



Mapleton Public Schools Board of Education

Regular Meeting
Administration Building

December 17, 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
Paige Kelly
Daisy Lechman
Michelle Ramos
Jason Sedillo

SUPERINTENDENT

Mike Crawford

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Approval of Agenda
5. Business Board
 - 5.1 Board Study Comments
6. What's Right in Mapleton
7. Public Participation
8. Approval of Minutes
 - 8.1 Approval of November 19, 2025, Board Business Meeting Minutes
 - 8.2 Approval of December 12, 2025, Board Special Meeting Minutes
9. Report of the Secretary
10. Consent Agenda
 - 10.1 Personnel Action, Policy GCE/GCF – Ms. Marin
 - 10.2 Finance Report November 2025, Policy DIC – Mr. Storz
11. Focus: Student Achievement
 - 11.1 Dashboard Report: Career and Technical Education (CTE), Policy IHBK – Ms. Ansley
12. Focus: Student Wellness
 - 12.1 Dashboard Report: Special Populations, Policy AD – Ms. Fuller
13. Focus: Exceptional Staff
 - 13.1 Dashboard Report: ESS Update, Policy CBA/CBC – Ms. Marin
14. Discussion of Next Agenda
15. Superintendent's Comments
16. Board Committee Updates
17. School Board Discussion/Remarks
18. Next Business Meeting Notification – Wednesday, January 21, 2026
19. 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 6:03 p.m. on Wednesday, November 19, 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 November 19, 2025, as presented.

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

5.0 APPROVAL OF MINUTES

MOTION: By Ms. Lechman, seconded by Ms. Boyce, to approve the minutes as stated on the Board agenda dated November 19, 2025: 8.1 Board Meeting minutes of October 22, 2025, as presented.

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

6.0 BOARD BUSINESS

6.1 Superintendent's Evaluation

Mr. Moe presented a summary of the superintendent's evaluation.

MOTION: By Ms. Boyce, seconded by Ms. Ramos, to approve the Superintendent's Evaluation for the 2024-2025 school year, as presented.

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

6.2 Board Comments/Recognition

Ms. Boyce and Ms. Ramos thanked Mr. Moe and Ms. Frye for their service and commitment to the community.

Mr. Moe thanked Board members and briefly reflected on their work.

6.3 Certification of Election Results

Ms. Branscum, the District Designated Election Official, reported that Jason Sedillo had been elected by acclamation to a four-year term representing District A on the Board of Education; Mallory Boyce had been elected by acclamation to a four-year term representing District C; and Paige Kelly had been elected by acclamation to a four-year term representing District E beginning November 19, 2025, and confirmed their seats on the Board of Education.

MOTION: By Ms. Lechman, seconded by Ms. Ramos, to approve the Certification of Election Results, as presented.

AYES: Ms. Boyce, Ms. Frye, Ms. Lechman, Mr. Moe, and Ms. Ramos.

Motion carried: 5-0

6.4 Oath of Office

The Honorable Brett Martin, 17th Judicial District Chief Judge, administered the Oaths of Office to newly elected Board members Jason Sedillo, Mallory Boyce, and Paige Kelly.

6.5 Election of Board Officers

MOTION: By Ms. Ramos, seconded by Ms. Lechman, to nominate Mallory Boyce as President of the Board of Education for Mapleton Public Schools, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.

Motion carried: 5-0

MOTION: By Ms. Lechman, seconded by Ms. Ramos, to nominate a slate of officers to include Michelle Ramos, Vice-President; Daisy Lechman, Secretary; Paige Kelly, Treasurer; and Jason Sedillo, Assistant Secretary/Treasurer, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.

Motion carried: 5-0

6.6 Resolution to Authorize Use of Facsimile Signatures

MOTION: By Ms. Lechman, seconded by Ms. Ramos, to approve the resolution authorizing the consent to use facsimile signatures of the Board of Education, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.

Motion carried: 5-0

6.7 Confidentiality Compliance Affidavit

MOTION: By Ms. Lechman, seconded by Ms. Ramos, to move that the Board comply with all confidentiality requirements as required by Colorado Law, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

7.0 WHAT'S RIGHT IN MAPLETON

For What's Right in Mapleton Ms. Johnson welcomed students from Mapleton Early Career Preparatory High School who shared with the Board how MEC's blend of traditional classes, independent projects and real-world internships supports learning and growth, one student at a time.

RECESS TO HONOR BOARD MEMBERS 6:36 p.m., reconvened at 6:46 p.m.

8.0 PUBLIC PARTICIPATION

9.0 REPORT OF THE SECRETARY

10.0 CONSENT AGENDA

10.1 Personnel Action

10.2 Finance Report October 2025

MOTION: By Ms. Ramos, seconded by Ms. Lechman, to approve Agenda Items 10.1 Personnel Action, 10.2 Finance Report October 2025, as stated on the Board agenda dated November 19, 2025, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

11.0 FOCUS: STUDENT ACHIEVEMENT

11.1 2025-2026 Student October Count Enrollment Report (Preliminary)

Mr. Fuller, Executive Director of Assessment, presented the 2025-2026 Student October Count Enrollment Report regarding current District enrollment.

A copy of Mr. Fuller's presentation is attached.

12.0 FOCUS: COMMUNICATION & COMMUNITY ENGAGEMENT

12.1 Fiscal Year 2025-2026 Audit Presentation

Mr. Storz presented the 2025-2026 Audit Presentation.

A copy of Mr. Storz's presentation is attached.

MOTION: By Ms. Kelly, seconded by Ms. Ramos, to accept the findings of the 2024-2025 audit, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, Mr. Sedillo.
Motion carried: 5-0

12.2 DAAC Update

Mr. Fuller reported that the DAAC convened in November to participate in a focus group in preparation for strategic planning, to learn about student enrollment trends in the district, and reviewed news and events happening in Mapleton. Mr. Fuller also reported that no DAAC member has volunteers to serve as DAAC chair for the 2025-2026 school year.

13.0 FOCUS: FACILITIES MANAGEMENT

13.1 Consideration of Purchase: Replacement of Gym Floor and Lower-Level Bleachers for the Skyview Campus

Mr. Sauer recommended the selection of BROOC Athletic Product Solutions for the replacement of the gym floor and lower-level bleachers at the Skyview gymnasium.

MOTION: By Ms. Ramos, seconded by Ms. Lechman, to approve the selection of BROOC Athletic Product Solutions for the replacement of the gym floor and lower-level bleachers at the Skyview gymnasium, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

13.2 Consideration of Purchase: Replacement of One Rooftop Ventilation Unit for the District Administration and PASB Building

Ms. McMachen recommended the selection of Mtech Mechanical for the replacement of one rooftop ventilation unit (RTU) for the District Administration and PASB Building.

