

**Caprock Academy Board of Directors
Tuesday, February 10, 2026
Regular Business Meeting at 6:00 p.m.
Caprock Academy - 714 24 1/2 Rd, Grand Junction, CO 81505**

Meeting can be viewed virtually via Zoom.

In order to attend the meeting via video conference, use the link below:

In order to attend the meeting by phone, dial the number below and follow the prompts:

Join Zoom Meeting

<https://us02web.zoom.us/j/86350206719?pwd=eUJYZkZZZnNmN1pVcWh3dHE3clZaQT09>

Meeting ID: 863 5020 6719

Passcode: 707033

If you are attending virtually and have a public comment, please fill out the Board Meeting Public Comment form located on the Board of Directors page on the school's website no later than one hour prior to the start of the meeting. During the public comment period, any forms submitted will be read aloud by a board member.

All virtual participants will be muted by the host.

Mission: We help all students achieve their highest academic and character potential, using proven accelerated academic programs while providing a safe environment.

I. Pledge

II. Call to Order: KJ Kline, CABOD President @ 6.00pm

III. Vision

Vision: Strengthening the community through the involvement of parents, educators and community leaders working together to provide an environment that fosters academic excellence and develops strong character in our students. We shape global citizens who set life goals and practice lives of service and virtue.

IV. Presentation of Excellence: Mr. Diers

Mr. Diers praised the work of Jennifer Heil and Andrea Simonds-Cummings as the READ team. Read plans are reducing. In 2023/2024 there were 138 READ plans. In 2024/2025 there were 104 READ plans and in 2025/2026 there are 84 READ plans. The READ team also take care of the lending library and manages the reading challenges and book fairs.

V. General Public Comments

No comments made

Members of the public may address the Board during this portion of the agenda on any topic. **Please fill out the check-in form prior to the start of the meeting indicating your interest in addressing the board.** This comment period is not limited to items on the agenda. **Public Comments are limited to three (3) minutes and the total general public comment time is limited to twenty (20) minutes total.** The Board reserves the right to limit or end public comment that it deems to be defamatory, insulting, abusive, or does not comply with character expectations of the Caprock community. Please note that this Public Comment time is separate and distinct from a parent's opportunity to seek Board review of a matter concerning a specific student and a particular class and/or a specific circumstance of administration of a policy (see the Family Handbook, Grievance Policy SE8.5). Similarly, this opportunity is separate and distinct from a Caprock employee requesting Board review of a specific employment matter (see the Employee Handbook, Grievance Policy E 15.0).

VI. Consent Agenda

- i. Consent Agenda (CABOD Members may request any item(s) be removed to be considered in full at meeting)
 - i. January, 13 2025 regular board meeting minutes
 - ii. PTO
 - iii. CASAC
 - iv. Treasurer's Report

Motion to approve the consent agenda as provided. 1st Ryan Schramm. 2nd Dave Carlo.
Motion Carried.

VII. Financial

- i. Consideration and possible approval of December 2025 Financial Reports as submitted

Mr. Wilkens stated that we received the \$85,000 for the workers comp from August last year. There will be no revenue impact for that as it happened in the previous fiscal year. There is an increase in cash and a decrease in receivables. Caprock Instruction payments were received in both November and December. The forecast will be included going forward.

The money market rate is close to 2%. We are \$314,000 above the budgeted income for this year.

Childcare revenue is \$17,000 over, it comes from parents paying for the after school and Friday care. This is from the per day amount. We budgeted \$85,000 this year. Many families make use of this service. There are approximately 60 families – 85 students in aftercare. There are 5 high school students that work in aftercare as well as several staff that work after school.

SpEd services are under budget by \$18,000. This is expected to continue as under budget for the remained of the year. Instructional supplies is under budget by \$34,000 and is expected to continue as such. Theses are going to get split for future budgets to make them easier to track. The interest expense is \$17,000 under budget. This is because we were carrying an accrued interest amount on the balance sheet. This was fixed to account for interest every month, rather than accruing.

Motion to approve the December 2025 financial reports as submitted. 1st Ryan Schramm. 2nd Ryan McCulley. Motion Carried.

VIII. Old Business Discussion

- i. Committee updates
 - i. HOS Hiring committee

The hiring committee has 3 great candidates that were interviewed. We are reviewing new resumes that have been submitted. At the end of the month, we are sending 3 people to the Great Hearts conference in Tempe and also 8 people to the League conference in Denver. This is a chance to reach more people.

- ii. Election Committee

The notice for the election went out last week. Mr. McCulley and Mr. Goodwin are the board members to contact. They will be available for 1 hour before the next board meeting if anyone has any questions. Please send any questions to them in advance if you would like any questions added to the candidate forum. Anyone interested in applying, needs to attend a board meeting prior to election. There are 2 seats that will be available.

- iii. Strategic Plan

The strategic plan is in the final stages with just some grammatical changes needed. The mission and vision are not changing, its just how they are being targeted. The BHAG shows where the school would like to be by 2030. The priorities are academics, finance, parent and community experience and employee experience.

IX. Old business Action

- i. Policies for review and possible vote
 - i. Employee Handbook
 - 1. Policy Employee XX Background Checks

Motion to approve the edited version of the Background Checks policy as submitted. 1st Jenna Coffman. 2nd Dave Carlo. Motion Carried.

- a. Effective Date

Effective 2/10/2026.

- ii. Family Handbook
 - 1. Policy 13.0 Schedule Changes

Motion to approve the Policy AP 13.0 Schedule Changes as presented. 1st Jenna Coffman. 2nd Ryan Schramm. Motion Carried.

- a. Effective Date

Effective July 1st 2026.

X. New Business Discussion

- i. HOS update

Mr. Diers said that the school is working on staffing and budget for the 2026/27 school year. The challenges are due to declining enrollment. We had \$500,000 to cut from the budget for the next school year. There is some re-organizing needed due to the reduced student numbers. Family intent to return will go out with grades at the start of 4th quarter. 59 Kindergarten students will be coming in next year, both new and existing families. We are also looking to possible bring back ½ time Kinder. We need 12-15 students to make it feasible.

Mr. Diers wanted to remind the board about the school vehicles. They are getting older. Mr. Holt spoke with D51 on their policy for retiring vehicles. D51 use vehicles with mileage over 200,000 just around town, and keep them local. This is likely something we will go along with.

Buildings 1 & 2 have had portable water stations, for \$8,000 per year. Using the left over money from the safety and security grant, new water fountains have been installed to save money. The containers in the yard used to be rented at the price of \$109,000 for the last 12 or so years. We went ahead and bought them outright, so we will save in the long run. We have been awarded the same facilities grant that we got last year. That will give us \$112,000 which will go towards a security fence. Some of this money will also go towards removing the wood chips from the Kinder playground. It will be replaced with rubber flooring. Any extra will go towards the debt to service ratio.

Knowledge Bowl and their 8 students are going to state. We have 2 finalists for the Daniels Fund scholarship. They have been working hard towards that with Mr. Butcher. The Valedictorian for this year is Elizabeth Thomas and the Salutatorian is Devron Skinner. These ladies will be celebrated at graduation on 21st May at 6pm at the Asteria on the CMU campus.

ii. Board dashboard

The 1st 2 pages of the dashboard is from the CSI website. It is a 5 year look at enrollment and student demographics. The STAR test data is just completed. There will be one more update of STAR data at the end of the year. The STAR data needs to be clarified to make sure it is accurate and find reasons why there was no growth. There were suspension increases in January. This was due to behavior changes following the Christmas break. The reasons for withdrawal are hand written and the parents select the reasons, it is not a list they can pick from. It would be nice to have more information regarding withdrawal information, and how long students have been enrolled before they leave. When parents withdraw, they fill out a form and state their reasons. An exit interview may be nice to start, to see if we can do anything to help them stay or get to know more about why they want to leave. A discussion with the Head of School, or with their dean.

iii. Enrollment Report

58 Kinder positions have been accepted. Normally 1st February is the opening to the enrollment window, so this year we are a month early. Positions are being offered when people enroll, rather than wait until April 1st like we have before.

iv. Policy Reviews – 1st look

i. Family Handbook

1. Policy SE 2.0 Attendance

The policy changes are to make the policy simpler and more family friendly, to remove the burden on families. No comments were made to make changes. This policy is ok to go forward for a 2nd look next month.

ii. Employee Handbook

1. Policy E 8.2 Anti-Violence

A few minor comments were made to state that the list is not limited to those mentioned, and also to remove a couple of words and maybe define some terms as governance sees fit. This policy will return to governance for editing and return to the board next month for a 2nd look. A consistent policy format would be nice. Having a template maybe as a guide would be nice.

2. Policy E TBD – Weapons Policy

Add the comment of 'but not limited to' for the list. This policy needs to be sent back to governance for amendment, then can return next month for a 2nd look.

v. 26/27 School Calendar – 1st look

There is the addition of 4 flex days, where teachers do not have to come to work, but they can if they want to. They can work from home if they want, no meetings will be scheduled and they are

free to use the day how they wish. This aligns with the strategic plan and making bonuses for teachers, without giving them a monetary increase. It adds in some extra long weekends. This will remove some teacher training/planning days, but it allows flexibility to work if they wish. The new teacher training week has been reduced, so that training is not duplicated from that week to the next when all staff will be in school. It gives a little more time for the 4th July holiday. We will try and see how it works for this year. If it doesn't work, we will go back to 4 or 5 days for next year, The feedback from staff was that they really wanted the planning days, until they realized it is free time where they don't have to come into the school. It can still be done, but from home. It is still a paid day, so they can choose how to use it. The calendar also aligns with D52 and CMU.

vi. 26/27 Budget

Mr. Schramm asked how do vehicles work with the budget. How can we get to the point of being able to purchase new vehicles if we need them? Mr. Wilkens said it is possible to take it out of the funded balance once per year. The value would go towards capital and we would still keep the debt balance. There is no schedule for funding large expenses.

XI. New Business Action

XII. Future Agenda Items

XIII. Adjourn @ 8.34pm

Motion to adjourn. 1st Ryan McCulley. 2nd Dave Carlo. Motion Carried.

CASAC February 2026 Minutes

Caprock Academy School Accountability Committee:

Meets the responsibilities and duties set forth in the Education Accountability Act of 2009 (S.B. 09-163), which includes making recommendations to the Board and the Head of School, on school budget and finance matters, Head of School evaluations, the school's improvement plan, and family engagement. This committee reviews and evaluates the school's testing data, parent surveys, staff surveys, student surveys, and the Unified Improvement Plan. In addition to the statutory requirements, this committee also makes recommendations to the Board and Head of School regarding curriculum, instructional delivery, and staff professional development.

Caprock Academy Vision:

VISION: Strengthening the community through the involvement of parents, educators and community leaders working together to provide an environment that fosters academic excellence and develops strong character in our students. We shape global citizens who set life goals and practice lives of service and virtue.

1. Call to order: Candice Freeman, Co-Chair CASAC

2. New Business:

a. Matt Diers - Caprock Chronicles: Upcoming changes – [Budget adjustments r/t decline in enrollment.](#)

- [Current enrollment is 756 students \(2023 was 890\).](#)
- [Current staff 120 \(same as 2023\)](#)
- [Reduction in enrollment has caused approx. 15% budget loss](#)
 - [Adjusted formula for enrollment will be sunset in 2030 which will significantly affect funding.](#)
 - [Staffing accounts for 66% of budget](#)
 - [Several positions were cut this year and no bonuses were awarded](#)
 - [School will remain in a hiring freeze for remainder of the year \(except for critical staffing positions\).](#)
- [Debt service ratio remains top priority](#)
 - [Mortgage balloon pmt due in 2028 \(17 million\)](#)
 - [Budget remains a top priority to keep school running efficiently](#)
- [Increasing enrollment is necessary to maintain financial security](#)

b. UIP – CASAC touch point – professional development specifically in math – [utilizing staff that have already received training in Singapore math to train additional staff members.](#)

[\(Drake, H. Van Schaick, Schulze\)](#)

c. 6th-8th grade parent survey – [Finalized. Candice will make corrections and send.](#)

3. Old Business:

a. Recommendations to the BOD/HOS – I have requested a copy of the strategic plan so we can make sure recommendations align. [Tabled. Please review prior to next meeting and come ready with recommendations.](#)

b. Volunteers to help coordinate sports parents' needs at games, with Dylan Albert, Athletic Director – [Did not get an opportunity to discuss.](#)

c. CASAC bylaws – opportunity to update committee name to: Caprock Academy School Accountability Committee (approved by BOD/CSI) – [Decision was made the keep current committee name.](#)

4. Any other items in need of discussion?

5. Adjourn

Respectfully submitted by: Sarah Jewkes

In attendance: Candice Freeman, Matt Diers, Caroline McGlade, Kim Klene, Marisa Barslund, Sarah Jewkes, Michelle Jones, Danielle Malott

Caprock Academy Board of Directors Business Meeting
Treasurer Report
Tuesday, March 10, 2026

I. REPORT

The Finance Committee met on February 17, 2026, to review and approve the January 2026 financial statements.

1) January 2026 Financial Report

The Financial Statements are being presented in a summary report starting this month which is easier to align with the Forecast and supplement the focus toward the year end projected outcome.

The summary line items content is offered to assist in this transition.

1000 Local Revenue – Testing, Apparel, Donations, Fundraising, Childcare, and Pupil Activity Funds
3000 State Revenue – Capital Construction, ECEA, ELPA, Gifted and Talented, SCC Counselor Grant, READ Act Funds, and MLE
4000 Federal Revenue – Title II, Title III, and School Facility Assistance
5710 PPR State Revenue – as described
0100 Salaries – Administrative, Pro/Paraprofessional, Clerical, Custodial, Substitutes, and Stipends
0200 Benefits – Life and Disability, Medicare, PERA, Health, Dental, and Vision
0300 Professional and Technical Services – Payroll, CECFA, Contracted Special Education, Legal, Medical Services, Information Technology, Training and Development, and Classroom Materials/Aides
0400 Purchased Property Services – Water/Sewer, Trash, Custodial, Repair and Maintenance, Alarm Monitoring, and Equipment Rental.
0500 Other Purchased Services – Staff Development, Field Trips, Insurance Premiums (G/L, W/C, UI), Communications, Postage, Online Services, Advertising, Fundraising, Travel, and Concurrent Enrollment
0600 Supplies – Testing, Instructional, Software and Licenses, Special Education materials, School Nurse supplies, Books, Classroom Materials, and Pupil Activities Expenses
0700 Property – Tangible non-capitalized purchases, and Technology Equipment
0800 Other Objects – Childcare, Dues and Fees, Interest Expense, Redemption of Principal (interest on debt)
Other Revenue – Investment Income and Student Trip Revenue
Other Expenditures – Student Trip Expenses and associated Fundraising, and Concessions

The Vectra CD term ended Thursday 3/5 and we are within the ten-day autorenewal window. The renewal rate is 3.5%, which is down from the current 4% maturing rate.

Caprock's net loss for January was \$23,582. The school's fiscal YTD net income was \$350,076 which is \$545,143 over the budgeted net loss of \$195,067. The January Financials reflect the revised mid-year budget.

Specific Account information for January:

- Account 8101A – Vectra General Checking Account. This account is necessary to deposit checks received locally. It was decided to transfer most of this money into the Sunflower Operating Account.
- Account 8142 – Grants Receivable. The change in this account is due to the Read RFF 2R and Idea RFF 4R being coded in February.
- Account 0120.2 – Substitutes expenses were higher than normal due to instructor holiday time off and sickness absences.
- Account 0730 – Purchase/Lease Equipment. The connex storage containers were purchased this month that had been previously leased.

3) Cash On Hand (December 2025 and January 2026)

	<u>December 31</u>	<u>January 31</u>	
General Checking	\$2,224,816	\$2,257,929	
Money Market	\$3,088,273	\$3,093,472	<i>Current Rate – 1.982%</i>
CD – Sunflower	\$1,073,465	\$1,076,517	<i>Matures 6/20/2026 - Earning 3.348% APR</i>
CD – Vectra	<u>\$ 555,546</u>	\$557,219	<i>Matures 3/5/2026 - Earning 4% APR</i>
Total Bank Accounts	\$6,942,100	\$6,985,137	

II. BOARD ACTION RECOMMENDED BY FINANCE COMMITTEE:

- 1) Motion to approve the January 2026 Caprock Academy Financial Reports as submitted.
- 2) Resolution to approve the purchase of new gymnasium bleachers and removal of the old ones.
- 3) Resolutions to approve new investment accounts at Timberline and Alpine Banks.

Caprock Academy
Statement of Financial Position Comparison
As of January 31, 2026

	Total			
	As of Jan 31, 2026	As of Dec 31, 2025 (PP)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1072 Bill.com Money Out Clearing	4,464	4,464	0	0%
8101A Vectra General Checking 4478	257,612	247,058	10,553	4%
8101B Sunflower Insurance 3137	128,199	86,690	41,509	48%
8101C Sunflower Money Market 2374	3,093,472	3,088,273	5,199	0%
8101D Sunflower Operating 0034	1,866,784	1,885,733	-18,949	-1%
8101E Sunflower Raffle 0106	1,981	1,981	0	0%
8101F Sunflower CD 9546	1,076,517	1,073,465	3,052	0%
8103 Petty Cash	871	871	0	0%
8111B Vectra CD 5459	557,219	555,546	1,673	0%
Total Bank Accounts	\$ 6,987,118	\$ 6,944,081	\$ 43,037	1%
Accounts Receivable				
8142 Grants Receivable	0	21,743	-21,743	-100%
8153 Accounts Receivable	65	65	0	0%
Total Accounts Receivable	\$ 65	\$ 21,808	-\$ 21,743	-100%
Other Current Assets				
8105 Escrow Account - Zions	225,822	114,483	111,339	97%
8191 Deposits	76,459	71,624	4,835	7%
Total Other Current Assets	\$ 302,281	\$ 186,107	\$ 116,174	62%
Total Current Assets	\$ 7,289,464	\$ 7,151,996	\$ 137,468	2%
TOTAL ASSETS	\$ 7,289,464	\$ 7,151,996	\$ 137,468	2%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 Accounts Payable	209,260	50,102	159,157	318%
Total Accounts Payable	\$ 209,260	\$ 50,102	\$ 159,157	318%
Credit Cards				
7421B Ramp card	12,994	5,654	7,341	130%
Total Credit Cards	\$ 12,994	\$ 5,654	\$ 7,341	130%
Other Current Liabilities				
7471 Payroll Liabilities	449,687	465,511	-15,825	-3%
Total Other Current Liabilities	\$ 449,687	\$ 465,511	-\$ 15,825	-3%
Total Current Liabilities	\$ 671,941	\$ 521,268	\$ 150,673	29%
Total Liabilities	\$ 671,941	\$ 521,268	\$ 150,673	29%
Equity				
6720 SPED CSI Reserve	88,050	88,050	0	0%
6721 Reserve for TABOR 3%	346,300	346,300	0	0%
6760 Assigned Fund Balance	105,755	105,755	0	0%
6770 Unassigned Fund Balance	5,727,342	5,727,342	0	0%
Net Revenue	350,076	363,282	-13,206	-4%
Total Equity	\$ 6,617,523	\$ 6,630,729	-\$ 13,206	0%
TOTAL LIABILITIES AND EQUITY	\$ 7,289,464	\$ 7,151,996	\$ 137,468	2%

