Board of Education Mesa County Valley School District 51

Business Meeting 6:00 p.m. January 20, 2009

Minutes



A - Diann Rice B - Cindy Enos-Martinez						Board of Education				
C - Harry Butler D - Leslie Kiesler E - Ron Rowley						Mesa County Valley School District 51				
	Α	В	С	D	Ε	Business Meeting Minutes: January 20, 2009 Adopted: February 16, 2009				
						AGENDA ITEM	ACTION			
Present Absent	х	х	х	X X	х	A. CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL [Mrs. Cindy Enos-Martinez, Absent/Excused]	6:02 pm			
						Mrs. Kiesler welcomed attendees to the January 20, 2009, Business Meeting, and gave instructions for meeting attendees to address the Board under <i>Item G. Audience Comments</i> .				
Motion Second	х				х	B. AGENDA APPROVAL The agenda was modified to reorder the presentations, under the Superintendent's Report, to move <i>Item H-4. Instructional Update</i> to H-2.	Adopted As Modified			
Aye No	х		X	Х	Х					
Motion			х			C. MINUTES APPROVAL	Adopted As Presented			
Second Aye No	x		х	х	x x	C-1. December 11, 2008, Regular Meeting	riesemed			
Motion Second Aye No	x x		х	х	x x	C-2. December 16, 2008, Business Meeting	Adopted As Presented			
NO						 D. RECOGNITIONS D-1. School Board Recognition Month [Resolution: 08/09: 65] Dr. Mills asked the Board to stand, as he read the resolution, recognizing and honoring the Board for their time and service to Mesa County Valley School District 51. Board members were presented with flower arrangements, provided by district students in the Horticulture Program at the Career Center. The Superintendent and meeting attendees applauded the Board for all they do for students in Mesa County Valley School District 51. D-2. Mr. Kevin Hardy, 2009 Outstanding Reading Educator Award: [Resolution: 08/09: 64] Mr. Butler asked Mr. Hardy to come forward, and presented him with the Board's Certificate of Recognition, for winning the Kay Mervar Outstanding Reading Educator Award for 2009, by the Colorado Council of the International Reading Association. Mr. Hardy is an outstanding third-grade teacher at Broadway Elementary School. Mr. Hardy introduced his family members attending the meeting. The Board and the Superintendent congratulated him for attaining this prestigious award, and extended their appreciation for his exceptional work. E. BOARD REPORTS/COMMUNICATIONS/REQUESTS 				
						Mrs. Rice thanked Deb Bailey and all the principals who allowed her to be a part of Brenda Kaylor's recent visit to the district. She gained respect				

A - Diann Rice B - Cindy Enos-I C - Harry Butler D - Leslie Kiesle E - Ron Rowley		ez	Board of Education Mesa County Valley School District 51			
D - Leslie Kiesle	er	D E	Business Meeting Minutes: January 20, 2009 Adopted: February 16, 2009 AGENDA ITEM and understanding for what principals do in evaluating teachers. She reported it was a good experience, and extended her appreciation for the warm welcome she received. Mrs. Rice reported that she attended a Safe and Drug Free Schools AIMS Committee Meeting. She reviewed the membership on the committee, and recognized their work as making a difference in safety for all district students. Mr. Butler reported on attending a Martin Luther King ceremony. A couple of students wrote essays which were shared. He spoke of President Obama, and what his inauguration means for African Americans – achievement can be reached if it is pursued. Mr. Rowley reported on attending a recent District Accountability Meeting. He indicated it is rewarding to see progress being made, after many years of work, in the culture of the schools.	ACTION		
			 Mr. Rowley commented that he is glad to see the District participate at the recent Energy Fair. F. LEGISLATIVE REPORT: Mrs. Kiesler reported she will be attending a CASB Resolutions Meeting on January 28. She presented copies to board members of a recent email sent from Virginia Panzer, of CASB, announcing a news release from the Colorado Department of Education, regarding the U.S. Department of Education approving the Colorado Growth Model in the NCLB Pilot. The announcement came from the U.S. Secretary of Education, Margaret Spellings. Mrs. Kiesler is encouraged to see the work at the federal level to align state and national accountability systems. G. AUDIENCE COMMENTS: None at this time. 			
			 H. SUPERINTENDENT'S REPORT H-2. Instructional Update – Math Curriculum: Mr. Steve Schultz Mr. Schultz updated the Board on the math curriculum adoption. He acknowledged the staff for all the hard work involved. Ms. Ann Peterson, Ms. Carla Haas, and Ms. Cathie Gonzales were present and provided information on the following: 			