MOTION: By Ms. Ramos, seconded by Ms. Kelly, to approve the selection of Mtech Mechanical for the Broadway Building RTU replacement project, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

14.0 DISCUSSION OF THE NEXT AGENDA

Ms. Boyce said the agenda items for the Board Meeting on December 17, 2025, would include:

- Certification of Mill Levies but it may need to occur in a Special Meeting to be compliant with deadlines.
- DAAC Report

15.0 SUPERINTENDENT'S COMMENTS

Superintendent Crawford congratulated all board members on their positions and extended a warm welcome to the newly elected members, noting that each board member is a parent of a student in the district. He highlighted the significance of the October Count and its impact on enrollment. Appreciation was expressed to the Business Services team for their work on the 2024–25 audit. The Superintendent also shared a welcome message from the MEA President to the new board members and provided an update on the progress of the district's strategic planning initiative.

16.0 BOARD COMMITTEE UPDATE

Ms. Lechman reported that BOCES met on November 17, 2025, and reviewed several process changes as well as the annual audit.

Superintendent Crawford shared that the Mapleton Education Foundation met on November 18, 2025. Discussions focused on plans to hire future leadership, including one full-time position and two part-time or contracted roles. He also noted that the Foundation, in partnership with Integrated Services, will be hosting a holiday shop on December 6, 2025.

17.0 SCHOOL BOARD DISCUSSION / REMARKS

Ms. Boyce extended a congratulations and a warm welcome to the new Board of Education members.

18.0 NEXT MEETING NOTIFICATION

The next Board Business meeting will be at 6:00 p.m. on December 17, 2025, at the Mapleton Administration Building.

19.0 ADJOURNMENT

The Board adjourned at 7:30 p.m.

Mallory Boyce, Board President

Daisy Lechman, Board Secretary

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

1.0 CALL TO ORDER

Members of The Board of Education – Mapleton Public Schools met in a Special Meeting 2:56 pm on Friday, December 12, 2025, at the Broadmoor Hotel in Colorado Springs, CO.

2.0 ROLL CALL

Mallory Boyce - President	Present
Paige Kelly –Treasurer	Present
Daisy Lechman - Secretary	Present
Michelle Ramos – Vice President	Present
Jason Sedillo – Asst. Secretary/Treasurer	Present

3.0 APPROVAL OF AGENDA

MOTION: By Ms. Lechman, seconded by Ms. Ramos, to approve the Board agenda dated December 12, 2025, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

4.0 COMMUNICATION & COMMUNITY ENGAGEMENT

4.1 Mill Levy Certification 2026

Mr. Crawford, on behalf of Mr. Storz requested the Board adopt the General Fund mill levy and the Bond Redemption Fund mill levy.

MOTION: By Ms. Lechman, seconded by Ms. Kelly, to adopt the General Fund mill levy of 43.043 mills; and the Bond Redemption Fund mill levy of 10.681 mills, for a total levy of 53.724, as presented.

AYES: Ms. Boyce, Ms. Kelly, Ms. Lechman, Ms. Ramos, and Mr. Sedillo.
Motion carried: 5-0

5.0 ADJOURNMENT

The Board adjourned at 3:02 p.m.

Mallory Boyce, Board President

Daisy Lechman, Board Secretary

To: Michael Crawford, Superintendent
From: Ingrid Marin, Director, Talent Management
Date: December 10, 2025

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

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 to be approved by Board Action at the regular meeting on December 17, 2025.

CLASSIFIED STAFF

New Employees	Position	Location	Hire Date	Reason
Aguilar Fierro, Luz	Sub Custodian	Operations	11/24/2025	New Hire
Elizalde, Analiz	Bus Paraprofessional	Transportation	12/08/2025	New Hire
Essabri, Loubna	Nutrition Services Assistant	Nutrition Services	12/03/2025	New Hire
Guzman, Karina	Sub Custodian	Operations	12/10/2025	New Hire
Johnson, Stefanie	Instructional Paraprofessional	Clayton Partnership	11/21/2025	New Hire
Nelson, Isabella	Bus Paraprofessional	Transportation	12/01/2025	New Hire
Peraza, Michele	Nutrition Services Manager In Training	Nutrition Services	11/17/2025	New Hire
Rodriguez, Jessica	ILC SPED Paraprofessional	Global Primary Academy	11/13/2025	Re-Hire
Trujillo, Anaya	Preschool Paraprofessional	Global Primary Academy	12/03/2025	New Hire

Resignations/ Terms	Position	Location	Term Date	Reason
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CLASSIFIED REQUESTS

No requests at this time.

LICENSED STAFF

New Employees	Position	Location	Hire Date	Reason
Resignations/ Terms	Position	Location	Term Date	Reason
Macron, Juliette	English	York International	12/19/2025	Resignation
Passini, Jacob	Music	Achieve Academy	12/19/2025	Resignation

LICENSED REQUESTS

No requests at this time

ADMINISTRATION STAFF

New Employee	Position	Location	Hire Date	Reason
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Resignations/ Terms	Position	Location	Term Date	Reason
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LEAVE REQUESTS

<u>NAME</u>	<u>DATES</u>
Beauprez, Kari	12/01/2025 – 12/12/2025
Dela Rosa, Alondra	11/17/2025 – 11/21/2025
Boddy, Tammy	01/14/2026 – 02/11/2026
Jimenez, Delia	12/22/2025 – 01/16/2026
Ortiz, Jesika	10/01/2025 – 01/15/2026
Leialoha, Christy	10/20/2025 – intermittent
Navarro, Barbara (Libby)	11/17/2025 – 01/09/2026
Rufien, Melanie	12/08/2025 – 12/19/2025
Scarpella-Straub, Janna	01/05/2026 – 01/26/2026
Triffo, Sara	09/08/2025 – 12/31/2025
Velazquez Goytia, Joseline	11/03/2025 – 01/23/2026



Mapleton Public Schools
General Fund
November 2025-26

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 59,308,147	\$ 2,049,832	3.46%	\$ 57,376,048	\$ 2,478,931	4.32%
Intermediate Revenue	5,000	-	0.00%	5,000	2,694	53.89%
County Revenue	-	-	0.00%	-	-	0.00%
State Revenue	54,021,409	29,040,048	53.76%	50,822,916	27,155,895	53.43%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	(5,890,000)	-	0.00%	(2,660,000)	-	0.00%
Total General Fund Revenues	\$ 107,444,556	\$ 31,089,881	28.94%	\$ 105,543,964	\$ 29,637,520	28.08%
Expenditures						
Salaries	\$ 66,491,330	\$ 21,338,152	32.09%	\$ 63,826,646	\$ 20,800,210	32.59%
Benefits	24,355,627	6,581,116	27.02%	23,395,683	6,399,840	27.35%
Purchased Professional Services	3,730,410	1,400,048	37.53%	3,883,712	1,252,882	32.26%
Purchased Property Services	2,692,421	1,572,525	58.41%	2,850,573	1,569,289	55.05%
Other Purchased Services	4,000,568	2,354,100	58.84%	4,148,643	2,306,660	55.60%
Supplies & Materials	4,690,113	1,826,463	38.94%	4,757,232	1,977,777	41.57%
Property	726,000	539,692	74.34%	1,026,583	800,852	78.01%
Other Objects	3,451,311	1,397,631	40.50%	1,385,896	233,577	16.85%
Other Uses of Funds	660,906	376,947	57.03%	903,169	319,449	35.37%
Total General Fund Expenditures	\$ 110,798,686	\$ 37,386,673	33.74%	\$ 106,178,137	\$ 35,660,535	33.59%
Beginning Fund Balance	\$ 23,025,349	\$ 23,997,198		\$ 21,859,295	\$ 21,859,295	
Net Change in Fund Balance	(3,354,130)	(6,296,792)		(634,173)	(6,023,015)	
Fund Balance Year to Date	\$ 19,671,219	\$ 17,700,406		\$ 21,225,122	\$ 15,836,280	



