - 8.1 Approval of August 27, 2025, Board Business Meeting Minutes
  - 8.2 Approval of September 10, 2025, Board Study Session Minutes
9. Report of the Secretary
10. Consent Agenda
  - 10.1 Personnel Action, Policy GCE/GCF – Ms. Marin
  - 10.2 Finance Report August 2025, Policy DIC – Mr. Storz
  - 10.3 Adoption of Policies, Policy BG – Mr. Crawford
11. Focus: Student Achievement
  - 11.1 Mapleton Community Reads Initiative, Policy ILBC – Ms. Gruenwald
12. Focus: Exceptional Staff
  - 12.1 Classified Employee Week, Policy CBA/CBC – Ms. Branscum
  - 12.2 National Principals Month, Policy CBA/CBC – Ms. Branscum
  - 12.3 Dashboard Report – New Licensed Staff, Policy GCE/GCF – Ms. Branscum
13. Focus: Communication & Community Engagement
  - 13.1 4<sup>th</sup> Quarter Financials Report - Unaudited, Policy DAB – Mr. Storz
  - 13.2 District Accountability Advisory Committee, Policy AE – Mr. Fuller
14. Focus: Facilities Management
  - 14.1 Legal Action Regarding Construction Defects, Policy BBA – Mr. Sauer
15. Discussion of Next Agenda
16. Superintendent's Comments
17. Board Committee Updates
18. School Board Discussion/Remarks
19. Next Business Meeting Notification – Wednesday, October 22, 2025
20. Adjournment

**Welcome to a meeting of the Mapleton Public School Board of Education!**

The Board's meeting time is dedicated to addressing Mapleton's mission and top-priority focus areas. "Public Participation" is an opportunity during the business meeting to present brief comments or pose questions to the Board for consideration or follow-up. Each person is asked to limit his or her comments to 3 minutes. If you are interested in helping Mapleton's efforts, please talk with any member of the district leadership team or call the district office at 303-853-1015. Opportunities abound. Your participation is desired.

**1.0 CALL TO ORDER**

President Tom Moe called the meeting of the Board of Education – Mapleton Public Schools to order at 6:02 p.m. on Wednesday, August 27, 2025, at the Mapleton Administration Board Room.

**2.0 ROLL CALL**

Mallory Boyce - Vice President	Present
Bethany Frye – Asst. Secretary/Treasurer	Present
Daisy Lechman - Secretary	Present
Thomas Moe - President	Present
Michelle Ramos – Treasurer	Present

**3.0 PLEDGE OF ALLEGIANCE**

Mr. Moe led the Pledge of Allegiance.

**4.0 APPROVAL OF AGENDA**

**MOTION:** By Ms. Boyce, seconded by Ms. Lechman, to approve the Board agenda dated August 27, 2025, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**5.0 BOARD BUSINESS**

5.1 Board Comments

Mr. Moe shared that during the Board Study Session on August 13<sup>th</sup>, 2025, the Board:

- Received District Updates
- Reviewed Board Policies
- Received an overview of the Mapleton Education Foundation
- Reviewed the 2025 Attendance Initiative

5.2 Election Resolution, Intergovernmental Services for Election Services

Ms. Branscum requested the adoption of the Resolution Regarding the Calling for an Election and the approval of an Intergovernmental Agreement for Election Services for the November 4, 2025, coordinated election.

**MOTION:** By Ms. Frye, seconded by Ms. Lechman, to adopt the Resolution Regarding the Calling for an Election and the approval of an Intergovernmental Agreement for Election Services, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

5.3 Board Resolution, Cancellation of Election (Contingency)

Ms. Branscum requested the adoption of the Resolution Authorizing the Designated Election Official to cancel the 2025 Regular Biennial School Election, if necessary, as presented.

**MOTION:** By Ms. Ramos, seconded by Ms. Boyce, to adopt the Resolution Authorizing the Designated Election Official to cancel the 2025 Regular Biennial School Election, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**6.0 WHAT'S RIGHT IN MAPLETON**

Ms. Johnson shared that for What's Right in Mapleton, we would celebrate the successful start of the 2025-2026 school year. Ms. Johnson highlighted district staff meetings and retreats, New Teacher Orientation, Opening Day, and the first days of school.

**7.0 PUBLIC PARTICIPATION**

**8.0 APPROVAL OF MINUTES**

**MOTION:** By Ms. Lechman, seconded by Ms. Boyce, to approve the minutes as stated on the Board agenda dated August 27, 2025: 8.1 Board Meeting minutes of June 25, 2025; and 8.2 Board Study Minutes of August 13, 2025, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**9.0 REPORT OF THE SECRETARY**

**10.0 CONSENT AGENDA**

10.1 Personnel Action

10.2 Finance Report July 2025

10.3 Adoption of Board Policy

**MOTION:** By Ms. Boyce, seconded by Ms. Lechman, to approve Agenda Items 10.1 Personnel Action, 10.2 Finance Report July 2025, and 10.3 Adoption of Board Policy, as stated on the Board agenda dated August 27, 2025, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**11.0 FOCUS: STUDENT ACHIEVEMENT**

11.1 Student Travel- District Wide

Ms. Ansley requested prior Board approval for occasional overnight stays for students who participate in District clubs, Athletics, Performing Arts, AFJROTC, CTE Student Organizations, Special Olympics events, and fieldwork experiences at all district schools for the 2025-2026 school year.

**MOTION:** By Ms. Ramos, seconded by Ms. Boyce, to approve occasional overnight stays for students who participate in District clubs, Athletics, Performing Arts, AFJROTC, CTE Student Organizations, Special Olympics events, and fieldwork experiences, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

11.2 State Assessments: Achievement and Growth

Mr. Fuller gave an overview of the achievement and growth results for state assessments administered in the 2024-2025 school year. These assessments are administered in the spring of each school year to all students in grades 3-11 attending public schools in Colorado.

**12.0 FOCUS: LEARNING ENVIRONMENT**

12.1 Attendance Awareness Month

Ms. Johnson recommended that the Board support the month of September as Attendance Awareness Month.

**MOTION:** By Ms. Boyce, seconded by Ms. Ramos, to support the month of September as Attendance Awareness Month, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**13.0 FOCUS: STUDENT WELLNESS**

13.1 CDE Bullying Prevention Education Grant

Ms. Fuller requested Board approval to accept the recently awarded Bullying Prevention Education Grant from the Colorado Department of Education, as presented.

**MOTION:** By Ms. Frye, seconded by Ms. Boyce, to accept the Bullying Prevention Education Grant from the Colorado Department of Education, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos  
Motion carried: 5-0

13.2 CDE Preventing School Violence Grant

Ms. Fuller requested Board approval to accept the recently awarded Preventing School Violence Grant from the Colorado Department of Education.

**MOTION:** By Ms. Lechman, seconded by Ms. Frye, to accept the Preventing School Violence grant from the Colorado Department of Education, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos  
Motion carried: 5-0

13.3 CDE Education of Homeless Children and Youth Grant

Ms. Fuller requested Board approval to accept the recently awarded Education of Homeless Children and Youth Grant from the Colorado Department of Education.

**MOTION:** By Ms. Boyce, seconded by Ms. Lechman, to accept the Education of Homeless Children and Youth Grant from the Colorado Department of Education, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos  
Motion carried: 5-0

**14.0 FOCUS: COMMUNICATION & COMMUNITY ENGAGEMENT**

14.1 Consideration of Commodity and Commercial Chicken Vendor for Nutrition Services

Mr. Sauer requested Board approval to execute an agreement for commodity and commercial chicken purchases with Gold Creek Foods.

**MOTION:** By Ms. Frye, seconded by Ms. Boyce, to execute an agreement for commodity and commercial chicken purchases with Gold Creek Foods, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

14.2 Immediate Adoption of Required Policies JRA/JRC and KLG

Mr. Crawford requested the immediate adoption of policies JRA/JRC and KLG to address compliance with state law and maintain protections of immigrant students and their families.

**MOTION:** By Ms. Ramos, seconded by Ms. Boyce, to approve the adoption of board policies JRA/JRC and KLG, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.  
Motion carried: 5-0

**15.0 DISCUSSION OF THE NEXT AGENDA**

Mr. Moe said the agenda items for the Board Meeting on September 24, 2025, would include:

- Mapleton Community Reads Initiative
- Classified Employee Week Recognition
- New Licensed Staff Dashboard

**16.0 SUPERINTENDENT'S COMMENTS**

Superintendent Crawford thanked the Board for their support at the start of the school year. He shared that the theme for the 2025–2026 school year is student belonging, with a strong districtwide focus on attendance. He shared that two schools, Trailside and York International, were recognized by CBS 4 and the Colorado Department of Education for their success in improving attendance, ranking among the top 10 schools in the state for attendance growth. Superintendent Crawford also reflected on recent growth and achievement results, noting the need to address middle school practices. He added that the district will be placing an emphasis on strategic planning throughout the year.

**17.0 BOARD COMMITTEE UPDATE**

Ms. Boyce reported that she attended the CASB Fall Regional Meeting, where discussions centered on school finances, legislative updates, and upcoming elections. She noted that CASB announced a *Boardmanship* training for new Board members, which could be a valuable opportunity for incoming members.

Mr. Moe reported that the Mapleton Education Foundation (MEF) met in August. He shared that the Executive Director, Thomas Hernandez, resigned, and Charlotte Ciancio and Beth Ann Rosa were appointed as interim co-chairs. He also highlighted that MEF distributed over 800 backpacks at School Open Houses, Marchi Mini Grant applications are now open, and preparations for the upcoming gala are underway.

**18.0 SCHOOL BOARD DISCUSSION / REMARKS**

Mr. Moe welcomed everyone back and shared that the Board is excited for the 2025–2026 school year. He expressed his gratitude and thanked everyone for their hard work and dedication.

**19.0 NEXT MEETING NOTIFICATION**

The next Board Business meeting will be at 6:00 p.m. on September 24, 2025, at the Mapleton Administration Building.

**20.0 ADJOURNMENT**

Mr. Moe noted the Board would meet in a staff debrief session following the business meeting.

The Board adjourned at 6:55 p.m.

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Thomas Moe, Board President

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Daisy Lechman, Board Secretary

*Submitted by Laura Milani, Recording Secretary for the Board of Education*

Members of the Board of Education – Mapleton Public Schools met for a study session at 5:30 p.m. on Wednesday, September 10, 2025, in the Mapleton Administration Board Room.

Present:       Mallory Boyce – Vice President  
                  Daisy Lechman - Secretary  
                  Tom Moe - President  
                  Michelle Ramos – Treasurer

During the study Session, the Board discussed:

- Board Governance
  - Policy Review
- Student Achievement
  - School and District Accreditation Frameworks
- Communication and Community Engagement
  - Strategic Planning Focus Group

Adjournment: 8:15 pm

No official Board action was taken at the meeting.

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Thomas Moe, Board President

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Daisy Lechman, Board Secretary

*Submitted by Laura Milani, Recording Secretary for the Board of Education*

**To:** Michael Crawford, Superintendent  
**From:** Ingrid Marin, Director, Talent Management  
**Date:** September 24, 2025

**Policy:** Professional Staff Recruiting and Hiring, Policy GCE/GCF  
**Report Type:** Decision Making (Consent)  
**Subject:** Personal Action

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**Policy Wording:** The Board of Education for Mapleton Public Schools directs the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible personnel.

**Policy Interpretation:** This policy is interpreted to include monthly updates to the Board on the District's hiring and staffing changes.

**Decision Requested:** The Office of Human Resources recommends the following personnel information be approved by Board Action at the regular meeting on September 24, 2025.

**CLASSIFIED STAFF**

<b><u>New Employees</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Hire Date</u></b>	<b><u>Reason</u></b>
Becerra Fierro, Danna	Sub ECE Paraprofessional	Preschool	09/12/2025	New Hire
Bustillos, Estela	Instructional Paraprofessional	Trailside Academy	09/10/2025	New Hire
Caballero, Celia	Sub Nutrition Assistant	Nutrition Services	08/27/2025	New Hire
Galvan, Janessa	Sub ECE Paraprofessional	Preschool	09/15/2025	Re-Hire
Gaytan Chavez, Danna	Sub ECE Paraprofessional	Preschool	09/12/2025	Re-Hire
Guzman, Adriana	Sub ECE Paraprofessional	Preschool	09/12/2025	New Hire
Hernandez-Martinez, Blanca	Sub Nutrition Assistant	Nutrition Services	08/25/2025	New Hire
Martin, Katherine	SPED Paraprofessional	Trailside Academy	09/10/2025	New Hire
Martinez Gallegos, Emmalee	ECE Paraprofessional	Meadow Community	09/09/2025	New Hire
Mathison, Mara	Instructional Paraprofessional	Global Intermediate Academy	08/25/2025	New Hire
Morales Munoz, Stephania	Health Paraprofessional	MESA	09/16/2025	New Hire
Nunez, Anita	Nutrition Services Assistant	Monterey Community	09/09/2025	New Hire
Sanchez, Christina	Sub Bus Driver	Transportation	09/16/2025	New Hire
Saucedo, Ana	Nutrition Services Assistant	Explore PK-8	09/03/2025	New Hire
Valera-Castillo, Maria	Custodian	Trailside Academy	09/10/2025	New Hire
Vazyuez, Blanca	Nutrition Services Assistant	Global Primary Academy	09/08/2025	New Hire

<b><u>Resignations/Terms</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Term Date</u></b>	<b><u>Reason</u></b>
Kaholo, Norma	Trainer/Scheduler	Transportation	08/25/2025	Termination
Paiz, Adrienne	ILC SPED Paraprofessional	Meadow Community	09/10/2025	Termination

**CLASSIFIED REQUESTS**

*No requests at this time*

**LICENSED STAFF**

<b><u>New Employees</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Hire Date</u></b>	<b><u>Reason</u></b>
Marriotti, Trevor	Music	Clayton Partnership	08/05/2025	New Hire
Schendel Keedy, Angela	Instructional Guide	Mapleton Online	09/02/2025	New Hire
Saiz, Roger	Social Studies	MEC Prep	09/11/2025	New Hire

<b><u>Resignations/Terms</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Term Date</u></b>	<b><u>Reason</u></b>
Birbilas, Lea	MS Science	Meadow Community	10/07/2025	Resignation
Culwell, John	Social Studies	MEC Prep	09/12/2025	Resignation
Nelson, Rachel	Special Education	Meadow Community	10/03/2025	Resignation
Nieto, Andrea	MS ELA	Global Intermediate Academy	09/05/2025	Resignation
Plummer, Darryl	MS Math	Monterey Community	09/12/2025	Resignation
Titus, Weston	MS Social Studies	Meadow Community	09/05/2025	Resignation

**LICENSED REQUESTS**

*No requests at this time*

**ADMINISTRATION STAFF**

<b><u>New Employee</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Hire Date</u></b>	<b><u>Reason</u></b>

<b><u>Resignations/Terms</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Term Date</u></b>	<b><u>Reason</u></b>

**LEAVE REQUESTS**

<b><u>Name</u></b>	<b><u>Dates</u></b>
Loper, Gregory	10/13/2025 – 11/11/2025
McLaughlin, Alysha	09/29/2025 – 12/19/2025
Melendez, Yolanda	09/02/2025 – 09/30/2025
Penny, David	08/18/2025 – 08/29/2025
Triffo, Sara	09/08/2025 – 10/13/2025
Vigil, Sonya	08/18/2025 – 08/22/2025
Vigil, Stevani	10/03/2025 – 11/07/2025



Mapleton Public Schools  
General Fund  
August 2025-26

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 59,308,147	\$ 783,088	1.32%	\$ 57,376,048	\$ 882,928	1.54%
Intermediate Revenue	5,000	-	0.00%	5,000	-	0.00%
County Revenue	-	-	0.00%	-	-	0.00%
State Revenue	54,021,409	13,426,751	24.85%	50,822,916	12,629,116	24.85%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	(5,890,000)	-	0.00%	(2,660,000)	-	0.00%
<b>Total General Fund Revenues</b>	<b>\$ 107,444,556</b>	<b>\$ 14,209,839</b>	<b>13.23%</b>	<b>\$ 105,543,964</b>	<b>\$ 13,512,044</b>	<b>12.80%</b>
<b>Expenditures</b>						
Salaries	\$ 66,491,330	\$ 4,923,566	7.40%	\$ 63,826,646	\$ 4,822,597	7.56%
Benefits	24,355,627	1,520,653	6.24%	23,395,683	1,481,044	6.33%
Purchased Professional Services	3,730,410	370,289	9.93%	3,883,712	361,832	9.32%
Purchased Property Services	2,692,421	808,357	30.02%	2,850,573	984,374	34.53%
Other Purchased Services	4,000,568	1,998,334	49.95%	4,148,643	1,941,370	46.80%
Supplies & Materials	4,690,113	591,818	12.62%	4,757,232	653,423	13.74%
Property	726,000	875,908	120.65%	1,026,583	604,175	58.85%
Other Objects	3,451,311	15,836	0.46%	1,385,896	8,684	0.63%
Other Uses of Funds	660,906	42,419	6.42%	903,169	40,760	4.51%
<b>Total General Fund Expenditures</b>	<b>\$ 110,798,686</b>	<b>\$ 11,147,180</b>	<b>10.06%</b>	<b>\$ 106,178,137</b>	<b>\$ 10,898,260</b>	<b>10.26%</b>
Beginning Fund Balance	\$ 23,025,349	\$ 23,025,349		\$ 21,859,295	\$ 21,859,295	
Net Change in Fund Balance	(3,354,130)	3,062,659		(634,173)	2,613,784	
<b>Fund Balance Year to Date</b>	<b>\$ 19,671,219</b>	<b>\$ 26,088,008</b>		<b>\$ 21,225,122</b>	<b>\$ 24,473,079</b>	



Mapleton Public Schools  
Colorado Preschool Fund  
August 2025-26

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 968,060	\$ 54,475	5.63%	\$ 1,100,750	\$ 50,524	4.59%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	3,667,503	1,235	0.03%	3,172,793	618	0.02%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	2,000,000	-	0.00%	2,000,000	-	0.00%
<b>Total Colorado Preschool Fund Rev</b>	<b>\$ 6,635,563</b>	<b>\$ 55,711</b>	<b>0.84%</b>	<b>\$ 6,273,543</b>	<b>\$ 51,142</b>	<b>0.82%</b>
<b>Expenditures</b>						
Salaries	\$ 4,927,350	\$ 248,461	5.04%	\$ 4,674,013	\$ 236,101	5.05%
Benefits	1,678,243	78,377	4.67%	1,507,274	75,720	5.02%
Purchased Professional Services	22,000	1,460	6.64%	22,000	1,546	7.03%
Purchased Property Services	8,500	725	8.53%	6,500	736	11.32%
Other Purchased Services	7,900	132	1.67%	5,815	500	8.60%
Supplies & Materials	101,184	4,210	4.16%	103,637	4,041	3.90%
Property	10,000	6,345	63.45%	13,500	-	0.00%
Other Objects	25,500	10,735	42.10%	32,975	11,194	33.95%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Colorado Preschool Fund Expi</b>	<b>\$ 6,780,677</b>	<b>\$ 350,446</b>	<b>5.17%</b>	<b>\$ 6,365,714</b>	<b>\$ 329,837</b>	<b>5.18%</b>
Beginning Fund Balance	\$ 419,264	\$ 419,264		\$ 249,997	\$ 249,997	
Net Change in Fund Balance	(145,114)	(294,735)		(92,171)	(278,695)	
<b>Fund Balance Year to Date</b>	<b>\$ 274,150</b>	<b>\$ 124,529</b>		<b>\$ 157,826</b>	<b>\$ (28,698)</b>	



**Mapleton Public Schools  
Nutrition Services Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 236,658	\$ 8,307	3.51%	\$ 246,310	\$ 13,978	5.67%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	526,800	-	0.00%	1,161,000	39,113	3.37%
Federal Revenue	3,908,720	757	0.02%	3,076,482	271,642	8.83%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Nutrition Services Fund Reven</b>	<b>\$ 4,672,178</b>	<b>\$ 9,064</b>	<b>0.19%</b>	<b>\$ 4,483,792</b>	<b>\$ 324,733</b>	<b>7.24%</b>
<b>Expenditures</b>						
Salaries	\$ 1,834,493	\$ 150,508	8.20%	\$ 1,798,753	\$ 138,368	7.69%
Benefits	615,785	45,717	7.42%	548,952	41,632	7.58%
Purchased Professional Services	93,800	61,941	66.04%	72,900	31,829	43.66%
Purchased Property Services	71,250	10,371	14.56%	81,600	4,664	5.72%
Other Purchased Services	9,450	1,325	14.02%	16,000	8,930	55.81%
Supplies & Materials	1,841,600	79,550	4.32%	1,765,955	84,246	4.77%
Property	-	-	100.00%	-	2,709	100.00%
Other Objects	704,500	1,076	0.15%	354,603	1,006	0.28%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Nutrition Services Fund Expen</b>	<b>\$ 5,170,878</b>	<b>\$ 350,488</b>	<b>6.78%</b>	<b>\$ 4,638,763</b>	<b>\$ 313,384</b>	<b>6.76%</b>
Beginning Fund Balance	\$ 2,697,945	\$ 2,697,945		\$ 2,833,111	\$ 2,833,111	
Net Change in Fund Balance	(498,700)	(341,424)		(154,971)	11,350	
<b>Fund Balance Year to Date</b>	<b>\$ 2,199,245</b>	<b>\$ 2,356,521</b>		<b>\$ 2,678,140</b>	<b>\$ 2,844,461</b>	