A - Diann R B - Cindy Ei C - Harry Bi D - Leslie K E - Ron Rov	nos-l utler iesle	inez		Board of Education Mesa County Valley School District 51		
D - Leslie K	iesle	D	E	Mesa County Valley School District 51 Business Meeting Minutes: January 20, 2009 Adopted: February 16, 2009 AGENDA ITEM Mrs. Rice commented it had been a long time since a math adoption had occurred; it is a significant change. She gave assurance there is a strong commitment from the Board and the District. The Board and Superintendent thanked the Math Team for the extra time and work involved with this very important curriculum adoption. H-2. Instructional Update – Elementary, Middle School & High School Interventions: Mr. Steve Schultz, Mr. Andy Laase, and Mrs. Deb Bailey Mr. Schultz reported he and 11 people representing the District had the opportunity to attend a forum in Fruita on Saturday, January 17. Information was shared about the District's core mission and current educational initiatives. County Commissioner Janet Rowland and others attending applauded the District and the partnerships in the community. Mr. Laase provided a report, as a follow-up from last month, regarding the work that has been accomplished in November-December with elementary interventions: Running Records, Exemplars, Show What You Know, Soar to Success, and Do the Math. He explained how students are monitored and what is expected in making progress. Mr. Schultz emphasized that these interventions are being accomplished outside of the regular school day. Mrs. Bailey provided a report for middle schools, indicating the data is similar; however, Running Records are not being used. She reviewed the data on page two, covering the targeted intervention percentages. Mr. Schultz provided a short update on the high school interventions; the	ACTION	
				focus as it related to topics in math. A written report was provided with data from November 2008 to January 2009, noting the focus areas involved from planning to implementation. Board members spoke of their excitement in seeing progress being made in math. Questions and discussion included the following areas: Running Records and tracking of students in the general student population. H-3. 2009-2010 Traditional School Calendar: Mr. Steve Schultz & Dr. Mills Dr. Mills reported that the school calendar for next year is patterned from the calendars adopted over the last several years. A slight change has been made due to the Free & Reduced Lunch reporting. Mr. Schultz stated the calendar is developed, taking into consideration the instructional focus and balancing semesters, honoring the breaks to align with the college, and other requests. The standards and functions from the State and Federal level have been reviewed, and staff has given input. The calendar, presented to the Board for information and study, will be brought forward at the Board Meeting on February 10, for adoption. Dr. Mills asked board members to contact Mr. Schultz or himself with questions or further input.		

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	Α	В	С	D	E	Business Meeting Minutes: January 20, 2009 Adopted: February 16, 2009				
						AGENDA ITEM	ACTION			
						 H-4. Overcrowding Solutions Committee: Mrs. Melissa Callahan DeVita Mrs. Callahan DeVita gave a short update on the progress of the committee work. Three sub-committees are continuing their work to analyze and study alternative schedules, current facilities and building capacity, and leasing opportunities within the community. Mrs. Callahan DeVita conveyed concern regarding the increase the district is continuing to see in student enrollment. Board discussion included job losses within the community, student growth, and the local and national economy. 				
						At the Board Meeting on February 10, the full committee report will be presented. H-5. Business/Investment Report: Mrs. Melissa Callahan DeVita Dr. Mills asked if there were any questions regarding the routine, monthly business/investment reports. Mr. Rowley asked for the report on fuel usage for the district vehicle fleet. Mrs. Callahan DeVita provided the report and provided information specific to how the report was generated and the data it contained. Mr. Rowley voiced interest in seeing the average miles per gallon for different vehicles in future reports. Mrs. Kiesler asked about the increases in electricity and natural gas. Mrs. Callahan DeVita responded that the timing of the utility billing and the holidays has postponed the reporting of December's billing to occur in February. H-6. Expulsion Report: Dr. Mills Dr. Mills reported there have been 34 student expulsions, as of December 31, 2008. This reflects an increase of six students, compared to the same time last year. Many of the expulsions have occurred in the mandatory category, which includes students who are habitually disruptive. I. EXECUTIVE SESSION: None at this time.	Adonted			
Motion Second Aye No	x x		x	х	x x	J. CONSENT AGENDA [Resolutions 08/09: 61, 62, 63] J-1. Personnel Actions J-1-a. Licensed Personnel J-1-b. Support Personnel J-2. Gifts K. BUSINESS ITEMS	Adopted			
Motion Second Aye No	x		х	х	x x	K-1. Middle School Math Curriculum Adoption [Resolution: 08/09:R58] R-5 and Valley School Math Curriculum Adoption [Resolution 08/09: 59] K-1.1. Mrs. Rice motioned to adopt the middle school math curriculum; Connected Mathematics2, Pearson Prentice Hall Publisher, copyright 2009. Mr. Rowley seconded the motion.	Adopted			