**Mapleton Public Schools
Colorado Preschool Fund
November 2025-26**

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 968,060	\$ 359,000	37.08%	\$ 1,100,750	\$ 341,995	31.07%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	3,667,503	928,211	25.31%	3,172,793	1,491,880	47.02%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	2,000,000	-	0.00%	2,000,000	-	0.00%
Total Colorado Preschool Fund R	\$ 6,635,563	\$ 1,287,211	19.40%	\$ 6,273,543	\$ 1,833,874	29.23%
Expenditures						
Salaries	\$ 4,927,350	\$ 1,493,923	30.32%	\$ 4,674,013	\$ 1,411,504	30.20%
Benefits	1,678,243	478,326	28.50%	1,507,274	450,514	29.89%
Purchased Professional Services	22,000	9,526	43.30%	22,000	7,810	35.50%
Purchased Property Services	8,500	2,323	27.33%	6,500	2,591	39.87%
Other Purchased Services	7,900	1,655	20.95%	5,815	2,536	43.61%
Supplies & Materials	101,184	28,695	28.36%	103,637	20,679	19.95%
Property	10,000	12,953	129.53%	13,500	13,500	100.00%
Other Objects	25,500	13,294	52.13%	32,975	13,978	42.39%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Colorado Preschool Fund E	\$ 6,780,677	\$ 2,040,694	30.10%	\$ 6,365,714	\$ 1,923,111	30.21%
Beginning Fund Balance	\$ 419,264	\$ 672,975		\$ 249,997	\$ 249,997	
Net Change in Fund Balance	(145,114)	(753,483)		(92,171)	(89,237)	
Fund Balance Year to Date	\$ 274,150	\$ (80,508)		\$ 157,826	\$ 160,760	



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

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 236,658	\$ 96,911	40.95%	\$ 246,310	\$ 84,199	34.18%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	526,800	249,990	47.45%	1,161,000	263,945	22.73%
Federal Revenue	3,908,720	1,500,204	38.38%	3,076,482	1,435,444	46.66%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
Total Nutrition Services Fund Revenue	\$ 4,672,178	\$ 1,847,104	39.53%	\$ 4,483,792	\$ 1,783,587	39.78%
Expenditures						
Salaries	\$ 1,834,493	\$ 626,888	34.17%	\$ 1,798,753	\$ 568,260	31.59%
Benefits	615,785	194,594	31.60%	548,952	173,411	31.59%
Purchased Professional Services	93,800	66,710	71.12%	72,900	65,493	89.84%
Purchased Property Services	71,250	46,788	65.67%	81,600	9,142	11.20%
Other Purchased Services	9,450	2,603	27.55%	16,000	10,949	68.43%
Supplies & Materials	1,841,600	675,020	36.65%	1,765,955	664,113	37.61%
Property	-	13,307	100.00%	-	4,341	100.00%
Other Objects	704,500	1,076	0.15%	354,603	1,006	0.28%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Nutrition Services Fund Expenditures	\$ 5,170,878	\$ 1,626,986	31.46%	\$ 4,638,763	\$ 1,496,714	32.27%
Beginning Fund Balance	\$ 2,697,945	\$ 3,107,282		\$ 2,833,111	\$ 2,833,111	
Net Change in Fund Balance	(498,700)	220,118		(154,971)	286,873	
Fund Balance Year to Date	\$ 2,199,245	\$ 3,327,400		\$ 2,678,140	\$ 3,119,984	



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

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 45,050	\$ 35,000	77.69%	\$ 57,099	\$ 60,841	106.55%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	1,055,728	270,752	25.65%	2,011,826	948,219	47.13%
Federal Revenue	5,526,135	655,880	11.87%	4,988,835	-	0.00%
Transfers/Other Resources	-	-	0.00%	-	-	0.00%
Total Grants Fund Revenues	\$ 6,626,913	\$ 961,632	14.51%	\$ 7,057,760	\$ 1,009,060	14.30%
Expenditures						
Salaries	\$ 2,267,459	\$ 618,238	27.27%	\$ 1,914,425	\$ 692,435	36.17%
Benefits	640,164	186,987	29.21%	582,788	203,433	34.91%
Purchased Professional Services	1,016,454	319,366	31.42%	881,052	181,406	20.59%
Purchased Property Services	2,600	2,336	89.85%	37,600	2,587	6.88%
Other Purchased Services	578,087	282,145	48.81%	494,255	314,656	63.66%
Supplies & Materials	288,716	104,003	36.02%	366,007	136,630	37.33%
Property	-	67,725	0.00%	211,985	33,565	15.83%
Other Objects	1,833,433	529,355	28.87%	2,569,648	543,224	21.14%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Grants Fund Expenditures	\$ 6,626,913	\$ 2,110,155	31.84%	\$ 7,057,760	\$ 2,107,936	29.87%
Beginning Fund Balance	\$ -	\$ -		\$ -	\$ -	
Net Change in Fund Balance	-	(1,148,523)		-	(1,098,875)	
Fund Balance Year to Date	\$ -	\$ (1,148,523)		\$ -	\$ (1,098,875)	



**Mapleton Public Schools
Student Activities Fund
November 2025-26**

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 600,000	\$ 271,187	45.20%	\$ 500,000	\$ 325,355	65.07%
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%
Total Student Activities Fund Rev	\$ 600,000	\$ 271,187	45.20%	\$ 500,000	\$ 325,355	65.07%
Expenditures						
Salaries	\$ -	\$ 1,918	0.00%	\$ -	\$ 3,423	0.00%
Benefits	-	425	0.00%	-	748	0.00%
Purchased Professional Services	-	482	0.00%	-	-	0.00%
Purchased Property Services	-	-	0.00%	-	-	0.00%
Other Purchased Services	-	-	0.00%	-	822	0.00%
Supplies & Materials	600,000	184,594	30.77%	500,000	138,342	27.67%
Property	-	-	0.00%	-	-	0.00%
Other Objects	(2,773)	10,769	-388.43%	-	18,473	100.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Student Activities Fund Exp	\$ 597,228	\$ 198,190	33.18%	\$ 500,000	\$ 161,808	32.36%
Beginning Fund Balance	\$ 261,773	\$ 297,199		\$ 211,774	\$ 211,774	
Net Change in Fund Balance	2,773	72,998		-	163,547	
Fund Balance Year to Date	\$ 264,546	\$ 370,197		\$ 211,774	\$ 375,321	