**Mapleton Public Schools  
Grants Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 45,050	\$ -	0.00%	\$ 57,099	\$ 54,249	95.01%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	1,055,728	20,558	1.95%	2,011,826	296,690	14.75%
Federal Revenue	5,526,135	128,365	2.32%	4,988,835	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Grants Fund Revenues</b>	<b>\$ 6,626,913</b>	<b>\$ 148,923</b>	<b>2.25%</b>	<b>\$ 7,057,760</b>	<b>\$ 350,939</b>	<b>4.97%</b>
<b>Expenditures</b>						
Salaries	\$ 2,267,459	\$ 137,735	6.07%	\$ 1,914,425	\$ 165,280	8.63%
Benefits	640,164	42,048	6.57%	582,788	47,632	8.17%
Purchased Professional Services	1,016,454	63,604	6.26%	881,052	28,142	3.19%
Purchased Property Services	2,600	-	0.00%	37,600	-	0.00%
Other Purchased Services	578,087	79,975	13.83%	494,255	42,047	8.51%
Supplies & Materials	288,716	47,393	16.41%	366,007	43,668	11.93%
Property	-	67,360	0.00%	211,985	29,034	13.70%
Other Objects	1,833,433	4,032	0.22%	2,569,648	3,667	0.14%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Grants Fund Expenditures</b>	<b>\$ 6,626,913</b>	<b>\$ 442,147</b>	<b>6.67%</b>	<b>\$ 7,057,760</b>	<b>\$ 359,469</b>	<b>5.09%</b>
Beginning Fund Balance	\$ -	\$ -		\$ -	\$ -	
Net Change in Fund Balance	-	(293,224)		-	(8,531)	
<b>Fund Balance Year to Date</b>	<b>\$ -</b>	<b>\$ (293,224)</b>		<b>\$ -</b>	<b>\$ (8,531)</b>	



Mapleton Public Schools  
Student Activities Fund  
August 2025-26

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 600,000	\$ 34,491	5.75%	\$ 500,000	\$ 52,322	10.46%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Student Activities Fund Reven</b>	<b>\$ 600,000</b>	<b>\$ 34,491</b>	<b>5.75%</b>	<b>\$ 500,000</b>	<b>\$ 52,322</b>	<b>10.46%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	100.00%	\$ -	\$ -	100.00%
Benefits	-	-	100.00%	-	-	100.00%
Purchased Professional Services	-	-	0.00%	-	-	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	-	100.00%	-	-	0.00%
Supplies & Materials	600,000	24,320	4.05%	500,000	13,611	2.72%
Property	-	-	0.00%	-	-	0.00%
Other Objects	(2,773)	(428)	15.42%	-	-	100.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Student Activities Fund Expen</b>	<b>\$ 597,228</b>	<b>\$ 23,893</b>	<b>4.00%</b>	<b>\$ 500,000</b>	<b>\$ 13,611</b>	<b>2.72%</b>
Beginning Fund Balance	\$ 261,773	\$ 261,773		\$ 211,774	\$ 211,774	
Net Change in Fund Balance	2,773	10,598		-	38,711	
<b>Fund Balance Year to Date</b>	<b>\$ 264,546</b>	<b>\$ 272,371</b>		<b>\$ 211,774</b>	<b>\$ 250,484</b>	



**Mapleton Public Schools  
Fee Supported Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 205,000	\$ 8,245	4.02%	\$ 150,000	\$ -	0.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Fee Supported Fund Revenues</b>	<b>\$ 205,000</b>	<b>\$ 8,245</b>	<b>4.02%</b>	<b>\$ 150,000</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Expenditures</b>						
Salaries	\$ 100,000	\$ 22,574	22.57%	\$ 60,000	\$ -	0.00%
Benefits	25,000	6,461	25.84%	20,000	-	0.00%
Purchased Professional Services	-	-	0.00%	-	-	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	30,000	-	0.00%	20,000	-	0.00%
Supplies & Materials	50,000	-	0.00%	50,000	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Fee Supported Fund Expenditures</b>	<b>\$ 205,000</b>	<b>\$ 29,034</b>	<b>14.16%</b>	<b>\$ 150,000</b>	<b>\$ -</b>	<b>0.00%</b>
Beginning Fund Balance	\$ 30,000	\$ 30,000		\$ -	\$ -	
Net Change in Fund Balance	-	(20,790)		-	-	
<b>Fund Balance Year to Date</b>	<b>\$ 30,000</b>	<b>\$ 9,210</b>		<b>\$ -</b>	<b>\$ -</b>	



**Mapleton Public Schools  
Bond Redemption Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 12,006,230	\$ (1,279)	-0.01%	\$ 12,006,230	\$ 93,870	0.78%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Bond Redemption Fund Reven</b>	<b>\$ 12,006,230</b>	<b>\$ (1,279)</b>	<b>-0.01%</b>	<b>\$ 12,006,230</b>	<b>\$ 93,870</b>	<b>0.78%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	7,100	-	0.00%	7,100	675	9.51%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	6,170,041	-	0.00%	6,170,041	-	0.00%
Other Uses of Funds	5,829,089	-	0.00%	5,829,089	-	0.00%
<b>Total Bond Redemption Fund Expen</b>	<b>\$ 12,006,230</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 12,006,230</b>	<b>\$ 675</b>	<b>0.01%</b>
Beginning Fund Balance	\$ 12,389,639	\$ 12,389,639		\$ 12,289,641	\$ 12,289,641	
Net Change in Fund Balance	-	(1,279)		-	93,195	
<b>Fund Balance Year to Date</b>	<b>\$ 12,389,639</b>	<b>\$ 12,388,360</b>		<b>\$ 12,289,641</b>	<b>\$ 12,382,836</b>	



**Mapleton Public Schools  
Building Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ -	\$ 2	100.00%	\$ -	\$ 41	100.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	25,000	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Building Fund Revenues</b>	<b>\$ -</b>	<b>\$ 2</b>	<b>0.00%</b>	<b>\$ 25,000</b>	<b>\$ 41</b>	<b>0.16%</b>
<b>Expenditures</b>						
Salaries	-	\$ -	0.00%	-	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	-	100.00%	-	-	0.00%
Purchased Property Services	-	-	100.00%	-	5,381	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	1,788,211	19,122	1.07%	2,095,697	26,779	1.28%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Building Fund Expenditures</b>	<b>\$ 1,788,211</b>	<b>\$ 19,122</b>	<b>1.07%</b>	<b>\$ 2,095,697</b>	<b>\$ 32,159</b>	<b>1.53%</b>
Beginning Fund Balance	\$ 1,788,211	\$ 1,788,211		\$ 2,047,203	\$ 2,047,203	
Net Change in Fund Balance	(1,788,211)	(19,120)		(2,070,697)	(32,119)	
<b>Fund Balance Year to Date</b>	<b>\$ -</b>	<b>\$ 1,769,091</b>		<b>\$ (23,494)</b>	<b>\$ 2,015,084</b>	



**Mapleton Public Schools  
Capital Reserve Fund  
August 2025-26**

	<b>Budget 2025-26</b>	<b>YTD Actual 2025-26</b>	<b>YTD as % of Budget</b>	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 1,000,000	\$ 173,467	17.35%	\$ 500,000	\$ 185,534	37.11%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	7,949,366	14,456	0.18%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	3,890,000	-	0.00%	50,660,000	-	0.00%
<b>Total Capital Reserve Fund Revenue</b>	<b>\$ 4,890,000</b>	<b>\$ 173,467</b>	<b>3.55%</b>	<b>\$ 59,109,366</b>	<b>\$ 199,990</b>	<b>0.34%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	2,949,659	100.00%	-	-	0.00%
Purchased Property Services	-	8,492	0.00%	460,000	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	53,830,177	115,579	0.21%	24,814,437	227,195	0.92%
Other Objects	250,000	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	50,040,000	-	0.00%
<b>Total Capital Reserve Fund Expendi</b>	<b>\$ 54,080,177</b>	<b>\$ 3,073,730</b>	<b>5.68%</b>	<b>\$ 75,314,437</b>	<b>\$ 227,195</b>	<b>0.30%</b>
Beginning Fund Balance	\$ 51,491,667	\$ 51,491,667		\$ 19,511,654	\$ 19,511,654	
Net Change in Fund Balance	(49,190,177)	(2,900,263)		(16,205,071)	(27,206)	
<b>Fund Balance Year to Date</b>	<b>\$ 2,301,490</b>	<b>\$ 48,591,404</b>		<b>\$ 3,306,583</b>	<b>\$ 19,484,449</b>	

**Mapleton Public Schools  
2024-25 Fund Balance Summary  
August 2025-26**

<b>Estimated Year To Date Fund Balance August 2025-26</b>	<b>Budgeted Fund Balance 2025-26</b>
<b>Fund</b>	
General Fund 26,088,008	23,025,349
Colorado Preschool Fund 124,529	419,264
Nutrition Services Fund 2,356,521	2,697,945
Grants Fund (293,224)	-
Student Activities Fund 272,371	261,773
Fee Supported Fund 9,210	30,000
Bond Redemption Fund 12,388,360	12,389,639
Building Fund 1,769,091	1,788,211
Capital Reserve Fund 48,591,404	51,491,667

**To:** Board of Education  
**From:** Mike Crawford, Superintendent  
**Date:** September 24, 2025

**Policy:** BG - School Board Policy Process  
**Report Type:** Decision Making  
**Subject:** Adoption of Board Policy

**Policy Wording:** The Board of Education for Mapleton Public Schools considers policy development its chief responsibility. The Board strives to reflect the community's values in its policies and commits itself to an ongoing effort to engage the community regarding policy-level concerns. The Board develops policies and puts them in writing to provide for the successful, consistent, and efficient operation of the District's schools and the high achievement of District students.

**Policy Interpretation:** This policy is interpreted as requiring the Board of Education approval of any new or revised Board policies.

**Decision Requested:** District Administration is requesting the adoption of the attached policies.

**Report:** At the September 10, 2025, Board Study Session, District Administration and the Board of Education received the following policies for review. These policies are being presented for discussion and final vote.

GBA	Open Hiring/Equal Employment Opportunity
GBAA	Sexual Harassment
GCE/GCF	Professional Staff Recruiting/Hiring
GDE/GDF	Support Staff Recruiting/Hiring
JB	Equal Education Opportunities
JBB	Sexual Harassment

JFBB	Inter-District Choice/Open Enrollment
JICDD	Violent and Aggressive Behavior
JICDE	Bullying Prevention and Education
JII	Student Concerns, Complaints, and Grievances

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## Open Hiring/Equal Employment Opportunity

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The Board of Education for Mapleton Public Schools (the "District") subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the District's staff.

Therefore, the District promotes and provides for equal opportunity in recruitment, selection, promotion, and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity applies to all people without regard to disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth. See Board Exhibit AC-E-1 for more information.

The District will ensure that it does not unlawfully discriminate in any area of employment, including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination.

*Adopted December 11, 2012, by the Board of Education for Mapleton Public Schools.*

*Revised June 27, 2017.*

*Revised August 25, 2020.*

*Revised September 25, 2024.*

*Revised September 24, 2025.*

### LEGAL REFERENCES:

20 U.S.C. §1681 (*Title IX of the Education Amendments of 1972*)

29 U.S.C. §§ 201 *et seq.* (*Fair Labor Standards Act*)

29 U.S.C. §§ 621 *et seq.* (*Age Discrimination in Employment Act of 1967*)

29 U.S.C. § 794 (*Section 504 of the Rehabilitation Act of 1973*)

42 U.S.C. §§ 12101 *et seq.* (*Title II of the Americans with Disabilities Act*)

42 U.S.C. § 2000d (*Title VI of the Civil Rights Act of 1964*)

42 U.S.C. § 2000e (*Title VII of the Civil Rights Act of 1964*)

42 U.S.C. §§ 2000ff *et seq.* (*Genetic Information Nondiscrimination Act of 2008*)

C.R.S. § 2-4-401(3.4) (*definition of gender expression*)

C.R.S. § 2-4-401(3.5) (*definition of gender identity*)

C.R.S. § 2-4-401(13.5) (*definition of sexual orientation*)

C.R.S. § 22-32-110(1)(k) (*definition of racial or ethnic background includes hair texture; definition of protective hairstyle*)

C.R.S. § 22-61-101 (*discrimination in employment prohibited*)

C.R.S. §§ 24-34-301 *et seq.* (*Colorado Civil Rights Division procedures*)

C.R.S. § 24-34-301(9) (*definition of gender expression*)

C.R.S. § 24-34-301(10) (*definition of gender identity*)

C.R.S. § 24-34-301(24) (*definition of sexual orientation*)

C.R.S. §§ 24-34-402 *et seq.* (*discriminatory or unfair employment practices*)

C.R.S. § 24-34-402.3 (*discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees*)

#### CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-E-1: Nondiscrimination/Equal Opportunity

GBAA: Sex Harassment

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## Sexual Harassment

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

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

### Sexual Harassment Prohibited

For the purposes of this policy, and pursuant to Title IX of the Education Amendments of 1972, unwelcome sexual advances, requests for sexual favors, or other unwelcome physical or verbal conduct or communication, including electronic, of a sexual nature, constitutes sexual harassment if, under the totality of the circumstances:

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

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

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

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

### **Reporting, Investigation, and Sanctions**

It is the express desire of the Board to encourage victims of or witnesses to sex-based harassment to report such claims through the District's complaint process (AC-R3).

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

All reports of sexual harassment received by any District employee will be promptly forwarded to the compliance officer (AC-E-1). The compliance officer will ensure that every complaint is promptly investigated and responded to as set forth in the District's complaint and compliance process (AC-R3). No reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment or participation in an investigation. Requests for confidentiality will be honored so long as doing so does not preclude the District from responding effectively to the harassment and preventing such conduct in the future.

Any employee found to have engaged in sexual harassment will be subject to sanctions, including, but not limited to, warning or reprimand, suspension, or termination, subject to applicable procedural requirements. Conduct of a sexual

nature directed toward students will, in appropriate circumstances, be reported as child abuse for investigation by appropriate authorities in conformity with policy JLF.

Filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status or affect future employment or work assignments. All matters involving sexual harassment complaints will remain confidential to the extent possible.

### **Notice of Policy**

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

*Adopted December 11, 2012, by the Board of Education for Mapleton Public Schools.*

*Revised September 26, 2023.*

*Revised August 28, 2024*

*Revised September 24, 2025.*

### LEGAL REFERENCES:

20 U.S.C. § 1681 et seq. (*Title IX of the Education Amendments of 1972*)

42 U.S.C. § 2000e et seq. (*Title VII of the Civil Rights Act of 1964*)

C.R.S. § 24-34-401 et seq. (*discrimination or unfair employment practices*)

C.R.S. § 24-34-301 et seq. (*Colorado Civil Rights Division procedures*)

### CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-R3: Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)

JLF: Reporting Child Abuse/Child Protection

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## Professional Staff Recruiting/Hiring

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### Recruiting

The Board of Education (the "Board") for Mapleton Public Schools (the "District") directs the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible professional personnel in the District's schools.

It is the responsibility of the Superintendent, with the assistance of other administrators, to determine the personnel needs of the District in general, and of each individual school, and to locate suitable candidates to recommend to the Board for employment. The search for the best teachers and other professional personnel will extend to a wide variety of educational institutions and geographical areas. It will take into consideration the diverse characteristics of the school system and the need for staff members of various backgrounds.

Recruitment procedures will not overlook the talents and potential of individuals already employed in the District's schools. Any present employee of the District may apply for a position for which they are licensed and meet other stated requirements.

### Background Checks

Prior to hiring any person, in accordance with State law, the District shall conduct background checks with the Colorado Department of Education and previous employers regarding the applicant's fitness for employment. In all cases where credit information or reports are used in the hiring process, the District must comply with the Fair Credit Reporting Act and applicable State law.

### Hiring

Discrimination in the hiring process on the basis of disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry, genetic information, age, marital status, or conditions related to pregnancy or childbirth is prohibited. See Board Exhibit AC-E-1 for more information.

All candidates will be considered on the basis of their merits, qualifications, and the needs of the District.

All interviewing and selection procedures will ensure that the administrator directly responsible for the work of a staff member has an opportunity to aid in the selection and that, where applicable, the school director has an opportunity to consent. Unless

otherwise required by law, the final selection for nomination will be made only by the Superintendent.

## **Appointment of Candidates**

Nominations will be made at meetings of the Board of Education. The vote of a majority of the Board is necessary to approve the appointment of teachers, administrators, or any other employee of the District. If there is a negative vote by the Board, the Superintendent must submit a new recommendation to the Board for approval.

Upon the hiring of any employee, information required by federal and state child support laws will be forwarded to the appropriate agency in a timely manner by the district.

*Adopted December 11, 2012, by the Board of Education for Mapleton Public Schools.*

*Revised September 25, 2018.*

*Revised January 28, 2020.*

*Revised August 25, 2020.*

*Revised May 8, 2024.*

*Revised September 25, 2024.*

*Revised September 24, 2025.*

## LEGAL REFERENCES:

15 U.S.C. §§ 1681 *et seq.* (Fair Credit Reporting Act)

20 U.S.C. § 6312(c)(6) (teacher licensure requirements under Every Student Succeeds Act)

42 U.S.C. § 653(a) (Personal Responsibility and Work Opportunity Reconciliation Act)

28 C.F.R. 50.12(b) (notification requirements regarding fingerprints)

C.R.S. § 2-4-401(13.5) (definition of sexual orientation, which includes transgender)

C.R.S. § 8-2-126 (limits employers' use of consumer credit information)

C.R.S. § 8-2-131 (employers prohibited from asking age-related questions on initial job applications)

C.R.S. § 13-80-103.9 (liability for failure to perform an education employment required background check)

C.R.S. § 14-14-111.5 (Child Support Enforcement procedures)

C.R.S. § 22-2-119 (duty to make inquiries prior to hiring)

C.R.S. § 22-2-119.3(6)(d) (name-based judicial record check – definition)

C.R.S. § 22-32-109(1)(f) (Board duty to employ personnel)

C.R.S. § 22-32-109(1)(pp) (annual employee notification requirement regarding federal student loan repayment programs and student loan forgiveness programs)

C.R.S. § 22-32-109.7 (duty to make inquiries prior to hiring)

C.R.S. § 22-32-109.8 (non-licensed personnel – submittal of fingerprints and name-based judicial record check)

C.R.S. § 22-32-126 (principal's role in hiring and assignment)

C.R.S. § 22-60.5-114(3) (State Board can waive some requirements for initial license applicants upon request of school district)

C.R.S. § 22-60.5-201 (types of teacher licenses issued)

C.R.S. § 22-61-101 (prohibiting discrimination)

C.R.S. § 22-61-103 (requirement for teacher's oath or written pledge)

C.R.S. § 22-63-201 (licensure required)

C.R.S. § 22-63-202 (employment contracts and mutual consent placement)

C.R.S. § 22-63-206 (transfers)

C.R.S. § 24-5-101 (effect of criminal conviction on employment)

C.R.S. § 24-34-301(9) (definition gender expression)

C.R.S. § 24-34-301(10) (definition of gender identity)

C.R.S. § 24-34-301(24) (definition of sexual orientation)

C.R.S. § 24-34-402(1) (discriminatory and unfair employment practices)

C.R.S. § 24-34-402.3 (discrimination based on pregnancy, childbirth, or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)

C.R.S. § 24-72-202(4.5) (definition of personnel file in open records law)

C.C.R. § 708-1:40.2 (definition of age-based bona fide occupational qualification)

### CROSS REFERENCES:

AC-E-1: Nondiscrimination/Equal Opportunity

GBA: Open Hiring/Equal Employment Opportunity

GCKAA: Teacher Displacement

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## Support Staff Recruiting/Hiring

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The Board of Education (the "Board") for Mapleton Public Schools (the "District") will establish and budget for classified positions in the District on the basis of need and the financial resources of the District.

### Recruiting

The recruitment and selection of candidates for these positions is the responsibility of the Superintendent (or designee), who must confer with school directors and other supervisory personnel in making a selection.

All vacancies will be made known to the present staff. Anyone qualified for a position may submit an application.

### Background Checks

Prior to hiring any person, in accordance with State law, the District must conduct background checks with the Colorado Department of Education and previous employers regarding the applicant's fitness for employment. In all cases where credit information or reports are used in the hiring process, the District must comply with the Fair Credit Reporting Act and applicable State law.

All applicants recommended for a position in the District must submit a set of fingerprints and information about felony or misdemeanor convictions as required by law. This requirement does not apply to any student currently enrolled in the District applying for a job. Applicants may be conditionally employed prior to receiving the fingerprint results.

### Hiring

Discrimination in the hiring process on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth is prohibited. See Board Exhibit AC-E-1 for more information.

The Board will officially appoint all employees upon the Superintendent's recommendation; however, temporary appointments may be made pending Board action.

Upon the hiring of any employee, information required by Federal and State child support laws will be timely forwarded by the District to the appropriate agency.

*Adopted December 11, 2012, by the Board of Education for Mapleton Public Schools.  
Revised September 25, 2018.  
Revised January 28, 2020.*

Revised August 25, 2020.  
Revised May 22, 2024.  
Revised September 25, 2024.  
Revised September 24, 2025.