	A - Diann Rice B - Cindy Enos-Martinez					Board of Education				
C - Harr D - Lesl E - Ron	y Bu ie Ki	tler esle				Mesa County Valley School District 51				
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Marcan						AGENDA ITEM	ACTION			
Motion Second Aye No	X X		х	х	x	K-1.2. Mr. Rowley motioned to adopt the R-5 and Valley School Math curriculum, Pre-Algebra, Algebra 1 & 2, Geometry; Glencoe/McGraw-Hill Publisher, copyright 2010. Mrs. Rice seconded the motion.	Adopted			
Motion Second Aye No	x x		X	x	x	 K-2. Posting of Meeting Notice [Resolution: 08/09:60] Mr. Rowley described the intent of the resolution as being to comply with the Sunshine Act, which is done annually by statute. Board members thanked the Board Secretary, Mrs. Sidanycz, for posting board meeting notices in a timely manner. 	Adopted			
Motion Second Aye No	x x		х	x	x	 K-3. Board Policy Second Reading and Adoption K-3-a. GBA, GBA-E, GBA-R: Equal Opportunity Employment K-3-b. AC, ACA, ACA-E: Nondiscrimination K-3-c. JB: Equal Education Opportunities Mrs. Colleen Martin, Executive Director of Human Resources, was available to answer questions. Mr. Butler voiced his concern regarding the insertion of on the basis of sexual orientation He cited moral reasons for not supporting the revision. Dr. Mills indicated the revisions presented in the policies are a legal mandate, which brings those policies into compliance. Mrs. Martin concurred; the revisions are per Colorado State Law. Board members had further discussion regarding statutory and legal compliance. 	Adopted			
Motion Second Aye No	xx		x	x	x	 K-4. Board of Education Director District Reapportionment [Resolution: 08/09:66] Mr. Rowley gave a description of the action being considered to approve changes in the director district boundaries. Dr. Mills stated the map and reconfiguration of the districts is Scenario 2, which was one of three scenarios presented to the Board at the Work Session on January 6, 2009. Scenario 2 is more compact and makes the adjustments necessary to balance out the population numbers, as indicated in statute for compliance. Board members voiced their commitment and responsibility for all students in the community. Statute requires each director to reside in their respective director districts, and this reapportionment adheres to compliance. BOARD OPEN DISCUSSION: None at this time. M. FUTURE MEETINGS: Reviewed Dr. Mills asked the Board to consider not having the first meeting in March, due to several scheduling conflicts; the Business Meeting on March 24, would remain as scheduled. Board members will decide at the Regular Meeting on February 10, if this adjustment to the meeting schedule will be made. 	Adopted			