Mapleton Public Schools
Fee Supported Fund
November 2025-26

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 205,000	\$ 36,364	17.74%	\$ 150,000	\$ 9,024	6.02%
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%
Total Fee Supported Fund Reven	\$ 205,000	\$ 36,364	17.74%	\$ 150,000	\$ 9,024	6.02%
Expenditures						
Salaries	\$ 100,000	\$ 53,404	53.40%	\$ 60,000	\$ 48,990	81.65%
Benefits	25,000	15,476	61.90%	20,000	14,694	73.47%
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	5,935	11.87%	50,000	-	0.00%
Property	-	-	0.00%	-	-	0.00%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Fee Supported Fund Expen	\$ 205,000	\$ 74,815	36.50%	\$ 150,000	\$ 63,684	42.46%
Beginning Fund Balance	\$ 30,000	\$ 15,542		\$ -	\$ -	
Net Change in Fund Balance	-	(38,450)		-	(54,660)	
Fund Balance Year to Date	\$ 30,000	\$ (22,908)		\$ -	\$ (54,660)	



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

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 12,006,230	\$ 148,698	1.24%	\$ 12,006,230	\$ 310,603	2.59%
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%
Total Bond Redemption Fund Revenue	\$ 12,006,230	\$ 148,698	1.24%	\$ 12,006,230	\$ 310,603	2.59%
Expenditures						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	7,100	-	0.00%	7,100	1,275	17.96%
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	208,627	3.38%	6,170,041	228,405	3.70%
Other Uses of Funds	5,829,089	1,823,120	31.28%	5,829,089	1,783,564	30.60%
Total Bond Redemption Fund Expenditures	\$ 12,006,230	\$ 2,031,747	16.92%	\$ 12,006,230	\$ 2,013,244	16.77%
Beginning Fund Balance	\$ 12,389,639	\$ 12,483,777		\$ 12,289,641	\$ 12,289,641	
Net Change in Fund Balance	-	(1,883,050)		-	(1,702,641)	
Fund Balance Year to Date	\$ 12,389,639	\$ 10,600,727		\$ 12,289,641	\$ 10,586,999	



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

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ -	\$ 7	100.00%	\$ -	\$ 79	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%
Total Building Fund Revenues	\$ -	\$ 7	0.00%	\$ 25,000	\$ 79	0.32%
Expenditures						
Salaries	-	\$ -	0.00%	-	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	-	0.00%	-	3,000	0.00%
Purchased Property Services	-	-	0.00%	-	37,308	100.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	1,788,211	24,368	1.36%	2,095,697	188,387	8.99%
Other Objects	-	-	0.00%	-	-	0.00%
Other Uses of Funds	-	-	0.00%	-	-	0.00%
Total Building Fund Expenditures	\$ 1,788,211	\$ 24,368	1.36%	\$ 2,095,697	\$ 228,695	10.91%
Beginning Fund Balance	\$ 1,788,211	\$ 1,782,213		\$ 2,047,203	\$ 2,047,203	
Net Change in Fund Balance	(1,788,211)	(24,360)		(2,070,697)	(228,615)	
Fund Balance Year to Date	\$ -	\$ 1,757,853		\$ (23,494)	\$ 1,818,588	



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

	Budget 2025-26	YTD Actual 2025-26	YTD as % of Budget	Budget 2024-25	YTD Actual 2024-25	YTD as % of Budget
Revenues						
Local Revenue	\$ 1,000,000	\$ 595,346	59.53%	\$ 500,000	\$ 350,668	70.13%
Intermediate Revenue	-	-	0.00%	-	-	0.00%
State Revenue	-	1,616,510	0.00%	7,949,366	3,704,572	46.60%
Federal Revenue	-	-	0.00%	-	-	0.00%
Transfers/Other Resources	3,890,000	-	0.00%	50,660,000	-	0.00%
Total Capital Reserve Fund Revenue	\$ 4,890,000	\$ 2,211,856	45.23%	\$ 59,109,366	\$ 4,055,240	6.86%
Expenditures						
Salaries	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
Benefits	-	-	0.00%	-	-	0.00%
Purchased Professional Services	-	3,531,724	100.00%	-	-	0.00%
Purchased Property Services	-	8,492	100.00%	460,000	-	0.00%
Other Purchased Services	-	-	0.00%	-	-	0.00%
Supplies & Materials	-	-	0.00%	-	-	0.00%
Property	53,830,177	2,335,727	4.34%	24,814,437	12,648,250	50.97%
Other Objects	250,000	-	0.00%	-	1,999	0.00%
Other Uses of Funds	-	-	0.00%	50,040,000	-	0.00%
Total Capital Reserve Fund Expenditures	\$ 54,080,177	\$ 5,875,943	10.87%	\$ 75,314,437	\$ 12,650,249	16.80%
Beginning Fund Balance	\$ 51,491,667	\$ 47,891,859		\$ 19,511,654	\$ 19,511,654	
Net Change in Fund Balance	(49,190,177)	(3,664,087)		(16,205,071)	(8,595,009)	
Fund Balance Year to Date	\$ 2,301,490	\$ 44,227,772		\$ 3,306,583	\$ 10,916,646	

**Mapleton Public Schools
2025-26 Fund Balance Summary
November 2025-26**

Estimated Year To Date Fund Balance November 2025-26	Budgeted Ending Fund Balance 2025-26
Fund	
General Fund 17,700,406	19,671,219
Colorado Preschool Fund (80,508)	274,150
Nutrition Services Fund 3,327,400	2,199,245
Grants Fund (1,148,523)	0
Student Activities Fund 370,197	264,546
Fee Supported Fund (22,908)	30,000
Bond Redemption Fund 10,600,727	12,389,639
Building Fund 1,757,853	-
Capital Reserve Fund 44,227,772	2,301,490

To: Michael Crawford, Superintendent
From: Michell Ansley, Chief Academic Officer
Date: December 17, 2025

Policy: IHBK – Preparation for Postsecondary and Workforce Success
Report Type: Information Only
Subject: Dashboard Report – Career and Technical Education (CTE)

Policy Wording: The Board of Education for Mapleton Public Schools believes that to decrease student dropout rates, increase graduation rates, and encourage all students to reach their learning potential, it is important to support students in planning for postsecondary and workforce opportunities throughout their education.

Policy Interpretation: This policy is interpreted to mean that the Board shall be kept informed about CTE pathway developments that strengthen our schools of choice and provide innovative learning experiences to empower students in developing their talents and pursuing their interests.