CAPROCK CASH FLOW PROJECTIONS FY25

REVENUE

Revenue

1000 Local Revenue

3000 State Revenue

4000 Revenue From CDE

5710 PPR State Revenue

Total Revenue

EXPENDITURES

0100 Salaries

0200 Benefits

0300 Professional and Technnical Svs

0400 Purchased Property Services

0500 Other Purchased Services

0600 Supplies

0710 Land and Improvements

0730 Purchase/Lease of Equipment

0734b Technology Equipment

0800 Child Care

0810 Dues and Fees

0830 Interest Expense

0890 Misc Expense

0900 gifts and donations

0910 Redemption of Principal (interest)

Total Expenditures

Net Operating Revenue

Other Revenue

1007b CD Interest

1008a Money Market Interest

1009 Zions Accounts Interest

1020b CD 1020 Interest

1088a 8th grade trip revenue

1090b1 Senior Trip Junior Fundraising

Total Other Revenue

Other Expenditures

0664a 8th grade trip expenses

0668 Concessions - Holding

0667a Senior Trip

Reconciliation Discrepancies-1

Total Other Expenditures

Net Other Revenue

NET REVENUE

	Actual Jul 25	Actual Aug 25	Actual Sep 25	Actual Oct 25	Actual Nov 25	Actual Dec 25	Actual Jan 26	Forecast Feb 26	Forecast Mar 26	Forecast Apr 26	Forecast May 26	Forecast Jun 26	FY26 Revised Adopted Budget	Actuals Combined with Forecast	Variance against Adopted Budget
REVENUE															
Revenue															
1000 Local Revenue	19,771	40,729	27,591	92,907	90,651	38,915	32,948	33,692	33,692	33,692	33,692	33,692	592,500	511,972	(80,528)
3000 State Revenue	250,471	92,075	97,357	87,256	100,877	118,575	87,522	89,658	89,658	89,658	89,969	357,948	1,563,211	1,551,025	(12,186)
4000 Revenue From CDE	0	119,703	19,991	8,257	19,456	18,008	0	12,571	12,571	12,571	12,571	12,571	258,009	248,270	(9,739)
5710 PPR State Revenue	801,242	801,242	801,242	801,242	801,242	801,242	770,237	770,176	770,176	770,176	770,176	770,176	9,428,509	9,428,570	61
Total Revenue	1,071,484	1,053,749	946,181	989,661	1,012,226	976,740	890,707	906,097	906,097	906,097	906,408	1,174,387	11,842,229	11,739,836	(102,393)
EXPENDITURES															
0100 Salaries	453,830	453,435	468,372	452,880	433,238	428,685	446,634	452,880	433,238	455,000	455,000	440,000	5,381,971	5,373,191	(8,780)
0200 Benefits	219,313	155,841	156,613	159,536	153,208	153,744	168,540	171,500	171,500	171,500	171,500	439,479	2,367,738	2,292,273	(75,465)
0300 Professional and Technnical Svs	37,790	51,435	36,143	37,419	58,424	38,986	46,256	44,297	44,777	33,281	56,190	72,000	595,854	556,998	(38,856)
0400 Purchased Property Services	27,070	37,835	28,532	17,073	24,240	20,546	24,156	27,025	17,145	19,387	33,395	27,876	330,250	304,281	(25,969)
0500 Other Purchased Services	180,682	44,348	43,941	41,456	35,123	42,558	54,466	43,752	35,718	32,793	32,793	32,793	656,125	620,424	(35,701)
0600 Supplies	70,695	62,745	63,790	52,837	55,997	33,426	63,822	63,790	63,790	63,790	63,790	100,000	783,936	758,472	(25,464)
0710 Land and Improvements	748	106,950	18,473	39,724				0	0	0	0	0	172,000	165,895	(6,105)
0730 Purchase/Lease of Equipment	182	5,558		5,740	19,620		9,100	0	0	0	0	0	106,896	40,199	(66,697)
0734b Technology Equipment		4,498		2,490	26,337			7,000	0	0	0	0	40,000	40,325	325
0800 Child Care	1,141	395	740	1,005	465	351	409	749	749	749	749	0	12,055	19,557	7,502
0810 Dues and Fees	16,169	243	598				55	0	0	0	0	0	25,375	17,065	(8,310)
0830 Interest Expense	70,035	70,035	49,572	69,582	69,582	69,129	69,129	70,035	70,035	70,035	70,035	70,035	830,701	817,239	(13,462)
0890 Misc Expense					3,275			0	0	0	0	0	-	3,275	3,275
0900 gifts and donations		216	99					0	0	0	0	0	-	315	315
0910 Redemption of Principal (interest)	41,667	41,667	41,667	41,667	41,667	41,667	41,667	41,667	41,667	41,667	41,667	41,667	501,667	500,000	(1,667)
Total Expenditures	1,119,320	1,035,201	908,539	921,409	921,176	829,091	924,234	922,695	878,619	888,202	925,119	1,223,850	11,804,568	11,509,510	(295,058)
Net Operating Revenue	(47,836)	18,549	37,642	68,252	91,050	147,649	(33,527)	(16,598)	27,479	17,895	(18,711)	(49,463)	37,661	230,327	192,666
Other Revenue															
1007b CD Interest	1,653	1,713	1,718	708	2,556	1,613		-	-	-	-	-	-	9,961	9,961
1008a Money Market Interest	3,006	3,219	4,527	5,582	5,837	4,688	6,871	5,000	5,000	5,000	5,000	5,000	-	58,731	58,731
1009 Zions Accounts Interest	630	448	855	567	445	743	544	-	-	-	-	-	-	4,231	4,231
1020b CD 1020 Interest	4,666	2,255	3,535	3,432	3,558	3,455	3,052	-	-	-	-	-	-	23,952	23,952
1088a 8th grade trip revenue		180	742	2,356	714	170	2,731	374	93	137	32	-	35,000	7,529	(27,471)
1090b1 Senior Trip Junior Fundraising			869	5,886	8,609	2,887	285	1,276	735	684			71,050	21,231	(49,819)
Total Other Revenue	9,955	7,815	12,246	18,530	21,720	13,556	13,484	6,650	5,828	5,821	5,032	5,000	106,050	125,636	19,586
Other Expenditures															
0664a 8th grade trip expenses				1,088	2,472	2,585	3,257	1,728	176	2,680	1,546	-	35,000	15,532	(19,468)
0668 Concessions - Holding				1,879	9,327	5,379		374	93	137	32	-	-	17,220	17,220
0667a Senior Trip		944	1,117	(260)	320	619	281	2,755	7,054	-	-	54,965	71,050	67,795	(3,255)
Reconciliation Discrepancies-1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Other Expenditures	0	944	1,117	2,707	12,119	8,582	3,539	4,857	7,323	2,817	1,578	54,965	106,050	100,547	(5,503)
Net Other Revenue	9,955	6,871	11,129	15,823	9,601	4,973	9,945	1,793	(1,495)	3,004	3,454	(49,965)	-	25,089	25,089
NET REVENUE	(37,881)	25,420	48,771	84,075	100,651	152,623	(23,582)	(14,805)	25,983	20,900	(15,256)	(99,428)	37,661	255,416	217,755

Caprock Academy
Budget vs. Actuals: FY26 Budget by Month - FY26 P&L
July 2025 - January 2026

	Jan 2026				July 2025 - January 2026 Total			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
Revenue								
Total 1000 Local Revenue	34,448	49,375	(14,928)	69.77%	345,012	345,625	(613)	99.82%
Total 3000 State Revenue	86,996	92,495	(5,500)	94.05%	833,606	829,444	4,162	100.50%
Total 4000 Federal Revenue	-	21,709	(21,709)	0.00%	185,415	149,466	35,949	124.05%
5710 PPR State Revenue	770,237	785,709	(15,472)	98.03%	5,577,689	5,499,964	77,725	101.41%
Total Revenue	891,681	949,288	(57,607)	93.93%	6,941,722	6,824,499	117,223	101.72%
Gross Profit	891,681	949,288	(57,607)	93.93%	6,941,722	6,824,499	117,223	101.72%
Expenditures								
Total 0100 Salaries	446,634	448,498	(1,863)	99.58%	3,137,073	3,139,483	(2,410)	99.92%
Total 0200 Benefits	168,540	197,312	(28,772)	85.42%	1,166,794	1,381,181	(214,387)	84.48%
Total 0300 Professional and Technical Svs	46,256	48,301	(2,045)	95.77%	306,453	354,348	(47,895)	86.48%
Total 0400 Purchased Property Services	24,156	27,521	(3,365)	87.77%	179,452	192,646	(13,194)	93.15%
Total 0500 Other Purchased Services	54,466	45,765	8,702	119.01%	442,574	427,302	15,272	103.57%
Total 0600 Supplies	64,796	65,328	(532)	99.18%	404,285	457,296	(53,011)	88.41%
Total 0700 Property	9,100	12,241	(3,141)		239,420	257,689	(18,270)	
Total 0800 Other Objects	69,593	70,230	(637)		491,910	516,983	(25,072)	
Total Expenditures	925,208	957,000	(31,792)	96.68%	6,659,943	7,019,567	(359,623)	94.88%
Net Operating Revenue	(33,527)	(7,712)	(25,815)	434.73%	281,778	(195,068)	476,846	-144.45%
Other Revenue								
Total Other Revenue	13,484	8,838	4,646	152.57%	97,305	61,863	35,442	157.29%
Total Other Expenditures	3,539	8,838	(5,299)	40.04%	29,007	61,863	(32,856)	46.89%
Net Other Revenue	9,945	-	9,945		68,298	-	68,298	
Net Revenue	(23,582)	(7,712)	(15,870)	305.78%	350,076	(195,068)	545,144	-179.46%

Policy E 8.2 – Anti-Violence

Any action that ~~in management's opinion~~ is inappropriate to the workplace will not be tolerated. Such behaviors may include, but are not limited to, physical and/or verbal ~~intimidating~~ intimidation, threatening, or violent conduct, vandalism, sabotage, arson, use of weapons, and bullying. ~~Also prohibited is the carrying of weapons onto company Caprock Academy property, regardless of whether the employee possesses a concealed carry permit.~~

Employees should immediately report any such occurrences to ~~their supervisor or to the Human Resources Department or Head of School.~~ We will investigate ~~All~~ complaints ~~will be thoroughly investigated.~~ When employees are found to have engaged in the above conduct, ~~management will take action that it believes is appropriate~~ ~~action will be taken.~~ Employees should directly contact proper law enforcement authorities if they believe there is a serious threat to the safety and health of themselves or others.

The School ~~Caprock Academy~~ prohibits the possession or use of unconcealed weapons and the use or possession of concealed weapons on ~~the~~ School property, regardless of whether or not the person is licensed to carry the weapon. This ~~policy~~ guideline applies ~~to but is not limited to;~~ all employees, contract and temporary employees, visitors, ~~volunteers~~ and customers on ~~the~~ School property, ~~regardless of whether or not they are licensed to carry a concealed weapon.~~ Active law enforcement are ~~is~~ excluded from restrictive weapon carry.

Policy E TBD – Weapons

Purpose

Caprock Academy is committed to providing a safe and secure learning and working environment for students, staff, families, and visitors. In accordance with Colorado state law, the possession of deadly weapons by employees is strictly regulated on school property, in school vehicles, and at school-related functions.

Scope

- This policy applies to but is not limited to; all employees, contract and temporary employees, visitors, volunteers and customers
- It applies while on school property, in school-owned or school-operated vehicles, and at all school-sponsored events or activities, whether held on or off campus.
- This policy applies regardless of whether an employee holds a concealed carry permit.
- This policy does not apply to employees designated as School Security Officers in accordance with C.R.S. §18-12-214(3)(b).

Definitions

- **Deadly Weapon:** Any firearm or other instrument capable of causing death or serious bodily injury, as defined by Colorado Revised Statutes.
- **School Property:** Any building, facility, grounds, or parking area owned, leased, or controlled by the school.
- **School-Related Function:** Any event, activity, or program sponsored, supervised, or authorized by the school.

Policy Statement

- Employees shall not carry, possess, store, or use deadly weapons on school property, in school buildings, in school vehicles, or at school-related functions at any time.
- Deadly weapons are never permitted inside school buildings or school-owned or school-operated vehicles, including when an employee is off duty.
- Deadly weapons are prohibited at all school-sponsored activities, whether held on or off campus.
- If a deadly weapon is legally possessed and remains in a privately owned vehicle on school property, it must be secured in compliance with Colorado state law. The weapon must be locked inside the vehicle and not visible from outside.
- Deadly weapons may not be removed from a vehicle, displayed, or carried on school property. C.R.S. § 18-12-114.5

Policy SE 2.0-Attendance

EXCUSED ABSENCE/TARDY

When excused absences are unavoidable, students are responsible for any make-up work assigned during their absence. Students will have **two** calendar **school** days to make up missed work for the first day of an absence and one calendar **school** day for each day missed thereafter. ~~When counted calendar days fall on a date when school is not in session, missed work will be due the next day school is in session. Note: Work assigned before the absence will be due the first day the student returns to school.~~

The following will be considered excused absences:

- Absences for illness as reported by the student's parent/guardian.
 - ~~If an absence due to illness is longer than 5 consecutive school days, a doctor's note will be required in order to excuse the absence.~~ **Absences of five or more consecutive school days due to illness require a doctor's note. Once a student has accrued ten or more illness-related absences in a school year, the school requires written medical documentation for any additional absences to be excused. Exceptions may be approved by the Head of School, appropriate Dean or the School Nurse.**
- Absences for medical or religious reasons
- Absences for mental or emotional disabilities
- Attendance at any school-sponsored activity
- Bereavement (notify school if absence will extend beyond three days)
- Attendance at parent/sibling graduation/wedding – ~~one day in state, 3 days out of state (travel time)~~

Pre-arranged absences

- **In order to be excused,** pre-arranged absences ~~of an educational nature~~ must be approved **at least three school days in advance** by the Head of School or **designee** Dean of Students.
- ~~Visits to colleges for high school students; scheduled, performance-related activities.~~
- ~~The educational nature of a proposed absence must be the primary reason e.g. visiting a museum while on a week-long trip to Disneyland would not constitute an excused educational absence.~~

The school may require suitable proof of excused absences, including written statements from medical sources.

To Report an Absence

If your child is absent because of illness or an appointment for which we have not been notified previously, please call to make us aware of the situation before **All Absences must be reported to the attendance office by 8:00 a.m. either by phone at 970-243-1771, by email at attendance@caprockacademy.org or by filling out a Report an Absence Form on our website, www.caprockacademy.org.** It is critical to student safety that we know where all students are on school days. You may call early and leave a message. Please notify the school every day your child ~~is to be away~~ **will be absent** from school. Office staff will **place calls and/or text messages daily to** ~~contact~~ parents/guardians for unreported absences ~~on a daily basis~~.

If no contact has been made by a parent or guardian, the student will be placed on a “pending” list for 24 hours. After that period, the absence will be marked UNEXCUSED unless it is verified by the Attendance Secretary within one week of the absence.



CAPROCK ACADEMY

CHARACTER. ACCOUNTABILITY. ACADEMICS.

2026-2027

Academic Year Calendar

With four, 5 day school weeks in the Spring semester.

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

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

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

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

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

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

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

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

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

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

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

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

July 27 (tentative)						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Important Dates						
Fall Break: 10/5-10/9						
Fall History Day: 10/29						
Thksgvng Brk: 11/23-11/27						
Winter Break: 12/21-1/1						
Spring Break: 3/22-3/26						
Spring History Day: 4/29						

Notes

This calendar reflects the following data:
160 days of instruction

Holidays: Labor Day, Martin Luther King Jr. Day, Presidents' Day

Note: During these weeks, school will be in session Tues. - Fri.

First Day of School: July 20

Last Day of School: May 20

Graduation: May 20 (tentative)

BTSN 2026: July 16

First Quarter Ends: Sept. 24

(40 days)

Second Quarter Ends: Dec. 17

(40 days)

Third Quarter Ends: March 11

(41 days)

Fourth Quarter Ends: May 20

(39 days)

Parent/Teacher Conferences:

Sept. 30-Oct 2 and March 3-5

Legend:

School In Session

Teacher Work Day

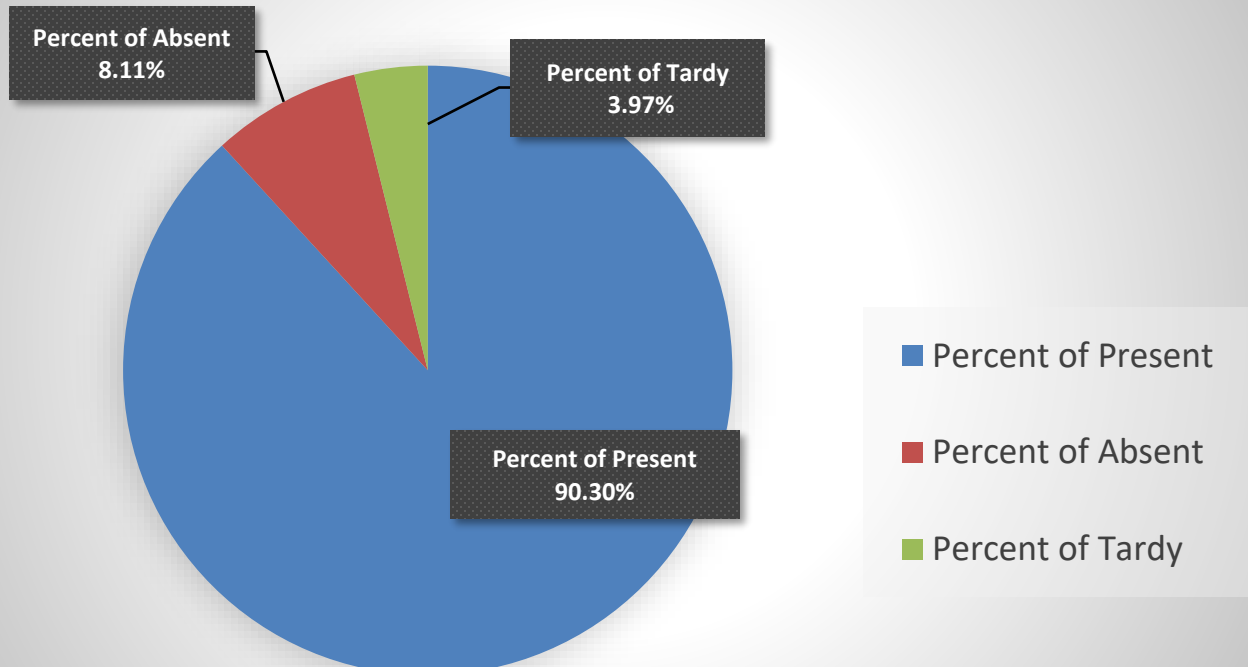
Holiday/Break- School Closed

New Teacher Training

All Staff Training/Work Day

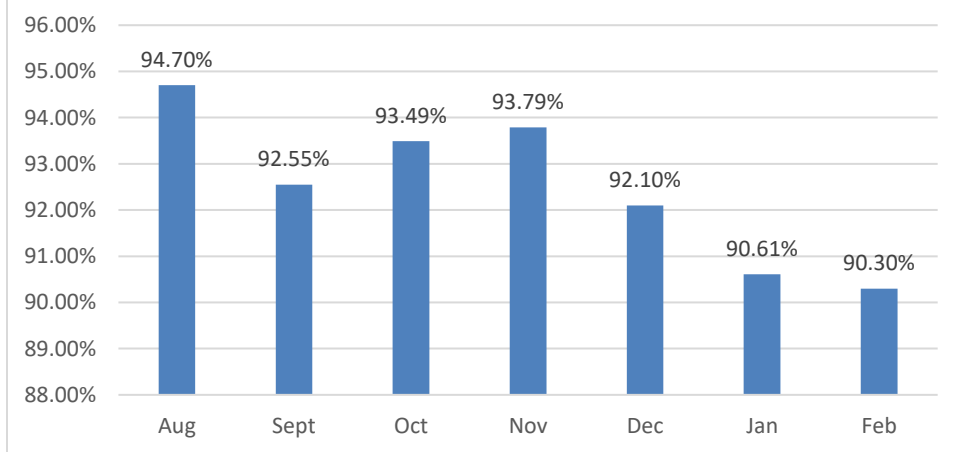
Summer Break (Admin Work Day)