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						AGENDA ITEM Mrs. Rice spoke of the good discussion the Board had at the January 9, Board Retreat, regarding communication. She referred to a draft agreement; copies of which were provided in the board packet for review. She asked board members to contact the board secretary, if they had any changes. The Communication Agreement will be scheduled for adoption at the Business Meeting in February. Mr. Steve Schultz asked to address the Board, to acknowledge a formal recognition from the State of Colorado, Senate and House of Representatives, honoring Dr. Tim Mills as the Colorado Superintendent of the Year. The honor was requested by State Representative Steve King and State Senator Josh Penry. The certificate acknowledges Dr. Mills' focus on student achievement, fiscal responsibility, and commitment to the community. Dr. Mills responded that he appreciates all the work that is done for kids in District 51.	ACTION		
Motion Second Aye No	X X		х	х	x	N. EXECUTIVE SESSION: Personnel, CRS Section 24-6-402(4)(f), 7:15 pm Present: Mr. Butler, Mrs. Kiesler, Mrs. Rice, Mr. Rowley Present: Dr. Tim Mills, Mrs. Colleen Martin	Adjourned to Executive Session		
Motion Second Aye No	x x		х	x	x x	RETURN TO OPEN SESSION: 7:58 pm			
Motion Second Aye No	x x		х	х	x	O. ADJOURNMENT: 7:59 pm Jamie Sidanycz, Secretary Board of Education	Adjourned 7:59 pm		



School Board Recognition Month

Presented: January 20, 2009

Board of Education Resolution: 08/09: 65

Each January, the Mesa County Valley School District 51 administration, staff, parents, and students recognize **School Board Recognition Month** and honor the school board and each of its members for their focus on student achievement. The many responsibilities of a Board of Education require the unselfish giving of time and service. There are an endless number of meetings and school functions to attend; unlimited amounts of reports, agendas, proposals and other information to read and study; and a variety of difficult decisions to make.

WHEREAS, these are challenging times for public education and for the work of local school board members; and

WHEREAS, school boards are responsible for putting into place a system for students to learn and achieve at the highest level possible; and

WHEREAS, excellence in the classroom begins with excellence in the boardroom; and

WHEREAS, the key work of school boards includes taking action to create a vision for what students should know and be able to do; to establish clear standards for student performance; to ensure that student assessments are tied to established standards; to be accountable to the community for operating schools that support student achievement; to align school district resources to ensure that students meet standards; to create a climate assuring safe and orderly classrooms; to build collaborative relationships to solve common problems; and to ensure continuous improvement; and

WHEREAS, we are proud of the work school boards do and the role school board members play in creating a quality public education system that is fundamental to a strong democratic society;

NOW, THEREFORE, we, the staff, students, and parents, hereby declare our appreciation to the members of the of Mesa County Valley School District 51 School Board and proclaim the month of January 2009 to be **School Board Recognition Month.**



Kevin Hardy, 2009 Outstanding Reading Educator Award

Board of Education Resolution: 08-09: 64

Presented: January 20, 2009

The Board of Education would like to recognize and congratulate Kevin Hardy, third grade teacher at Broadway Elementary School, for winning the Kay Mervar Outstanding Reading Educator Award for 2009 from the Colorado Council of the International Reading Association. Each year this award is presented to a classroom teacher in Colorado who has made an outstanding contribution to the areas of reading by demonstrating excellence in reading instruction. Kevin will be presented with his award at the annual CCIRA Conference on Literacy in February.

Kevin's nomination highlighted his new program at Broadway called Book of the Quarter. Book of the Quarter brings a new book to each Broadway classroom each quarter, purchased by the Broadway PTO. The program supports literacy instruction by encouraging students to read the book, share it with the class, and participate in activities themed around the book. Kevin also presents often to the Broadway Parent/Teacher Organization and School Accountability Committee regarding the connection between home and school and literacy.

Congratulations to Kevin on earning this prestigious award!



Licensed Personnel Action

Board of Education Resolution: 08/09:61

Adopted: January 20, 2009

through August, 2009

Resignations School/Assignment Effective Date

Brent Neas East MS/Math Grade 7 December 19, 2008

Leave of Absence School/Assignment Effective Date

Teresa Bou-Matar Rocky Mtn. Elementary/Counselor January 5, 2009 -

(currently on leave)

Janet Vogt Fruita Middle School/Asst. Prin. December 11, 2008

New Assignments School/Assignment

Maura Balbier Central HS/English Language Arts Myra Brown Pomona Elementary/.5 Resource