Decision Requested: This is an information report only; no action is required.

Report: Colorado's State Plan for Career and Technical Education (CTE) emphasizes quality programs that integrate academic standards, post-secondary and workforce readiness competencies, and equitable access to high-skill and in-demand occupations. In alignment with this plan, Mapleton Public Schools demonstrates a steadfast commitment to preparing students for lifelong career success. The Mapleton community approved a mill levy in 2022 that included dedicated funding for a CTE initiative, and current pathways were launched in the 2023-2024 school year. During the 2024-25 school year, 1,334 of 2,064 high school students participated in CTE experiences, an increase of 32% from the prior year.

Mapleton also incorporates meaningful work-based learning (WBL) opportunities in each pathway. Mapleton Early Career Prep's career development pathway stands out as a bright spot, placing 317 students in internships as supported by the Big Picture Model. Every pathway features a Career and Technical Student Organization (CTSO) to complement these experiences. CTSO's provide avenues for networking, collaboration, and competition at state conferences hosted by the Technology Student Association

(TSA), Future Business Leaders of America (FBLA), and Colorado Thespians. Students from Mapleton Expeditionary School of the Arts (MESA) and Global Leadership Academy (GLA) each have students who have qualified for and participated in national CTSO conferences.

Furthermore, Mapleton facilitates opportunities for students to earn industry credentials that demonstrate workforce readiness. These include Patient Care Technician, EKG, and Phlebotomy at Academy High School; Adobe Photoshop, Adobe Illustrator, and Adobe InDesign at MESA; and Microsoft Office Specialist at GLA. In partnership with Front Range Community College, we offer students CTE concurrent enrollment options. These include college-level Adobe courses at MESA, Tax Help Colorado at GLA, Computer Music Applications at Performing Arts School on Broadway (PASB), Computer Information Systems at York International, and education courses in the Teaching Pathway.

Looking ahead, Mapleton expects increased CTE opportunities to be a strong focus area in Mapleton's emerging strategic plan. This may include middle school opportunities that promote early meaningful career conversations, expansion of current pathway offerings at the high school level, increased concurrent enrollment opportunities, and increased WBL, industry credentials.

2024-2025 Mapleton CTE Participation

School/CTE Pathway	Career Development	Business	Teaching Pathway	Engineering	Health Science	Multimedia	Theater Tech	Total
Academy High School			2		303			305
Global Leadership Academy		304	4					308
Mapleton Early Career Prep	317		5					322
Mapleton Expeditionary School of the Arts			5			144		149
Performing Arts School on Broadway			15				51	66
York International			7	177				184
Total Students	317	304	38	177	303	144	51	1,334

School/CTE Pathway	Career Development	Business	Teacher Pathway	Engineering	Health Science	Multimedia	Theater Tech	Total
Count of CTE Certified Teachers	17	3	1	3	3	1	3	31
Count of CTE Certified Counselors	1	1		1	1	1	1	6
Count of Students Earning Credentials		1			10	2		13
Industry Credentials Earned		1			12	2		15
CTE Concurrent Enrollment	6	13	38			11		68
Work Based Learning (WBL)	317	37				1	51	406

To: Mike Crawford, Superintendent
From: Jill Fuller, Executive Director of Integrated Services
Date: December 17, 2025

Policy: CBA/CBC - Qualifications/Powers and Responsibilities of the Superintendent
Report Type: Information Only
Subject: Special Populations Dashboard

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

Policy Interpretation: This policy is interpreted to include updates to the Board of the District's educational and support system.

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

Report: This report provides an overview of data trends and key information about special population subgroups in Mapleton Public Schools.

Special Populations

Mapleton Public Schools offers specialized programming, services, and/or accommodations to sub-group populations, who, for this report, will be referred to collectively as "Special Populations." This report will specifically define and share historical data for students eligible for specialized services under *Individuals with Disability Act* (IDEA), students identified as Multilingual Language Learners (MLL), students who meet identification criteria for Gifted and Talented Education (GT), students eligible for accommodations under Section 504 of the *Rehabilitation Act of 1973* (Section 504), students with a Healthcare Plan, students identified as homeless under the *McKinney-Vento Homeless Assistance Act*, students in Foster Care, and education of migrant children. This report is inclusive of students from Preschool through 12th Grade.

The total number of students enrolled in Mapleton for 2025-26 is 6,950; 53.2% of students fall in one or more special populations sub-groups. 53.2% is not inclusive of students with Health Care Plans because it is not state-reportable data and therefore, not included in the October Count 2025 data set.



Special Populations Sub-Groups

Individuals with Disabilities Act (IDEA):

IDEA is a federal law that guarantees special education and related services to eligible children with disabilities from birth through age 21. The core principles of IDEA are:

- **Free and Appropriate Public Education (FAPE):** Every child with a disability is entitled to an education at no cost that meets their unique needs.
- **Least Restrictive Environment (LRE):** Students should learn alongside peers without disabilities as much as possible.
- **Individualized Education Program (IEP):** A legally binding plan outlining goals, services, and accommodations for each student.

In Colorado, there are thirteen educational disability eligibility categories for which a student can be determined eligible for special education.

As shown on the slide, Mapleton has experienced a slight increase in the percent of students eligible for special education and related services under *IDEA* over the past

five years. Mapleton's current rate of students with disabilities as defined by IDEA is 13.1%.



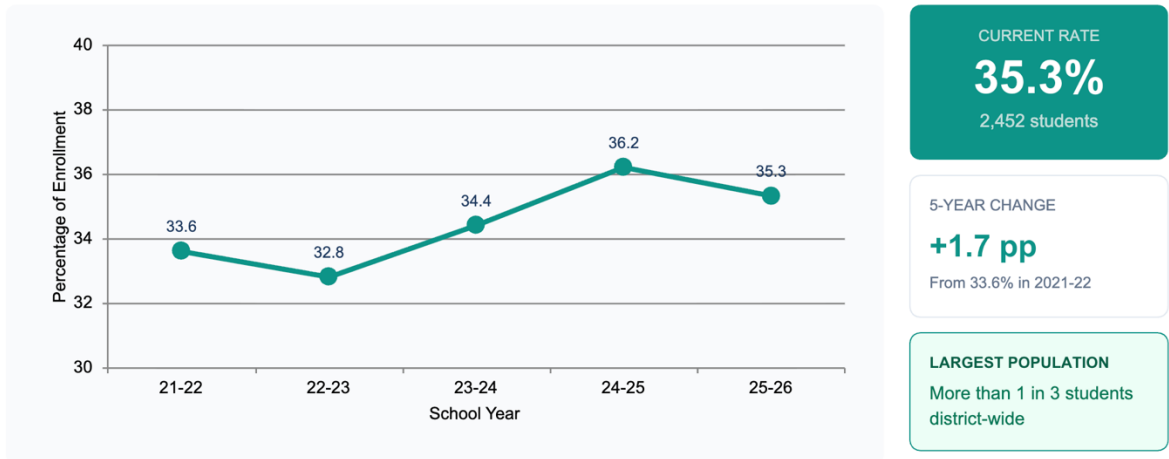
Multilingual Language Learners (MLL):

English Language Learners are referred to as Multilingual Learners (MLL) or Culturally and Linguistically Diverse (CLD) students. Students are identified as MLL through a home language survey completed during registration. Identified students are assessed annually using the State-approved summative assessment to measure progress and determine their level of English language proficiency. There are three levels of English language proficiency: Non-English Proficient (NEP), Limited English Proficient (LEP), and Fluent English Proficient (FEP). Students at the NEP and LEP level have an English Language Development Plan (ELD) that is updated annually based on current language acquisition goals for speaking, listening, reading, and writing. Students in the FEP category are monitored for three additional years after being classified as fluent.