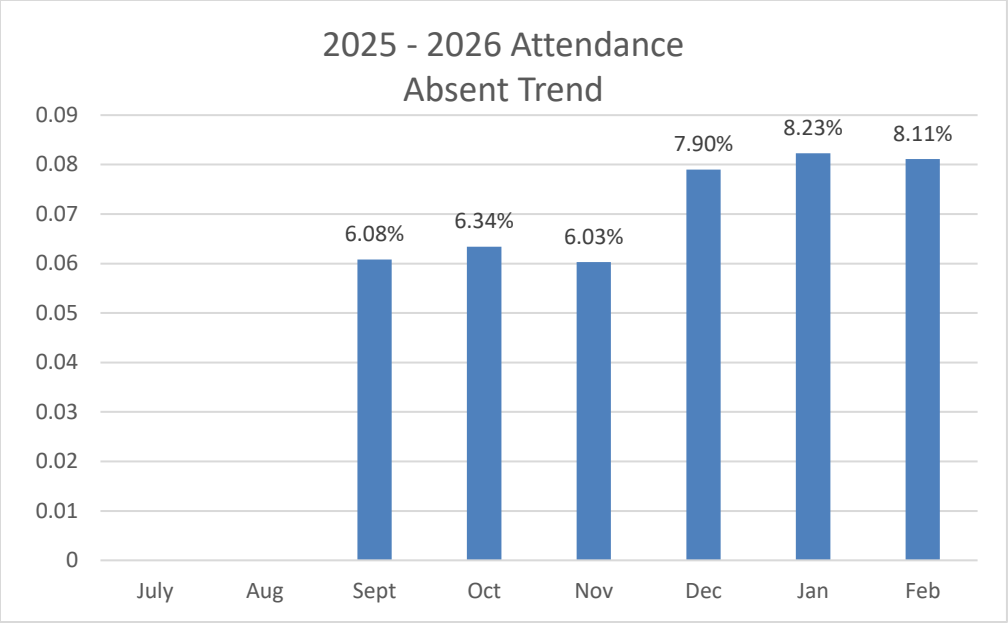
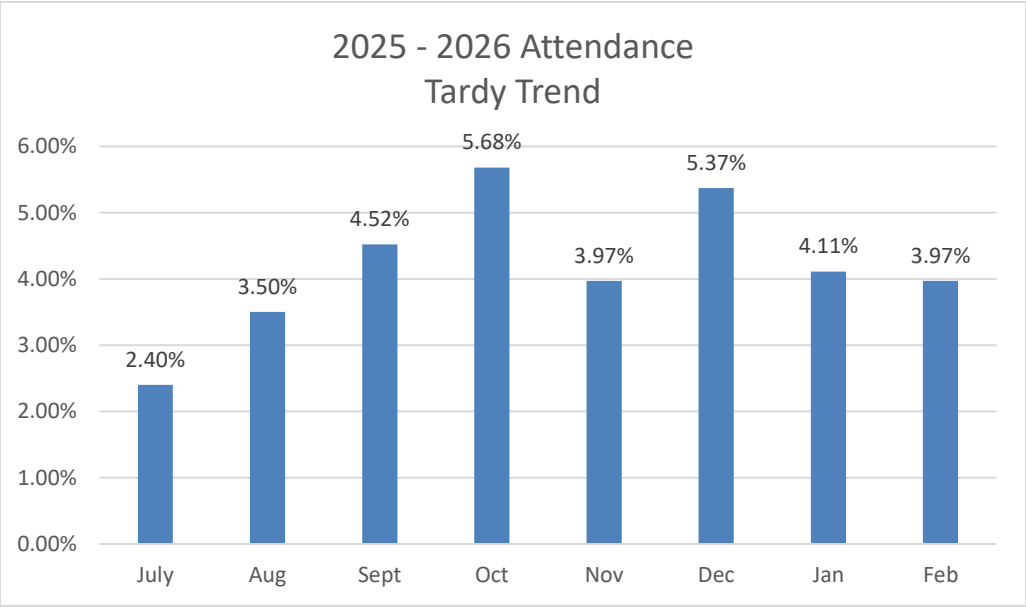
February Attendance

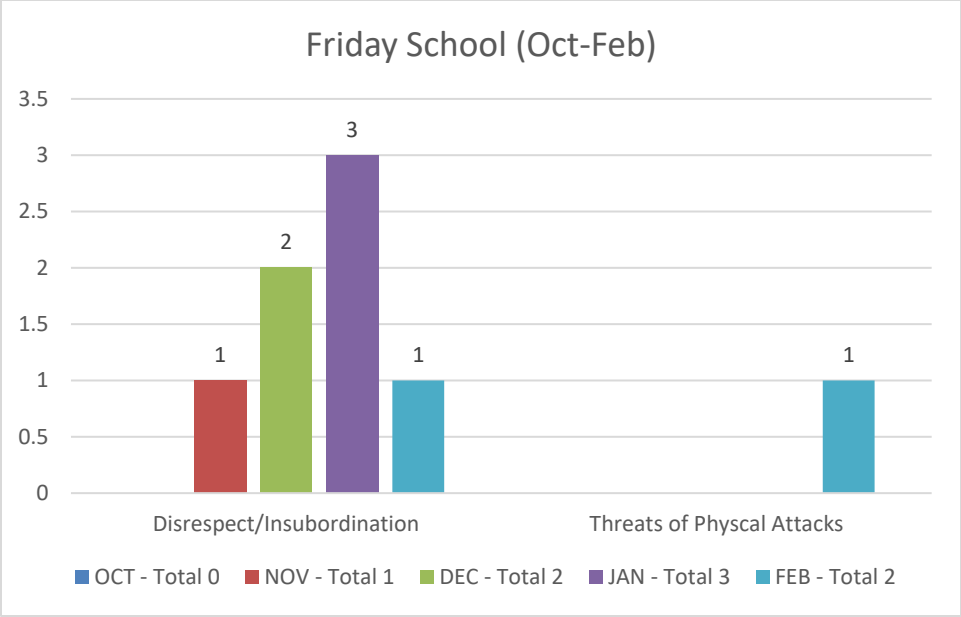


Note: The total exceeds 100% slightly because tardy students are counted as present

2025 - 2025 Attendance Present Trend

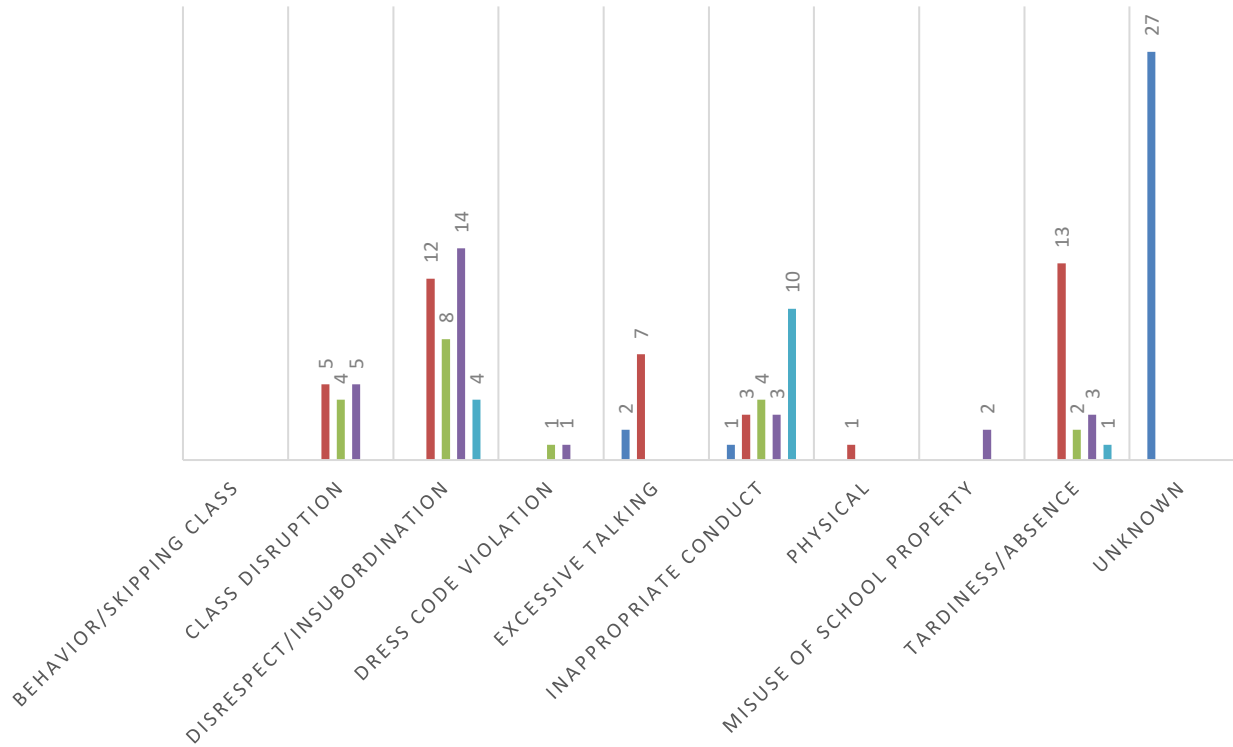






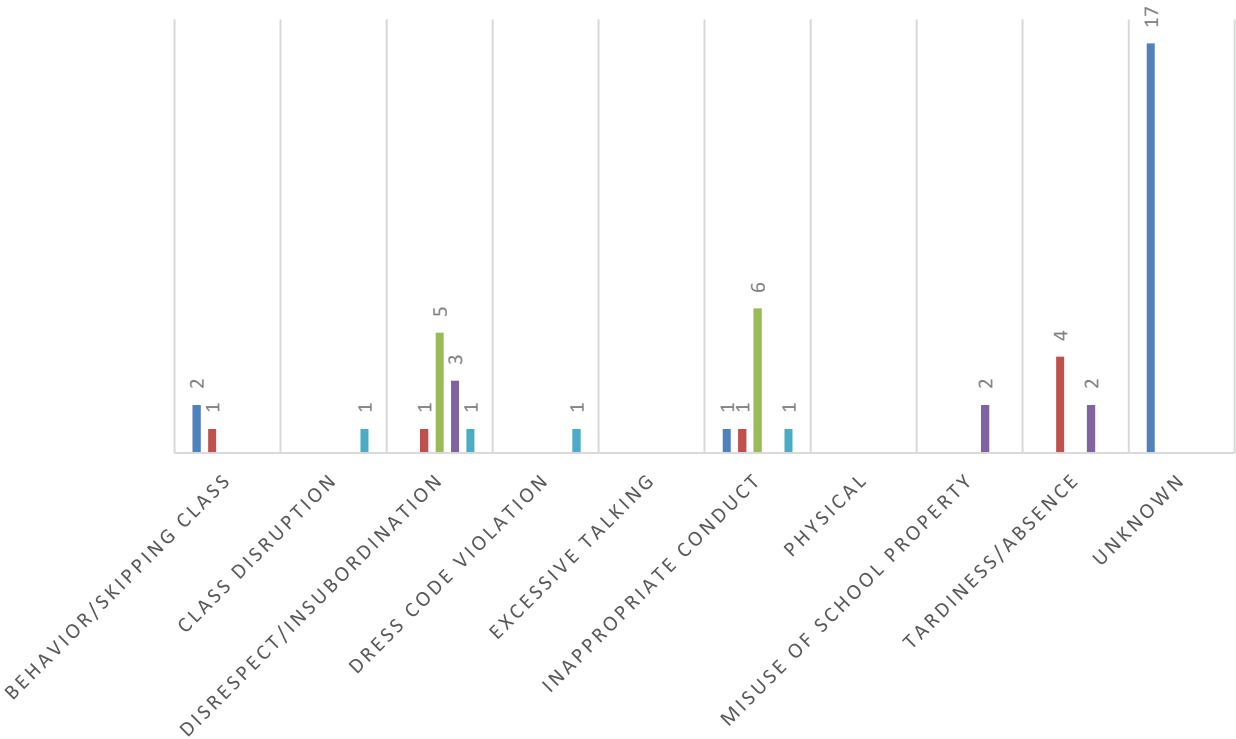
MIDDLE SCHOOL - DETENTION (OCT-FEB)

■ OCT- Total 30 ■ NOV - Total 41 ■ DEC - Total 19 ■ JAN - Total 28 ■ FEB - Total 15



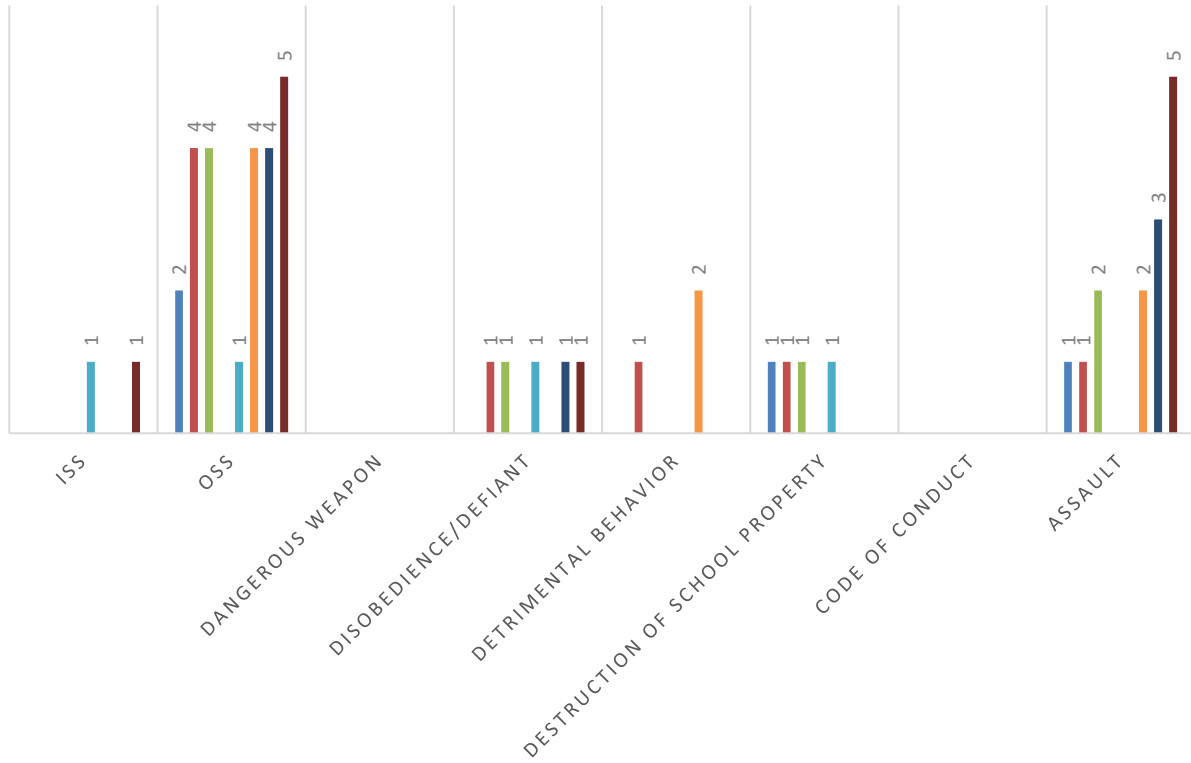
HIGH SCHOOL - DETENTION (OCT-FEB)

OCT - Total 20
NOV - Total 7
DEC - Total 11
JAN - Total 7
FEB - Total 4

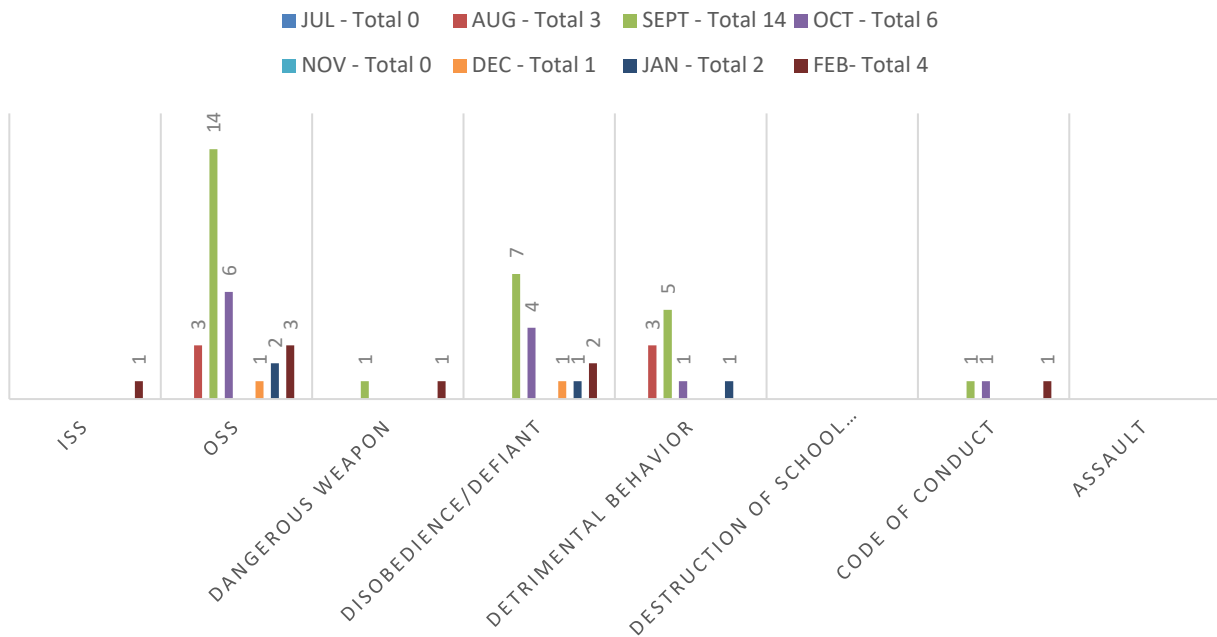


K-6 SUSPENSION (JUL-FEB)