## LEGAL REFERENCES:

- 15 U.S.C. § 1681 *et seq.* (Fair Credit Reporting Act)
- 42 U.S.C. § 653(a) (Personal Responsibility and Work Opportunity Reconciliation Act)
- 42 U.S.C. § 2000ff *et seq.* (Genetic Information Nondiscrimination Act of 2008)
- 28 C.F.R. 50.12(b) (notification requirements regarding fingerprints)
- C.R.S. § 2-4-401(13.5) (definition of sexual orientation, which includes transgender)
- C.R.S. § 8-2-126 (limits employers' use of consumer credit information)
- C.R.S. § 8-2-131 (employers prohibited from asking age-related questions on initial job applications.)
- C.R.S. § 13-80-103.9 (liability for failure to perform an education employment required background check)
- C.R.S. § 14-14-111.5 (Child Support Enforcement procedures)
- C.R.S. § 22-2-119 (duty to make inquiries prior to hiring)
- C.R.S. § 22-2-119.3(6)(d) (name-based judicial record check – definition)
- C.R.S. § 22-32-109(1)(f) (Board duty to employ personnel)
- C.R.S. § 22-32-109(1)(pp) (annual employee notification requirement regarding federal student loan repayment programs and student loan forgiveness programs)
- C.R.S. § 22-32-109.7 (duty to make inquiries prior to hiring)
- C.R.S. § 22-32-109.8 (non-licensed personnel – submittal of fingerprints and name-based judicial record check)
- C.R.S. § 24-5-101 (effect of criminal conviction on employment)
- C.R.S. § 24-34-301(9) (definition of gender expression)
- C.R.S. § 24-34-301(10) (definition of gender identity)
- C.R.S. § 24-34-301(24) (definition of sexual orientation)
- C.R.S. § 24-34-402 (1) (discriminatory and unfair employment practices)
- C.R.S. § 24-34-402.3 (discrimination based on pregnancy, childbirth, or related conditions; notice of right to be free from such discrimination must be posted “in a conspicuous place” accessible to employees)
- 3 C.C.R. § 708-1:140.2 (definition of age-based bona fide occupational qualifications)



## **Policy GDE/GDF**

CROSS REFERENCES:

AC-E-1: Nondiscrimination/Equal Opportunity

GBA: Open Hiring/Equal Employment Opportunity

GDA: Support Staff Positions

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## Equal Educational Opportunities

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Every student of Mapleton Public Schools (the "District") will have equal educational opportunities through programs offered in the District regardless of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, national origin, religion, ancestry, or need for special education services. See Board Exhibit AC-E-1 for more information.

This concept of equal educational opportunity will guide the Board and staff in making decisions related to District facilities, selection of educational materials, equipment, curriculum, and regulations affecting students. Students with identified physical and mental impairments that constitute disabilities will be provided with free appropriate public education, consistent with the requirements of Federal and State laws and regulations.

In order to ensure that District programs are in compliance with applicable laws and regulations, the Board directs the Superintendent (or designee) to periodically monitor the following areas:

1. Curriculum and materials – review curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training – provide training for students and staff to identify and alleviate problems of discrimination.
3. Student access – review programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. District support – ensure that District resources are equitably distributed among school programs, including but not limited to staffing and compensation, facilities, equipment, and related matters.
5. Student evaluation instruments – review tests, procedures, and guidance, and counseling materials for stereotyping and discrimination.
6. Discipline – review discipline records and any relevant data to ensure the equitable implementation and application of District discipline policies.

*Adopted April 23, 2013, by the Board of Education for Mapleton Public Schools.*

*Revised June 27, 2017.*

*Updated September 22, 2020.*



Revised September 25, 2024.

Revised September 24, 2025.

## LEGAL REFERENCES:

20 U.S.C. § 1681 (*Title IX of the Education Amendments of 1972*)

20 U.S.C. § 1701-1758 (*Equal Educational Opportunities Act of 1974*)

29 U.S.C. §§ 701 *et seq.* (*Section 504 of the Rehabilitation Act of 1973*)

C.R.S. § 2-4-401(13.5) (*definition of sexual orientation, which includes transgender*)

C.R.S. § 22-32-109(1) (II) (*Board duty to adopt written policies prohibiting discrimination*)

C.R.S. § 22-32-109.1(2) (*safe school plan to be revised as necessary in response to relevant data collected by the school district*)

C.R.S. § 22-32-110(1)(k) (*definition of racial or ethnic background includes hair texture; definition of protective hairstyle*)

C.R.S. § 24-34-301 (9) (*definition of gender expression*)

C.R.S. § 24-34-301 (10) (*definition of gender identity*)

C.R.S. § 24-34-301 (24) (*definition of sexual orientation*)

C.R.S. § 24-34-601 (*unlawful discrimination in places of public accommodation*)

C.R.S. § 24-34-602 (*penalty and civil liability for unlawful discrimination*)

## CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-E-1: Nondiscrimination/Equal Opportunity

JBB: Sex-based Harassment

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## Sexual Harassment

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The Board of Education (the "Board") for Mapleton Public Schools (the "District") recognizes that sexual harassment can interfere with a student's academic performance and emotional and physical well-being and that preventing and remedying sex-based harassment in schools is essential to ensure a non-discriminatory, safe environment in which students can learn. In addition, sexual harassment is recognized as a form of sex discrimination and thus is a violation of the laws that prohibit sex discrimination, as addressed in District policy AC concerning unlawful discrimination and harassment.

### **District's Commitment**

The District is committed to maintaining a learning environment that is free from sexual harassment. It is a violation of policy for any staff member to harass students or for students to harass other students through conduct or communications of a sexual nature, or to retaliate against anyone who reports sexual harassment or participates in a harassment investigation.

### **Sexual Harassment Defined**

Pursuant to Title IX of the Educational Amendments of 1972, "sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that, a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or,
3. Sexual assault, dating violence, domestic violence, or stalking.

### **Reporting, Investigation, and Sanctions**

Students are encouraged to report all incidents of sexual harassment to either a teacher, counselor, or administrator in their school and file a complaint through the District's complaint process addressing sex-based discrimination. All reports and indications from students, District employees, and third parties must be forwarded to the Title IX Coordinator.

The District will initiate and conduct an investigation in accordance with the appropriate procedures addressing sex-based discrimination and sexual harassment (AC-R-: Sexual

Harassment Investigation Procedures). If the district determines an act does not qualify as sexual harassment under Title IX, it may still qualify as sexual harassment under state law and district policy, in which case the district will continue the investigation in accordance with the appropriate procedures (AC-R1: students or AC-R2: applicants, staff, and members of the public).

All matters involving sexual harassment reports must remain confidential to the extent possible, as long as doing so is in accordance with applicable law and policy and does not preclude the District from responding effectively to the harassment or preventing future harassment. Filing a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status or affect grades.

The District will take appropriate corrective action to: make the harassed student whole by restoring lost educational opportunities; prevent harassment from recurring; and/or prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation. A formal report or finding of harassment will not be required before the district takes corrective action.

### **Notice and Training**

To reduce discrimination and harassment and ensure a respectful school environment, the administration is responsible for providing notice of this policy and complaint procedures to all district schools and departments. All communications regarding this policy must be written in simple and age-appropriate language. The policy and complaint procedures must be referenced in student and employee handbooks, described in hard-copy notices posted at schools, and otherwise made available to all students, staff, and members of the public through electronic or hard-copy distribution.

All students and District employees will receive periodic training related to recognizing and preventing sexual harassment. District employees must receive additional periodic training related to handling reports of sexual harassment. Training materials are available to the public on the District's website.

*Adopted April 23, 2013, by the Board of Education for Mapleton Public Schools.*

*Revised August 25, 2020.*

*Revised September 26, 2023.*

*Revised August 28, 2024.*

*Revised September 24, 2025.*

### LEGAL REFERENCES:

20 U.S.C. §§ 1681 *et seq.* (Title IX of the Education Amendments of 1972)

C.R.S. 22-32-109(1)(II) (Board duty to adopt written policies prohibiting discrimination)

C.R.S. 24-34-402 (1.3)(a) (definition of "harass" in employment practices)

CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-R-1: Harassment and Discrimination Investigation Procedures for Students

AC-R-2: Harassment and Discrimination Investigation Procedures for Applicants, Staff, and Members of the public

AC-R3: Sexual Harassment Investigation Procedures

AC-E1: Nondiscrimination/Equal Opportunity (Sample Notice)

JLF: Reporting Child Abuse/Child Protection

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## Inter-District Choice/Open Enrollment

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Mapleton Public Schools (the "District") recognizes that students who live outside of District boundaries may benefit from the District's philosophy and programming. Accordingly, Mapleton Public Schools welcomes students who reside outside of the District and will make admission decisions for out-of-district students pursuant to this policy and regulation JFBB-R, subject to space and program availability.

Nonresident students within the State who are accepted pursuant to this policy and Regulation JFBB-R may enroll in the programs or schools within the District on a space available basis without payment of tuition, except as otherwise provided by law.

In providing for admission of non-resident students, the District will not:

1. Make alterations in the structure of the requested school or to the arrangement or function of rooms within a requested school to accommodate the enrollment request;
2. Establish and offer any particular program in a school if such program is not currently offered in such school;
3. Alter or waive any established eligibility criteria for participation in a particular program, including age requirements, course prerequisites, and required levels of performance; or,
4. Enroll any nonresident student in any program or school after the pupil enrollment count window.

Before considering requests for admission from nonresidents, priority shall be given to resident students who apply under the District's open enrollment/transfer policies.

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

Students granted permission to enroll in a school pursuant to this policy will have the same curricular and extracurricular status as all other students attending the school, as determined by applicable law, bylaws of the Colorado High School Activities Association, and the District's eligibility requirements.

## **Transportation**

Out-of-district students must arrange their own transportation to and from school. The District does not provide transportation to out-of-district students, although they will be permitted to utilize District transportation services if the student is able to get to one of the existing District bus stops. The only exceptions may be made if it is determined that transportation is necessary for the District to comply with State and Federal law requirements for homeless students and students with disabilities. Homeless students and students with disabilities will be transported, as necessary, in accordance with State and Federal law.

## **Military Children**

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

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

## **Nondiscrimination**

The Board, the Superintendent, other administrators, and District employees will not unlawfully discriminate based on a student's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, national origin, religion, ancestry, or need for special education services in the determination or recommendation of action under this policy. See Board Exhibit AC-E-1 for more information.

## **Special Education**

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

*Adopted March 26, 2013, by the Board of Education for Mapleton Public Schools.*

*Revised September 22, 2020.*

*Revised May 22, 2024.*

*Revised September 24, 2025.*

## LEGAL REFERENCES:

C.R.S. § 15-14-105 (*delegation of custodial power*)

C.R.S. § 19-1-115.5 (*child in foster care placement is considered resident of school district in which foster home is located*)

C.R.S. § 22-1-102(2) (*definition of resident of district*)

C.R.S. § 22-20-106 (*designation of general and special education responsibilities for students with disabilities*)

C.R.S. § 22-20-107.5 (*defining district of residence for students with disabilities*)

C.R.S. § 22-20-109 (*tuition for special education services*)

C.R.S. § 22-32-109(1)(II) (*Board duty to adopt policies requiring enrollment decisions to be made in a nondiscriminatory manner*)

C.R.S. § 22-32-110(1)(k) (*definition of racial or ethnic background includes hair texture; definition of protective hairstyle*)

C.R.S. § 22-32-113(1)(c) (*transportation of students residing in another district*)

C.R.S. § 22-32-115 (*district may pay tuition for student to attend in another district not to exceed 120% of per pupil general fund cost*)

C.R.S. § 22-32-115(2)(b) (*subject to 22-36-101, the district must permit any student whose parents are residents of Colorado to attend w/o payment of tuition*)

C.R.S. § 22-32-115(4)(a) (*district is not liable for tuition except pursuant to written agreement*)

C.R.S. § 22-32-116 (*if becomes non-resident, may finish semester, if in 12th grade, may finish year, special rules for elementary students*)

C.R.S. § 22-33-103 (*any resident may attend district school w/o payment of tuition, tuition can be paid by the district of residence pursuant to a written agreement, parents may pay tuition if a non-Colorado resident*)

C.R.S. § 22-33-106(3) (*grounds to deny admission*)

C.R.S. §§ 22-36-101 et seq. (*open enrollment policy must have a timeline and reasons to deny enrollment*)

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

C.R.S. § 22-54-103(10.5) (*definition of pupil enrollment count day*)

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

### CROSS REFERENCES:

AC-E-1: Nondiscrimination/Equal Opportunity

JFAB: Continuing Enrollment of Students Who Become Nonresidents

JFABA: Nonresident Tuition Charges

JFABD: Homeless Students

JFABE: Students in Foster Care

JFBA: Intra-District Choice/Open Enrollment

JJJ: Extracurricular Activity Eligibility

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## Violent and Aggressive Behavior

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The Board of Education (the “Board”) for Mapleton Public Schools (the “District”) recognizes there are certain behaviors that, if tolerated, would compromise the safe learning environment to which the students and staff of the District are entitled. These behaviors, categorized as violent or aggressive, will not be tolerated.

Students exhibiting violent or aggressive behaviors, or warning signs of future violent or aggressive behaviors, will be subject to appropriate disciplinary action, which may include suspension and/or expulsion in accordance with District Student Behavior Guidelines. As appropriate, and in accordance with applicable law and District policy, students may also be referred to law enforcement authorities. At the District's discretion, and when appropriate, the student may receive appropriate intervention designed to address the problematic behavior. The District may also conduct a threat assessment of the student.

Students must immediately report questionable behavior or potentially violent situations to an administrator, counselor, or teacher.

A staff member who witnesses or receives a report of a student's act of violence and aggression must notify the school director (or designee) as soon as possible.

An act of violence and aggression is any expression, direct or indirect, verbal or behavioral, of intent to inflict harm, injury, or damage to persons or property. A threat of violence and aggression carries with it implied notions of risk of violence and a probability of harm or injury.

An act of violence and aggression includes, but is not limited to, the following behaviors:

1. Possession, threat with, or use of a dangerous weapon — as described in the District's weapons policy.
2. Physical assault — the act of striking or touching a person, or that person's property, with a part of the body or with any object, with the intent of causing hurt or harm.
3. Verbal abuse — includes, but is not limited to, swearing, screaming, obscene gestures, or threats directed, either orally (including by telephone) or in writing (including by text, social media, or other electronic means), at an individual, their family, or a group.
4. Intimidation — an act intended to frighten or coerce someone into submission or obedience.

5. Extortion — the use of verbal or physical coercion in order to obtain financial or material gain from others.
6. Bullying — as described in the District's policy on bullying prevention and education.
7. Gang activity — as described in the District's secret societies/gang activity policy. (JICF: Secret Societies/Gang Activity)
8. Sex-based harassment or other forms of harassment — as described in the District's sex-based harassment and nondiscrimination policies.
9. Stalking — the persistent following, contacting, watching, or any other such actions that compromise the peace of mind or the personal safety of an individual.
10. Defiance — a serious act or instance of defying or opposing legitimate authority.
11. Discriminatory slurs — insulting, disparaging, or derogatory comments made directly or by innuendo regarding a person's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, national origin, religion, ancestry, or need for special education services.
12. Vandalism — damaging or defacing property owned by, or in the rightful possession of, another.
13. Terrorism — a threat to commit violence communicated with the intent to terrorize, or with reckless disregard for the risk of creating such terror, or to cause serious public inconvenience, such as the evacuation of a building.

*Adopted June 27, 2017, by the School Board for Mapleton Public Schools.*

*Revised September 22, 2020.*

*Revised September 25, 2024.*

*Revised September 24, 2025.*

### LEGAL REFERENCES:

C.R.S. § 22-32-109.1(1)(b) (*definition of bullying*)

C.R.S. § 22-32-110(1)(k) (*definition of racial or ethnic background includes hair texture; definition of protective hairstyle*)

C.R.S. § 24-34-301(9) (*definition of gender expression*)

C.R.S. § 24-34-301(10) (*definition of gender identity*)

C.R.S. § 24-34-301(24) (*definition of sexual orientation*)



## **Policy JICDD**

CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

JBB: Sexual Harassment

JICDA: Code of Conduct

JICDE: Bullying Prevention and Education

JICF: Secret Societies/Gang Activity

JICI: Weapons in Schools

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## Bullying Prevention and Education

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Mapleton Public Schools (the “District”) supports a secure and positive school climate conducive to teaching and learning that is free from threat, harassment, and any type of bullying behavior. The purpose of this policy is to promote consistency in the District’s approach and to help create a climate in which all types of bullying are regarded as unacceptable.

Bullying and other behaviors as defined below are prohibited on District property, at District or school-sanctioned activities and events, when students are being transported in any vehicle dispatched by the District or one of its schools, or off school property when such conduct has a nexus to school or any District curricular or non-curricular activity or event.

### Prohibited Behavior

- Bullying
- Retaliation against those reporting bullying and/or other behaviors prohibited by this policy
- Making knowingly false accusations of bullying behavior

### Definitions

“Bullying” is the use of coercion or intimidation to obtain control over another person or to cause physical, mental, or emotional harm to another person. Bullying can occur through written, verbal, or electronically transmitted expressions (i.e., cyberbullying), or by means of a physical act or gesture. Bullying is prohibited against any student for any reason, including but not limited to any such behavior that is directed toward a student on the basis of their academic performance, on the basis of their weight, height, or body size, or any basis protected by Federal and State law, including, disability, race, creed, color, sex, sexual orientation, , family composition, national origin, religion, ancestry, or the need for special education services, whether such characteristic(s) is actual or perceived.

“Retaliation” is an act or communication intended as retribution against an individual who reports an act of bullying. Retaliation can also include knowingly making false accusations of bullying or acting to influence the investigation of, or the response to, a report of bullying.

“False accusations of bullying” are those made knowingly by an individual or group of individuals with the purpose of causing harm to another individual and which are false.

## Prevention and Intervention

The Superintendent (or designee) will develop a comprehensive program to address bullying at all school levels and will ensure that the program is consistently applied across all students and staff. The program will be aimed toward accomplishing the following goals:

1. To send a clear message to students, staff, parents, and community members that bullying and retaliation against a student who reports bullying will not be tolerated.
2. To train staff on an annual basis in taking proactive steps to prevent bullying from occurring, which includes but is not limited to training on the bullying prevention and education policy, how to recognize and intervene in bullying situations, and positive school climate practices.
3. To implement procedures for immediate intervention, investigation, and confrontation of students engaged in bullying behavior.
4. To initiate efforts to change the behavior of students engaged in bullying behaviors through re-education on acceptable behavior, discussions, counseling, and appropriate negative consequences.
5. To foster a productive partnership with parents and community members in order to help maintain a bullying-free environment across settings.
6. To support targets of bullying through a layered continuum of supports that includes, but is not limited to, individual and peer counseling.
7. To help develop peer support networks, social skills, and confidence for all students.
8. To support positive school climate efforts that clearly define, teach, and reinforce prosocial behavior. This includes intentional efforts to promote positive relationships between staff and students, as well as students with other students.
9. To designate a team of persons at each school who advise the school administration on the severity and frequency of bullying. The team of persons at the school may include, but need not be limited to, school resource officers, social workers, school psychologists, health professionals, mental health professionals, members of bullying prevention or youth resiliency community organizations, counselors, teachers, administrators, parents, and students.
10. To survey students' impressions of the severity and frequency of bullying behaviors in their school.

11. To include students in the development, creation, and delivery of bullying prevention efforts as developmentally appropriate.
12. To provide character building for students that includes, but is not limited to, age-appropriate, evidence-based social and emotional learning as well as information on the recognition and prevention of bullying behaviors.

### **Reporting**

Any student who believes they have been a victim of bullying and/or other behaviors prohibited by this policy, or who has witnessed such bullying and/or other prohibited behaviors, is strongly encouraged to immediately report it to a school administrator, counselor, or teacher.

### **Investigating and Responding**

As part of the Superintendent's comprehensive program to address bullying, procedures will be developed with the goal of immediate intervention and investigation in response to reports of students engaged in bullying and/or other behaviors prohibited by this policy. Procedures will include, to the extent appropriate as determined by the investigator and designated administrator, and in accordance with applicable law and local school board policy and procedures, notification to parents/guardians of the results of bullying investigations and their right to appeal investigatory findings to the District.

### **Supports and Referrals**

As part of the Superintendent's comprehensive program to address bullying, procedures will be developed with the aim toward accomplishing the following goals:

- Initiate efforts to change the behavior of students engaged in bullying behaviors.
- Support targets of bullying in ways that avoid increasing their likelihood of discipline.
- Support witnesses of bullying.

A student who engages in any act of bullying, retaliation, and/or other behaviors prohibited by this policy is subject to appropriate disciplinary action, including but not limited to suspension, expulsion, and/or referral to law enforcement authorities. The severity and pattern, if any, of bullying behavior will be taken into consideration when disciplinary decisions are made. Bullying behavior that constitutes discrimination or harassment will be subject to investigation and discipline under related District policies and regulations. Students targeted by bullying, when such bullying behavior may constitute discrimination or harassment, also have additional rights and protections under District policies and regulations regarding discrimination and harassment.

*Adopted June 11, 2013, by the Board of Education for Mapleton Public Schools.*

*Revised June 27, 2017.*

*Revised September 22, 2020.*

*Revised August 23, 2022.*

*Revised August 28, 2024.*

*Revised September 24, 2025.*

## LEGAL REFERENCES:

C.R.S. § 22-32-109.1(2)(a)(l)(K) (*policy required as part of safe schools plan*)

## CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

JB: Equal Educational Opportunities

JBB: Sexual Harassment

JICDA: Code of Conduct

JICDD: Violent and Aggressive Behavior

JICDE-E1: Bullying Report Form

JICDE-E2: Bullying Investigation Form

JICJ: Student Use of Cell Phones and Other Personal Technology Devices

JK: Student Discipline

JKD/JKE: Suspension/Expulsion of Students (and Other Disciplinary Interventions)

JLDAC: Screening/Testing of Students (and Treatment of Mental Disorders)

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## Student Concerns, Complaints, and Grievances

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Decisions made by school personnel which students of Mapleton Public Schools (the "District") believe are unfair or in violation of pertinent District policies or individual school rules may be appealed to the school principal or to the appropriate individual as designated in the corresponding regulation outlining the appeal process (JII-R).