As displayed on the slide, Mapleton's current rate of students identified as MLL is 35.5%, which is equivalent to 1 in 3 students district-wide being identified as a multilanguage learner.

Multilingual Learners

Students identified as Non-English Proficient (NEP), Limited English Proficient (LEP), or Fluent English Proficient (FEP)



Source: October Count

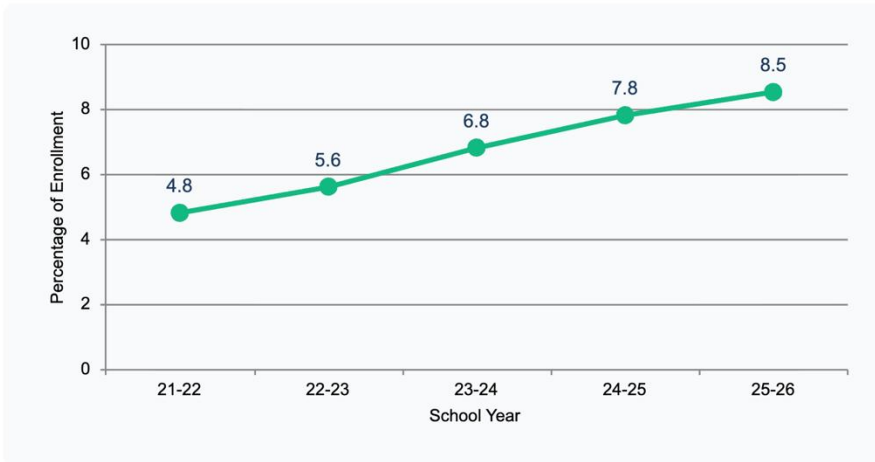
Gifted and Talented Education (GT):

Gifted and Talented students are those students between the ages of four and twenty-one whose abilities, talents, and potential for accomplishment are so exceptional or developmentally advanced that they require special provisions to meet their educational programming needs. The goal is to provide a quality instructional program that differentiates curriculum and instruction so that all gifted students can learn and grow at their level of potential. An *Advanced Learning Plan (ALP)* is a comprehensive written document created for each identified gifted student. An ALP is a written record of a gifted student's strengths and academic and affective learning goals, and the resulting programming utilized with each gifted student. ALPs are updated annually.

As the slide indicates, for 2025-26, 590 students are identified as Gifted and Talented.

Gifted and Talented

Students formally identified as gifted and talented under state guidelines



CURRENT RATE

8.5%

590 students

5-YEAR CHANGE

+3.7 pp

From 4.8% in 2021-22

Source: October Count

Section 504 of the *Rehabilitation Act of 1973* (Section 504):

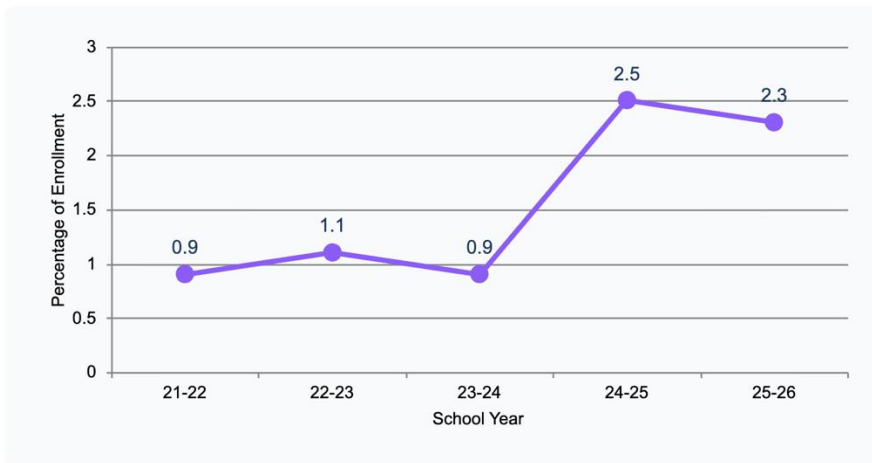
Section 504 is part of the *Rehabilitation Act of 1973*, a civil rights law that prevents discrimination against individuals with disabilities in schools and other programs receiving federal funding. Section 504 differs from *IDEA* in that *IDEA* offers specialized instruction and related services; Section 504 focuses on educational access and accommodations necessary to ensure educational access.

Under Section 504, any student with a physical or mental disability that substantially limits one or more major life activities may be eligible for a *Section 504 Accommodations Plan*. Examples of "major life activities" include but are not limited to learning, reading, concentrating, seeing, hearing, communicating, walking, and breathing.

As indicated on the slide, there has been notable growth over the past five years in the total number of students eligible for a *Section 504 Accommodations Plan* due to enhanced awareness of eligibility criteria and identification processes related to Section 504.

Section 504 Plans

Students with disabilities receiving accommodations under Section 504 of the Rehabilitation Act



Source: October Count

CURRENT RATE

2.3%

160 students

5-YEAR CHANGE

+1.4 pp

From 0.9% in 2021-22

NOTABLE GROWTH

Significant increase in percent of students with a 504 Plan indicates enhanced awareness and identification

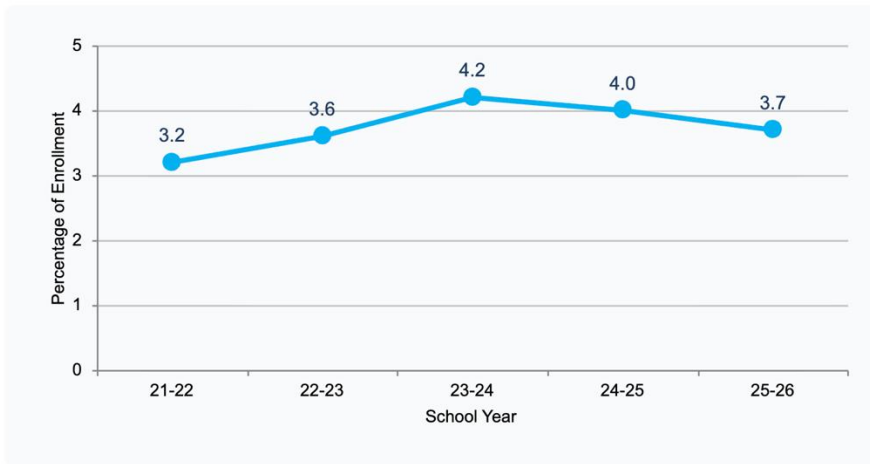
Healthcare Plans:

Students eligible for a Health Care Plan are those who have a medical condition that requires specific management during the school day. A Health Care Plan is a plan that addresses the administration of medications and/or treatments for a student, including emergency treatment, and is based on orders from a student's healthcare practitioner; orders can include administration of medication(s) and/or treatments for the student. A Health Care Plan is developed by a School Nurse with input from a student's parents or legal guardians. School nurses are responsible for managing health care plans for students with identified special health needs, delegating and training appropriate school personnel to implement specific procedures, and coordinating care to meet students' health needs. For students who qualify as students with disabilities under Section 504 or IDEA, their existing Section 504 Accommodations Plan or IEP can meet the Health Care Plan requirements.

As the slide displays, the current percent of students with a Health Care Plan is 3.7% with a stable trend over the past five years. Mapleton has experienced an increase in percent of students eligible for an IEP or 504 Plan over the past five years and because an IEP or 504 Plan can meet Health Care Plan requirements, this may explain the decrease in Health Care Plans since 2023-24.

Health Care Plans

Students who have a medical condition that requires specific management during the school day



Source: October Count

CURRENT RATE

3.7%

260 students

5-YEAR CHANGE

+0.5 pp

From 3.2% in 2021-22

NOTABLE GROWTH

Stable trend over past five years; decrease from 2023-24 to 2025-26 could be a result of an increase in 504 Plans & IEPs

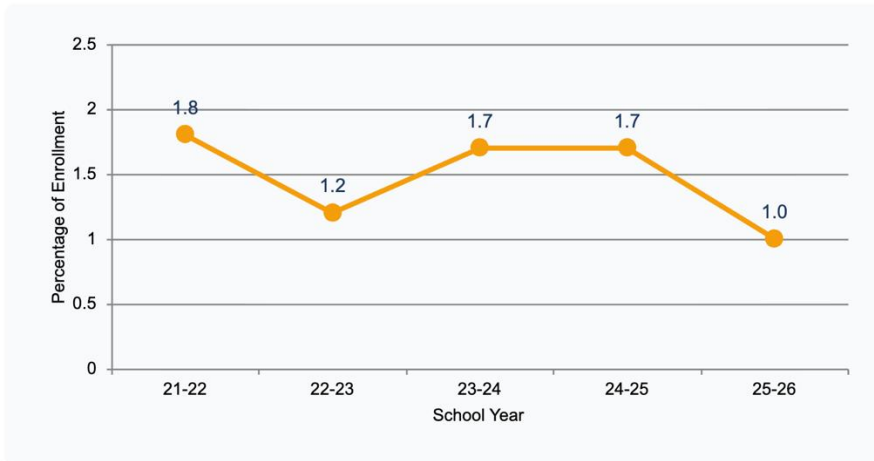
McKinney-Vento Homeless Assistance Act:

The *McKinney-Vento Homeless Act* is a federal law designed to remove educational barriers for students experiencing homelessness by ensuring equal access to public education. Students identified under *McKinney-Vento* are those who lack a fixed, regular, and adequate nighttime residence. Each District appoints a *McKinney-Vento* Liaison who is responsible for identifying and supporting eligible students, connecting families to resources, and providing training to staff to increase awareness and identification measures. Students identified as *McKinney-Vento* have access to immediate enrollment even without proof of residency, immunizations, or school records. If a student changes residences during a school year, the student may remain in their "school of origin" or attend their local school/district, and districts must provide transportation to maintain stability. Students identified as *McKinney-Vento* must receive services comparable to their peers, including free lunch, counseling, extracurricular activities, technology support, and library access.

As the slide presents, in Mapleton, the percent of students eligible under *McKinney-Vento* fluctuates with economic conditions and identification efforts. For 2025-26, 66 students in Mapleton were identified *McKinney-Vento* at the time of October Count 2025.

Students Experiencing Homelessness

Students identified under the McKinney-Vento Homeless Assistance Act



Source: October Count • McKinney-Vento includes students lacking fixed, regular, and adequate nighttime residence
*Reporting practices experienced a change for October 2025.

CURRENT RATE

1.0%

66 students

5-YEAR CHANGE

-0.8 pp

From 1.8% in 2021-22

CONTEXT

Data reported is from August through October 1, 2025. Students continue to be identified homeless throughout the year.

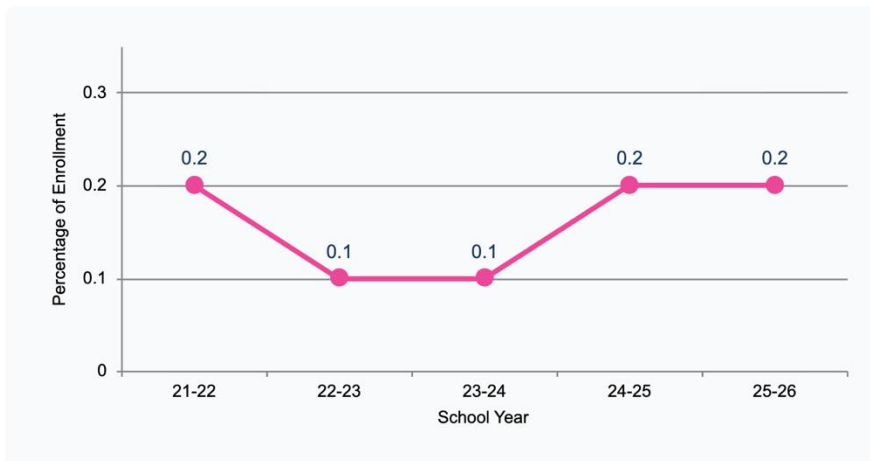
Foster Care:

The federal law that governs supports and services for students in foster care is the *Every Student Succeeds Act* (ESSA). Many of the core rights and supports for foster students are similar to the *McKinney-Vento Homeless Assistance Act*, such as: if a student in foster care has a placement change during the school year, the student has the right to remain in their “school of origin” if it’s determined to be in their best interest; if it’s decided a change of school/district is in the student’s best interest, the student must be enrolled immediately in the new school, even without records; and students in foster care must have equal access to academic programs, extracurricular activities, and supports like counseling. Transportation to and from school is arranged collaboratively between child welfare and education agencies. Children in foster care are identified at the state-level and reported to each district.

Noted on the slide, the current percent of students in foster care is .2% with a stable trend over the past five years.