Megan Davey
Jessica Dumke
Hawthorne/Speech-Language Specialist
Grand Mesa MS/Grade 6 Social Studies

Kira Humphrey Chatfield Elementary/Grade 3

Laura Jordan Hawthorne/Speech-Language Specialist
Becky Knackendoffel Hawthorne/Speech-Language Specialist

Julianne Lee Hawthorne/.4 Speech-Language Specialist Mary Main Clifton Elementary/Grade 5

Blythe Rusling Clifton Elementary/Grade 1
Betsy Straw East MS/Language Arts Grade 8

Jodi Strawn Hawthorne/Speech-Language Specialist Sue Anne Williams Rocky Mtn. Elementary/.4 Counselor

Beth Wool Dos Rios Elementary/Grade 5



GIFTS

Board of Education Resolution: 08/09: 63

Adopted: January 20, 2009

Donor	Jamie Hamilton/Home Loan Investment , Co.			
Gift	Donation to be used as student incentives			
Value	\$5,000.00			
School/Department	L.E.A.G./Math, Engineering, Science Achievement students			
Donor	Ryan Whitney & Co.			
Gift	Donation for Community Partnership Luncheon			
Value	\$50.00			
School/Department	BTK Community Partnerships			
Donor	Debby Harvey			
Gift	Magic Chef microwave			
Value	\$75.00			
School/Department	Grand Mesa Middle School			
Donor	Kate Holmes			
Gift	Books on art and artists			
Value	\$50.00			
School/Department	Art Heritage for MCVSD51			
Donor	Jenny R. Krill			
Gift	Reward for injured cat			
Value	\$300.00			
School/Department	Grand Junction High School			
Donor	Mark Brady with MJB Landscaping and Construction			
Gift	Donation for Girls Basketball program			
Value	\$1200.00			

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



Middle School Math Resource Adoption

Board of Education Resolution: 08/09: R58

Superintendent's Report: December 16, 2008

Adopted: January 20, 2009

WHEREAS, the current math textbooks in use for middle schools were adopted between 1995 and 2001; and

WHEREAS, a common, standards-based district resource is needed that aligns with district Mathematics, Essential Learnings, and supporting documents; and

WHEREAS, the Office of Curriculum and Professional Learning and the Math Teams recommends the following textbooks for adoption consideration:

Textbook Title	Publisher	Copyright	Cost
Connected	Pearson Prentice Hall	2009	\$59.48
Mathematics2			

NOW, THEREFORE, IT IS RESOLVED that the Board of Education adopts the textbooks titled above for middle school math courses.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on January 20, 2009.

Jamie Sidanycz Secretary, Board of Education



Additional R-5 and Valley School Math Resource Adoption

Board of Education Resolution: 08/09:59

Superintendent's Report: December 16, 2008

Adopted: January 20, 2009

WHEREAS, the current math textbooks in use for high schools were adopted between 1995 and 2001; and

WHEREAS, a common, standards-based district resource is needed that aligns with National and State Content and Process Standards, and with district supporting documents to prepare students with 21st Century Skills; and

WHEREAS, the Office of Curriculum and Professional Learning and the Math Teams recommends the following textbook for adoption consideration in addition to Discovery by Key Curriculum:

Textbook Title	Publisher	Copyright	Cost
Pre-Algebra, Algebra	Glencoe/McGraw-Hill	2010	\$66.48
1 & 2, Geometry			

NOW, THEREFORE, IT IS RESOLVED that the Board of Education adopts the textbooks titled above for high school math courses.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on January 20, 2009.

Jamie Sidanycz Secretary, Board of Education

NESA COUNTY VALLEY SCHOOL DISTRICT 51

Mesa County Valley School District 51

Posting of Meeting Notice

Board of Education Resolution 08/09:60

Adopted: January 20, 2009

WHEREAS, Section 24-6-402(2)(c), C.R.S. (The Colorado Sunshine Act) provides:

"Any meetings at which the adoption of any proposed policy, position, resolution, rule, regulation, or formal action occurs or at which a majority or quorum of the body is in attendance, or is expected to be in attendance, shall be held only after full and timely notice to the public. In addition to any other means of full and timely notice, a local public body shall be deemed to have given full and timely notice if the notice of the meeting is posted in a designated public place within the boundaries of the local public body no less than twenty-four hours prior to the holding of the meeting. The public place or places for posting such notice shall be designated annually at the local public body's first regular meeting of each calendar year. The posting shall include specific agenda information where possible."