Grievance and investigation procedures are available for students to receive prompt and equitable resolution of allegations of discriminatory actions on the basis of disability, race, creed, color, sex, sexual orientation, family composition, national origin, religion, ancestry, or need for special education services.

*Adopted June 27, 2017, by the Board of Education for Mapleton Public Schools.*

*Revised August 25, 2020.*

*Revised September 24, 2025.*

### CROSS REFERENCES:

AC: Nondiscrimination/Equal Opportunity

AC-R1: Harassment and Discrimination Investigation Procedures for Students

AC-R2: Harassment and Discrimination Investigation Procedures for Employees, Applicants for Employment, and Members of the Public

AC-R-3: Sexual Harassment Investigation Procedures

IHCDA: Concurrent Enrollment

JB: Equal Educational Opportunities

JBB: Sexual Harassment

JICEA: School-Related Student Publications

JICEC: Student Distribution of Noncurricular Materials

**To:** Mike Crawford, Superintendent

**From:** Karla Gruenwald, Director of Data Driven Learning and Student Achievement

**Date:** September 24, 2025

**Policy:** ILBC -Early Literacy and Reading Comprehension

**Report Type:** Informational

**Subject:** Mapleton Community Reads Initiative

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**Policy Wording:** Board Policy ILBC states that Mapleton Public Schools believes that literacy and reading comprehension are the skills most closely associated with success in school.

**Policy Interpretation:** The interpretation of this policy is that the Board of Education is informed of any books that are being distributed to and read by the community.

**Decision Requested:** This is an information-only report. No formal Board action is required.

**Report:** On March 27, 2012, the Mapleton Public Schools Board of Education launched a campaign to cultivate a culture of reading by encouraging the exchange of ideas and promoting community building through Community Read. The Community Read Initiative engages students, parents, and community members in reading a common book.

This year marks the 13th year of the Community Read Initiative. From October 2025 through January 2026, Mapleton Public Schools will promote the following book titles:

**ALL THE BOOKS by Hayley Rocco and Caldecott Honoree John Rocco (K-3<sup>rd</sup> Grade)**

**All the Books** introduces us to Piper Waterstone—a charming, book-obsessed little chipmunk who treasures her collection of books so much she refuses to share it. She takes her beloved books everywhere, hauling them through every season, until the burden of her growing pile becomes truly cumbersome. After a mishap—in the rain, of all places—she’s gently guided into a grand, welcoming library by a kindly mole (the librarian), who shows her that she can enjoy *all the books* she wants... as long as she’s willing to share them with her neighbors

**ALL THIRTEEN by Christina Soontornvat (4<sup>th</sup>-8<sup>th</sup> Grade)**

**All Thirteen: The Incredible Cave Rescue of the Thai Boys' Soccer Team** tells the gripping true story of the 2018 Tham Luang cave rescue in Thailand. When twelve young soccer players and their coach became trapped deep underground by sudden flooding, the world watched in suspense as an international team of divers, engineers, and volunteers raced against time to bring them out safely.

Through vivid storytelling, photographs, and firsthand accounts, we learn about the boys' courage, the dedication of their rescuers, and the global cooperation that made the seemingly impossible rescue possible. This inspiring account of this story shows the power of hope, teamwork, and resilience.

**A MONSTER CALLS by Patrick Ness (9<sup>th</sup>-12<sup>th</sup> Grade)**

**A Monster Calls** is a captivating and beautifully told story about love, loss, and the courage it takes to face the truth.

Every night since his mother fell ill, Conor has been visited by nightmares. But one night, when the clock strikes 12:07, something different comes—something ancient, wild, and elemental. A monster arrives at his window, not to scare him, but to tell him three stories. In return, Conor must tell his own: the truth he has been hiding, the one he cannot bear to say out loud.

Woven with myth, tenderness, and deep compassion, *A Monster Calls* is a powerful exploration of grief, healing, and hope.

**To:** Mike Crawford, Superintendent  
**From:** Erica Branscum, Deputy Superintendent  
**Date:** September 24, 2025

**Policy:** CBA/CBC – Nondiscrimination/Equal Opportunity  
**Report Type:** Decision Making  
**Subject:** Classified School Employee Week

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**Policy Wording:** The Superintendent shall provide necessary reports to the Board as directed.

**Decision Requested:** The administration recommends that the Board of Education support the week of October 6th through October 10th, 2025, as Classified School Employee Week.

**Report:**

## **PROCLAMATION**

**WHEREAS** the Colorado Classified School Employees are an essential part of the State's education system by providing safe and orderly facilities where students learn and grow; and

**WHEREAS** classified school employees perform the daily cleaning and maintenance of school property, safely transport students to and from school, prepare and serve nourishing lunches, maintain records and reports, and assist in classrooms and on school playgrounds; and

**WHEREAS** classified school employees continue to seek solutions to prevent school violence and are actively involved in school programs; and

**WHEREAS** it is appropriate for Colorado to recognize the role classified school employees hold in our education system and to salute these employees for the valuable service each provides to Colorado's students and communities,

**NOW THEREFORE,** The Board of Education of Mapleton Public Schools hereby proclaims October 6th through October 10th, 2025, as:

## **CLASSIFIED SCHOOL EMPLOYEE WEEK**

We urge all parents, students, and administrators to join us in saluting these dedicated men and women.

**To:** Mike Crawford, Superintendent  
**From:** Erica Branscum, Deputy Superintendent  
**Date:** September 24, 2025

**Policy:** CBA/CBC – Qualifications/Powers and Responsibilities of the Superintendent  
**Report Type:** Decision Making  
**Subject:** National Principals Month

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**Policy Wording:** The Superintendent shall provide necessary reports to the Board as directed.

**Decision Requested:** The administration recommends that the Board of Education support the month of October as National Principals Month.

**Report:**

Each year, the National Association of Secondary Schools, the National Association of Elementary Schools, and the American Federation of School Administrators designate October as National Principals Month in recognition of the dedication and tireless efforts of administrators to provide excellence in educational leadership. In celebration of our outstanding school principals and assistant principals, and in support of their daily contributions to the education of our students in Mapleton Public Schools, the administration recommends that the Board of Education recognize the month of October as National Principals Month.

**PROCLAMATION**

**WHEREAS** it is the mission of Mapleton Public Schools to ensure academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps; and

**WHEREAS** school principals are expected to be educational visionaries, instructional leaders, assessment experts, managers of student behavior, community builders, public relations experts, budget analysts, facility managers, special programs administrators, and guardians of various legal, contractual, and policy mandates and initiatives, as

well as being entrusted with the education and development of young people, our most valuable resource; and

**WHEREAS** school principals set the academic tone for their schools and work collaboratively with teachers to develop and maintain high curriculum standards, they establish and achieve a school mission and vision relevant to students and staff, and set performance goals and objectives for schools to achieve educational excellence; and

**WHEREAS** the professional responsibilities of school principals include building the leadership capacity of staff members and mentoring aspiring administrators; and

**WHEREAS** school principals often need to manage numerous responsibilities, work extended hours, make difficult decisions, and

**WHEREAS** the success of a school depends on the school principal's ability to work collaboratively with all stakeholder groups and establish positive relationships by building trust, practicing open communication, and building a restorative culture that emphasizes learning and growth for all stakeholders; and

**WHEREAS** school principals effectively promote the success of students and staff through efficient management of the school's organization, operations, and resources; and

**WHEREAS** the Board of Education wishes to acknowledge the significant role that school principals have in creating and preserving high-quality public schools that are a source of local pride and are recognized as being among the best in the nation;

**THEREFORE, BE IT PROCLAIMED** that the Board of Education designates October 2024 as National Principals Month in Mapleton Public Schools; and

**BE IT FURTHER PROCLAIMED** that the Board of Education extends sincere appreciation to school principals and assistant principals for their individual and collective commitment to the success of all students in Mapleton Public Schools.



# Memo

**To:** Michael Crawford, Superintendent  
**From:** Erica Branscum, Deputy Superintendent  
**Date:** September 24, 2025

**Policy:** GCE/GCF - Professional Staff Recruiting/Hiring  
**Report Type:** Information Only  
**Subject:** New Licensed Staff

**Policy Wording:** Mapleton Public Schools is committed to maintaining a recruitment program designed to attract and hold the best possible personnel.

**Policy Interpretation:** This policy is interpreted to include updates to the Board on the District's hiring and staffing changes.

**Decision Requested:** This is an information-only report. No formal Board action is required

**Report:** The purpose of this report is to give information to the Board regarding the employees in Mapleton Public Schools for the 2025-26 school year

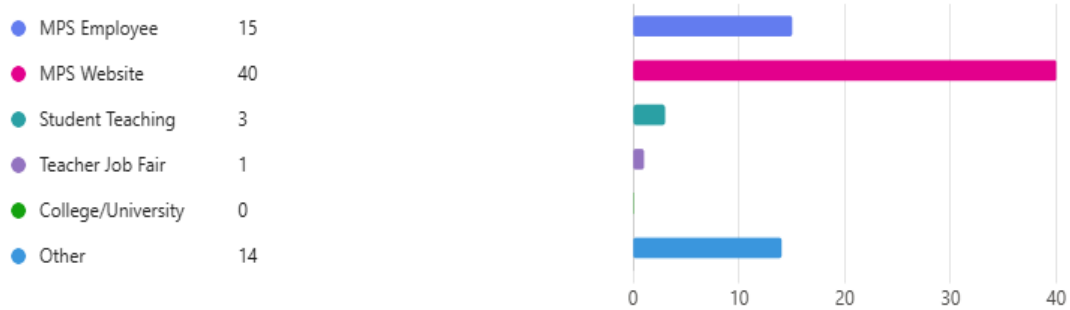
**New Licensed Staff:**

<u>2024-2025</u>	<u>2025 -2026</u>
82 – New Licensed Staff	89 – New Licensed Staff
17 – New to Career	18 – New to Career
25 – 1 to 5 Years	20 – 1 to 5 Years
15 – 6 to 10 Years	15 – 6 to 10 Years
25 – More than 10 Years	36 – More than 10 Years
86 Teachers participated in NTO.	100 Teachers invited to NTO (89: 25-26 New Hires; 11: 24-25 late hires)

Currently, there are 970 staff employed, which consists of 501 Licensed employees, 401 Classified employees, and 68 Administrators.

Of the 89 new staff, 18 are new to their career, 20 have 1-5 years' experience, 15 have 6-10 years, and 36 have more than 10 years' experience. Recruiting teachers with longevity in the field and retention of staff remains a hiring priority and focus for administrators.

How did you learn of the job opportunities at Mapleton Public Schools?



Other Category included: Former MPS Teacher, Indeed, Mapleton Graduate, and Internet search.

What most attracted you to Mapleton Public Schools?



Other Category included: Culture and environment, admin and staff, recommendation from a friend, and feeling of community.

Every year we invite newly hired licensed staff to participate in an electronic survey upon hire. This year 73 participants responded. Through this survey, we confirmed that over half of our new employees learned about Mapleton through our website. Nearly 22% of new hires learned about the job opportunity from an MPS employee. Our website and employees have continually been noted as the top two recruitment sources over the last few years. Similarly, our reputation, location, and salary scale were still among the top reasons why new teachers chose our district. The following are a few comments captured from the survey:

- “I have 20+ years of teaching experience, and I look forward to my time with Mapleton.”
- “Excited to come back to the place where I interned as a student.”

- “I am excited to work with the staff at Mapleton Schools to educate and engage students.”
- “I’m excited to begin a new chapter in my teaching career in Mapleton!”
- “I am very excited to join the Mapleton Team! Thank you. :)”

**New Administrator Staff:**

Administrator leadership recruitment, development, and retention continue to be a strong priority in Mapleton. For the 2025-2026 school year, there were five new School Principals and five new Assistant Principals (two School Principals and two Assistant Principals were existing Mapleton staff who were promoted). Two former School Principals remained in the District, moving to new roles in central administration.

Our commitment as District and School leaders is to strategically attract, identify, recruit, select, and retain high-quality teachers and administrators to Mapleton Public Schools. By maintaining our salaries and implementing key practices for hiring, onboarding, and training, we are committed to the importance and urgency for continuous improvement.

**To:** Mike Crawford, Superintendent  
**From:** Eduard Storz, Chief Financial Officer  
**Date:** September 24, 2025

**Policy:** DAB - Financial Administration  
**Report Type:** Decision Making  
**Subject:** 4th Quarter 2024-25 Financial Report

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**Policy Wording:** With respect to the actual, ongoing financial condition and activities of Mapleton Public Schools (the "District"), the Superintendent shall not cause or allow fiscal jeopardy or a material deviation from the annual budget or any budget policies adopted by the Board of Education for Mapleton Public Schools (the "Board"), or any fiscal condition that is inconsistent with achieving the District's objectives. In accordance with state law, all funds and accounts of Mapleton Public Schools shall be audited at least once annually.

**Policy Interpretation:** This policy is interpreted to include quarterly updates to the Board on the District's financial position.

**Decision Requested:** District Administration is requesting approval of the 4th Quarter 2024-2025 unaudited financial report.

**Report:** District administration has provided the Board with the 4th Quarter 2024-2025 Financial Report. The following PowerPoint presentation outlines key highlights of the 4th Quarter FY 2024-25.

# 4th Quarter FY 24-25 Financial Presentation Unaudited

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Board of Education  
September 24, 2025



# Highlights

- Status of the Final Report and Audit
  - Final audit numbers from BOCES pool, arbitrage testing are still pending
  - Auditors on site early October
  - Final report will be available late November

# Highlights

- General Fund Fund Balance grew by \$2.6 million to \$23.8 million
  - Revenues came in below budget by \$0.5 million\*
  - Expenditures came in below budget by \$3.1 million\*

\*Note 1 – Amounts adjusted for Impact of adjustment in PERA on Behalf payment

# Highlights

- General Fund expenditures below budget factors
  - \$379,259 PERA settlement budget not used
  - \$1.2 million in debt payments budgeted to reserve funds until payments fully start in fiscal year 2026
  - \$470,444 unspent contingency
  - Additional savings realized in other school and department budgets
- General Fund revenues below budget factors
  - -\$774,509 unbudgeted tax abatements
  - -\$503,958 additional under collection of property taxes
  - +\$292,823 Investment earnings
  - +\$222,163 greater than projected CTE reimbursements

# Highlights

- Preschool finished with higher revenue compared to budget leaving a \$672,938 ending fund balance
- Nutrition fund balance increased to \$3.1 million
- Fund 43 balances may change due to arbitrage testing still pending

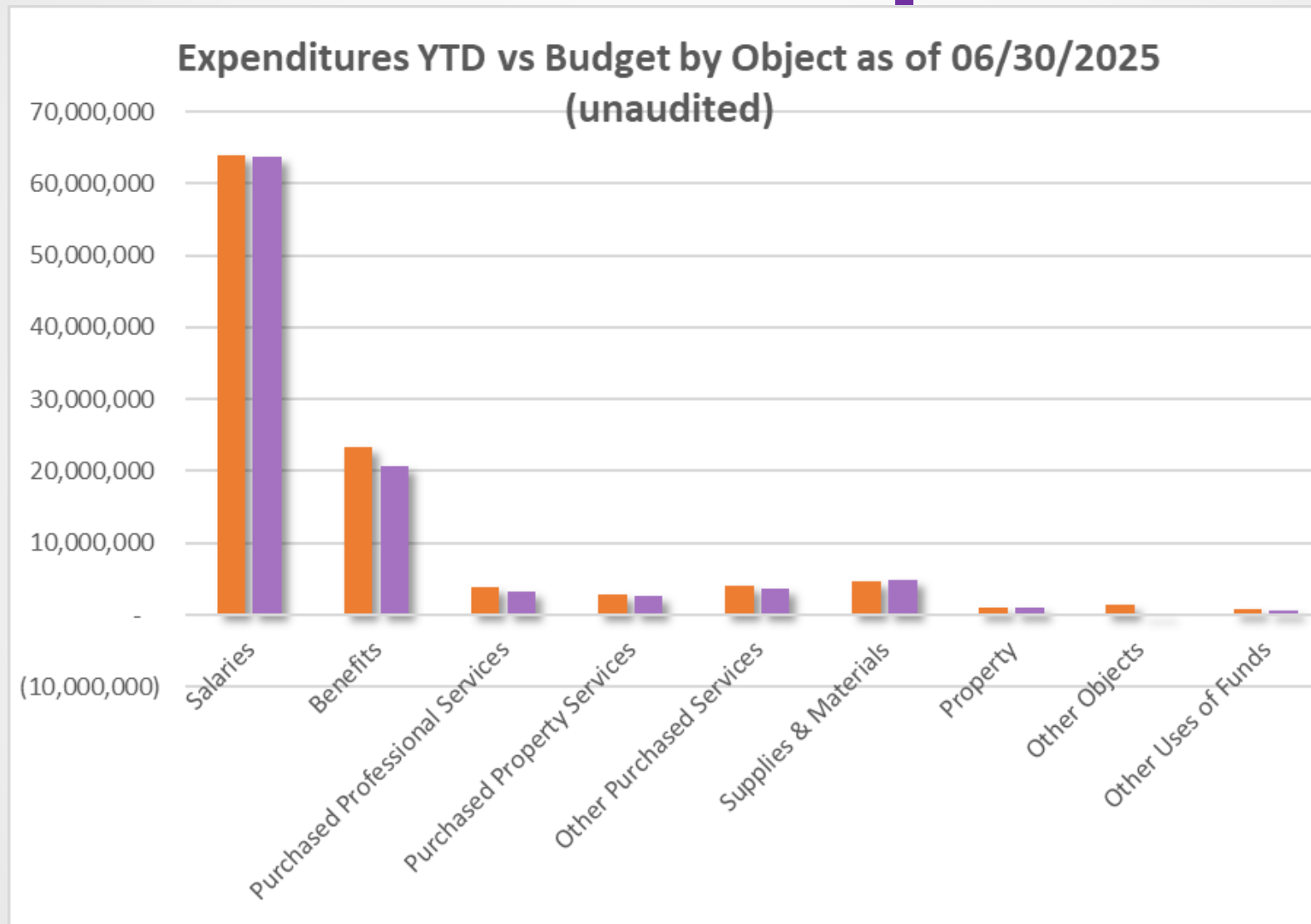


Mapleton  
Public Schools

Mapleton Public Schools  
General Fund - Unaudited Financial Statements  
June 2024-25

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 57,376,048	\$ 56,475,292	98.43%	\$ 54,204,038	\$ 56,736,705	104.67%
Intermediate Revenue	5,000	2,694	53.89%	5,000	4,998	99.95%
County Revenue	-	-	0.00%	-	-	0.00%
State Revenue	50,822,916	48,687,370	95.80%	47,078,466	44,394,240	94.30%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	(2,660,000)	(2,660,000)	100.00%	(1,000,926)	(589,792)	58.92%
<b>Total General Fund - Unaudited Fina</b>	<b>\$ 105,543,964</b>	<b>\$ 102,505,357</b>	<b>97.12%</b>	<b>\$ 100,286,578</b>	<b>\$ 100,546,151</b>	<b>100.26%</b>
		5,607,475				
<b>Expenditures</b>						
Salaries	\$ 63,826,646	\$ 63,753,271	99.89%	\$ 59,061,024	\$ 58,472,349	99.00%
Benefits	23,395,683	20,788,128	88.85%	21,325,242	18,077,577	84.77%
Purchased Professional Services	3,883,712	3,254,232	83.79%	2,824,551	2,677,084	94.78%
Purchased Property Services	2,850,573	2,620,071	91.91%	2,753,206	2,789,892	101.33%
Other Purchased Services	4,148,643	3,754,573	90.50%	3,227,141	3,066,350	95.02%
Supplies & Materials	4,757,232	4,938,490	103.81%	4,958,065	4,489,565	90.55%
Property	1,026,583	976,697	95.14%	388,103	369,027	95.08%
Other Objects	1,385,896	(110,769)	-7.99%	1,488,909	(192,625)	-12.94%
Other Uses of Funds	903,169	595,970	65.99%	693,207	1,418,324	204.60%
<b>Total General Fund - Unaudited Fina</b>	<b>\$ 106,178,137</b>	<b>\$ 100,570,662</b>	<b>94.72%</b>	<b>\$ 96,719,448</b>	<b>\$ 91,167,543</b>	<b>94.26%</b>
Beginning Fund Balance	\$ 21,859,295	\$ 21,859,295		\$ 12,480,687	\$ 12,480,687	
Net Change in Fund Balance	(634,173)	1,934,694		3,567,130	9,378,608	
<b>Fund Balance Year to Date</b>	<b>\$ 21,225,122</b>	<b>\$ 23,793,989</b>	<b>\$2,568,867</b>	<b>\$ 16,047,817</b>	<b>\$ 21,859,295</b>	