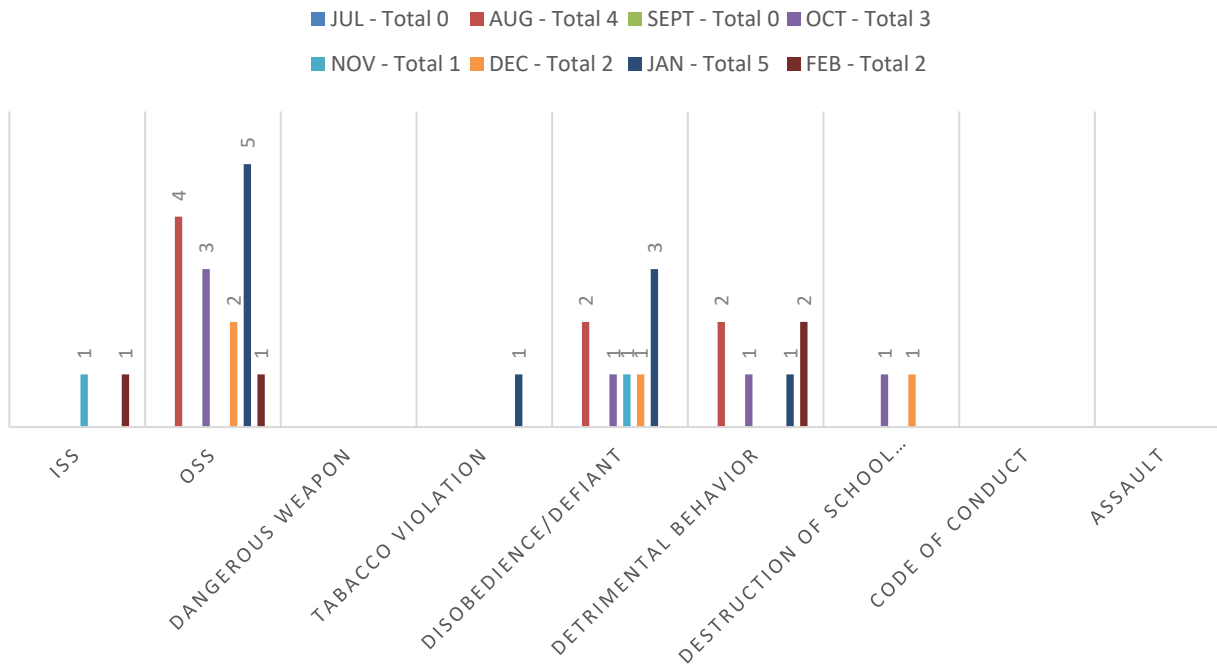
■ JUL - Total 2 ■ AUG - Total 4 ■ SEPT - Total 4 ■ OCT - Total 0
 ■ NOV - Total 2 ■ DEC - Total 4 ■ JAN - Total 4 ■ FEB - Total - 6



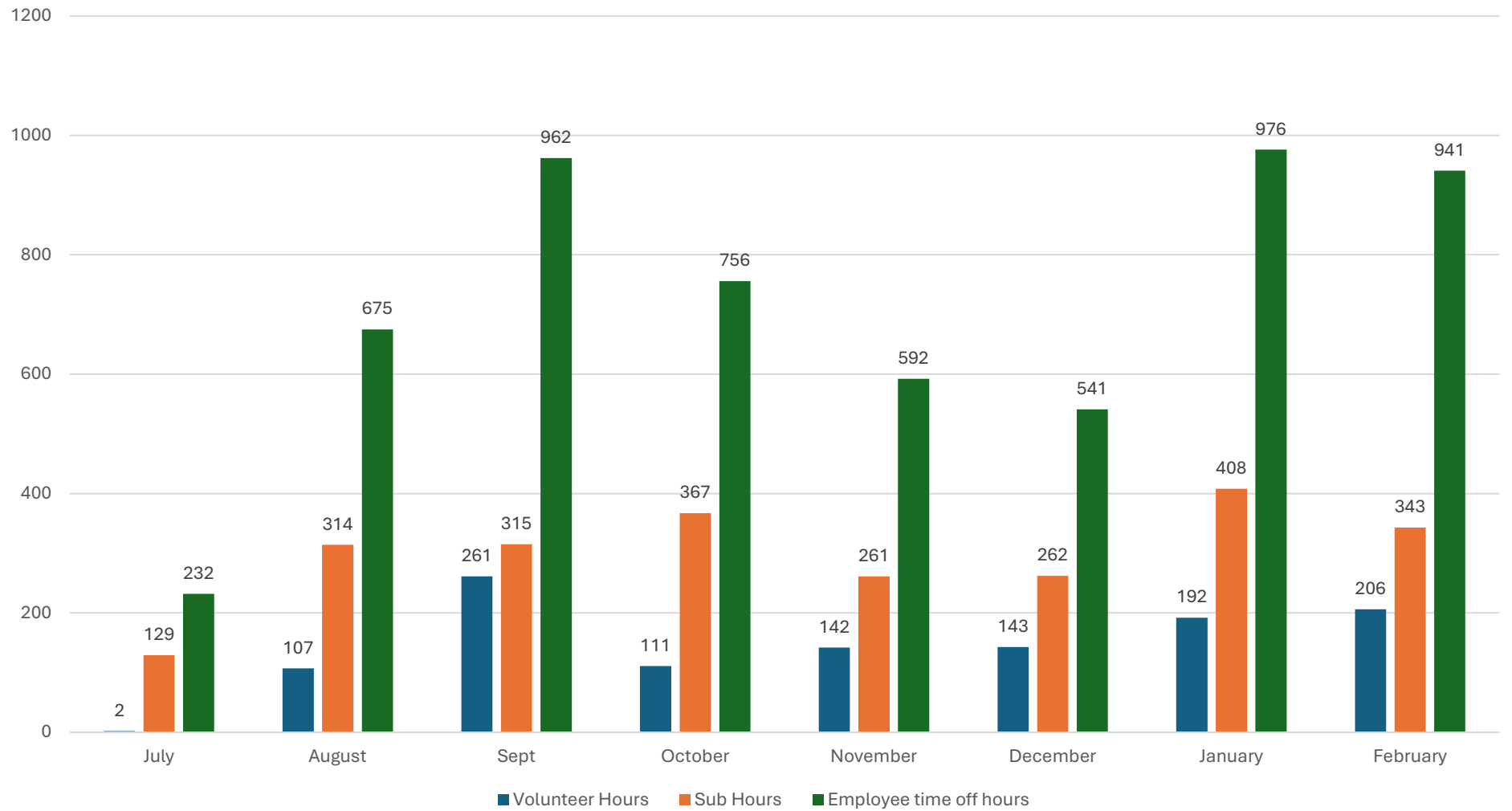
MIDDLE SCHOOL SUSPENSIONS (JUL-FEB)



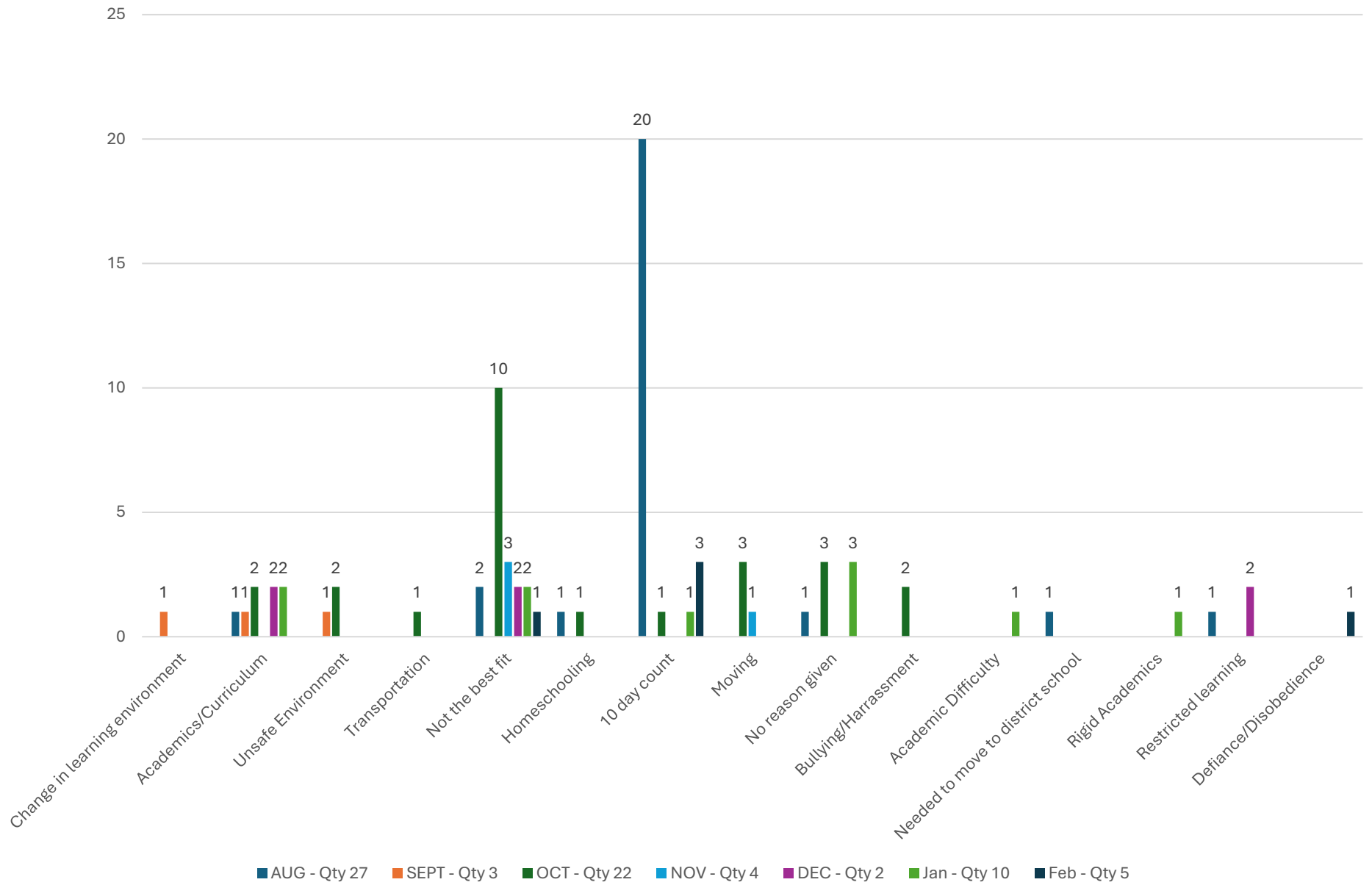
HIGH SCHOOL SUSPENSIONS (JUL-FEB)



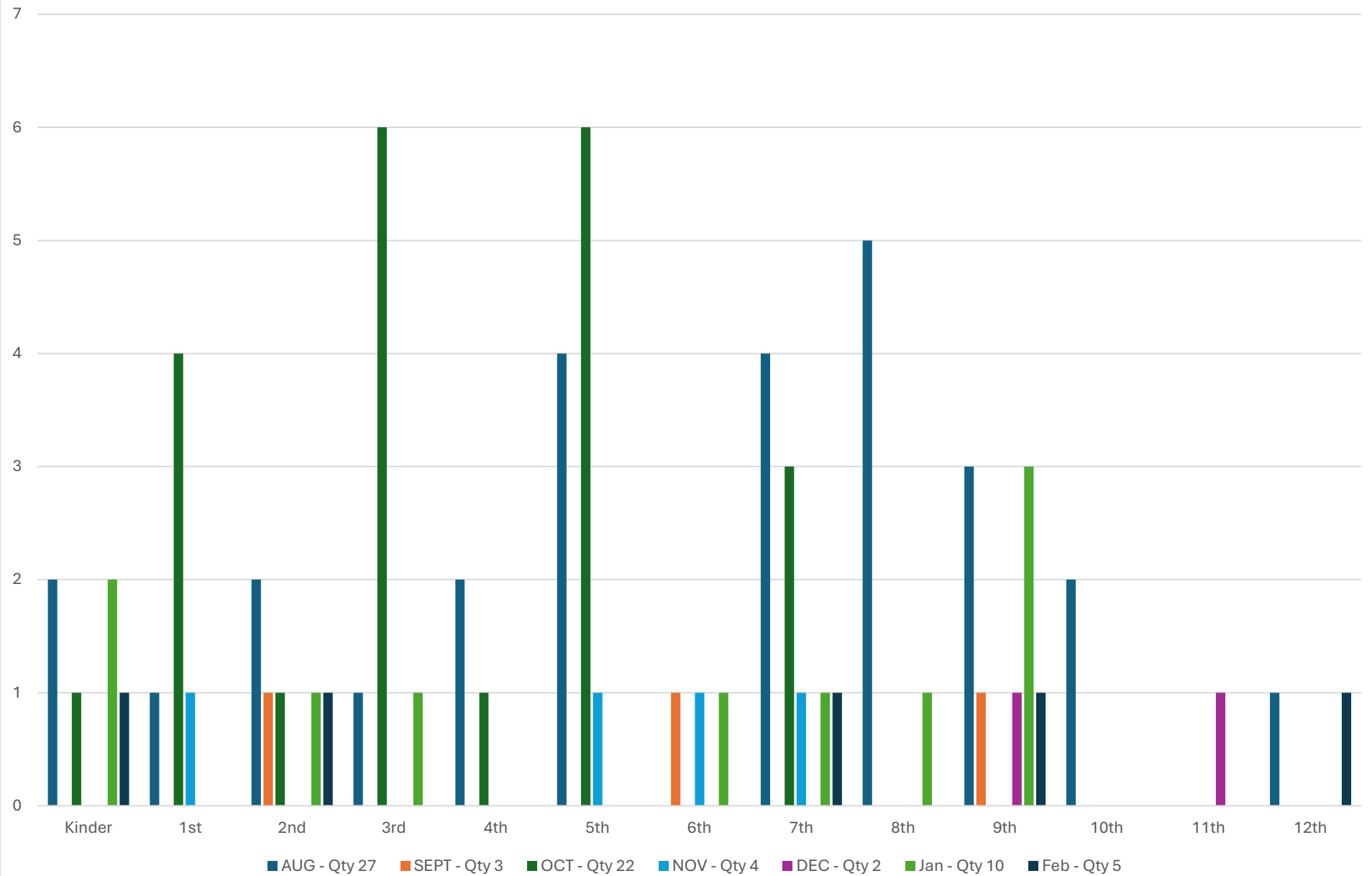
Employee/Substitute/Volunteer Hours



Withdrawal Reasons - QTY 73 YTD

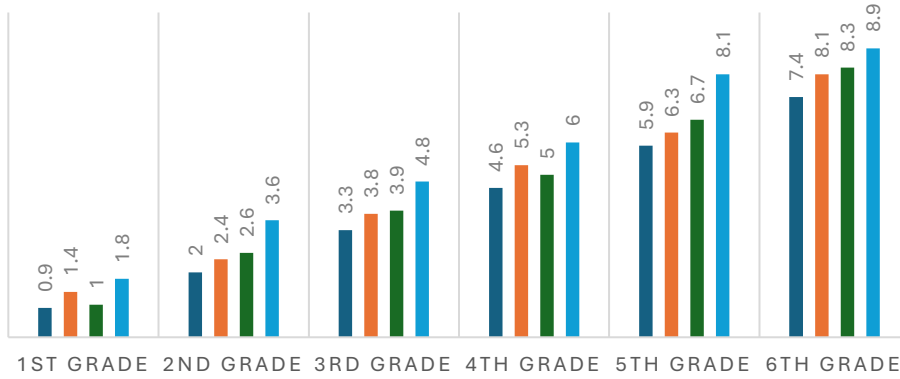


Withdrawal Quantity by Grade - QTY 73 YTD



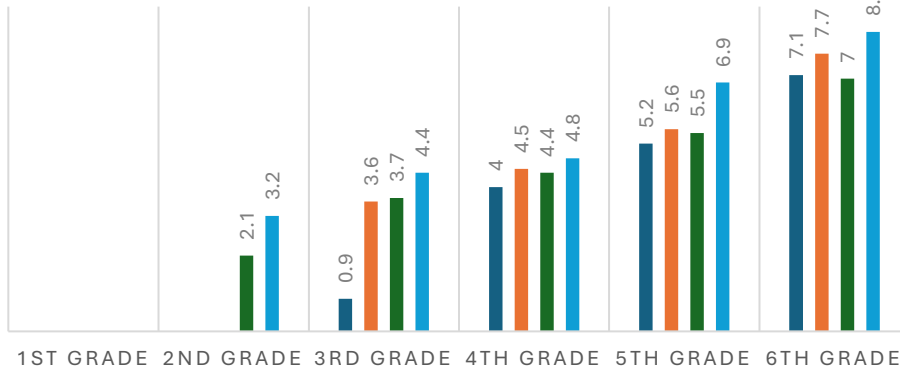
READING - AVERAGE GRADE EQUIVALENCY (FULL YEAR)

■ 25-Jan ■ 25-Apr ■ 25-Jul ■ 26-Jan



MATH - AVERAGE GRADE EQUIVALENCY (FULL YEAR)

■ 25-Jan ■ 25-Apr ■ 25-Jul ■ 26-Jan



Caprock Academy
Enrollment Totals
3/5/2026

CLASS	TOTAL
FTK-Class A	17
FTK-Class B	19
FTK-Class C	15
1st Grade-Class A	23
1st Grade-Class B	22
1st Grade-Class C	23
2nd Grade-Class A	20
2nd Grade-Class B	19
2nd Grade-Class C	21
3rd Grade-Class A	25
3rd Grade-Class B	23
3rd Grade-Class C	23
4th Grade-Class A	25
4th Grade-Class B	22
4th Grade-Class C	24
5th Grade-Class A	18
5th Grade-Class B	20
5th Grade-Class C	26
6th Grade-Class A	24
6th Grade-Class B	24
6th Grade-Class C	23
7th Grade-Class A	28
7th Grade-Class B	24
7th Grade-Class C	25
8th Grade-Class A	18
8th Grade-Class B	19
8th Grade-Class C	20
9th Grade	44
10th Grade	38
11th Grade	49
12th Grade	34
TOTAL	755

WAITING LIST	TOTAL
FTK	1
1st Grade	1
2nd Grade	1
3rd Grade	0
4th Grade	0
5th Grade	0
6th Grade	0
7th Grade	0
8th Grade	0
9th Grade	0
10th Grade	0
11th Grade	0
TOTAL	3

AVAILABILITY	TOTAL
HTK	N/A
FTK	15
1st Grade	16
2nd Grade	24
3rd Grade	13
4th Grade	13
5th Grade	20
6th Grade	13
7th Grade	7
8th Grade	27
9th Grade	16
10th Grade	28
11th Grade	11
TOTAL	203

Intent to Return	TOTAL
FTK-Class A	0
FTK-Class B	0
FTK-Class C	0
1st Grade-Class A	0
1st Grade-Class B	0
1st Grade-Class C	0
2nd Grade-Class A	0
2nd Grade-Class B	0
2nd Grade-Class C	0
3rd Grade-Class A	0
3rd Grade-Class B	0
3rd Grade-Class C	0
4th Grade-Class A	0
4th Grade-Class B	0
4th Grade-Class C	0
5th Grade-Class A	0
5th Grade-Class B	0
5th Grade-Class C	0
6th Grade-Class A	0
6th Grade-Class B	0
6th Grade-Class C	0
7th Grade-Class A	0
7th Grade-Class B	0
7th Grade-Class C	0
8th Grade-Class A	0
8th Grade-Class B	0
8th Grade-Class C	0
9th Grade	0
10th Grade	0
11th Grade	0
TOTAL	0