Students in Foster Care

Students in the legal custody of the state child welfare system



Source: October Count



Migrant Education:

The *Migrant Children Educational Act* is state statute that governs the facilitation of education of migrant children who are unable to receive continuous education during the regular school term. Migrant children are considered any child of school age who is in the custody of migrant agricultural workers, regardless of whether they are his/her/their parents. The *Act* requires the district where the migrant child is receiving shelter and the necessities of life to be considered the district of residence. Migrant children must attend school while residing the school district during regular school terms and districts are responsible for enforcing attendance of migrant children while they reside within the district. Migrant children are identified at the state-level and reported to each district.

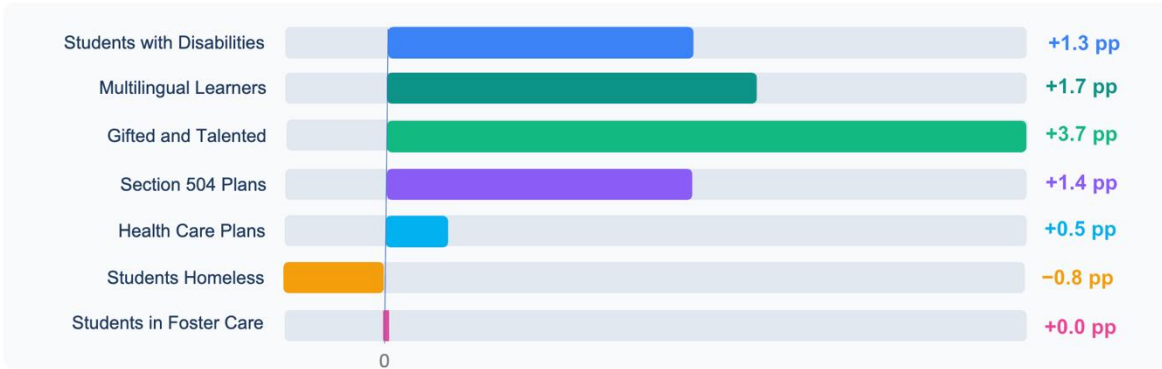
There is not a slide presenting the five-year data trend for migrant children as, in Mapleton, the n size has been lower than 16 students each year for the past four years.

Summary

In summary, 5 of the 7 special populations presented this evening have increased over the past five years, which for most populations, is likely attributed to improvement with identification measures. For students with disabilities, both those eligible under IDEA and Section 504, Mapleton has seen an increase in the number of students meeting eligibility criteria. The slide below presents a five-year change summary:

Five-Year Change Summary

Percentage point change in special populations from 2021-2022 to 2025-2026



5 of 7 populations increased

Gifted and Talented: 590 students identified

504 has more than doubled since 2021-22

McKinney-Vento shows a slight decline; however data reported for 2025-26 is only August through October 2025

pp = percentage points • Bar lengths proportional to change magnitude

To: Michael Crawford, Superintendent
From: Ingrid Marin, Director, Talent Management
Date: December 17, 2025

Policy: CBA/CBC - Qualifications/Powers and Responsibilities of Superintendent
Report Type: Information Only
Subject: Dashboard Report – ESS Update

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

Policy Interpretation: This policy is interpreted as requiring periodic reports to the Board of Education related to significant District partnerships.

Decision Requested: This is an information-only report with no Board action requested.

Report: The District currently contracts with ESS to provide teacher substitutes and Spanish interpreters for the District. The purpose of this dashboard is to provide information to the Board of Education related to the continued progress of this partnership. This includes data associated with teacher absences and substitute/interpreter fill rates.

Key Trends:

Teacher Fill Rate: Improved from 71% (2023) → 90% (2024) → 94% (2025).
Interpreter Fill Rate: Improved from 43% (2023) → 96% (2024) → 97% (2025).
Unfilled Absences Reduced: 644 (2023) → 240 (2024) → 132 (2025).
Overall Fill Rate: Increased from 70% (2023) → 91% (2024) → 94% (2025).

Year over Year Highlights (2025 vs. 2024):

Absence requests decreased by 12% (315 fewer)
Unfilled positions decreased by 45% (108 fewer)
Overall fill rate increased by 3% (91% → 94%)
Teacher fill rate increased by 4% (90% → 94%)
Interpreter fill rate increased by 1% (96% → 97%)

2-Year Comparison (2025 vs. 2023):

Absence requests increased by 5% (112 more)
Unfilled positions decreased by 83% (512 fewer)
Teacher fill rate increased by 23% (71% → 94%)
Interpreter fill rate increased by 54% (43% → 97%)
Overall fill rate increased by 24% (70% → 94%)

Absences Breakdowns:

In 2025, teacher absences by month were as follows: 235 absences were reported in August, 558 absences were reported in September, 802 absences were reported in October, and 553 absences were reported in November. The total number of teacher absences reported was 2,148. Of these absences, ESS was able to fill 2,019.

Requests for interpreters from August through November were 94. Of these 94 requests, ESS filled 91.

The days of the week with the highest number of absences reported were Wednesdays and Thursdays. Lowest fill dates were Monday (87%) and Fridays (89%).

ESS Talent Pool:

ESS continues to grow their pool of teacher substitutes. From August through November, they have hired 31 substitutes. Their talent pool currently consists of 249 substitute teachers.

The Talent Management department and ESS have a strong partnership. We remain committed to working together to increase fill rates for both teacher absences and Spanish interpreters to ensure continued student success.

August 2025 - November 2025	
Absences Entered	2,242
Absences Filled	2,110
Fill Rate %	94%

	Requested	Filled	Fill Rate %
Teachers	2,148	2,019	94%
Interpreters	94	91	97%

August 2024 - November 2024	
Absences Entered	2,557
Absence Filled	2,317
Fill Rate %	91%

	Requested	Filled	Fill Rate %
Teachers	2,461	2,223	90%
Interpreters	96	94	96%

August 2023 - November 2023	
Absences Entered	2,130
Absences Filled	1,486
Fill Rate %	70%

	Requested	Filled	Fill Rate %
Teachers	2,028	1,442	71%
Interpreters	102	44	43%

Absence by Month - Teacher:

Month	Unfilled	Filled	Total
Aug	14	221	235
Sep	35	523	558
Oct	44	758	802
Nov	36	517	553
Total	129	2019	2148

Absence by Day – Teacher:

Day of the Week	Unfilled	Filled	Total	Fill Rate	Total Days	Average Absence # per Day
Monday	59	394	453	87%	14	32
Tuesday	29	445	474	94%	16	30
Wednesday	36	477	513	93%	16	32
Thursday	56	554	610	91%	16	38
Friday	56	441	497	89%	16	31
Total	236	2,311	2,547	91%		

Request by Month - Interpreter:

Month	Unfilled	Filled	Total
Aug		3	3
Sep	1	22	23
Oct	2	41	43
Nov		25	25
Total	3	91	94