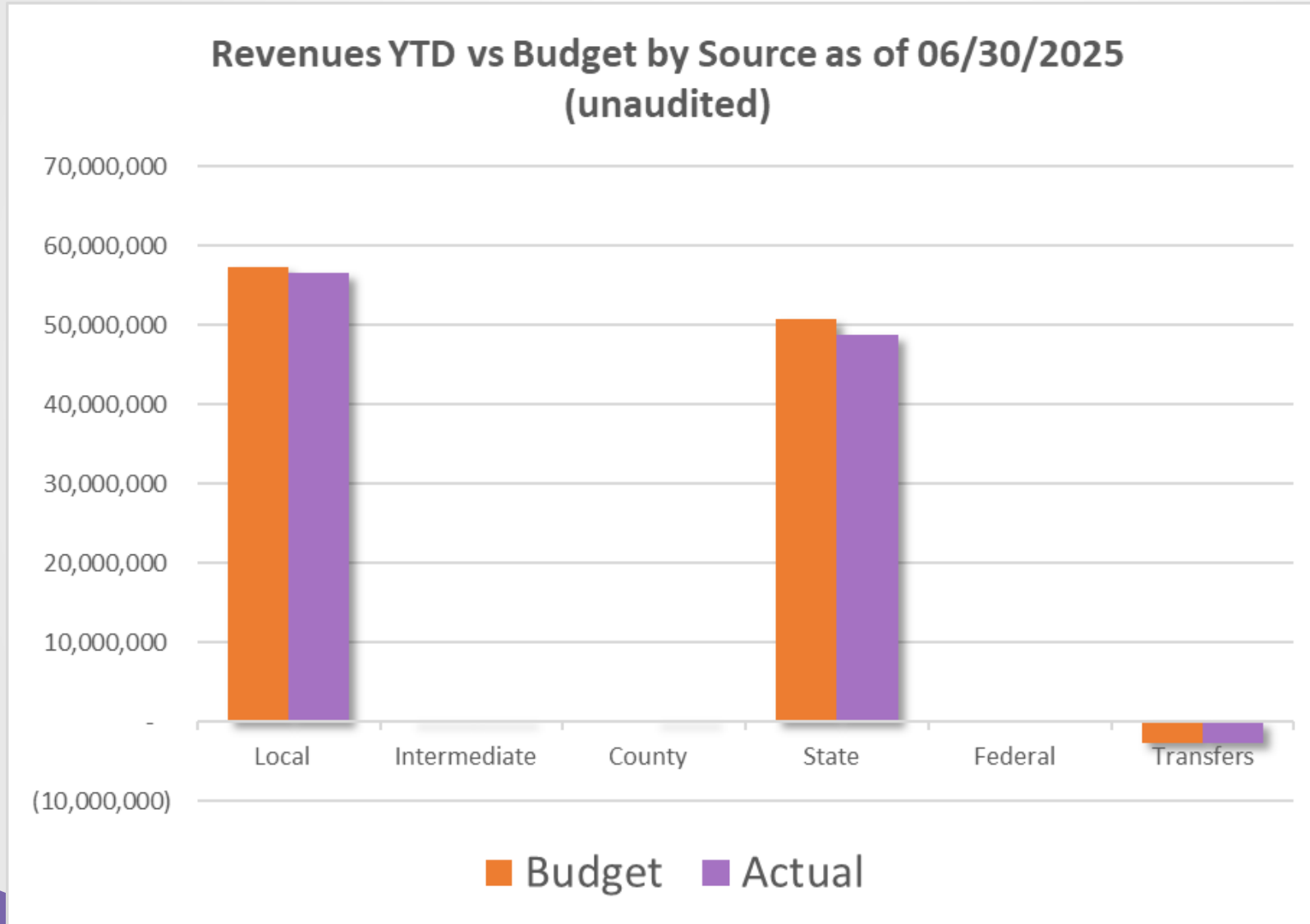
# General Fund Expenditures



Purple = YTD spending  
Orange = Budget Fiscal 2023-24

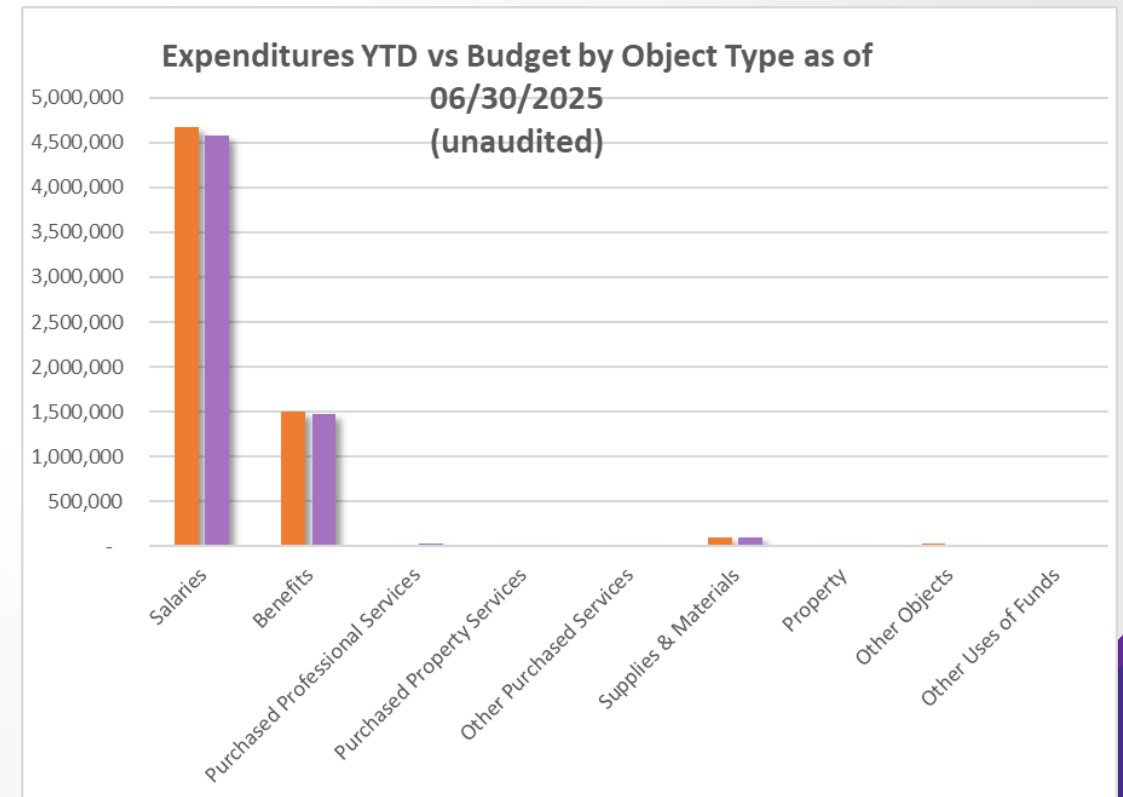
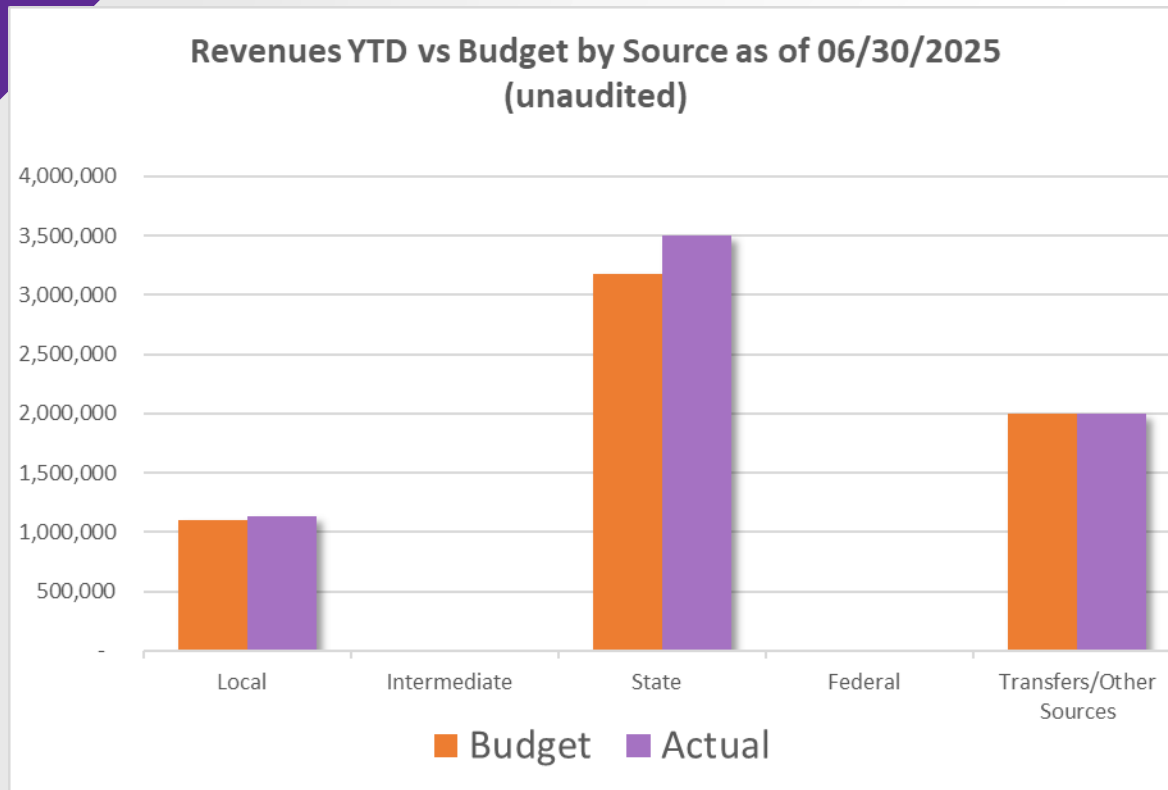


# General Fund Revenues



# 4th Quarter Year to date Colorado preschool program fund

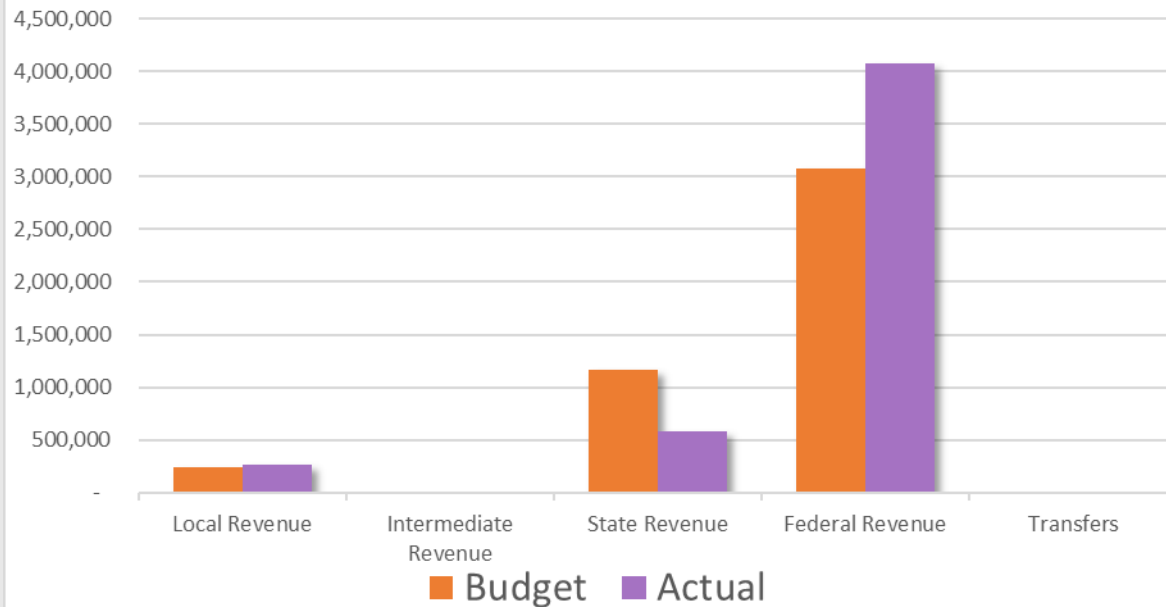
- Revenues finished above budget, due to greater than budgeted state funding, while expenditures were slightly below budget growing our fund balance in this fund at year end.



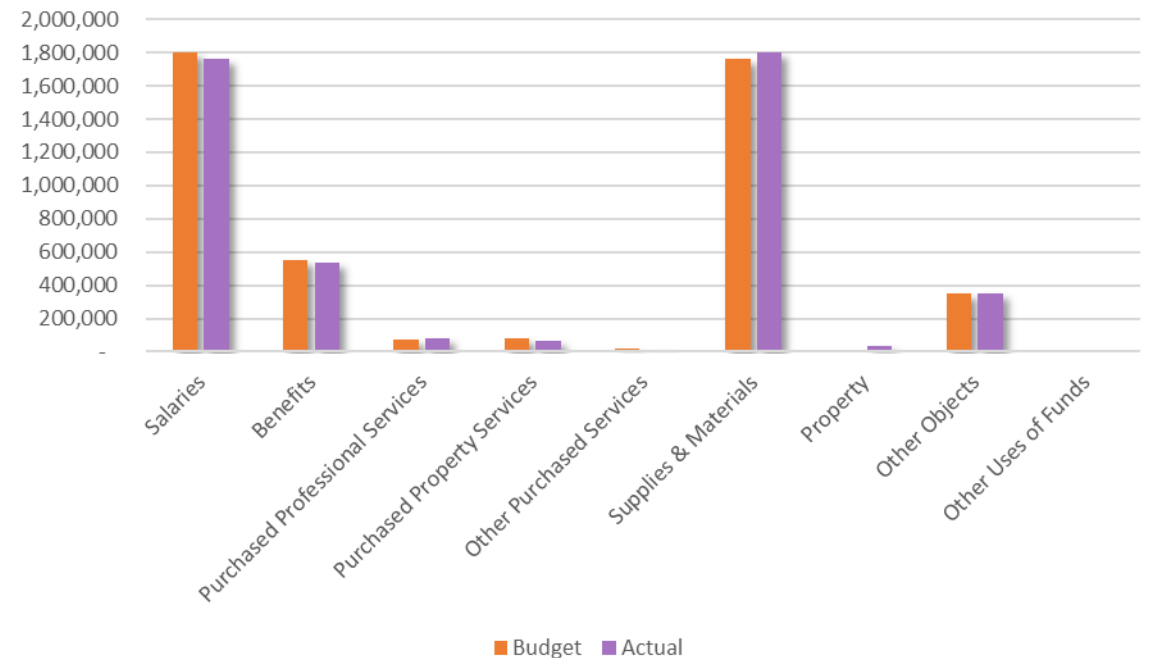
# 4<sup>th</sup> Quarter Year to date Food Service fund

- Revenues came in well above budget here while expenditures were at budget (would have been slightly over without correcting entries). This resulted in the fund balance increasing not decreasing for the year as intended.

Revenues YTD vs Budget by Source as of 06/30/2025  
(unaudited)

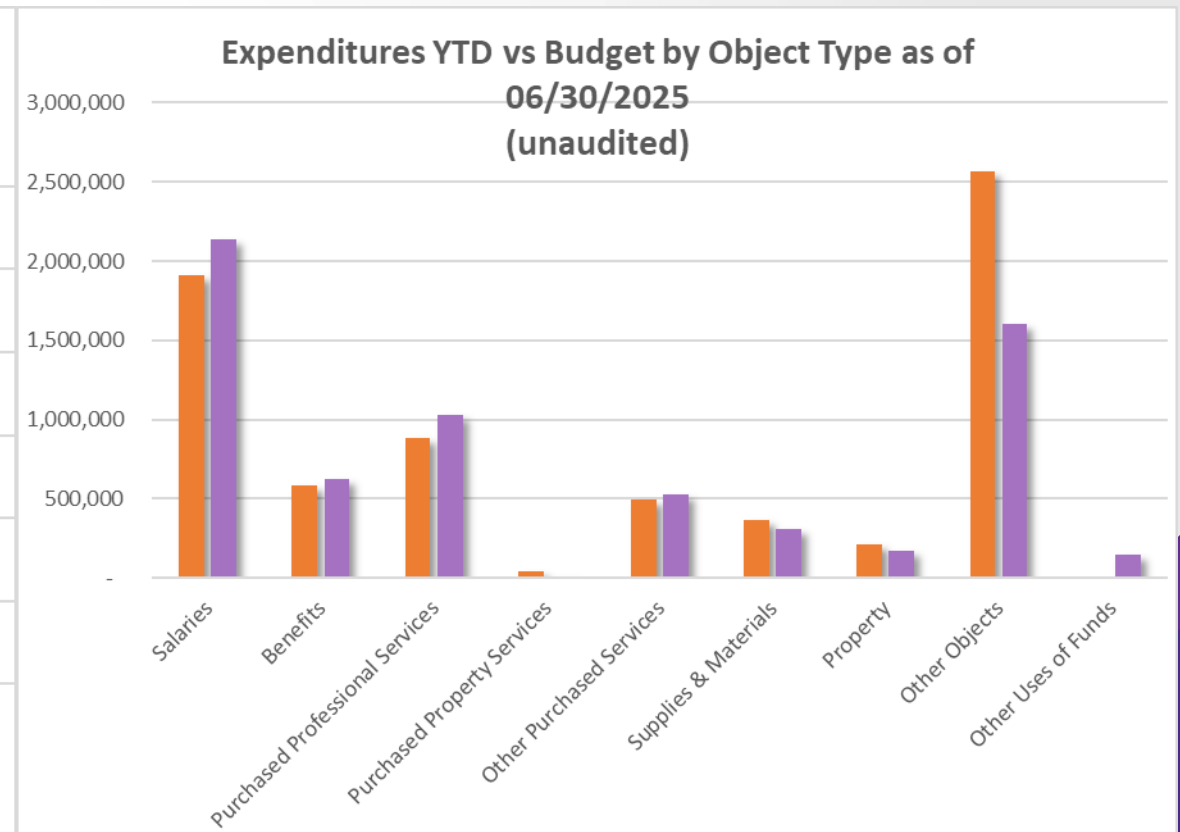
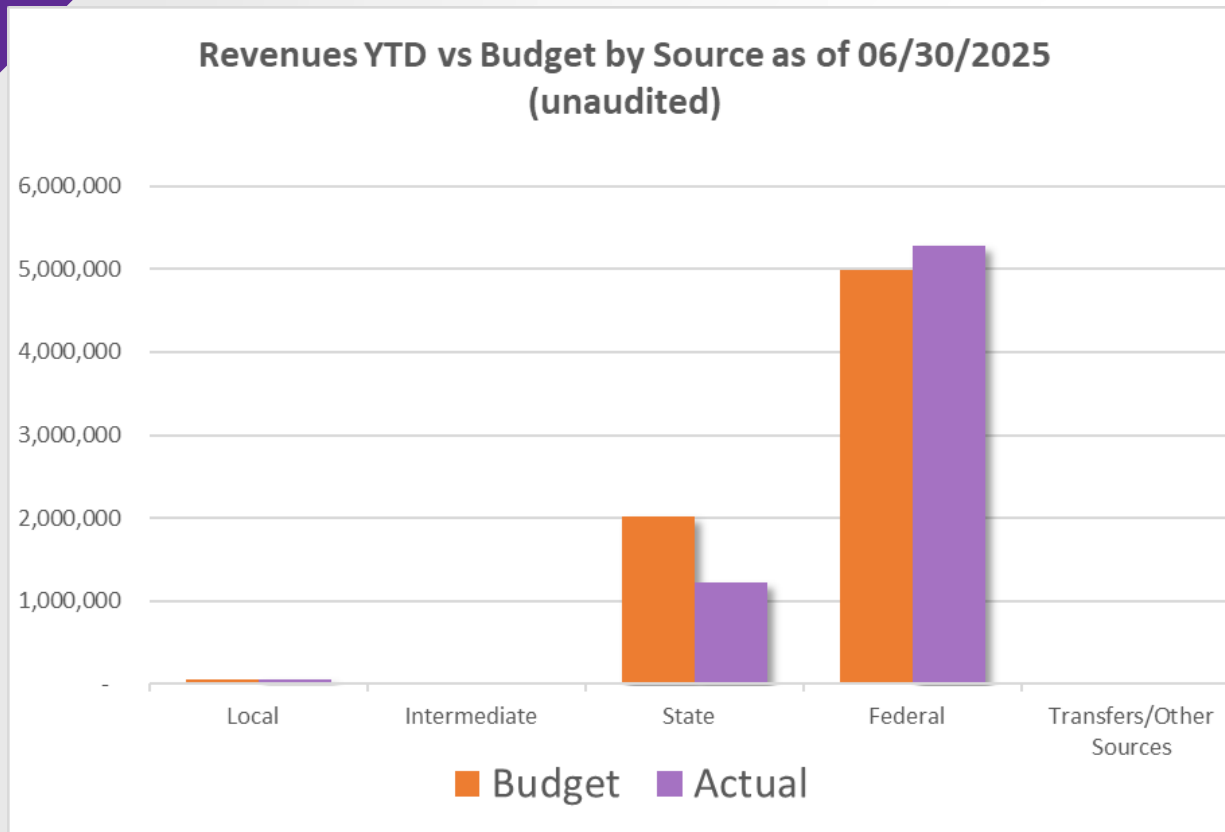


Expenditures YTD vs Budget by Object Type as of  
06/30/2025  
(unaudited)



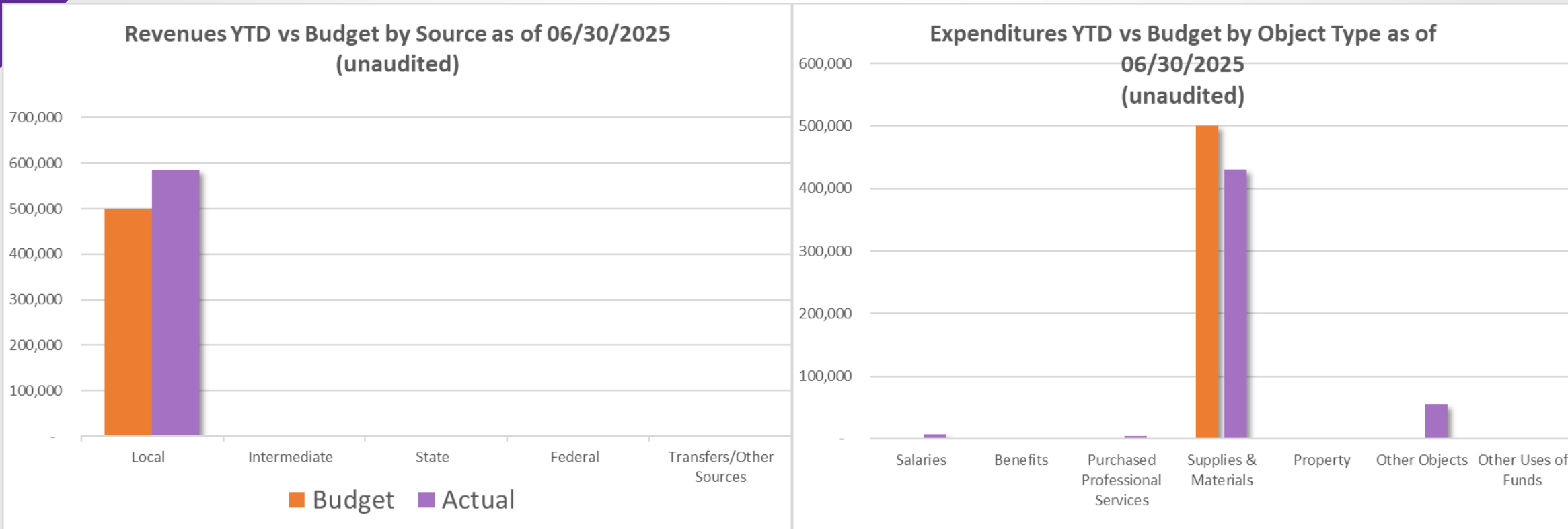
# 4<sup>th</sup> Quarter Year to date Governmental Grants fund

- Revenues and expenditures here are within projections. Some grants may have carryforward balances at year end.