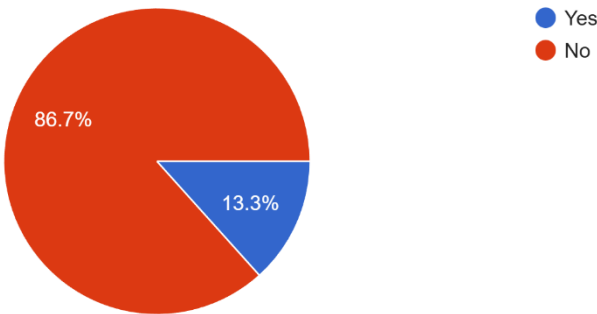
Retention %

Class	Jun/Year				
	20-21	21-22	22-23	23-24	24-25
HTK-AM/PM	15	17	17	7	13
FTK CLASS A	20	22	21	21	21
FTK-CLASS B	20	22	21	22	21
FTK-CLASS C	19	21	21	22	19
1st Grade-Class A	27	25	24	26	23
1st Grade-Class B	28	24	26	23	23
1st Grade-Class C	27	24	26	26	23
2nd Grade-Class A	27	26	25	25	23
2nd Grade-Class B	27	27	26	27	23
2nd Grade-Class C	26	26	26	27	22
3rd Grade-Class A	21	26	25	26	25
3rd Grade-Class B	25	25	29	27	26
3rd Grade-Class C	25	24	26	25	23
4th Grade-Class A	28	27	25	27	21
4th Grade-Class B	26	24	24	26	23
4th Grade-Class C	25	25	23	28	21
5th Grade-Class A	24	25	27	27	25
5th Grade-Class B	25	26	27	24	22
5th Grade-Class C	25	27	27	25	25
6th Grade-Class A	27	23	26	27	26
6th Grade-Class B	24	22	26	28	24
6th Grade-Class C	26	25	26	27	27
7th Grade-Class A	27	27	25	25	21
7th Grade-Class B	27	28	24	24	22
7th Grade-Class C	28	28	26	25	22
8th Grade-Class A	27	27	28	22	23
8th Grade-Class B	28	28	28	21	24
8th Grade-Class C	24	24	27	21	24
9th Grade	58	61	51	65	56
10th Grade	52	48	52	45	59
11th Grade	27	42	49	40	34
12th Grade	42	23	35	42	34
Total Enroll	877	869	889	878	818
Total Waitlist	20	0	2	14	12
Total Enr+Waitlist	897	869	892	892	830
Final October Count	893	884	894	893	871

2025-2026 School Year	
August	Total
HTK	0
FTK-Class A	17
FTK-Class B	19
FTK-Class C	15
1st Grade-Class A	23
1st Grade-Class B	22
1st Grade-Class C	23
2nd Grade-Class A	20
2nd Grade-Class B	19
2nd Grade-Class C	21
3rd Grade-Class A	25
3rd Grade-Class B	23
3rd Grade-Class C	23
4th Grade-Class A	25
4th Grade-Class B	22
4th Grade-Class C	24
5th Grade-Class A	18
5th Grade-Class B	20
5th Grade-Class C	26
6th Grade-Class A	24
6th Grade-Class B	24
6th Grade-Class C	23
7th Grade-Class A	28
7th Grade-Class B	24
7th Grade-Class C	25
8th Grade-Class A	18
8th Grade-Class B	19
8th Grade-Class C	20
9th Grade	44
10th Grade	38
11th Grade	49
12th Grade	34
Total Enroll	755
Total Waitlist	25
Total Enr+Waitlist	780
Final October Count	780

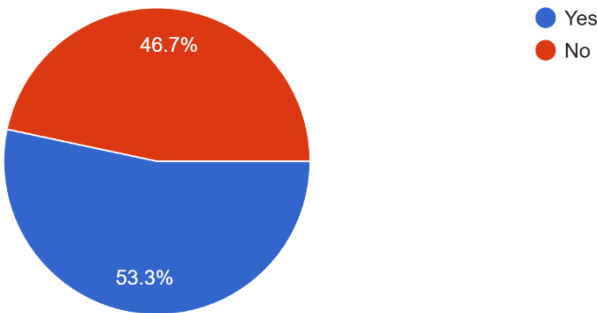
Should kindergarten and first graders be required to wear a belt?

30 responses



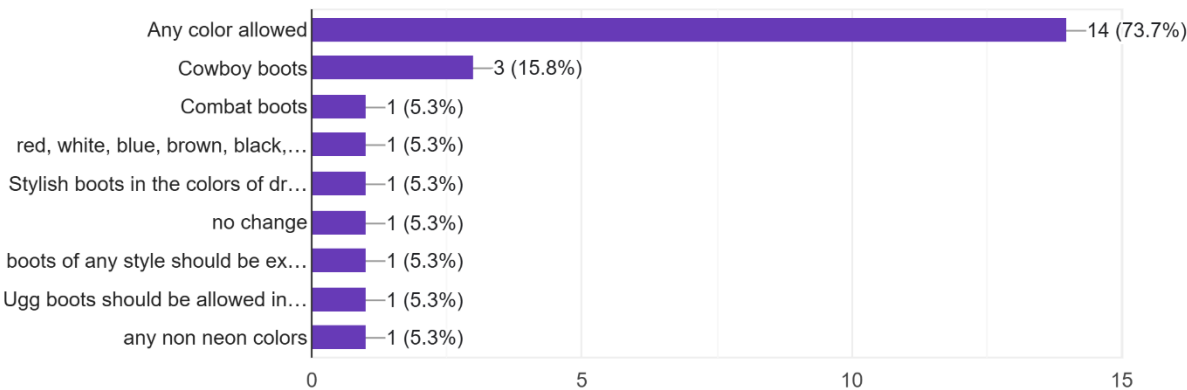
Do you feel there should be changes to footwear in regards to colors and styles?

30 responses



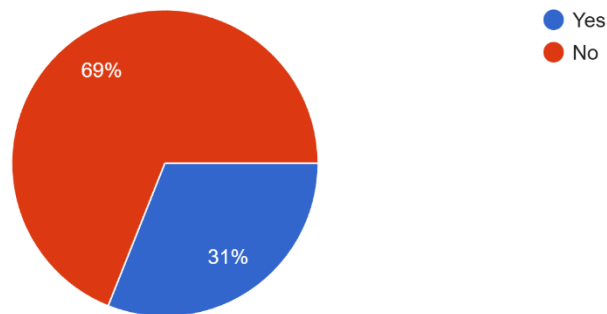
If you think there should be changes to footwear, what would you like to see? Select all that apply.

19 responses



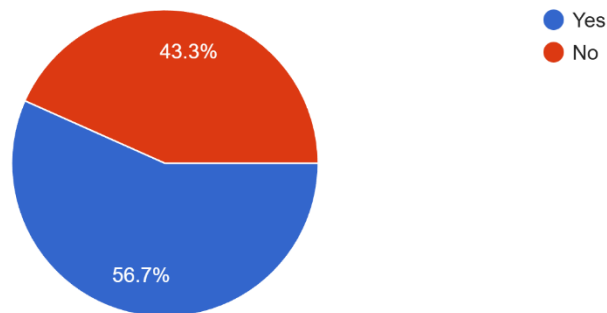
Should hoodies be allowed at all (not even in between buildings)?

29 responses



Should spirit wear sweatshirts be allowed inside classrooms, even on a non-spirit wear day?

30 responses



Any other changes you would like to see?

22 responses

The high school dress code needs to be reconsidered. "business casual" is a very broad term. If teachers cannot wear it, why should the students? (fishnets, low cut shirts, etc)

Leggings should be ok if they are not too tight or too thin of material

The biggest problem with the dress code is inconsistency. Dress code needs to be consistently enforced from classroom to classroom in ALL grades. Spirit Days that diverge from dress code need to be more explicitly stated and limited to one day only. A whole week detracts from the learning environment for younger grades.

Leggings should be allowed under skirts. Students learn very quickly that if they wear socks high enough, they can get away with wearing leggings. So, we are essentially teaching them

how to be sneaky. Leggings are also warmer than tights. There is no reasonable explanation for this dress code.

Makeup should be okay for middle schoolers

I feel that it should be okay for students to wear leggings under a skirt or skort. Leggings should not be worn as pants with a shirt only.

The fabric should not be an issue. As long as it is khaki color. Teachers are too focused on dress code which leads me to wonder how focused they are on educating our students including social emotional skills.

What ever stays the same or changes, there has to be consistency with staff!

Spirit wear would be fine as jackets in class as long as a hood does not interfere.

Would like to see a Caprock hoodie that students could wear on spirit days. If there is a concern about safety, then make it available only for certain older grades.

I like a strict dress code, it is part of an agreed responsibility.

Girls should be allowed to wear leggings under their dresses

No dress code for socks. Any socks allowed

I think middle school specifically should be given more freedom in order to show difference between elementary and high school. I love the idea of more shoe options. Elementary should have more options for sweaters/cardigans to wear in classrooms.

Any color hair accessories

I think as long as they are modest and covered. Sweaters should be aloud any color. Id like to be able to have a free jean day once a month or once a week.

I would like to see every staff member follow whatever the handbook says. No exceptions.

nose studs allowed

I'm on the fence with hoodies. We know our students love to wear them and we spend a lot of time correcting the dress code because of them. I know they present a safety concern with the vaping possibilities of them.

The demographic that Caprock serves has changed. We have many families of low socioeconomic status who cannot afford Caprock jackets, belts, and other specifics.

Leggings in the same color as tights (red, white, navy, black,)for under jumpers / skirts.

Leggings are warmer, double as modesty under a skirt, and are far more durable and cost effective.

none that I can think of

Any items in the policy you think should be reconsidered (i.e. nail polish color, hair tie colors, etc.)?

21 responses

Nail polish, hair tie colors, and other items that are not clothing, should not have constrictions.

nail polish color should not be restricted, length not too long

It sends a mixed message for staff/deans to have tattoos showing but not. ALL tattoos should be covered if you are going to have this rule, just like body piercings.

The definition of "professional wear" in the high school needs to be more specific for both students and teachers. I have seen both high schoolers and high school teachers wear inappropriate attire to school. Professional does not mean "sexually appealing" and it is disheartening that self-respect is no longer being taught with the dress code.

I think 6th graders should be allowed more freedom with nail polish and makeup, treated as middle schoolers

none

All of it! Hair tinsel, bows, nails, jewelry, etc. Educators are not focusing on what is important and belittling children who struggle enough throughout the school day.

No! I like the standard Caprock established. It sets us apart!

Hair color needs to stay natural color only. The different colors are quite a distraction.

No

I would like a strict code to main parts of clothing, not pick at the accessories.

I would love if all color nails were allowed. If hair tie color is in there, please remove that as well. Get rid of the simple earring rule. I think seventh graders should be allowed to wear makeup since the switch the K-6, 7-12 structure.

Piercings should be allowed, i.e. nose rings, who cares what color nails are, and who cares about hair color. give them some freedom

Whether it remains or is changed, it should be enforced (with grace). If there is a rule, it should be encouraged across the board - otherwise what is the point of having a dress code? There are lots of schools that do not have one and are options for those that do not like a dress code.

Any color nail polish

I have no preference on this as long as they are not causing distractions.

Doesn't really matter as long as everyone follows it.

I think there are a few areas of the policy that would be worth reconsidering. In particular, I believe the approved bottom materials should be expanded to include stretchy, structured fabrics (not leggings) to support student comfort and mobility while still maintaining a polished appearance. I also think we could relax restrictions on hair accessories, allowing students to wear what they choose as long as it is not distracting or disruptive to learning. This would give students more autonomy without compromising expectations. Finally, I believe the guidelines around fingernail length and polish color could be loosened slightly. Allowing more neutral or expressive options would give students appropriate opportunities to show personality while still maintaining professionalism and school standards.

Could we have a requirement that hair is cleaned and combed?

Belts should only be expected if there are loops, this hasn't been enforced for years though :(If a K/1 kids doesn't want a belt - wear elastic waistband. Trying to ban all hoodies (even between classes etc) could be problematic - i.e. differentiating a 'hoodie' from a 'coat' Truly, the dress code isn't the problem, it is the inconsistency among staff in enforcing dress code policy

I think they should be able to have nail polish and color their hair or wear colored hair ties

Policy SE-6.0 – Dress Code

~~Uniform Dress Code for Students in Grades K-8~~

~~• Uniform Bottoms – Pants/Skirts/Skorts/Shorts~~

~~○ Style and Material:~~

- ~~▪ Classic uniform style and material (e.g., not denim or corduroy material; not cargo, Capri, or legging style; no embellishment, such as stripes, embroidery, extra zippers, rhinestones, etc.).~~
- ~~▪ Waistbands may be regular, contour, casing, elastic, or a combination; and with or without belt loops (Note: if belt loops removed, then holes sewn up; if elastic, then no external drawstrings).~~

~~○ Colors:~~

- ~~▪ Solid Khaki/Tan or Navy Blue~~
- ~~▪ 7th and 8th grade students may wear Black or Grey uniform bottoms~~

~~○ Length (when standing):~~

- ~~▪ Uniform Pants – the bottom edge may fall anywhere from the lower calf to the heel of the shoe~~
- ~~▪ Uniform Skirts/Skorts/Shorts – the bottom edge may fall anywhere from the top of the knee to the bottom of the knee~~

~~○ How/When Worn:~~

- ~~▪ Uniform Pants – waistband sits at the waist, above the hips; worn with a Uniform Belt [see below] if pants have belt loops;~~
- ~~▪ Uniform Shorts – waistband sits at the waist, above the hips; worn with a Uniform Belt [see below] if shorts have belt loops; may be worn from the first day of school until Fall Break, and then, again, from the first day of school after Spring Break until the last day of the school year~~
- ~~▪ Uniform Skirts/Skorts – waistband sits at the waist, above the hips; worn (1) with a Uniform Belt [see below] if skirts/skorts have belt loops; (2) with a pair of close fitting (e.g., bicycling or athletic); matching-color shorts; and (3) with Uniform Tights [see below] (from~~

the first day of school after Fall Break until the last day of school before Spring Break):

- Uniform Jumpers and Polo Dresses

- Style and Material:

- Uniform Jumpers - Classic uniform style and material (e.g., not denim or corduroy material; no embellishment, such as stripes, embroidery, extra zippers, rhinestones, etc.); may be sleeveless or short sleeved
 - Uniform Polo Dresses - Classic polo knit material; may be short or long sleeved
 - Uniform Jumpers and Polo Dresses - may be with or without waistband; waistbands may be regular, contour, casing, elastic, or a combination and with or without belt loops (Note: if belt loops removed, then holes sewn up; if elastic, then no external drawstrings)

- Colors:

- Uniform Jumpers - Solid Khaki/Tan or Navy Blue
 - 7th and 8th grade students may also wear Black or Grey
 - Uniform Polo Dresses - Solid Red, White, or Navy Blue

- Length (when standing):

- Uniform Jumpers and Polo Dresses - the bottom edge may fall anywhere from the top of the knee to the bottom of the knee

- How Worn:

- Uniform Jumpers and Polo Dresses - worn with (1) either a Uniform Belt [see below] or matching fabric, solid color belt, if Uniform Jumper/Polo Dress has belt loops; (2) with close fitting (e.g., bicycling or athletic), matching-color shorts; and (3) with Uniform Tights [see below] from the first day of school after Fall Break until the last day of school before Spring Break
 - In addition, Uniform Polo Shirts [see below] are worn under sleeveless Uniform Jumpers

- Uniform Tops

○—Style and Material:

- Classic polo shirts; knit material; with collars; short or long sleeved; with or without Caprock Academy official logo (but no other logos).

○—Colors:

- Solid Red, White, or Navy Blue

○—How Worn:

- Top button (if any) may be left undone; Uniform Tops are tucked into Uniform Bottoms; short sleeve t-shirts, in solid red, white, or blue color, may be worn under short or long sleeve Uniform Polo Shirts; long sleeve t-shirts or turtleneck shirts, in solid red, white, or blue color, may be worn under short or long sleeve Uniform Polo Shirts.

●—Uniform Shoes

○—Style and Material:

- Classic Dress Shoe and Saddle Shoe styles (e.g., not hiking boots, cowboy boots, work shoes, or combat boots)—leather or leather-like material; lace-up or slip-on; closed heel and closed toed; top of the shoe may extend up to the ankle; Dress Shoe heel of up to 2 inches.
- Sneaker styles (athletic style, jogging or tennis shoes)—leather, leather-like, or fabric material; lace-up or slip-on; closed heel and closed toed; may be high or low top.
- No wheels or lights or embellishments (e.g., sparkles, glitter, rhinestones, pom-poms, etc.).

○—Colors:

- Uniform Dress Shoes and Sneakers—Navy Blue, Black, White, Brown, or Red (both the main color of shoes and the color of any laces, trim and/or decorative components).
- 7th and 8th grade students may also wear Grey as a uniform dress shoe or sneaker color
- Uniform Saddle Shoes—any combination of Navy Blue, Black, White Brown, or Red (all for main color of shoe/contrast saddle color, and color of any laces and/or trim).

○—How/When Worn:

- Uniform Sneakers are Uniform Shoes for gym class.
- At all other times (e.g., in class), Uniform Dress Shoes, Uniform Saddle Shoes, or Uniform Sneakers may be worn for Uniform Shoes unless expressly required otherwise (e.g., concert dress).