NOW, THEREFORE, in conformity with the Sunshine Act's requirements, the Board of Education hereby designates the Administrative Service Center as the public place within the boundaries of the District for posting all notices to the public. In addition, the notices shall be posted on the District's web site.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on January 20, 2009.

Jamie Sidanycz Secretary, Board of Education



EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA-R, GBA-E Adopted: April 22, 1975

Revised: August 20, 1996, November 29, 2004 Revised and Adopted: January 20, 2009

The Mesa County Valley School District 51 Board of Education declares that no discrimination on the basis of race, color, creed, religion, sex, sexual orientation, marital status, national origin, ancestry, age or disability shall exist in any area of the school district--in employment, in screening candidates for employment or in retention and promotion.

The implementation of this policy embodies two concepts:

1. Equal Employment Opportunity

Mesa County Valley School District subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the school district's staff.

Therefore, the District shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity shall apply to all people without regard to race, color, creed, sex, sexual orientation, religion, national origin, ancestry, age, marital status or disability.

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

2. Affirmative Action

District 51 will make a determined effort to recruit, employ and promote qualified members of groups currently under utilized in the district's work force. Since availability is a key determinant in attracting and employing minority personnel, District 51 shall use either the percentage of minority personnel available in the respective employment category based on national statistics as a guide or the percentage of each minority group of students enrolled in the district the preceding year, whichever is less. The affirmative action requirements are designed to further the employment of women and minorities.

Legal References:

Title II of the Americans with Disabilities Act of 1990
Title VI of the Civil Rights Act of 1964, as amended in 1972
Title VII of the Civil Rights Act of 1964
Executive Orders 11246, 1965, as amended by Executive Order 11375
Equal Employment Opportunity Act of 1972
Title VII Education Amendments of 1972
Title IX of the Education Amendments of 1972
45 C.F.R., Part 86 (Federal Register, June 4, 1975)
Section 504 of the Rehabilitation Act of 1973 (Federal Register, May 4, 1977)



EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA-R, GBA-E Adopted: April 22, 1975

Revised: August 20, 1996, November 29, 2004 Revised and Adopted: January 20, 2009

Age Discrimination in Employment Act

C.R.S. 22-32-110 (1)(k)

C.R.S. 22-61-101

C.R.S. 24-34-301 through 24-34-308

Cross References:

AC, Nondiscrimination ACA, Nondiscrimination - Complaint and Grievance Process

Contract References:

MVEA Agreement AFSCME Agreement



Mesa County Valley School District 51 GBA-E EQUAL OPPORTUNITY EMPLOYMENT NOTICE

Related: GBA, GBA-R Effective: November 1, 1994

Revised: August 6, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Mesa County Valley School District No. 51 does not discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, marital status, ancestry, age or disability in admission or access to, or treatment of employment.

The District's compliance officer with respect to nondiscrimination and equal employment opportunities is:

Susana Wittrock, Executive Director of Equity Mesa County Valley School District 51 2115 Grand Avenue Grand Junction, CO 81501 Telephone: (970) 254-5270

The Office for Civil Rights

OR Department of Education, Region VIII
Federal Office Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204
Telephone: (303) 844-5695



Mesa County Valley School District 51 GBA-R EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA, GBA-E Effective: April 16, 1991

Policy Manual Review: January 21, 2003 Revised and Adopted: January 20, 2009

Board policy prohibits discrimination on the basis of race, color, religion, sex, marital status, national origin, age or disability in the screening of candidates for employment. Policy further directs all supervisors to carefully and systematically examine all employment practices to be sure that they do not purposely or inadvertently operate to the detriment of persons on the grounds of race, color, creed, religion, sex, sexual orientation, marital status, national origin, ancestry, age or disability. In furtherance of such policy, the following practices shall be followed by the Human Resources Department and individuals responsible for interviewing and making recommendations regarding the hiring of certificated personnel ("hiring supervisor"):