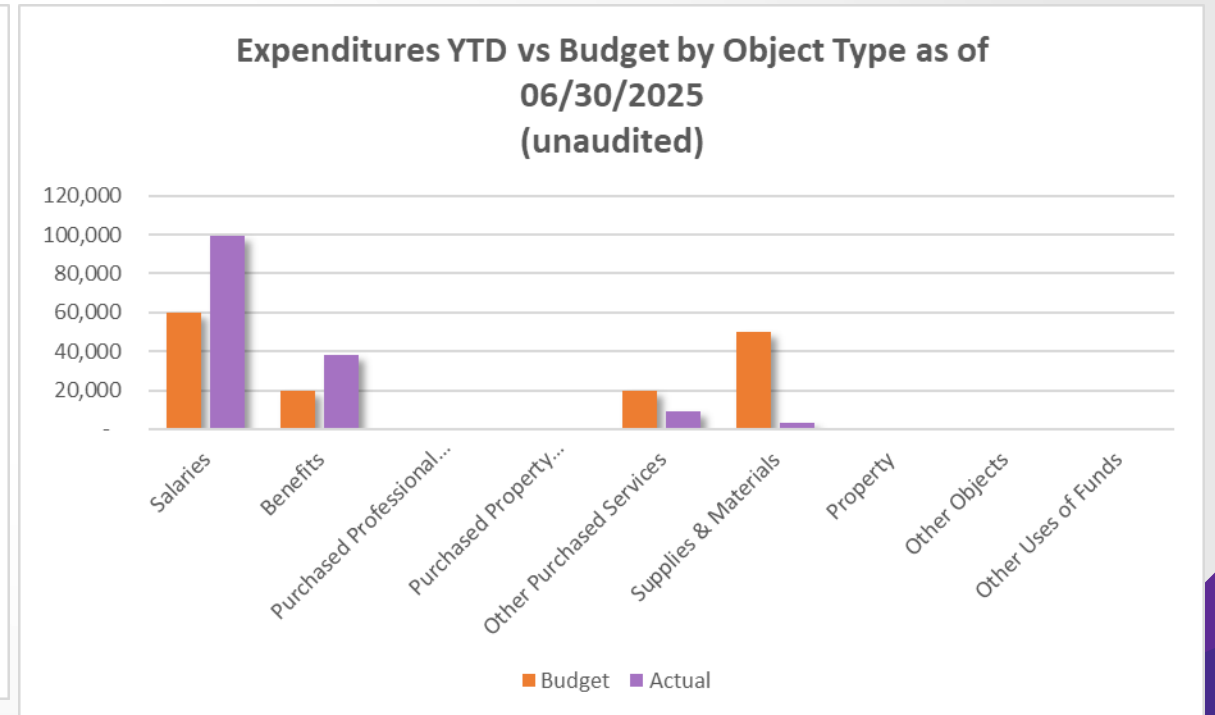
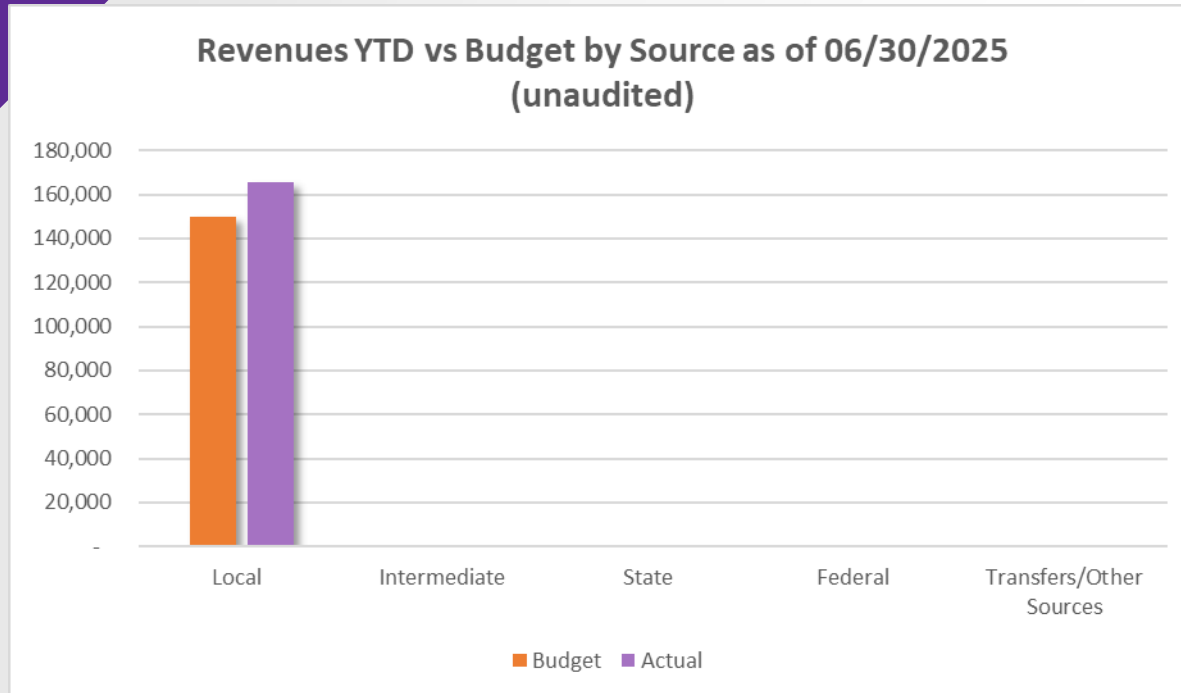
# 4<sup>th</sup> Quarter Year to date Student Activities fund

- Fund raising and related expenses again up from prior years



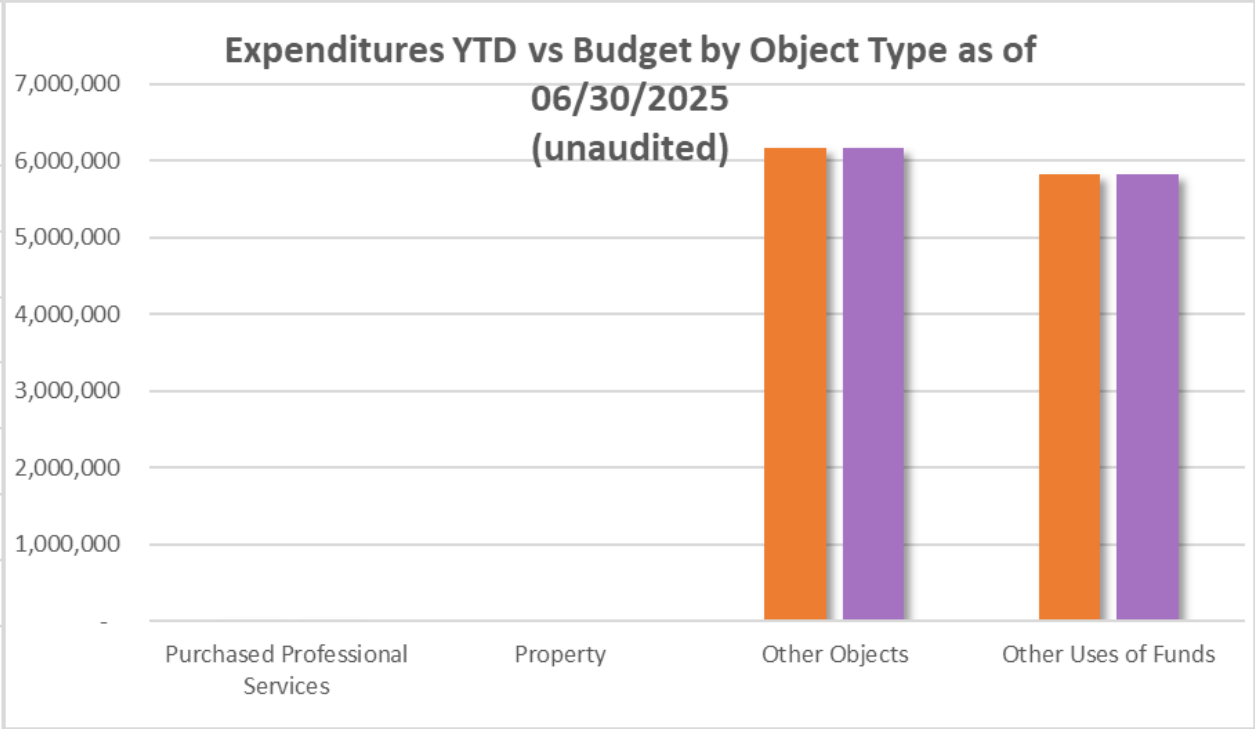
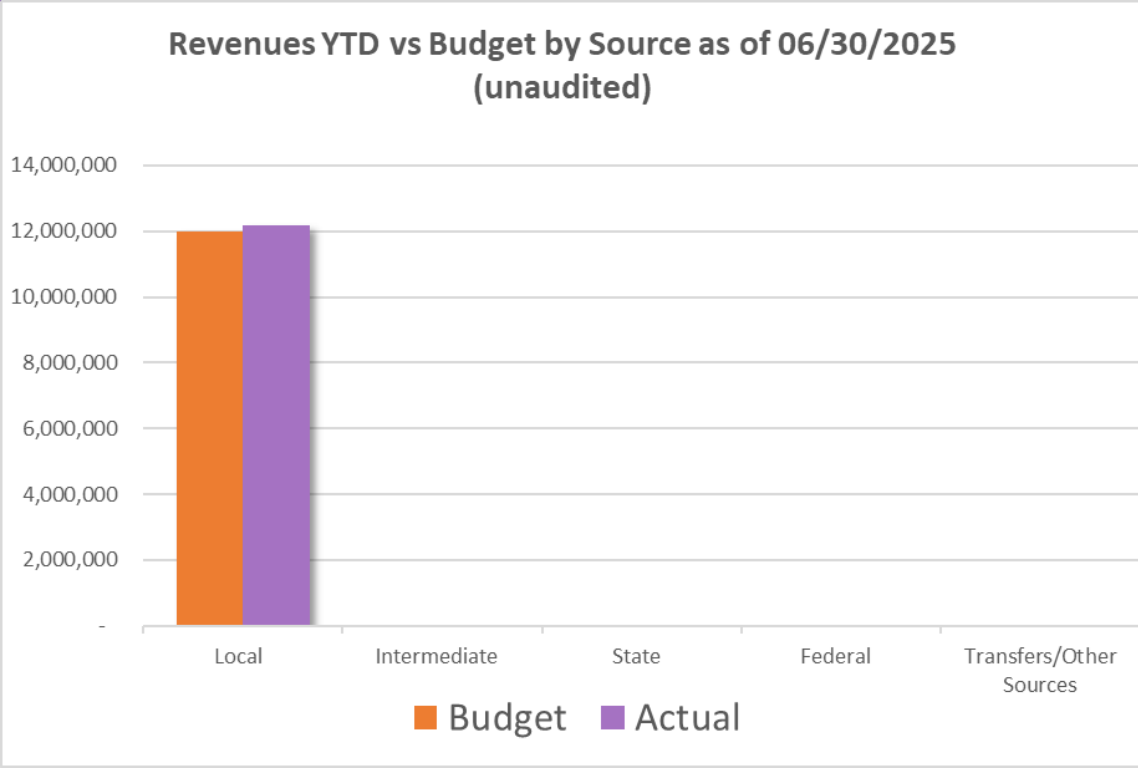
# 4<sup>th</sup> Quarter Year to date Fee Supported fund

- Expenditures are within budget and revenues exceeded budget.



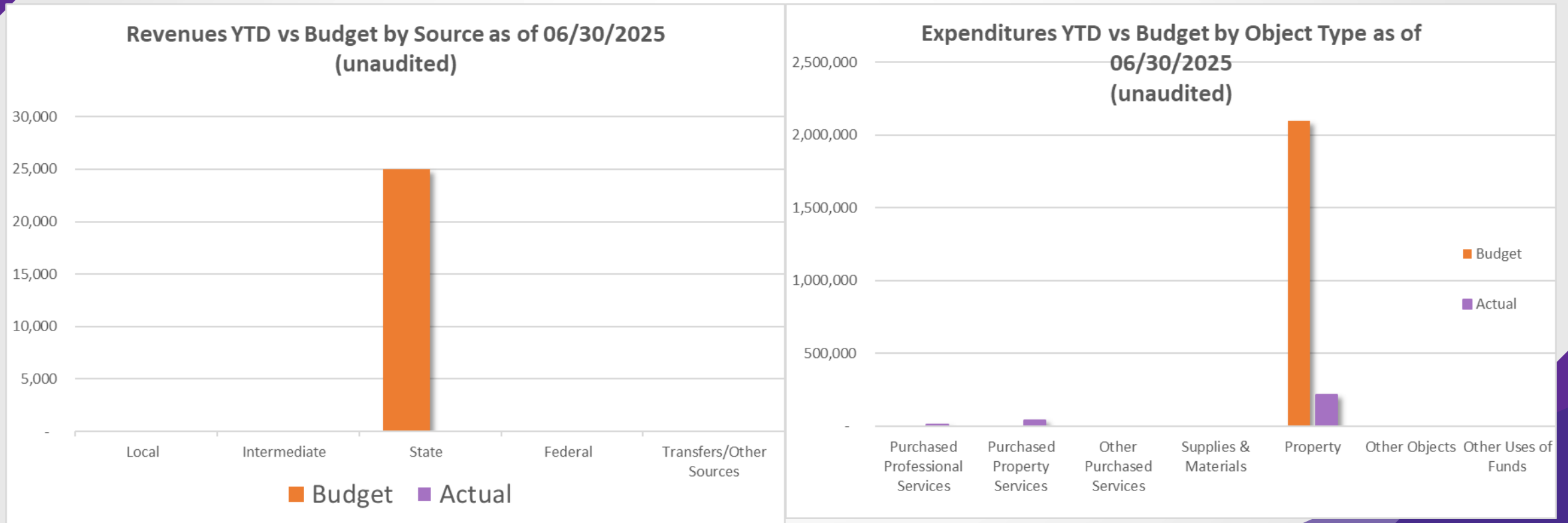
# 4<sup>th</sup> Quarter Year to date Bond Redemption fund

- Expenditures are in agreement with debt payment schedules and revenue was largely in line with levied amounts(Interest offset less than projected property tax collections).



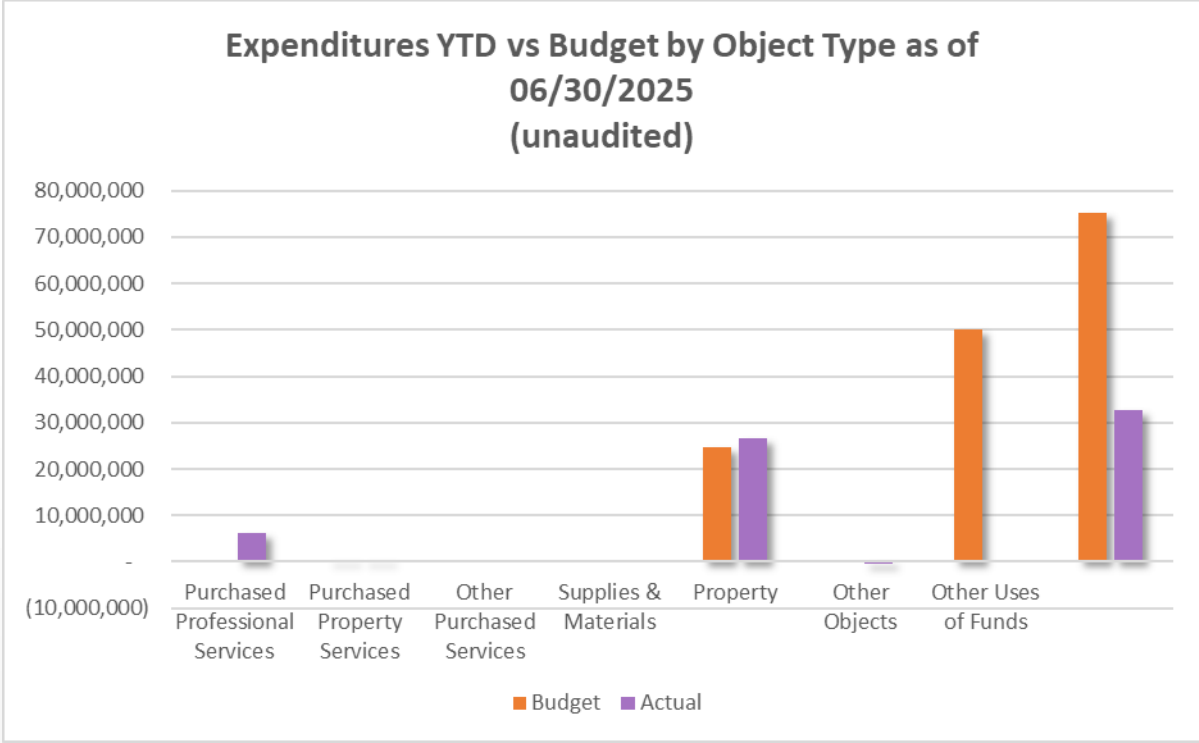
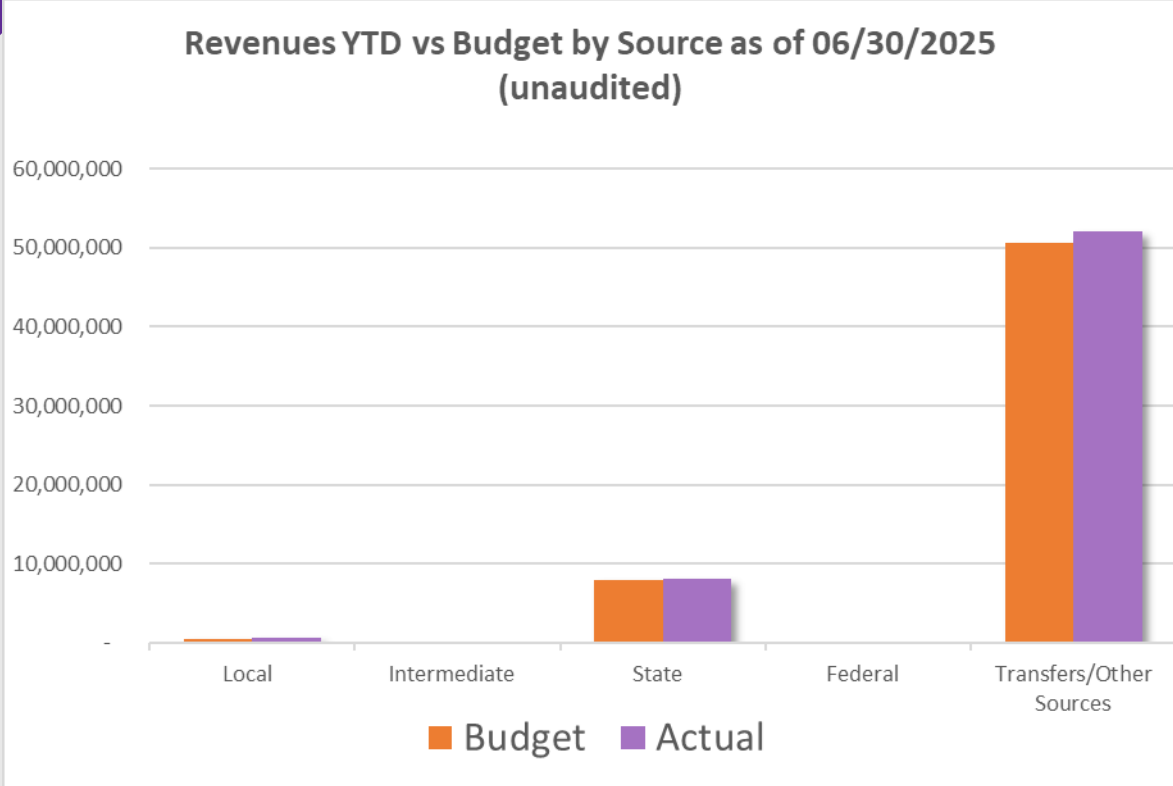
# 4<sup>th</sup> Quarter Year to date Building Fund

- Minimal activity in this fund, continue to see slow spend down of the remaining funds balance.