○—Exception:

- Snow Boots – from time to time, permission may be given for snow boots to be worn outdoors, on playgrounds and fields, in relevant weather conditions

●—Uniform Socks and Tights:

○—Style and Material:

- Uniform Socks – any style from footie to knee sock; solid color; may have small (up to ¼ inch) additional band of color at top; any material
- Uniform Tights – plain (e.g., no fishnet), close fitting, full length (waist to toe) leg wear; traditional tights or pantyhose material

○—Colors:

- Uniform Socks – solid Black, Brown, Tan, White, Navy Blue, or Red (for main color of Uniform Socks and trim)
- Uniform Tights – solid Black, Brown, Tan, White, Navy Blue, Red, or color matching student's skin tone

○—How/When Worn:

- Uniform Socks or Tights are worn with Uniform Shoes

●—Uniform Belts

○—Style and Material:

- Uniform Belts for Uniform Bottoms – plain, smooth, or woven leather/faux leather material
- Uniform Belts for Uniform Jumpers or Polo Dresses – plain, smooth leather/faux leather material, or fabric and solid color material matching Uniform Jumper/Polo Dress

- ~~For all Uniform Belts – plain style (e.g., no grommets, logos, words, or embellishments); and simple, plain metallic buckle (e.g., no rodeo-style or other uniquely shaped buckles).~~

○ ~~Colors:~~

- ~~Solid Navy Blue, Black, White, Brown, or Red~~

○ ~~How/When Worn:~~

- ~~Uniform belts are worn at the waist of Uniform Bottoms, Uniform Jumpers, and Uniform Polo Dresses WITH belt loops; buckle worn centered on the body.~~

• ~~Uniform Outerwear~~

- ~~Uniform Sweaters and Uniform Sweater Vests – in sweater, knit material; pullover, cardigan, or vest style (all without hoodies); in solid colors of Navy Blue, Red, or White, may be worn at any time.~~
- ~~7th and 8th grade students may also wear Grey as a uniform sweater and uniform sweater vest color~~
- ~~Official Caprock Logo Uniform Fleece Jacket – as and when approved by the Head of School (for style, logo, color, etc.) and available for purchase, an Official Caprock Logo Uniform Fleece Jacket may be worn at any time (see below for all other fleece material clothing).~~
- ~~Official Caprock Letter Jackets – Official Caprock Letter Jackets may be worn at any time.~~
- ~~All Other Jackets, Sweatshirts and Sweaters - (with or without hoods) may be worn for warmth: to/from school, between classes, during outdoor lunch/recess, and with express permission as may be needed for cold conditions in other circumstances; and will otherwise be stored during classes.~~

• ~~Official Caprock Spirit Wear and Spirit Days~~

- ~~Official Caprock Logo Tops of any style or material (including tops with hoodies), are Official Caprock Spirit Wear and, on official “Spirit Days,” may be worn anywhere, at any time (including in the classroom, during classes).~~

• ~~Caprock Uniform – Additional Appearance Elements and Universal Exclusions~~

- ~~Hair – Hair may be: any natural shade of hair color (e.g., black, blond, brown, red, gray, or white); dyed or highlighted in any such natural shades of hair color (but not dipped, dotted, striped or blocked dye patterns); and worn in any style, including full or partially shaved (so long as style does not risk injury to wearer or another, or impede the ability of the wearer or another to fully participate in academic or physical activities, e.g., sharp pointed spikes; blocking the reasonable view of others, etc.). Faces are clean-shaven and sideburns can be worn to the bottom of the ear lobe.~~
- ~~Hair Accessories – Traditional hair accessories (e.g., head bands, hair ties, elastics, barrettes, feathers, etc., but not hair nets, or bandanas) may be worn in the colors of Red, White, Navy Blue, Black, or Brown, in a size up to the wearer’s fist.~~
- ~~Headwear – Hats, bandannas, and sunglasses may be worn outdoors and stored while indoors. Headwear required by religious affiliation will be accepted.~~
- ~~Jewelry – any of the following jewelry may be worn: Earrings – up to 2 pairs, which may have gems, and be up to the size of a nickel (but not ear “plugs” or “spools,” and no other jewelry in any other body piercings); Necklaces – metal-tone and fine linked or leather, with any pendant concealed under the Uniform Top; Watch – one traditional watch (without characters), with a band material rubber-like, metal toned, or leather, in the colors of Red, White, Brown, Black, Navy Blue, or Red; Bracelets (but not anklets); and Rings – one, metal-toned ring. No jewelry with sharp, protruding, or dangling adornments.~~
- ~~Makeup – Beginning in the 8th grade, make-up may be worn (but no face paint, glitter, gems, stickers etc.).~~
- ~~Finger Nails – when in Caprock Uniform, nails (natural or artificial) are worn finger-tip length; and may be worn with polish – in a solid color (e.g., no stripes, dots, characters, gems, glitter, etc.) of Red, Navy Blue, White, or skin tone (of the wearer); or in a “French Style” manicure, the base of which is in a solid skin-tone (of the wearer) and the tips of which are in a solid color of Red, Navy Blue, or White.~~
- ~~Tattoos – when in Caprock Uniform, temporary or permanent tattoos are covered (not visible).~~
- ~~Universal Exclusions – the following exclusions apply to any apparel worn by students at any school (or school-sponsored) event or activity: no~~

advertising of tobacco, alcohol, marijuana, other controlled or illegal substances; no slogans or statements with sexual innuendoes; and no identification with membership in a gang.

High School Dress Code (9-12)

The intention of the school dress code is to eliminate ambiguity regarding appropriate student attire and to ensure Caprock Students represent themselves and the school in the most professional way. At Caprock Academy, we seek to foster an educational environment free from distractions. Correspondingly, students will be required to dress in “Business-Casual,” or more formal.

Caprock Academy defines business casual as sport coats or casual blazers, collared shirts or button-down shirts, casual slacks (e.g., khakis or chinos), collared or non-collared blouses and dresses or skirts. To promote respect for the learning environment and to reduce the impact from student attire, clothing must be appropriately aligned with dress code parameters, must not consist of any neon or garish colors, and must be appropriate for an office work environment. Enforcement and interpretation of the dress code is at the sole discretion of the Caprock Academy Administrative team.

Business Casual Guidelines

- Allowable tops/shirts include collared polos or button-down, turtlenecks, collared or un-collared blouses in solids or patterns (no flannel or Hawaiian style).
- Allowable bottoms/pants include dress pants/slacks/shorts, chinos, khakis, or skirts in solids or patterns (no shorter than 3 inches above the knee) of an appropriate fit. Solid color or simple print leggings may be worn under skirts or dresses.
- Allowable footwear/shoes include tennis shoes, leather material, loafers, dress boots, flats, or professional heels (no open-toed shoes).
- Allowable outerwear includes sport coats, blazers, sweaters, cardigans, and official school jackets (no sweatshirts or sweatshirt material, hoodies, denim material, or fleece).
- Other elements: only visible piercings in ears (other piercings must be skin-colored plugs); no visible tattoos; no garish/overly distracting hair color; no inappropriate socks/tights.

- ~~**Never allowed:** jeans or denim material (except on specified jeans days), hoodies, see-through material, low cut tops, cropped tops, overalls, cargo pants, frayed hems, torn pants/shirts, spaghetti straps, sleeveless tops, no exposed undergarments or midriffs, hats, logos (other than those of Caprock Academy), depictions, or statements. Athletic wear, leggings, jeggings, or similar styles will not be considered appropriate bottoms or pants. Any other items deemed inappropriate by the administrative staff will not be allowed.~~

~~Other Dress Codes/Exceptions to Uniform Dress Code~~

- ~~There are other Dress Codes for extra-curricular school activities (e.g., sports, dances, etc.). Those Dress Codes are either set out in other Caprock Academy policies or will be provided by the School Representative (e.g., Athletic Director, Sponsoring Teacher) in charge of that extracurricular activity.~~
- ~~Exceptions to the Uniform Dress Code above may also be made for:~~
 - ~~Special event days, which have been pre-scheduled and approved by the Head of School;~~
 - ~~Students participating in scouting programs who wish to wear the Scouting uniforms on meeting days;~~
 - ~~Proper Military Uniforms on meeting and ceremony days; and~~
 - ~~Such accommodations as may be required to address a student's temporary or long-term medical or physiological needs or in respect of (and to comply with all applicable laws concerning) a student's religious beliefs and/or national origin, cultural or ethnic practices. Please do direct any questions or requests in these areas to the Deans of our school.~~

~~Dances~~

- ~~For all school dances, permission slips for students will be distributed in advance, providing information for the dance, including the dance's theme and suggested dress guidelines (e.g., Fifties, Luau, semi-formal, formal). We encourage students to wear clothes that embrace the dance's theme. In all events, students' clothing should not expose their undergarments or midriffs, or advertise tobacco, alcohol, or illegal substances; should not reflect slogans or statements with sexual innuendoes; and should not identify membership in a gang.~~

- ~~Parents/guardians are asked to sign dance permission slips and students will need to provide the signed permission slip for admission to the dance.~~

~~Note - The CABD FULLY SUPPORTS the discretion of the faculty and administration as they enforce the dress code. Please check with the Dean of Students or designated administrator if you have any questions. This code is for the benefit of ALL our students. Parents, please help your older students set a good example and keep your school clothes shopping within our dress code parameters. The school is not responsible for school clothing purchases that do not comply strictly with our code.~~

Policy SE 6.0 – Dress Code

Uniform Dress Code for Students in Grades K-8

- Uniform Bottoms - Pants/Skirts/Skorts/Shorts
 - Style and Material:
 - Classic uniform style and material (e.g., not denim or corduroy material; not cargo, Capri, or legging style; no embellishment, such as stripes, embroidery, extra zippers, rhinestones, etc.).
 - ~~Waistbands may be regular, contour, casing, elastic, or a combination; and with or without belt loops (Note: if belt loops removed, then holes sewn up; if elastic, then no external drawstrings).~~
 - Colors:
 - Solid Khaki/Tan or Navy Blue
 - 7th and 8th grade students may wear Black or Grey uniform bottoms
 - Length (when standing):
 - Uniform Pants – the bottom edge may fall anywhere from the lower calf to the heel of the shoe
 - Uniform Skirts/Skorts/Shorts- the bottom edge may fall anywhere from the top of the knee to the bottom of the knee
 - How/When Worn:
 - ~~Uniform Pants – waistband sits at the waist, above the hips; worn with a Uniform Belt [see below] if pants have belt loops;~~
 - ~~Uniform Shorts – waistband sits at the waist, above the hips; worn with a Uniform Belt [see below] if shorts have belt loops; may be worn from the first day of school until Fall Break, and then, again, from the first day of school after Spring Break until the last day of the school year~~
 - Uniform Skirts/Skorts - ~~waistband sits at the waist, above the hips; worn (1) with a Uniform Belt [see below] if skirts/skorts have belt loops; (2) with a pair of close fitting (e.g., bicycling or athletic), matching- color shorts; and (3) with Uniform Tights [see below] (from~~

the first day of school after Fall Break until the last day of school before Spring Break).

- Uniform Jumpers and Polo Dresses

- Style and Material:

- Uniform Jumpers - Classic uniform style and material (e.g., not denim or corduroy material; no embellishment, such as stripes, embroidery, extra zippers, rhinestones, etc.); may be sleeveless or short sleeved
 - Uniform Polo Dresses – Classic polo knit material; ~~may be short or long sleeved~~
 - ~~Uniform Jumpers and Polo Dresses – may be with or without waistband; waistbands may be regular, contour, casing, elastic, or a combination and with or without belt loops (Note: if belt loops removed, then holes sewn up; if elastic, then no external drawstrings)~~

- Colors:

- Uniform Jumpers - Solid Khaki/Tan or Navy Blue
 - 7th and 8th grade students may also wear Black or Grey
 - Uniform Polo Dresses – Solid Red, White, or Navy Blue

- Length (when standing):

- Uniform Jumpers and Polo Dresses - the bottom edge may fall anywhere from the top of the knee to the bottom of the knee

- How Worn:

- ~~Uniform Jumpers and Polo Dresses – worn with (1) either a Uniform Belt [see below] or matching fabric, solid color belt, if Uniform Jumper/Polo Dress has belt loops; (2) with close fitting (e.g., bicycling or athletic), matching-color shorts; and (3) with Uniform Tights [see below] from the first day of school after Fall Break until the last day of school before Spring Break~~
 - In addition, Uniform Polo Shirts [see below] are worn under sleeveless Uniform Jumpers

- Uniform Tops

- Style and Material:
 - Classic polo shirts; knit material; with collars; short or long sleeved, with or without Caprock Academy official logo (but no other logos).
- Colors:
 - Solid Red, White, or Navy Blue
- How Worn:
 - Top button (if any) may be left undone; Uniform Tops are tucked into Uniform Bottoms; ~~short sleeve t-shirts, in solid red, white, or blue color, may be worn under short or long sleeve Uniform Polo Shirts;~~ long sleeve t-shirts or turtleneck shirts, in solid red, white, or blue color, may be worn under short ~~or long sleeve Uniform Polo Shirts.~~
- Uniform Shoes
 - Style and Material:
 - Classic Dress Shoe and Saddle Shoe styles (e.g., not hiking boots, cowboy boots, work shoes, or combat boots)- leather or leather-like material; lace-up or slip-on; closed heel and closed toed; top of the shoe may extend up to the ankle; Dress Shoe heel of up to 2 inches.
 - Sneaker styles (athletic style, jogging or tennis shoes) – leather, leather-like, or fabric material; lace-up or slip-on; closed heel and closed toed; may be high or low top.
 - No wheels or lights or embellishments (e.g., sparkles, glitter, rhinestones, pom-poms, etc.).
 - Colors:
 - Uniform Dress Shoes and Sneakers – ~~Navy Blue, Black, White, Brown, or Red (both the main color of shoes and the color of any laces, trim and/or decorative components).~~
 - 7th and 8th grade students may also wear Grey as a uniform dress shoe or sneaker color
 - Uniform Saddle Shoes – any combination of Navy Blue, Black, White Brown, or Red (all for main color of shoe/contrast saddle color, and color of any laces and/or trim).

- How/When Worn:
 - Uniform Sneakers are Uniform Shoes for gym class.
 - At all other times (e.g., in class), Uniform Dress Shoes, Uniform Saddle Shoes, or Uniform Sneakers may be worn for Uniform Shoes unless expressly required otherwise (e.g., concert dress).
- Exception:
 - Snow Boots - from time to time, permission may be given for snow boots to be worn outdoors, on playgrounds and fields, in relevant weather conditions
- Uniform Socks and Tights:
 - Style and Material:
 - Uniform Socks – any style from footie to knee sock; solid color; ~~may have small (up to ¼ inch) additional band of color at top; any material~~
 - Uniform Tights – plain (e.g., no fishnet), close fitting, full length (waist to toe) leg wear; traditional tights or pantyhose material
 - Colors:
 - Uniform Socks - solid Black, Brown, Tan, White, Navy Blue, or Red (for main color of Uniform Socks and trim)
 - Uniform Tights - solid Black, Brown, Tan, White, Navy Blue, Red, or color matching student's skin tone
 - How/When Worn:
 - ~~Uniform Socks or Tights are worn with Uniform Shoes~~
- Uniform Belts
 - Style and Material:
 - Uniform Belts for Uniform Bottoms – plain, smooth, or woven leather/faux leather material
 - ~~Uniform Belts for Uniform Jumpers or Polo Dresses – plain, smooth leather/faux leather material, or fabric and solid color material matching Uniform Jumper/Polo Dress~~

- For all Uniform Belts – plain style (e.g., no grommets, logos, words, or embellishments); and simple, plain metallic buckle (e.g., no rodeo-style or other uniquely shaped buckles).
- Colors:
 - Solid Navy Blue, Black, White, Brown, or Red
- How/When Worn:
 - ~~Uniform belts are worn at the waist of Uniform Bottoms, Uniform Jumpers, and Uniform Polo Dresses WITH belt loops; buckle worn centered on the body.~~
- Uniform Outerwear
 - Uniform Sweaters and Uniform Sweater Vests – in sweater, knit material; pullover, cardigan, or vest style (all without hoodies); in solid colors of Navy Blue, Red, or White, may be worn at any time.
 - 7th and 8th grade students may also wear Grey as a uniform sweater and uniform sweater vest color
 - Official Caprock Logo Uniform Fleece Jacket ~~– as and when approved by the Head of School (for style, logo, color, etc.)~~ and available for purchase, an Official Caprock Logo Uniform Fleece Jacket may be worn at any time (see below for all other fleece material clothing).
 - ~~Official Caprock Letter Jackets – Official Caprock Letter Jackets may be worn at any time.~~
 - ~~All Other Jackets, Sweatshirts and Sweaters - (with or without hoods) may be worn for warmth: to/from school, between classes, during outdoor lunch/recess, and with express permission as may be needed for cold conditions in other circumstances; and will otherwise be stored during classes.~~
- ~~Official Caprock Spirit Wear and Spirit Days~~
 - ~~Official Caprock Logo Tops of any style or material (including tops with hoodies), are Official Caprock Spirit Wear and, on official “Spirit Days,” may be worn anywhere, at any time (including in the classroom, during classes).~~
- Caprock Uniform – Additional Appearance Elements and Universal Exclusions

- ⊖ Hair - Hair may be: any natural shade of hair color (e.g., black, blond, brown, red, gray, or white); ~~dyed or highlighted in any such natural shades of hair color (but not dipped, dotted, striped or blocked dye patterns); and worn in any style, including full or partially shaved (so long as style does not risk injury to wearer or another, or impede the ability of the wearer or another to fully participate in academic or physical activities, e.g., sharp pointed spikes; blocking the reasonable view of others, etc.).~~ Faces are clean-shaven and sideburns can be worn to the bottom of the ear lobe.
- ⊖ ~~Hair Accessories – Traditional hair accessories (e.g., head bands, hair ties, elastics, barrettes, feathers, etc., but not hair nets, or bandanas) may be worn in the colors of Red, White, Navy Blue, Black, or Brown, in a size up to the wearer’s fist.~~
- Headwear – Hats, bandannas, and sunglasses may be worn outdoors and ~~stored while indoors.~~ Headwear required by religious affiliation will be accepted.
- ⊖ ~~Jewelry – any of the following jewelry may be worn: Earrings – up to 2 pairs, which may have gems, and be up to the size of a nickel (but not ear “plugs” or “spools,” and no other jewelry in any other body piercings); Necklaces – metal-tone and fine linked or leather, with any pendant concealed under the Uniform Top; Watch - one traditional watch (without characters), with a band material rubber-like, metal toned, or leather, in the colors of Red, White, Brown, Black, Navy Blue, or Red; Bracelets (but not anklets); and Rings – one, metal-toned ring. No jewelry with sharp, protruding, or dangling adornments.~~
- Makeup – Beginning in the 8th grade, make-up may be worn (but no face paint, glitter, gems, stickers etc.).
- ⊖ Finger Nails – when in Caprock Uniform, nails (natural or artificial) are worn finger-tip length; and may be worn with polish ~~– in a solid color (e.g., no stripes, dots, characters, gems, glitter, etc.) of Red, Navy Blue, White, or skin tone (of the wearer); or in a “French Style” manicure, the base of which is in a solid skin-tone (of the wearer) and the tips of which are in a solid color of Red, Navy Blue, or White.~~
- Tattoos- when in Caprock Uniform, temporary or permanent tattoos are covered (not visible).
- Universal Exclusions – the following exclusions apply to any apparel worn by students at any school (or school- sponsored) event or activity: no

advertising of tobacco, alcohol, marijuana, other controlled or illegal substances; no slogans or statements with sexual innuendoes; and no identification with membership in a gang.

High School Dress Code (9-12)

The intention of the school dress code is to eliminate ambiguity regarding appropriate student attire and to ensure Caprock Students represent themselves and the school in the most professional way. At Caprock Academy, we seek to foster an educational environment free from distractions. Correspondingly, students will be required to dress in “Business-Casual,” or more formal.

Caprock Academy defines business casual as sport coats or casual blazers, collared shirts or button-down shirts, casual slacks (e.g., khakis or chinos), collared or non-collared blouses and dresses or skirts. To promote respect for the learning environment and to reduce the impact from student attire, clothing must be appropriately aligned with dress code parameters, must not consist of any neon or garish colors, and must be appropriate for an office work environment. Enforcement and interpretation of the dress code is at the sole discretion of the Caprock Academy Administrative team.

Business Casual Guidelines

- Allowable tops/shirts include collared polos or button-down, turtlenecks, collared or un-collared blouses in solids or patterns (no flannel or Hawaiian style).
- Allowable bottoms/pants include dress pants/slacks/shorts, chinos, khakis, or skirts in solids or patterns (no shorter than 3 inches above the knee) of an appropriate fit. Solid color or simple print leggings may be worn under skirts or dresses.
- Allowable footwear/shoes include tennis shoes, leather material, loafers, dress boots, flats, or professional heels (no open-toed shoes).
- Allowable outerwear includes sport coats, blazers, sweaters, cardigans, and official school jackets (no sweatshirts or sweatshirt material, hoodies, or denim material, or fleece).
- Other elements: only visible piercings in ears (other piercings must be skin-colored plugs), no visible tattoos, no garish/overly distracting hair color, no inappropriate socks/tights.

- **Never allowed:** jeans or denim material (except on specified jeans days), hoodies, see-through material, low cut tops, cropped tops, overalls, cargo pants, frayed hems, torn pants/shirts, spaghetti straps, sleeveless tops, no exposed undergarments or midriffs, hats, logos (other than those of Caprock Academy), depictions, or statements. Athletic wear, leggings, jeggings, or similar styles will not be considered appropriate bottoms or pants. Any other items deemed inappropriate by the administrative staff will not be allowed.