# 4<sup>th</sup> Quarter Year to date Capital Reserve fund

- Spending here is mainly activity related to the Meadow project, HVAC projects, and Explore PK-1 project and revenue is from the BEST grant for that project and the issuance of the debt to fund those projects. Also note the \$633,055 in interest revenue was received here.

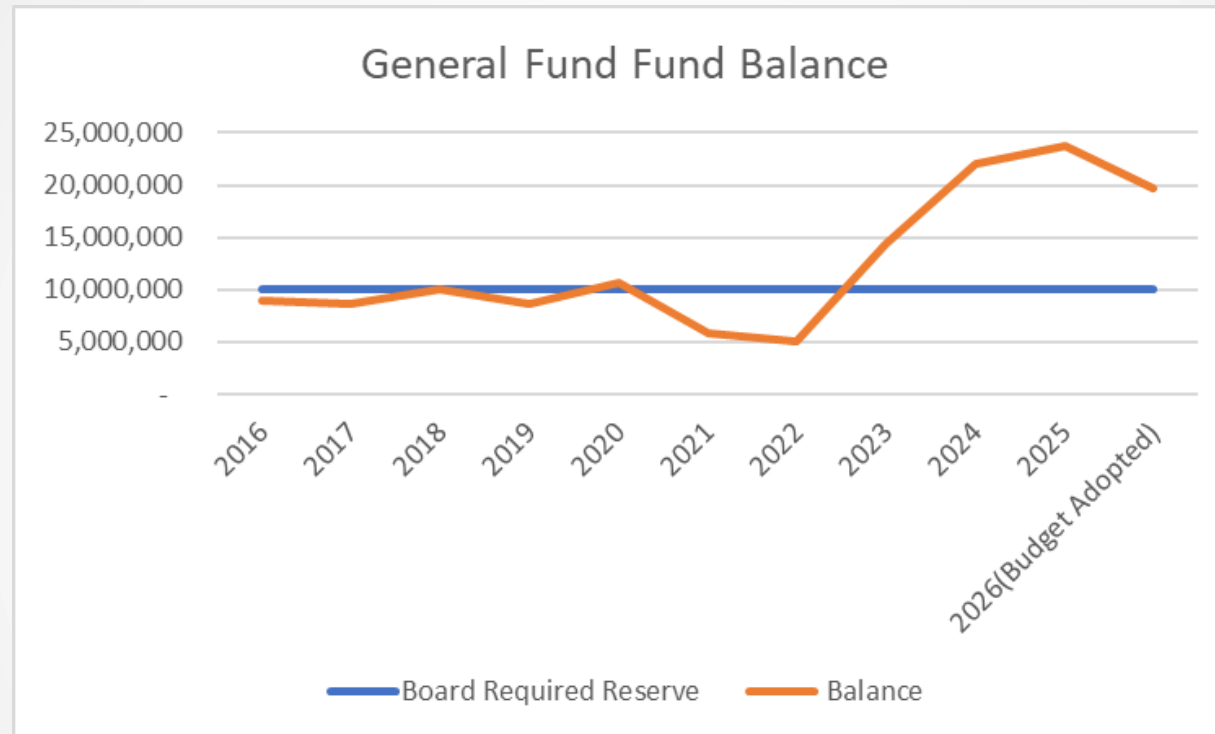


# Summary of Ending Position

- Year end unaudited fund balances

<b>Mapleton Public Schools</b>			
<b>2024-25 Fund Balance Summary</b>			
<b>June 2024-25</b>			
<b>Unaudited Actual Year To Date Fund Balance</b>		<b>Budgeted</b>	
<b>June 2024-25</b>		<b>Fund Balance</b>	
<b>Fund</b>		<b>2024-25</b>	
General Fund	23,793,989		21,225,122
Risk Management Fund	-		-
Colorado Preschool Fund	672,938		157,826
Nutrition Services Fund	3,120,810		2,678,140
Grants Fund	-		-
Student Activities Fund	297,200		211,774
Fee Supported Fund	15,541		-
Bond Redemption Fund	12,483,777		12,289,641
Building Fund	1,782,214		-
Capital Reserve Fund	47,649,575		3,306,583

# Summary of Ending Position



- Per Policy DA – Board Reserve = 10% of General Fund Revenues = \$10,554,396
- “Best Practice” per GFOA 2 months of General Fund Expenditures = \$17,515,503

# Questions





**Mapleton Public Schools**  
**General Fund - Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
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**Mapleton Public Schools**  
**Risk Management Fund-Unaudited Financial Statements**  
**June 2024-25**

	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>	<b>Budget 2023-24</b>	<b>YTD Actual 2023-24</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	(1,997,448)	(1,997,448)	100.00%
<b>Total Risk Management Fund-Unaud</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ (1,997,448)</b>	<b>\$ (1,997,448)</b>	<b>100.00%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	-	0.00%	-	-	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Risk Management Fund-Unaud</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
Beginning Fund Balance	\$ -	\$ -		\$ 1,997,448	\$ -	
Net Change in Fund Balance	\$ -	\$ -		(1,997,448)	(1,997,448)	
<b>Fund Balance Year to Date</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ (1,997,448)</b>	



**Mapleton Public Schools**  
**Colorado Preschool Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 1,100,750	\$ 1,135,572	103.16%	\$ 1,033,029	\$ 1,045,128	101.17%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	3,172,793	3,502,505	110.39%	2,855,487	3,193,706	111.84%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	2,000,000	2,000,000	100.00%	1,942,957	1,531,823	78.84%
<b>Total Colorado Preschool Fund-Una</b>	<b>\$ 6,273,543</b>	<b>\$ 6,638,077</b>	<b>105.81%</b>	<b>\$ 5,831,473</b>	<b>\$ 5,770,657</b>	<b>98.96%</b>
<b>Expenditures</b>						
Salaries	\$ 4,674,013	\$ 4,579,940	97.99%	\$ 4,330,940	\$ 4,083,718	94.29%
Benefits	1,507,274	1,468,740	97.44%	1,329,826	1,294,597	97.35%
Purchased Professional Services	22,000	25,031	113.78%	20,582	23,157	112.51%
Purchased Property Services	6,500	6,715	103.31%	6,640	6,655	100.23%
Other Purchased Services	5,815	7,731	132.95%	11,581	5,955	51.42%
Supplies & Materials	103,637	98,194	94.75%	104,404	87,000	83.33%
Property	13,500	13,500	100.00%	10,000	7,208	72.08%
Other Objects	32,975	15,284	46.35%	17,500	12,370	70.69%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Colorado Preschool Fund-Una</b>	<b>\$ 6,365,714</b>	<b>\$ 6,215,136</b>	<b>97.63%</b>	<b>\$ 5,831,473</b>	<b>\$ 5,520,660</b>	<b>94.67%</b>
Beginning Fund Balance	\$ 249,997	\$ 249,997		\$ -	\$ -	
Net Change in Fund Balance	(92,171)	422,941		-	249,997	
<b>Fund Balance Year to Date</b>	<b>\$ 157,826</b>	<b>\$ 672,938</b>		<b>\$ -</b>	<b>\$ 249,997</b>	



**Mapleton Public Schools**  
**Nutrition Services Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 246,310	\$ 265,535	107.81%	\$ 220,027	\$ 281,809	128.08%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	1,161,000	586,329	50.50%	865,233	907,445	104.88%
Federal Revenue	3,076,482	4,074,599	132.44%	2,577,328	3,375,347	130.96%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Nutrition Services Fund-Unauc</b>	<b>\$ 4,483,792</b>	<b>\$ 4,926,462</b>	<b>109.87%</b>	<b>\$ 3,662,588</b>	<b>\$ 4,564,602</b>	<b>124.63%</b>
<b>Expenditures</b>						
Salaries	\$ 1,798,753	\$ 1,760,290	97.86%	\$ 1,689,556	\$ 1,524,306	90.22%
Benefits	548,952	537,776	97.96%	520,130	461,892	88.80%
Purchased Professional Services	72,900	79,425	108.95%	75,110	51,134	68.08%
Purchased Property Services	81,600	62,102	76.11%	82,600	65,563	79.37%
Other Purchased Services	16,000	11,899	74.37%	6,500	12,040	185.23%
Supplies & Materials	1,765,955	1,800,718	101.97%	1,677,626	1,700,145	101.34%
Property	-	35,285	100.00%	-	15,979	100.00%
Other Objects	354,603	351,269	99.06%	851,500	354,269	41.61%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Nutrition Services Fund-Unauc</b>	<b>\$ 4,638,763</b>	<b>\$ 4,638,763</b>	<b>100.00%</b>	<b>\$ 4,903,022</b>	<b>\$ 4,185,329</b>	<b>85.36%</b>
Beginning Fund Balance	\$ 2,833,111	\$ 2,833,111		\$ 2,453,838	\$ 2,453,838	
Net Change in Fund Balance	(154,971)	287,699		(1,240,434)	379,273	
<b>Fund Balance Year to Date</b>	<b>\$ 2,678,140</b>	<b>\$ 3,120,810</b>		<b>\$ 1,213,404</b>	<b>\$ 2,833,111</b>	



**Mapleton Public Schools**  
**Grants Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 57,099	\$ 49,071	85.94%	\$ 58,827	\$ 111,819	190.08%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	2,011,826	1,218,314	60.56%	2,093,677	941,844	44.99%
Federal Revenue	4,988,835	5,272,467	105.69%	5,500,814	5,487,880	99.76%
Transfers/Other Resources	-	-	0.00%	100,638	55,417	55.07%
<b>Total Grants Fund-Unaudited Financ</b>	<b>\$ 7,057,760</b>	<b>\$ 6,539,852</b>	<b>92.66%</b>	<b>\$ 7,753,956</b>	<b>\$ 6,596,961</b>	<b>85.08%</b>
<b>Expenditures</b>						
Salaries	\$ 1,914,425	\$ 2,138,390	111.70%	\$ 1,730,752	\$ 1,992,426	115.12%
Benefits	582,788	624,948	107.23%	481,166	599,507	124.59%
Purchased Professional Services	881,052	1,024,895	116.33%	1,212,417	1,001,178	82.58%
Purchased Property Services	37,600	2,587	6.88%	13,350	37,336	279.67%
Other Purchased Services	494,255	524,008	106.02%	560,165	664,592	118.64%
Supplies & Materials	366,007	304,445	83.18%	719,140	188,740	26.25%
Property	211,985	173,977	82.07%	125,613	208,460	165.95%
Other Objects	2,569,648	1,602,516	62.36%	2,855,937	1,849,304	64.75%
Other Uses of Funds	-	144,086	0.00%	-	-	0.00%
<b>Total Grants Fund-Unaudited Financ</b>	<b>\$ 7,057,760</b>	<b>\$ 6,539,852</b>	<b>92.66%</b>	<b>\$ 7,698,539</b>	<b>\$ 6,541,544</b>	<b>84.97%</b>
Beginning Fund Balance	\$ -	\$ -		\$ (55,417)	\$ (55,417)	
Net Change in Fund Balance	-	-		55,417	55,417	
<b>Fund Balance Year to Date</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ 0</b>	



**Mapleton Public Schools**  
**Student Activities Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 500,000	\$ 585,426	117.09%	\$ -	\$ 191,289	100.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Student Activities Fund-Unaud</b>	<b>\$ 500,000</b>	<b>\$ 585,426</b>	<b>117.09%</b>	<b>\$ -</b>	<b>\$ 191,289</b>	<b>100.00%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ 7,157	100.00%	\$ -	\$ 4,922	100.00%
Benefits	-	1,389	100.00%	-	1,049	100.00%
Purchased Professional Services	-	4,466	0.00%	-	233	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	1,675	100.00%	-	(108)	0.00%
Supplies & Materials	500,000	430,433	86.09%	247,534	193,199	78.05%
Property	-	-	0.00%	-	-	0.00%
Other Objects	-	54,880	100.00%	-	27,754	100.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Student Activities Fund-Unaud</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>100.00%</b>	<b>\$ 247,534</b>	<b>\$ 227,049</b>	<b>91.72%</b>
Beginning Fund Balance	\$ 211,774	\$ 211,774		\$ 247,534	\$ 247,534	
Net Change in Fund Balance	-	85,427		(247,534)	(35,760)	
<b>Fund Balance Year to Date</b>	<b>\$ 211,774</b>	<b>\$ 297,200</b>		<b>\$ -</b>	<b>\$ 211,774</b>	



**Mapleton Public Schools**  
**Fee Supported Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 150,000	\$ 165,542	110.36%	\$ -	\$ -	0.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Fee Supported Fund-Unaudited</b>	<b>\$ 150,000</b>	<b>\$ 165,542</b>	<b>110.36%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Expenditures</b>						
Salaries	\$ 60,000	\$ 99,445	165.74%	\$ -	\$ -	0.00%
Benefits	20,000	38,432	192.16%	-	-	0.00%
Purchased Professional Services	-	-	0.00%	-	-	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	20,000	9,057	45.29%	-	-	0.00%
Supplies & Materials	50,000	3,066	6.13%	-	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Fee Supported Fund-Unaudited</b>	<b>\$ 150,000</b>	<b>\$ 150,000</b>	<b>100.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
Beginning Fund Balance	\$ -	\$ -		\$ -	\$ -	
Net Change in Fund Balance	-	15,541		-	-	
<b>Fund Balance Year to Date</b>	<b>\$ -</b>	<b>\$ 15,541</b>		<b>\$ -</b>	<b>\$ -</b>	



**Mapleton Public Schools**  
**Bond Redemption Fund-Unaudited Financial Statements**  
**June 2024-25**

	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget	Budget 2023-24	YTD Actual 2023-24	YTD as % of Budget
<b>Revenues</b>						
Local Revenue	\$ 12,006,230	\$ 12,195,447	101.58%	\$ 12,628,467	\$ 12,361,551	97.89%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	3	0.00%
<b>Total Bond Redemption Fund-Unauc</b>	<b>\$ 12,006,230</b>	<b>\$ 12,195,447</b>	<b>101.58%</b>	<b>\$ 12,628,467</b>	<b>\$ 12,361,554</b>	<b>97.89%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	7,100	2,186	30.79%	8,300	2,925	35.24%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	6,170,041	6,170,037	100.00%	6,982,424	6,371,313	91.25%
Other Uses of Funds	5,829,089	5,829,088	100.00%	5,637,743	5,637,742	100.00%
<b>Total Bond Redemption Fund-Unauc</b>	<b>\$ 12,006,230</b>	<b>\$ 12,001,311</b>	<b>99.96%</b>	<b>\$ 12,628,467</b>	<b>\$ 12,011,980</b>	<b>95.12%</b>
Beginning Fund Balance	\$ 12,289,641	\$ 12,289,641		\$ 11,940,067	\$ 11,940,067	
Net Change in Fund Balance	-	194,136		-	349,574	
<b>Fund Balance Year to Date</b>	<b>\$ 12,289,641</b>	<b>\$ 12,483,777</b>		<b>\$ 11,940,067</b>	<b>\$ 12,289,641</b>	



**Mapleton Public Schools**  
**Building Fund-Unaudited Financial Statements**  
**June 2024-25**

	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>	<b>Budget 2023-24</b>	<b>YTD Actual 2023-24</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ -	\$ 89	100.00%	\$ -	\$ 41,817	100.00%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	25,000	-	0.00%	-	-	0.00%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
<b>Total Building Fund-Unaudited Financial</b>	<b>\$ 25,000</b>	<b>\$ 89</b>	<b>0.36%</b>	<b>\$ -</b>	<b>\$ 41,817</b>	<b>100.00%</b>
<b>Expenditures</b>						
Salaries	-	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	12,000	100.00%	529,607	11,000	2.08%
Purchased Property Services	-	37,308	100.00%	-	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	2,095,697	215,771	10.30%	-	102,043	100.00%
Other Objects	-	-	0.00%	1,588,822	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
<b>Total Building Fund-Unaudited Financial</b>	<b>\$ 2,095,697</b>	<b>\$ 265,079</b>	<b>12.65%</b>	<b>\$ 2,118,429</b>	<b>\$ 113,043</b>	<b>5.34%</b>
Beginning Fund Balance	\$ 2,047,203	\$ 2,047,203		\$ 2,118,429	\$ 2,118,429	
Net Change in Fund Balance	(2,070,697)	(264,990)		(2,118,429)	(71,226)	
<b>Fund Balance Year to Date</b>	<b>\$ (23,494)</b>	<b>\$ 1,782,214</b>		<b>\$ -</b>	<b>\$ 2,047,203</b>	



**Mapleton Public Schools**  
**Capital Reserve Fund-Unaudited Financial Statements**  
**June 2024-25**

	<b>Budget 2024-25</b>	<b>YTD Actual 2024-25</b>	<b>YTD as % of Budget</b>	<b>Budget 2023-24</b>	<b>YTD Actual 2023-24</b>	<b>YTD as % of Budget</b>
<b>Revenues</b>						
Local Revenue	\$ 500,000	\$ 633,055	126.61%	\$ -	\$ 925,825	100.00%
Intermediate Revenue	-	-	0.00%	\$ -	\$ -	0.00%
State Revenue	7,949,366	8,100,916	101.91%	\$ 13,577,216	\$ 4,090,845	30.13%
Federal Revenue	-	-	0.00%	\$ -	\$ -	0.00%
Transfers/Other Resources	50,660,000	52,038,099	102.72%	\$ 5,500,000	\$ 6,506,181	118.29%
<b>Total Capital Reserve Fund-Unaudited</b>	<b>\$ 59,109,366</b>	<b>\$ 60,772,070</b>	<b>102.81%</b>	<b>\$ 19,077,216</b>	<b>\$ 11,522,851</b>	<b>60.40%</b>
<b>Expenditures</b>						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	\$ -	\$ -	0.00%
Purchased Professional Services	-	6,301,942	100.00%	\$ -	\$ -	0.00%
Purchased Property Services	460,000	38,897	8.46%	\$ 145,000	\$ -	0.00%
Other Purchased Services	-	-	0.00%	\$ -	\$ 98	0.00%
Supplies & Materials	-	-	0.00%	\$ -	\$ -	0.00%
Property	24,814,437	26,641,312	107.36%	\$ 35,977,190	\$ 15,338,652	42.63%
Other Objects	-	(348,001)	0.00%	\$ 677,220	\$ (355,360)	-52.47%
Other Uses of Funds	50,040,000	-	0.00%	\$ 5,250,000	\$ -	0.00%
<b>Total Capital Reserve Fund-Unaudited</b>	<b>\$ 75,314,437</b>	<b>\$ 32,634,149</b>	<b>43.33%</b>	<b>\$ 42,049,410</b>	<b>\$ 14,983,390</b>	<b>35.63%</b>
Beginning Fund Balance	\$ 19,511,654	\$ 19,511,654		\$ 22,972,194	\$ 22,972,194	
Net Change in Fund Balance	(16,205,071)	28,137,920		\$ (22,972,194)	\$ (3,460,539)	
<b>Fund Balance Year to Date</b>	<b>\$ 3,306,583</b>	<b>\$ 47,649,575</b>		<b>\$ -</b>	<b>\$ 19,511,654</b>	

**Mapleton Public Schools  
2024-25 Fund Balance Summary  
June 2024-25**

<b>Unaudited Actual Year To Date Fund Balance June 2024-25</b>	<b>Budgeted Fund Balance 2024-25</b>
<b>Fund</b>	
General Fund	23,793,989
Risk Management Fund	-
Colorado Preschool Fund	672,938
Nutrition Services Fund	3,120,810
Grants Fund	-
Student Activities Fund	297,200
Fee Supported Fund	15,541
Bond Redemption Fund	12,483,777
Building Fund	1,782,214
Capital Reserve Fund	47,649,575
	21,225,122
	-
	157,826
	2,678,140
	-
	211,774
	-
	12,289,641
	-
	3,306,583

## **4th Quarter Fund Financial Narrative**

*June 30, 2025*

**Provided by Business Services Staff**

Unaudited activities for the 2024-2025 fiscal year are presented in the attached June 30, 2025, 4th Quarter Financial Statements.

The district's accounts are organized on the basis of funds, each of which is considered a separate accounting entity, comprised of its assets, liabilities, fund equity, revenues, and expenditures. Government resources are allocated and accounted for in individual funds based upon the purposes for which they are to be spent and the means by which spending activities are controlled. The funds mandated by statute are grouped into the following fund categories:

**General Fund (10)** – The General Fund is the District's primary operating fund. It accounts for all financial resources of the District, except those required to be accounted for in another fund.

**Insurance Reserve Fund (18)** – The Insurance Fund accounts for the resources used for the District's liability, property, and worker's compensation insurance needs.

**Colorado Preschool Program Fund (19)** – This fund records the District's expenditures related to Universal Preschool as well as any related grants and programs.

**Food Service Fund (21)** – This fund accounts for all financial activities associated with the District's nutrition program.

**Governmental Grants Fund (22)** – This fund is provided to account for monies received from various federal, state, and local grant programs.

**Student Activities Fund (23)** – This fund is used to account for assets that support each school's student activities.

**Fee Supported Fund (29)** – This fund is used to account for rental activities within the District.

**Bond Redemption Fund (31)** – This fund is authorized by Colorado law. It provides revenues based upon a property tax mill levy set by the Board of Education to satisfy the District's bonded indebtedness on an annualized basis.

**Building Fund (41)** – This fund is used to account for all Bond-related resources available for acquiring capital sites, buildings, and equipment.

**Capital Reserve Fund (43)** – This fund is used to account for revenues restricted for ongoing capital needs not funded by Bonds such as site acquisition, buildings, building additions, repairs and maintenance, and equipment purchases.

#### **Quarter 4 Highlights**

**General Fund (10)** – Total revenue received for the year was below budget by \$503,958 after factoring out the effect of the state payment to PERA which was below budget for both revenue and expense by an equal amount of \$2,534,650. The largest item creating the \$503,958 under receipt of revenues is greater than expected property tax abatements of \$774,509 and other unreceived property tax amounts of \$347,737. Abated property taxes can be levied again the following year by the District meaning those revenues aren't truly lost but are instead just delayed. When property taxes are abated, meaning reduced or relieved, for assessed property the district will approve a abatement tax levy the following December which will increase the taxes on the other District taxpayers to recover the legally due property tax amounts. This occurs every year however this year the abated amounts are much higher than normal. The unreceived taxes are also likely to eventually be reported to the district as abated and recovered the following year. These under receipts of property tax amounts are offset by greater than expected collections of interest income of \$292,823, and CTE revenue of \$222,163.

The PERA on-behalf payment was budgeted at \$3.8 million but due to a state budget reduction was only actually paid to PERA on the District's behalf at an amount of \$1.2 million to ease state budget pressures. Within the general fund this is both a lower revenue and expense for the District meaning that it has no net effect on the fund level. At a government wide level this does mean that there was a less than expected amount paid to PERA against the District's pension liabilities by the state.

Expenditures in the General Fund ended \$5.7 million lower than budget. \$2.6 million of that is again the impact of the lower PERA on behalf payment. The remaining under budget amount is mainly due to \$470,444 of unspent contingency budget, \$379,259 of substitute teacher budget being unused as cost for the PERA settlement were projected but did not end up being incurred along with \$1.2 in debt payments related to the Meadow COPs that were budgeted fully but for which payments don't fully begin until next fiscal year. Other miscellaneous budgets were also below budget.

Overall, the General fund ended the year in an improved position with it's fund balance rising from \$21.2 million to \$23.8 million.

**Insurance Reserve Fund (18)** – No activity the fund is now closed and all activity has moved to fund 10 General Fund.

**Colorado Preschool Program Fund (19)** – Expenditures are up from the prior year reflecting the effect of raises in the current year as well as less grant funds being available to offset costs in the current year all of which was budgeted for. Revenues in the fund also exceeded budget as state preschool funding exceeded projections. As a result of revenues exceeding expenses here we ended the year in a stronger than anticipated position with an ending fund balance of \$672,938. The fund was subsidized by the General Fund by \$2.0 million dollars for fiscal year 2025 and was budgeted to be subsidized by that same amount in fiscal year 2026, however given the strong position of the fund and proven on going higher than projected state funding this subsidy may be reduced in this years supplemental budget and heading into future years freeing monies up for use in the General Fund.

**Food Service Fund (21)** – Revenues exceeded budgeted amounts significantly as meals served and reimbursements exceeded expectations. Greater than projected numbers of meals served also caused expenses to very slightly exceed budget before the overage was covered by the general fund. Overall the fund had a strong fiscal year with fund balance growing from \$2.8 million to \$3.1 million.

**Governmental Grants Fund (22)** – Revenues here equal expenditures as all of the District’s grants are on a reimbursement basis. In the prior fiscal year the fund erroneously started with a negative fund balance as part of the annual budget a transfer that year from the General Fund was made to bring the fund back to a zero fund balance.

**Student Activities Fund (23)** – Fundraising and related expenses are within budget and overall fund balance grew from \$211,774 to \$297,200.

**Fee Supported Fund (29)** – Revenues from rentals exceeded budget amounts by \$15,542 which will allow this fund to take on additional related salaries in the current year using up the accumulated fund balance.

**Bond Redemption Fund (31)** – Debt payments here are in agreement with scheduled and budgeted amounts. Revenues are solely from property tax and interest. Interest revenue came in greater than budget causing an increase in fund balance here. Future mill levies may be adjusted to use the additional funds.

**Building Fund (41)** – Revenue here is interest while expenditures for the year are various minor projects completed during the year. The ending fund balance is \$1.8 million.

**Capital Reserve Fund (43)** – Revenue in this fund for the year comes from the state BEST grant reimbursements on the Meadow project as well as the funding received from the issuance of Certificates of Participation for the HVAC phase 2 & 3 project and Explore PK-1 project while the expenditures are the related year to date spending on those same projects.

**To:** Mike Crawford, Superintendent  
**From:** Brian Fuller, Executive Director - Accountability  
**Date:** September 24th, 2025

**Policy:** AE – Accountability/Commitment to Accomplishment  
**Report Type:** Decision Making  
**Subject:** District Accountability Advisory Committee

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**Policy Wording:** The Board and the DAAC shall, at least annually, cooperatively determine the areas and issues, in addition to budget issues, that the DAAC shall study and the issues on which it may make recommendations to the Board.

**Policy Interpretation:** This policy is interpreted to include monthly updates to the Board regarding the proceedings of DAAC meetings.

**Decision Requested:** District administration is requesting the Board assign specific areas of study to the District Accountability Advisory Committee for the 2025-2026 school year.

**Report:** Colorado law requires that local Boards of Education create a School District Accountability Committee (DAAC). Mapleton's DAAC is a meaningful part of the school district's accountability structure. The DAAC promotes effective accountability by gathering and disseminating information and perspectives among multiple constituencies and promotes transparency.

After reviewing State laws concerning DAAC responsibilities and District needs, the following areas of study for the 2025-2026 school year are recommended:

- Reviewing and commenting on the District's goals and objectives for the current school year, with particular emphasis on the Unified Improvement Plan.
- Reviewing and commenting on the District's budget priorities for the upcoming 2026-2027 school year.
- Reviewing and commenting on charter school applications prior to their consideration by the Board.
- Reviewing and commenting on Federal grants submitted by the District.
- Reviewing and commenting on the District's capital improvement planning.
- Providing input on evaluation tools used within the District.
- Providing input to the Board regarding the Conduct and Discipline

- Serving as the District Wellness Committee
- Serving as the District Safe and Drug-Free Schools Advisory Council
- Serving as the District Title 1 Parent Committee

If necessary, other Board charges will be accepted by the DAAC. DAAC meetings will be held on the third Tuesday of meeting months from 4:30-6:00 pm as online meetings unless otherwise determined by the DAAC. This information is being presented for discussion and Board action.

**To:** Mike Crawford, Superintendent  
**From:** Dave Sauer, Chief Operations Officer  
**Date:** September 24, 2025

**Policy:** BBA – School Board Powers and Responsibilities  
**Report Type:** Decision Making  
**Subject:** Legal Action Regarding Construction Defects

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**Policy Wording:** The Board considers certain responsibilities to be of particular importance and, in those cases where action is required, reserves authority to take final action. Among these responsibilities is: to consider recommendations of the Superintendent (or designee) on legal matters, deciding steps to be taken.

**Policy Interpretation:** This policy is interpreted to require Board approval to initiate legal proceedings against another entity.

**Decision Requested:** Approval to file a Complaint and Jury Demand in Adams County District Court against The Neenan Company to seek judgement and damages for construction defects and resulting property damage at the Mapleton Arts Center.

**Report:**

In early 2017, the District signed an agreement with The Neenan Company to have them serve as the general contractor for the design and construction of the Mapleton Arts Center (MAC). The signed agreement made clear that Neenan:

- would supervise and direct the work on the MAC, and that they would have sole responsibility for all construction means and methods, and for coordinating the work;
- would be responsible for any acts of omission by Neenan and their employees, consultants, and subcontractors;
- warranted that the materials furnished shall be of good quality, free of defects, and all work shall be performed in a workmanlike manner;
- promised to promptly correct any identified defects found within two years of substantial completion, which occurred in June of 2021.

In January of 2023, the District submitted the first warranty claim related to cracked cementitious wall panels. Since that time, the damage has significantly worsened. Despite numerous warranty claims, conversations, and meetings with Neenan, no repairs have been made. Neenan has continued to state that they will "do right by the District" but that they intend to hold their subcontractors responsible for the problems. Mapleton, Neenan, and Neenan's subcontractors engaged in mediation during the summer of 2025, but no resolution was found.

Our legal complaint will ask for damages related to replacing wall tiles, paying attorneys and expert witnesses, and other associated costs.

The Mapleton community has been extremely supportive of its students' education by providing new and renovated school facilities. This recommended action will ensure the community receives what it purchased.

DISTRICT COURT, ADAMS COUNTY, COLORADO Court Address: 1100 Judicial Center Drive Brighton, CO 80601 Phone Number: 303-659-1161	▲ COURT USE ONLY ▲
<b>PLAINTIFF:</b> ADAMS COUNTY SCHOOL DISTRICT NO. 1 A/K/A MAPLETON PUBLIC SCHOOLS, a Colorado school district  v.  <b>DEFENDANT:</b> NEENAN COMPANY LLLP, a Colorado limited liability limited partnership	
Douglas A. Stevens, #31996 Andrew M. Salazar, #59519 CAPLAN AND EARNEST LLC 3107 Iris Avenue, Suite 100 Boulder, CO 80301 Phone Number: (303) 443-8010 Fax Number: (303) 440-3967 dstevens@celaw.com asalazar@celaw.com	Case Number:  Div.
<b>COMPLAINT AND JURY DEMAND</b>	

Plaintiff, Adams County School District No. 1 a/k/a Mapleton Public Schools (the “District”), by their attorneys, Caplan and Earnest LLC, hereby files this Complaint and Jury Demand and alleges as follows:

**I. PARTIES, JURISDICTION, AND VENUE**

1. This case involves construction defects and resulting property damage that were caused by negligent installation of, and/or defective, fiber cement panels by the Neenan Company LLLP (“Neenan”) and its retained subcontractors, during the construction of the District’s new Arts Center (the “Building”), pursuant to the District and Neenan’s February 14, 2017 Archistruction Services Agreement (the “Project”). As a result of this failure, among other things, the panels that were installed have experienced significant cracking and separation throughout both the Building’s interior and exterior, which now necessitates removal. The panels have caused and continue to cause resulting damage to the Building and the District.

2. Plaintiff Adams County School District No. 1 a/k/a Mapleton Public Schools is a school district and a body corporate within the County of Adams, State of Colorado and is duly organized and incorporated pursuant to the Constitution and laws of the State of Colorado. The District has the authority to bring this action pursuant to C.R.S. § 22-32-101.

3. Defendant Neenan Company LLLP is a Colorado limited liability limited partnership in good standing in Colorado with a principal office at 3325 S. Timberline Road, Suite 100, Fort Collins, CO 80525.

4. Personal jurisdiction exists over Neenan. Neenan is an integrated architecture, design, and construction firm incorporated in the State of Colorado that transacts business in Colorado and purposefully avails itself of the rights and privileges afforded by the State of Colorado.

5. There is subject matter jurisdiction over this matter and the controversies presented in this case.

6. Venue is proper in this Court pursuant to C.R.C.P. 98(c) and the Judicial Proceedings provision contained in Paragraph 12.4 of the Archistruction Services Agreement (the “Agreement”) between the District and Neenan, attached as **Exhibit 1**.

7. Prior to filing this Complaint, the Plaintiffs complied with the Notice of Claim Process outlined in C.R.S. § 13-20-803.5.

## **II. GENERAL ALLEGATIONS**

8. The District incorporates the allegations contained in the preceding paragraphs as if fully set forth herein.

9. Neenan is an integrated architecture, design, and construction firm that provides professional services on commercial and public buildings such as the District’s Arts Center.

10. In or about February 14, 2017, the District contracted with Neenan to serve as the General Contractor for the Project, and to otherwise be responsible for the design and construction of the Building.

11. The District engaged Neenan to perform its services consistent with the Agreement’s terms.

12. In the Agreement, Paragraph 1.4.2, Neenan represented that “[t]he standard of care for all architectural and engineering services performed or furnished pursuant to this Agreement shall be the standard of care and skill ordinarily used by members of the architectural or engineering professions practicing under similar conditions in the area where the Project is located at the same time as the services performed hereunder.”

13. In the Agreement, Paragraph 1.5.2, Neenan agreed that it would be “responsible to [the District] for acts and omissions of: (a) [Neenan]; (b) [Neenan]’s agents and employees; (c) [Neenan]’s Consultants and Subcontractors, and their respective agents and employees . . . .”

14. In the Agreement, Paragraph 2.2.2, Neenan represented that it “shall supervise and direct the Work, using reasonable skill and attention. [Neenan] shall be solely responsible for and have control over all construction means, methods, techniques, sequences and procedures, and for coordinating all portions of the Work.”

15. In the Agreement, Paragraph 8.2.1, Neenan warranted that “materials and equipment furnished under this Agreement shall be of good quality and new unless otherwise required or permitted by the Contract Documents and the Work shall be free from defective workmanship and materials, performed in a good and workmanlike manner, and in accordance with the Contract Documents.”

16. In the Agreement, Paragraph 8.2.5, Neenan warranted that “[i]f within two (2) years . . . after the date of Substantial Completion of the Work or of a Portion of the Project . . . any of the Work is found to be defective, [Neenan] shall correct it promptly after receipt of a written notice from [District] to do so unless [District] has previously given [Neenan] a written acceptance of such condition (‘Correction Period’).”

17. In the Agreement, Paragraph 11.4.1, Neenan promised that it “shall defend, indemnify, and hold [District] harmless from all claims of bodily injury or property damage . . . that may arise from the performance of the Work, but only to the extent of the negligence of [Neenan], [Neenan]’s Consultants, Subcontractors or anyone for whom they are responsible.”

18. In the Agreement, Paragraph 12.5, Neenan and the District agreed that “[t]he prevailing party in any proceeding brought under Paragraph 12.4 hereof shall be entitled to reimbursement from the other party all costs, expenses, and reasonable attorney and expert fees, costs, and expenses incurred by such prevailing party in connection with any such proceeding.”

19. In or about June 2021, Neenan completed the scope of its work, as outlined in the Agreement, designing and constructing the Building.

20. In January 2023, the District observed the first cracked interior concrete panels and subsequently submitted its first warranty claim to Neenan.

21. In or about April 2023, the District ascertained that there were approximately 20 to 25 damaged wall tiles.

22. On June 2, 2023, the District and Neenan conducted its final warranty walk, during which the first cracked exterior wall panels were discovered, and by September 2023, the total damaged wall panels had increased to approximately 75.

23. Over the past 18-plus months, no repairs have been made and the damage has significantly worsened. More interior panels have been damaged, and the issues on the Building's exterior are far more severe. Hundreds of panels are now damaged throughout the Building's exterior, and particularly on its north side.

24. As a result of Neenan's improper workmanship and refusal to correct the defective work and panels, the District has explored the possibility of hiring a different company to serve as a general contractor to install a similar quality product to the current panels on the Building. The District has received estimates indicating that the cost would exceed \$1,000,000.00 for the complete removal and replacement of all panels on the Building.

25. Neenan breached its obligations to the District by defectively installing the fiber cement panels on the Building and then not correcting this defective work, by installing defective cement panels, and otherwise failing to comply with the requirements of its Agreement with the District and by failing to meet its standard of care to the District.

**FIRST CLAIM FOR RELIEF  
(Negligence)**

26. The District incorporates the allegations contained in the preceding paragraphs as if fully set forth herein.

27. Neenan owed a duty to the District, separate and distinct from any contractual obligations, to be reasonably careful in the performance of its scope of work and to perform its services in a professional and workmanlike manner and in accordance with applicable industry standards, practices, codes, and guidelines.

28. Neenan owed the Plaintiff a duty to exercise reasonable care in the installation of fiber cement panels on the Building.

29. Neenan was required to exercise the reasonable care, technical skill, ability and diligence ordinarily required of general contractors, in addition to architectural and engineering professions, in the same or similar circumstances when designing and constructing the Building for the District.

30. Neenan failed to adhere to the accepted standard of care in performing its construction services for the District, including but not limited to, its failure to properly install the fiber cement panels on the Building and then not promptly correcting this defective work when notified of it, in addition to its decision to supply and install defective cement panels on the Building.

31. Neenan's failure to adhere to the accepted standard of care in performing its work was a direct and proximate cause of the District's damages and losses.

32. As a result of Neenan's breaches of the applicable standard of care for a general contractor and construction design professional, the District has suffered, continues to suffer, and will suffer damages and losses, including, but not limited to, the costs to remove and replace all defective panels, and other miscellaneous expenses associated with that task.

33. Accordingly, the District seeks damages from Neenan in an amount to be determined at trial, including accruing interest, legal costs, and attorneys' fees.

**SECOND CLAIM FOR RELIEF  
(Breach of Contract)**

34. The District incorporates the allegations contained in the preceding paragraphs as if fully set forth herein.

35. The District contracted with Neenan to perform design and construction services, as set forth in the Agreement.

36. Neenan failed to perform its services and obligations under the Agreement.

37. The District substantially performed its obligations under the Agreement, including paying Neenan the money owed to it under the Agreement.

38. As a result of Neenan's breaches, the District has suffered, continues to suffer, and will suffer additional substantial damages and losses, including but not limited to, the costs to repair and replace the damages caused by Neenan.

39. Accordingly, the Plaintiff seeks damages from Neenan in an amount to be determined at trial, including accruing interest, legal costs, and attorneys' fees.

**THIRD CLAIM FOR RELIEF  
(Breach of Express Warranty)**

40. The District incorporates the allegations contained in the preceding paragraphs as if fully set forth herein.

41. In Paragraph 8.2.1 of the Agreement, Neenan expressly warranted that "materials and equipment furnished under this Agreement shall be of good quality and new unless otherwise required or permitted by the Contract Documents and the Work shall be free from defective workmanship and materials, performed in a good and workmanlike manner, and in accordance with the Contract Documents."

42. In Paragraph 8.2.5 of the Agreement, Neenan expressly warranted that "[i]f within two years . . . after the date of Substantial Completion of the Work or of a Portion of the Project .

. . any of the Work is found to be defective, [Neenan] shall correct it promptly after receipt of a written notice from [District] to do so unless [District] has previously given [Neenan] a written acceptance of such condition (‘Correction Period’).”

43. The Plaintiff relied on Neenan’s representations in entering into the Agreement.

44. Neenan breached the express warranties by providing defective workmanship and materials during the installation of the fiber cement panels on the Building, which resulted in significant cracking and separation of the panels throughout both the Building’s interior and exterior, compromising the tiles’ structural integrity and aesthetic appearance. Further, even after receiving the District’s first warranty claim in January 2023, Neenan has not corrected the defective work, which now necessitates removal of the compromised panels.

45. As a direct and proximate result of Neenan’s breach of the express warranties in the Agreement, the District has suffered and will continue to suffer damages, including costs of repair, delay, and diminished value, in addition to the risk of bodily injuries and property damages to members of the District’s community due to falling tiles.

46. Accordingly, the Plaintiff seeks damages from Neenan in an amount to be determined at trial, including but not limited to, accruing interest, legal costs, and attorneys’ fees.

#### **FOURTH CLAIM FOR RELIEF (Contractual Indemnity)**

47. The District incorporates the allegations contained in the preceding paragraphs as if fully set forth herein.

48. In Paragraph 11.4.1 of the Agreement, Neenan agreed to “defend, indemnify and hold [the District] harmless from all claims of . . . property damage . . . (including damage to the Work itself), and attorneys’ fees and costs, that may arise from the performance of the Work, but only to the extent of the negligence of [Neenan], [Neenan’s] Consultants, Subcontractors or anyone for whom they are responsible.”

49. The District was not negligent or at fault for causing the defective construction related to the Building.

50. Neenan, its employees, consultants, subcontractors and/or its product manufacturers and suppliers were negligent or otherwise at fault with regard to the Building’s defective design and construction and resultant property damage that occurred and continues to occur at the Building.

51. The District presented Neenan with its claims prior to commencing this action and Neenan failed to fulfill its obligations to the District.

52. Neenan owes a duty of indemnity to the District for the damages and losses caused by Neenan, its employees, consultants, subcontractors and/or its product manufacturers and suppliers' negligence and breaches, including, but not limited to, the defective construction and property damage that occurred and continues to occur at the Building.

53. Accordingly, the District seeks damages from Neenan in an amount to be determined at trial, including but not limited to, accruing interest, legal costs and attorneys' fees.

### **PRAYER FOR RELIEF**

WHEREFORE, the District respectfully requests judgment in its favor and against Neenan for all general and special damages as are proven, for all necessary costs, including but not limited to, attorney fees as provided for under the Agreement, expert witness fees and the expenses incurred in investigation and discovery required to present the District's claims, interest from the date of the breaches, post-judgment interest at the requisite rate, and for such other and further relief as this Court shall deem proper, just, and appropriate under the circumstances.

**PLAINTIFF DEMANDS TRIAL BY JURY ON ALL CLAIMS SO TRIABLE.**

Respectfully submitted this \_\_ day of September, 2025.

CAPLAN AND EARNEST LLC

*s/ Douglas A. Stevens* \_\_\_\_\_

Douglas A. Stevens

Andrew M. Salazar

*Attorneys for Plaintiffs*

Plaintiff's Address:

Adams County School District No. 1 a/k/a Mapleton Public Schools  
591 East 80th Avenue  
Denver, CO 80229

4900-4717-2198, v. 1