Other Dress Codes/Exceptions to Uniform Dress Code

- There are other Dress Codes for extra-curricular school activities (e.g., sports, dances, etc.). Those Dress Codes are either set out in other Caprock Academy policies or will be provided by the School Representative (e.g., Athletic Director, Sponsoring Teacher) in charge of that extracurricular activity.
- Exceptions to the Uniform Dress Code above may also be made for:
 - Special event days, which have been pre-scheduled and approved by the Head of School;
 - Students participating in scouting programs who wish to wear the Scouting uniforms on meeting days;
 - Proper Military Uniforms on meeting and ceremony days; and
 - Such accommodations as may be required to address a student's temporary or long-term medical or physiological needs or in respect of (and to comply with all applicable laws concerning) a student's religious beliefs and/or national origin, cultural or ethnic practices. Please do direct any questions or requests in these areas to the Deans of our school.

Dances

- For all school dances, permission slips for students will be distributed in advance, providing information for the dance, including the dance's theme and suggested dress guidelines (e.g., Fifties, Luau, semi-formal, formal). We encourage students to wear clothes that embrace the dance's theme. In all events, students' clothing should not expose their undergarments or midriffs, or advertise tobacco, alcohol, or illegal substances; should not reflect slogans or statements with sexual innuendoes; and should not identify membership in a gang.

- Parents/guardians are asked to sign dance permission slips and students will need to provide the signed permission slip for admission to the dance.

Note - The CABD FULLY SUPPORTS the discretion of the faculty and administration as they enforce the dress code. Please check with the Dean of Students or designated administrator if you have any questions. This code is for the benefit of ALL our students. Parents, please help your older students set a good example and keep your school clothes shopping within our dress code parameters. The school is not responsible for school clothing purchases that do not comply strictly with our code

Policy SE 6.0 – Dress Code

Caprock Academy requires all K–8 students to wear a uniform and all 9–12 students to dress in business casual. The purpose of the dress code is to:

- minimize distractions from academics in support of the school’s mission statement
- promote an atmosphere of order, respect, and modesty
- create an environment where students are known for the content of their character, rather than how they dress
- prepare students for college and career expectations

Dress Code for Kindergarten-8th Grade

Category	Requirement
Shirts	<ul style="list-style-type: none">• Solid Red, White, or Navy Blue• Classic polo style with a collar, short or long sleeves. No logos are permitted except the Caprock Academy logo• Shirts must be tucked into uniform bottoms at all times• Long sleeve t-shirts or turtleneck shirts, in solid Red, White, or Navy Blue, may be worn under short sleeve polo shirts
Pants	<ul style="list-style-type: none">• Solid Khaki/Tan, Navy Blue, or Black• 7th and 8th grade students may also wear Gray• The bottom edge may fall anywhere from the lower calf to the heel of the shoe• Classic uniform material (such as twill) is required. Jegging-style pants are permitted if they maintain a modest, uniform-appropriate fit. Jeggings must not be skin-tight and must fit similarly to traditional uniform pants. Pants must include functional pockets and a finished waistband; pull-on legging styles are not permitted.• No denim, corduroy, cargo, capri, or athletic styles.• No embellishment, such as stripes, embroidery, rhinestones, etc.

Shorts, Skirts, Skorts, Jumpers, Polo Dresses	<ul style="list-style-type: none"> • Solid Khaki/Tan or Navy Blue for shorts, skirts, skorts, and jumpers • 7th and 8th grade students may wear Black or Gray jumpers. • Solid Red, White, or Navy Blue for Polo Dresses • The bottom edge may fall anywhere from the top of the knee to the bottom of the knee • Shorts may be worn from the first day of school through Fall Break and again from the first day after Spring Break through the last day of school • Skirts, skorts, jumpers, and dresses may be worn year-round. Tights or leggings are required underneath from the first day after Fall Break through the last day before Spring Break (see Socks, Tights, and Leggings section for approved colors) • When tights or leggings are not worn, skirts, jumpers, and dresses must be worn with matching-color spandex or athletic shorts underneath. • A uniform shirt must be worn under sleeveless jumpers • No denim material or embellishment, such as stripes, embroidery, rhinestones, etc.
Belts	<ul style="list-style-type: none"> • Solid Navy Blue, Black, White, Brown, or Red • Plain, smooth, or woven leather/faux leather material • No grommets, logos, words, or decorations, and have a simple metallic buckle (no rodeo-style or uniquely shaped buckles) • Belts are required when uniform bottoms include belt loops • Belts are NOT required for kindergarten and first grade students
Socks, Tights, Leggings	<ul style="list-style-type: none"> • Socks: solid Black, Brown, Tan, White, Navy Blue, or Red in any style from footie to knee sock. • Tights: solid Black, Brown, Tan, White, Navy Blue, Red, or skin tone. Plain, full-length, close-fitting; no fishnet • Leggings: Permitted only under skirts, skorts, jumpers, or dresses. Must be solid Black, Brown, Tan, White, Navy Blue, or Red. Worn with ankle-length socks so no skin is exposed.
Shoes	<p>Preferred Shoes: Non-marking sneakers (athletic, jogging, or tennis shoes)</p> <ul style="list-style-type: none"> • Colors: all colors are allowed except solid neon. Small neon accents on shoes are permitted. • Materials: leather, leather-like, or fabric • Styles: lace-up or slip-on, closed heel and toe, low or high top

	<p>Alternative Shoes: Classic dress shoes and saddle shoes</p> <ul style="list-style-type: none"> • Colors: Navy Blue, Black, White, Brown, or Red (7th and 8th grade may also wear Gray) • Materials: leather or leather-like • Styles: lace-up or slip-on, closed heel and toe, may extend to the ankle • Heel height: up to 2 inches <p>PE Requirement: Sneakers are required for PE</p> <ul style="list-style-type: none"> • Students wearing other styles must bring a pair of sneakers for PE • If a student does not bring a pair of sneakers, he or she will sit out and receive no participation points for that day. <p>No wheels, lights, or embellishments (e.g., sparkles, glitter, rhinestones, pom-poms, etc.)</p> <p>Snow boots may be worn outdoors only, on playgrounds and fields, in relevant weather conditions</p>
Outerwear	<ul style="list-style-type: none"> • Hooded sweatshirts (hoodies) are not permitted on campus at any time, including outdoors • Pullover, cardigan, or vest style (no hoodies) in solid Navy Blue, Red, White, or Black may be worn at any time (7th and 8th grade may also wear Gray) • An official Caprock Academy jacket, purchased from Caprock Academy, may be worn at any time • Non-hooded Spirit Wear sweatshirts purchased from Caprock Academy, may be worn anytime, provided a collared polo shirt, in the approved polo colors, is worn underneath with the collar visible
Miscellaneous	<ul style="list-style-type: none"> • Hair must be clean, neatly groomed, and maintained in a natural human color. Bright, neon, or unnatural dyes are not permitted. Hairstyles should not be extreme, distracting, or create a safety concern (e.g., sharp spikes or obstructed vision). Caprock Academy respects all protected classes and permits hairstyles associated with a student's race, ethnicity, cultural or religious practices. For questions regarding hairstyles or color, please consult the appropriate Dean • Hats may be worn outdoors only. Headwear required for religious, cultural, or medical reasons will be permitted indoors and outdoors in accordance with applicable laws and protections for all students

	<ul style="list-style-type: none"> • Jewelry may be worn in moderation. Staff may ask students to remove items that become a distraction • Traditional watches (no character designs) with a band made of rubber-like material, metal, or leather, in Red, White, Brown, Black, or Navy Blue may be worn • Data-enabled smart watches (capable of texting, calls, or internet access) are not permitted • 8th grade students may wear makeup in moderation. Face paint, glitter, gems, stickers, and similar decorative items are not permitted. • Students in K-7 may not wear false eyelashes • Fingernails (natural or artificial) may be worn finger-tip length and may be worn with any color polish • Temporary or permanent tattoos must be covered and not visible • Students may not wear clothing that advertises tobacco, alcohol, drugs, sexual content, or gang affiliation at school or any school-sponsored event
Exceptions	<p>Exceptions to the Uniform Dress Code may be made for:</p> <ul style="list-style-type: none"> • Pre-scheduled and approved special event days, as authorized by the Head of School. • Students participating in scouting programs who wish to wear official Scouting uniforms on designated meeting days. • Proper military uniforms on official meeting or ceremony days. • Accommodations required to address a student's temporary or long-term medical or physiological needs, or to respect a student's religious beliefs, national origin, or cultural/ethnic practices, in compliance with applicable law. Questions or requests regarding these accommodations should be directed to the Deans.
Dances	<p>For 7th and 8th grade students:</p> <ul style="list-style-type: none"> • Permission slips will be distributed in advance, providing details such as the dance theme and suggested dress guidelines (e.g., Fifties, Luau, semi-formal, formal) • Students are encouraged to dress in a manner consistent with the dance theme • Attire must meet the following standards: <ul style="list-style-type: none"> ◦ Dresses must be modest in fit, and hemlines must fall no shorter than three inches above the top of the knee. Necklines

	<p>and overall fit must provide appropriate coverage and may not expose the chest area or cleavage. Administration reserves the right to determine whether a dress meets the school's standards for modesty and appropriateness.</p> <ul style="list-style-type: none"> ○ No exposure of undergarments or midriffs ○ No clothing advertising tobacco, alcohol, or illegal substances ○ No clothing displaying slogans or statements with sexual innuendo ○ No clothing identifying membership in a gang • Parents/guardians must sign the permission slip, and students must submit the signed slip for admission to the dance
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Dress Code for 9th-12th Grade

Category	Requirement
Shirts	<ul style="list-style-type: none"> • Collared polos or button-down shirts, turtlenecks, or blouses (collared or un-collared) in solid colors or patterns (no Hawaiian patterns) • Collared flannel shirts are allowed but must be fully buttoned and maintain a professional appearance • Logos on collared shirts located on the sleeve or chest, are permitted if they are professional in appearance, not distracting, and no larger than three inches in diameter (e.g., collegiate logos, Nike, Under Armour, etc.) • Collared dress and flannel shirts with a rounded or long hem must be always tucked in. • Collared polo shirts or straight-hem shirts designed to be worn untucked may remain untucked, provided they are appropriately fitted and not excessively long. <p>The following items are not permitted:</p> <ul style="list-style-type: none"> • See-through material • Low-cut or revealing tops that expose the chest area or cleavage • Cropped tops

	<ul style="list-style-type: none"> • Sleeveless tops or spaghetti strap tops unless they are always covered by a cardigan, blazer, or similar jacket • Exposed undergarments or midriffs • Frayed hems or torn tops
Pants, Shorts, Skirts, Dresses	<ul style="list-style-type: none"> • Dress pants, slacks, shorts, chinos, khakis, skirts, and dresses may be worn in solid colors or patterns • The hemline of skirts, dresses, and shorts must fall at or below the top of the knee • Solid color or simple print leggings/stockings may be worn under skirts or dresses. Simple print leggings are leggings that contain small, subtle patterns or designs that are not distracting and maintain a neat and modest appearance. Large graphics, bright or neon patterns, and novelty prints are not permitted <p>The following items are not permitted:</p> <ul style="list-style-type: none"> • Denim (regardless of color) • Athletic material (e.g., yoga style pants, leggings, jeggings, etc.) • Overalls • Cargo pants • Frayed hems or torn pants • Leggings or stockings with fishnet or open-weave designs
Shoes	<p>Allowable footwear includes:</p> <ul style="list-style-type: none"> • Tennis shoes • Leather or leather-like shoes • Loafers • Dress boots • Flats • Professional heels (closed-toe only, heel height not to exceed 3 inches) <p>PE Requirement: Sneakers are required for PE</p> <ul style="list-style-type: none"> • Students wearing other styles must bring a pair of sneakers for PE • If a student does not bring a pair of sneakers, he or she will sit out and receive no participation points for that day.

Outerwear	<ul style="list-style-type: none"> • Hooded sweatshirts (hoodies) are not permitted on campus at any time, including outdoors • Allowable outerwear includes sport coats, blazers, sweaters, cardigans, and official school jackets • Non-hooded Spirit Wear sweatshirts purchased from Caprock Academy, may be worn anytime, provided a collared polo shirt is worn underneath with the collar visible
Miscellaneous	<ul style="list-style-type: none"> • Hair must be clean, neatly groomed, and maintained in a natural human color. Bright, neon, or unnatural dyes are not permitted. Hairstyles should not be extreme, distracting, or create a safety concern (e.g., sharp spikes or obstructed vision). Caprock Academy respects all protected classes and permits hairstyles associated with a student's race, ethnicity, cultural or religious practices. For questions regarding hairstyles or color, please consult the appropriate Dean • Facial hair, including mustaches, beards, and sideburns, must be neatly groomed and well-maintained at all times and must present a clean, professional appearance. Sideburns are permitted but may not extend below the bottom of the earlobe. Administration reserves the right to determine whether facial hair meets the school's standards for neatness and appropriateness. • Jewelry may be worn in moderation. Only visible piercings in ears (All additional piercings, including gauged ears and noses, must use skin-colored plugs.). Staff may ask students to remove items that become a distraction • Data-enabled smart watches (capable of texting, calls, or internet access) are not permitted • Hats may be worn outdoors only. Headwear required for religious, cultural, or medical reasons will be permitted indoors and outdoors in accordance with applicable laws and protections for all students • Tattoos must be covered and not visible • Students may not wear clothing that advertises tobacco, alcohol, drugs, sexual content, or gang affiliation at school or any school-sponsored event • The administrative staff reserves the right to prohibit any attire or accessories deemed inappropriate

Exceptions	<p>Exceptions to the Uniform Dress Code may be made for:</p> <ul style="list-style-type: none"> • Pre-scheduled and approved special event days, as authorized by the Head of School. • Students participating in scouting programs who wish to wear official Scouting uniforms on designated meeting days. • Proper military uniforms on official meeting or ceremony days. • Accommodations required to address a student's temporary or long-term medical or physiological needs, or to respect a student's religious beliefs, national origin, or cultural/ethnic practices, in compliance with applicable law. Questions or requests regarding these accommodations should be directed to the Deans.
Dances	<ul style="list-style-type: none"> • Permission slips will be distributed in advance, providing details such as the dance theme and suggested dress guidelines (e.g., Fifties, Luau, semi-formal, formal) • Students are encouraged to dress in a manner consistent with the dance theme • Attire must meet the following standards: <ul style="list-style-type: none"> ◦ Dresses must be modest in fit, and hemlines must fall no shorter than three inches above the top of the knee. Necklines and overall fit must provide appropriate coverage and may not expose the chest area or cleavage. Administration reserves the right to determine whether a dress meets the school's standards for modesty and appropriateness. ◦ No exposure of undergarments or midriffs ◦ No clothing advertising tobacco, alcohol, or illegal substances ◦ No clothing displaying slogans or statements with sexual innuendo ◦ No clothing identifying membership in a gang • Parents/guardians must sign the permission slip, and students must submit the signed slip for admission to the dance

Uniform Compliance

Caprock Academy appreciates the efforts of each family to ensure students dress in accordance with the uniform policy. Students who fail to comply with the uniform standards may be subject to disciplinary action. If a student is unable to correct a uniform violation (e.g., holes,

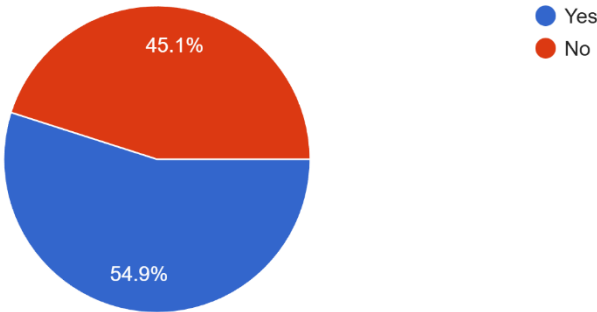
inappropriate items, or other dress code non-compliance), school staff may implement one or more of the following measures:

- Require the student to wear uniform apparel held in reserve at the school office
- Contact the student's parent/guardian to provide a change of clothing as soon as possible
- Temporarily send the student home if non-compliance cannot be corrected on campus
- Multiple dress code violations may be considered insubordination and may result in additional disciplinary action, up to and including suspension

Note - The CABD FULLY SUPPORTS the discretion of the faculty and administration as they enforce the dress code. Please check with the appropriate Dean or designated administrator if you have any questions. This code is for the benefit of ALL our students. Parents, please help your older students set a good example and keep your school clothes shopping within our dress code parameters. The school is not responsible for school clothing purchases that do not comply strictly with our code.

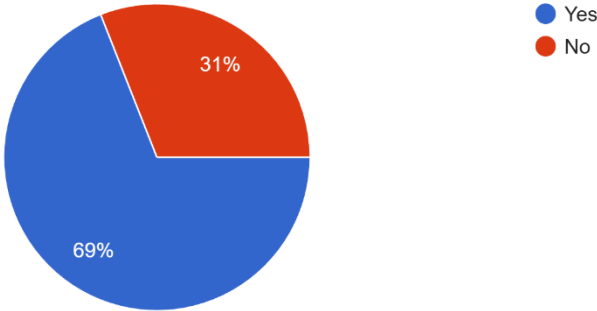
Should professional, open toe shoes be allowed (NO flip-flops, sandals, Birks, Crocs, Tevas, etc)

71 responses



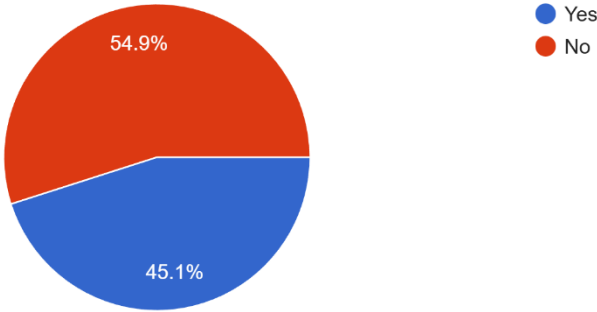
Should all earrings be allowed and not just "simple earrings" as listed in the Employee Handbook?

71 responses



Should facial piercings be allowed?

71 responses



What other suggestions do you have? 40 responses

None at this time

Not all facial piercing should be allowed. Eyebrow, lip, tongue piercings still seem unprofessional, even in 2026. Honestly, I would caution against septum piercings too. However, nostril piercings are not unprofessional and are becoming more and more common.

I like the statement, 'if you aren't sure, don't wear it.'

For facial piercings, it should be specified that only nostril piercings should be allowed. Sleeveless blouses for females, no spaghetti strap or tank tops, but sleeveless tops that cover most of the shoulder.

I do think simple nose piercings should be allowed. I don't have one, but I think it should be allowed.

Caprock swag on any Thursday

A small stud or hoop nose piercing is acceptable, however chin, lip eyebrow, cheek piercings should not be. Keep it professional. In regards to earrings, no gauges or bars. I do feel that we need to be better at holding staff accountable for dress code, rather than so many turning a blind eye and ignoring it.

That we can wear spirit shirts any day of the week, not just 1/month. We are advertising Caprock, why is it not allowed to wear them outside of spirit days.

minimal tattoos continue to be allowed but enforced. Please keep this a professional atmosphere - dress DOES affect attitudes of both staff and students.

I think fun teacher t-shirts should be allowed as , long as it has a cardigan or blazer.

None

Wearing Jeans

I think other than the smaller tattoos, the larger ones should be covered.

I think finding knee-length or longer skirts for women can be difficult, I think within reason skirt length shouldn't matter as long as the dress and/or skirt is professional (not a jean skirt).

Shorts allowed for summer (appropriate length)

No leggings.

Adults should set the example so, we need to be mindful before opening pandoras box.

dark or black denim should be considered acceptable.

I feel that you can dress and display any and all piercings you want on your own time.

Informal dress does not set the expectation of striving for excellence. Piercings that are visible in places other than the ears can be a distraction to other adults, I cannot imagine how much of a distraction they can be to students. As for the open toed shoes, that seems like a safety issue. Students seem to always be trying to stand on other people's feet.

Leggings and body hugging clothing should not be allowed

I think professional dress needs to continue but I think it needs to be enforced first through your team suggestion that is not appropriate then it goes to the Dean for a warning, then they are sent home to change. Three strikes. Blanket emails doesn't work, I think it needs to be sent to the person directly so they know.

Capri's should be allowed if they are not denim.

Caveat to facial piercings - probably only nostril. Also "Tattoos must be minimal in size and non-distracting/disruptive" is extremely subjective and vague. Could a portion be added regarding casual teacher workday attire? Business casual should be required for parent meetings on Fridays.

If high school students have to cover all tattoos, staff should as well. It sends a completely mixed signal to allow staff when we don't allow students and tattoos very distracting. This should apply to facial piercings as well. The difference between pants and leggings also needs to be more clearly defined. If the earring standard is changed, it may still need some definition as far as size so that it does not distract from the learning environment.

Philosophy, no preference, should dictate policy/procedure.

T-shirts with school related themes allowed with nice pants, i.e. a shirt of "where the wild things are" or similar, maybe on Fridays.

Jeans do NOT affect my ability to teach and should not be "purchased" to wear.

appropriate shorts

Keep in mind the length of dress/skirt- it shouldn't be shorter than what Highschoolers are allowed to wear, or shorter than a coat.

There needs to be clarification with the no jeans policy. There are many staff members that continuously wear jeans and I am not sure if it is acceptable because they are not "blue" jeans, therefore can be worn.

Although I said no to changing simple earrings and facial piercings, I do not necessarily think there is anything wrong with these things. The problem is that any time you change these things, you open the door for them to be taken too far. Leaving rules simple helps avoid the problems that could arise when you make allowances for one person and not another because everyone's view of what is appropriate will differ.

Black and white denim pants should be permitted

Deans to actually enforce the dress codes of teachers

Pants or trousers that are extremely tight or form fitting is a distraction for male or female. Sleeveless shirts are great but not if they resemble an undershirt or tank top. Capri pants for ladies should be allowed.

I believe closed toes shoes are for protection as well as a display of professional attire. Caprock Academy was established on standards that differ from other schools. That's what makes our school special. I don't want to see that change. I would like to see our standards be adopted in other schools instead of theirs becoming ours. The changes addressed in this survey would bring no positive change!

I would suggest a more relaxed dress code for SPED staff, due to the nature of services that need to be provided and the greater range of motion and movement that it requires business casual is often difficult to maintain

Most educational environments require closed-toed shoes as a safety for employees who may have hazards in the classrooms or potential of students stepping on their feet. Large earrings can be a target for students who are aggressive toward employees. Facial piercings are not business casual appropriate. Again most educational environments will ask for limited jewelry for safety and health concerns.

Dress to impress. Do NOT try to look like the students you teach. Be an example of a respected adult. Leggings are not pants, they are leggings.

Facial piercings as in nose (nostril) studs AND rings.

Staff should be allowed to wear nice jeans (think casual Thursdays). It does not affect one's ability to teach and also provides more of a stress free environment. Leggings should also be considered as they can be dressy and provide much needed comfort and coverage.

Policy E 1.1 – Appearance and Attire

At Caprock, personal appearance, hygiene, and attire are very important. A professional image must be maintained to instill confidence in the minds of our students. This helps ensure our School's success. Employees' appearance should be consistent with good hygiene, safety, and what our School considers appropriate business attire. Business casual attire, designed to create a more relaxed way of dressing for employees, is often acceptable. Business casual means business appropriate.

Business casual never means sloppy. All clothes must be clean. The workday is not the weekend; if you are not sure do not wear it.

Appearance, Attire, and Hygiene

The School believes an employee's dress and grooming should be appropriate to the work situation.

Radical departures from what the School considers conventional dress or personal grooming are not permitted regardless of the nature of the job performed.

General guidelines are as follows:

- Employees are expected to dress in a manner normally acceptable in professional business establishments. The wearing of jeans, shorts, sandals, open toe shoes, t-shirts, and similar items of casual attire is not permitted, except as needed for specific job responsibilities.
- Hair should be clean, combed, and neatly trimmed. Sideburns, moustaches, and beards should be neatly trimmed.
- Jewelry requiring body piercing is prohibited, except for simple earrings. Tattoos must be minimal in size and non-distracting/disruptive or display inappropriate behavior, weapons, drugs or alcohol. Any tattoo that could be perceived as offensive or hostile or diminish your effectiveness as a role model for our students must be covered while on school grounds.
- Clothing that reveals too much bare skin, your back, your chest, your stomach, or your underwear is not appropriate.
- All perfume, cologne, or after shave should be used sparingly.
- If employees report for work improperly dressed or groomed in Caprock's opinion, they may be instructed to return home to change clothes.
- Employees with any questions may contact their supervisor

Policy E 1.1 – Appearance and Attire

Appearance, Attire, and Hygiene Policy

Caprock requires employees to maintain a professional appearance that supports a safe, respectful, and effective learning environment. Employee attire, grooming, and hygiene must be appropriate to the educational setting and consistent with Caprock Academy's professional standards, operational needs, and applicable laws.

Business Casual Standard

Caprock maintains a business casual dress standard. Business casual attire is defined as professional, clean, and appropriate for a school workplace. Casual, leisure, or weekend attire is not permitted. Employees are expected to exercise sound professional judgment when selecting workplace attire.

Attire Guidelines

Employees are expected to dress in a manner consistent with professional business and educational environments. Attire or grooming that is extreme, disruptive, or inconsistent with Caprock Academy standards may not be permitted.

Permitted Attire Includes:

- Slacks, khakis, and dress pants
- Leggings may be worn under dresses or tops, provided the garment adequately covers the wearer's buttocks
- Dresses and skirts no shorter than the top of the knee
- Collared shirts, blouses, sweaters, and blouse-style tank tops that provide appropriate coverage
- Tops that fully cover the torso and undergarments
- Closed-toe shoes are required, appropriate to job responsibilities
- Role-specific attire required for assigned duties (e.g., Physical Education, maintenance, special events)

Prohibited Attire (Unless Required for Job Duties or Approved as an Accommodation):

- Denim (of any color), shorts, joggers, or sweatpants
- T-shirts, non-blouse tank tops, sweatshirts, or hoodies
- Clothing that is torn, excessively tight, revealing, or otherwise inappropriate for a school setting
- Leisure or weekend wear

Grooming, Accessories, and Personal Presentation

- Hair colors cannot be garish/overly distracting and must be clean and neatly groomed.
- Facial hair must be groomed.
- Only visible piercings in ears. All additional piercings, including gauged ears and noses, must use skin-colored plugs
- Tattoos depicting or referencing offensive, discriminatory, or inappropriate content (including weapons, drugs, or alcohol) must be covered while on duty.
- Fragrances must be used in moderation to avoid disruption to others.

Exceptions and Accommodations

Caprock Academy will make reasonable accommodations for sincerely held religious beliefs, medical conditions, disabilities, or other protected needs in accordance with applicable federal, state, and local laws. Employees seeking an exception or accommodation to this policy must submit a request to Human Resources or administration. Requests will be reviewed on an individualized basis.

Compliance and Enforcement

Caprock Academy reserves the right to determine whether an employee's attire or grooming complies with this policy. Employees who report to work in violation of this policy may be directed to change attire, use accrued leave, or be subject to corrective action in accordance with School policies and procedures.

Employees with questions regarding this policy or appropriate attire should consult their supervisor or Human Resources prior to wearing the item.

DRAFT - Caprock Academy Investment Policy v.3/7/2026

1. Purpose and Scope

To establish a framework for the prudent management and investment of Caprock Academy Charter School's unrestricted reserve funds, ensuring preservation of principal, sufficient liquidity for operations, adhering to any debt covenants, and income generation, in alignment with board fiduciary duty and Colorado Revised Statute § 24-75-601.

2. Terms

BOD – Caprock Academy Board of Directors

CA – Caprock Academy

CAFC – Caprock Academy Finance Committee

Cash – Paper money, checks, or equivalents immediately available within two business days to pay for liabilities

Days Cash on Hand – The Calculation of Unrestricted Cash in an amount sufficient to pay a set number of days of the Twelve Month (365 days) Rolling Operating Expenses multiplied by a ratio where the set number of days is the numerator and 365 is the denominator

Formula: $(\text{Prior Twelve Months Operating Expenses}) \times (\text{set number of days}/365)$

Example: 90 Days cash on hand equals the previous Twelve Month (365 days) of Operating Expenses divided by 32.9% $(120/365)$

Maximum Investment Funds – Unrestricted Cash minus BOD instructed Days Cash on Hand minus any Debt Covenants currently in effect

3. Objectives

- **Safety:** Prioritize the preservation of capital.
- **Liquidity:** Maintain sufficient liquidity to meet operational needs, mandatory payments, and short-term obligations.
- **Return:** Maximize a competitive yield, consistent with safety and liquidity requirements.

- **Permissible Authorized Investments are limited to the following:**

Permissible investment instruments include:

- U.S. Treasury securities
- U.S. government agency securities with explicit guarantee
- High-quality (A-1/P-1) commercial paper or corporate notes
- FDIC-insured bank deposits, money market accounts, and Colorado Local Government Investment Pools
- Guaranteed Investment Contract (GIC)
- All investments must comply with state law (C.R.S. § 24-75-601) and Financial Policies & Procedures (FPP) Handbook guidance.

3. Authority

The Board of Directors authorizes the Finance Committee to manage the CA investment strategy subject to this CA Investment Policy using the following guidelines:

- I. Managing investment transactions within approved instruments and limits
- II. Maintain 90 Days Cash on Hand
- III. Maintain records of all investment activity (contracts/agreements and statements)

All investment initiatives require the written approval of the Finance Committee via a majority and shall be reported to the BOD by the CA Treasurer prior to changes in the investment strategy of CA occurring.

4. Safeguards & Controls

- **Ensure liquidity:** Maintain Board of Directors prescribed number of Days Cash on Hand per the above section 3.ii – Authority.
- **Custodial Safekeeping:** Securities must be kept by an independent custodian or bank that is separate from the issuer. All signers must use dual factor authentication when moving any funds.
- **Internal Controls:** CA staff must follow written procedures, with clear segregation of duties (authorization, execution, recording, and review).

- **Board Involvement:** At least one authorized signer on investment transactions must be a member of the BOD.
- **Diversification:** No single security should account for more than 5% of investments, no single issuer should make up more than 20%, and funds must be spread across at least three different depositories.

5. Reporting and Review

- **Monthly:** The Head of School or their designee will provide the Finance Committee with updates on current investments, maturities, and yields. The Treasurer's report to the board will feature these summaries.
- **Annually:** The Finance Committee shall review the investment policy and performance, recommending updates to the Board. The Board shall re-adopt the policy annually (or sooner when conditions require a change).
- **Any deviations, errors, or breaches disclosed immediately to the Head of School and the Board of Directors.**

6. Ethics and Conflicts of Interest

People involved in investment activities must act ethically and avoid conflicts of interest. Any personal gain connected to a related party should be reported to the Board of Directors as soon as it is identified or expected.

BOARD OF DIRECTORS RESOLUTION

No. 2026-03-10.1

Approval for new bank account

WHEREAS, Caprock Academy (“Caprock”) is a Colorado public charter school and Colorado nonprofit corporation, pursuant to the Constitution and the laws of the State of Colorado, particularly the Charter Schools Act, Article 30.5 of Title 22 of the Colorado Revised Statutes, as amended and the terms and provisions of the Charter School Contract between the Charter School Institute (“CSI”) and Caprock Academy, with requisite corporate power to carry on its business as presently being conducted;

WHEREAS, The Caprock Board of Directors (“Board”) has the authority under Colorado law to direct committees and delegate authority for the operations of Caprock; and

WHEREAS, the Board recognizes the importance of maintain strong relationships with local businesses and banks to further the community ties of Caprock Academy

WHEREAS, the Board directs the finance committee to establish an account with Alpine Bank

NOW, BASED ON THE PROCEEDING RECITALS, BE IT RESOLVED THE FOLLOWING ARE HEREBY APPROVED BY THE BOARD:

1. The Board approves and authorizes Matt Diers and Jennifer Bunniger as signatories on said account
2. The Board approves and authorizes the Finance Committee to re-allocate an amount of \$100,000 from the Vectra Bank checking account to the new Alpine Bank Account
3. The Board approves and authorizes the Finance Committee to allocate said funds to an interest bearing account with highest yield through money market or

Certificates of Deposit (CDs). In the case of CDs; maturities should not exceed 12 months. Maturities should be evaluated and rates should be monitored by the business manager and relayed to the finance committee to ensure highest yield possible for CD renewals or allocations to money market. This resolution will guide these decisions unless superseded by the Investment Policy Statement.

4. The Board directs that these funds be maintained as outlined above until the Board directs otherwise via the Investment Policy Statement

Caprock Academy Resolution No. 2026-03-10.1

We, the undersigned, hereby certify that the Caprock Academy Board of Directors duly adopted the preceding Resolution Number 2026-03-10.1 on March 10, 2026, and that the roll call vote information below is correct.

Following Roll Call Vote:

Board Member	Yea	Nay	Abstain	Absent
Goodwin				
Schramm				
Wilkens				
Coffman				
Kline				
McCulley				
Carlo				

By: _____

Attest:

By: _____

BOARD OF DIRECTORS RESOLUTION

No. 2026-03-10.2

Approval for new bank account

WHEREAS, Caprock Academy (“Caprock”) is a Colorado public charter school and Colorado nonprofit corporation, pursuant to the Constitution and the laws of the State of Colorado, particularly the Charter Schools Act, Article 30.5 of Title 22 of the Colorado Revised Statutes, as amended and the terms and provisions of the Charter School Contract between the Charter School Institute (“CSI”) and Caprock Academy, with requisite corporate power to carry on its business as presently being conducted;

WHEREAS, The Caprock Board of Directors (“Board”) has the authority under Colorado law to direct committees and delegate authority for the operations of Caprock; and

WHEREAS, the Board recognizes the importance of maintain strong relationships with local businesses and banks to further the community ties of Caprock Academy

WHEREAS, the Board directs the finance committee to establish an account with Timberline Bank

NOW, BASED ON THE PROCEEDING RECITALS, BE IT RESOLVED THE FOLLOWING ARE HEREBY APPROVED BY THE BOARD:

1. The Board approves and authorizes Matt Diers and Jennifer Bunniger as signatories on said account
2. The Board approves and authorizes the Finance Committee to re-allocate an amount of \$100,000 from the Vectra Bank checking account to the new Alpine Bank Account
3. The Board approves and authorizes the Finance Committee to allocate said funds to an interest bearing account with highest yield through money market or

Certificates of Deposit (CDs). In the case of CDs; maturities should not exceed 12 months. Maturities should be evaluated and rates should be monitored by the business manager and relayed to the finance committee to ensure highest yield possible for CD renewals or allocations to money market. This resolution will guide these decisions unless superseded by the Investment Policy Statement.

4. The Board directs that these funds be maintained as outlined above until the Board directs otherwise via the Investment Policy Statement

Caprock Academy Resolution No. 2026-03-10.2

We, the undersigned, hereby certify that the Caprock Academy Board of Directors duly adopted the preceding Resolution Number 2026-03-10.2 on March 10, 2026, and that the roll call vote information below is correct.

Following Roll Call Vote:

Board Member	Yea	Nay	Abstain	Absent
Goodwin				
Schramm				
Wilkens				
Coffman				
Kline				
McCulley				
Carlo				

By: _____

Attest:

By: _____

BOARD OF DIRECTORS RESOLUTION

No. 2026-03-10.3

Approval to Remove and Replace the old Gymnasium Bleachers

WHEREAS, Caprock Academy (“Caprock”) is a Colorado public charter school and Colorado nonprofit corporation, pursuant to the Constitution and the laws of the State of Colorado, particularly the Charter Schools Act, Article 30.5 of Title 22 of the Colorado Revised Statutes, as amended and the terms and provisions of the Charter School Contract between the Charter School Institute (“CSI”) and Caprock Academy, with requisite corporate power to carry on its business as presently being conducted;

WHEREAS, The Caprock Board of Directors (“Board”) has the authority under Colorado law to direct committees and delegate authority for the operations of Caprock; and

WHEREAS, the Board recognizes the safety and need for replacement of Caprock Academy’s Gymnasium Bleachers

WHEREAS, the Board directs the Head of School to replace the existing bleachers and install new ADA compliant safe bleachers during the upcoming summer break

NOW, BASED ON THE PROCEEDING RECITALS, BE IT RESOLVED THE FOLLOWING ARE HEREBY APPROVED BY THE BOARD:

1. The Board approves and authorizes Matt Diers, Head of School to enter the attached agreement / purchase order to accomplish the directive
2. The Board approves the removal and disposal or resale of the existing bleachers
3. The Board approves and authorizes the Finance Committee to re-allocate an amount not to exceed \$120,000 from the General Reserve Fund Balance to the Unassigned Operating Fund for this purpose

Caprock Academy Resolution No. 2026-03-10.3

We, the undersigned, hereby certify that the Caprock Academy Board of Directors duly adopted the preceding Resolution Number 2026-03-10.3 on March 10, 2026, and that the roll call vote information below is correct.

Following Roll Call Vote:

Board Member	Yea	Nay	Abstain	Absent
Goodwin				
Schramm				
Wilkens				
Coffman				
Kline				
McCulley				
Carlo				

By: _____

Attest:

By: _____



December 8, 2025

PROJECT: **Caprock Academy**

IF BOND IS REQUIRED, BOND RATE IS 1%

WE ARE PLEASED TO OFFER PRICING FOR THE ABOVE PROJECT AS FOLLOWS:

TELESCOPING BLEACHERS by *Hussey Seating Co.*

One Bank @ 76'-6" Long, 8 Tiers, 24" Row Spacing, 9.625" Row Rise, Three Phase Power

One Bank @ 76'-9" Long, 5 Tiers, 24" Row Spacing, 9.625" Row Rise, Manual Operation

- Recoverable ADA Compliant
- Self Storing End Rails (BLACK)
- "P" Style Aisle Rails (BLACK)
- Pendant Controlled 8T Bank
- 10" Courtside Seat Modules (Standard Manufacturer Color Selection)
- Standard 5/8th Decking (Clear Finish)
- **Demo & Disposal of Existing Bleachers**

The above as noted herein, **Furnished & Installed:**

\$119,890.00

CLARIFICATIONS:

The above does not include: Any quantities/sizes/options/products other than those listed above, any floor preparations, electrical connection, storage/storage fees, permits, bonds and taxes, unless noted otherwise above, are not included.

WE ACKNOWLEDGE 0 ADDENDUM.

PRICING IS GOOD FOR **30 DAYS**.

Respectfully,

Philip Wright
Phil.w@norconnm.com