- 1. The Human Resources Department shall identify those racial and ethnic groups which appear to be significantly underrepresented in the district's certificated work force ("underrepresented groups") based upon the available labor pool.
- 2. The Human Resources Department shall identify and keep a current list of all qualified applicants for employment who are members of underrepresented groups. An applicant shall be deemed "qualified" if he/she has filed an employment application, complete with the required transcripts and credentials, with the Human Resources Department and has a current CDE certification or letter of authorization, with proper endorsement in the area for which application is made, or has a reasonable expectation of obtaining such certification or authorization prior to being employed.
- 3. As a part of the interview process the Human Resources Department shall provide each hiring supervisor with the names and personnel records of all qualified applicants whose names appear on such list and who appear to possess the requisite certification/authorization and endorsement, or who have a reasonable expectation of obtaining the same.
- 4. Each such applicant shall be offered a personal in-district interview by the hiring supervisor. If multiple positions are available and a single hiring supervisor is responsible for interviewing applicants for these positions, it shall not be necessary that the hiring supervisor, within a consecutive twelve month period, grant the applicant more than one interview relative to all positions for which he/she is qualified unless it is the practice of that hiring supervisor to grant multiple interviews to applicants who are not members of an underrepresented group.
- 5. If an applicant from an underrepresented group is interviewed and the hiring supervisor recommends the position be filled by an applicant who is not a member of an underrepresented group then the hiring supervisor shall submit to the personnel office, along with the supervisor's recommendation, a copy of the interview record form for all the applicants interviewed for that position. An explanation of the legitimate and nondiscriminatory reasons, which support the recommendation should be a part of that interview record form. A copy of such statement shall be forwarded to the superintendent and held for six months after the hiring date.
- 6. The Human Resources Department shall keep a cumulative record of all interviews involving members of groups determined to be underrepresented in the district's certificated work force classified under the names of the affected applicants as well as the hiring supervisor.



Mesa County Valley School District 51 AC NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

The Board is committed to a policy of nondiscrimination in relation to race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry and disability. Respect for the dignity and worth of each individual shall be paramount in the establishment of all policies by the Board and in the administration of those policies by the administration.

In keeping with these statements, the following shall be objectives of this school district:

- 1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
- 2. To encourage positive experiences in human values for children and adults who have differing personal and family characteristics or who come from various socio-economic, racial, and ethnic groups.
- 3. To carefully consider, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
- 4. To utilize educational experiences to build each individual's pride in the community in which he lives.
- 5. To initiate a process of reviewing all policies and practices of this school district in order to achieve to the greatest extent possible the objectives of this policy.
- 6. To investigate and appropriately discipline staff and students found to be responsible for incidents of violence, threats of violence or malicious insult based upon race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry or disability. See Policy ACA, Nondiscrimination Complaint and Grievance Process.
- 7. To publish a notice of nondiscrimination in all pertinent district publications, including employee and student handbooks, as required by regulations adopted pursuant to Title VI of the Civil Rights Act of 1964, as amended in 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and Title IX of the Education Amendments of 1975, notifying students and employees of the district's commitment to nondiscrimination in relation to race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry and disability, and of the complaint and grievance procedures available as well as the name and address of the district's compliance officer. Such notice shall contain the following language:

Mesa County Valley School District 51 does not discriminate on the basis of race, color, creed, sex, sexual orientation religion, national origin, age, marital status, ancestry or disability in admission or access to, or treatment or employment in, its educational programs or activities.

Inquiries concerning **Section 504** may be referred to:

Judy Thornburg, Executive Director of Student Services Mesa County Valley School District No. 51 2115 Grand Avenue Grand Junction, CO 81501

Telephone: (970) 254-5309

The Office for Civil Rights

OR Department of Education, Region VIII
Federal Office Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204

Telephone: (303) 844-5695

Inquiries concerning **Title VI or Title IX**, **or other nondiscrimination** may be referred to:



Mesa County Valley School District 51 AC NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Susana Wittrock, Executive Director of Equity Mesa County Valley School District 51 2115 Grand Avenue Grand Junction, CO 81501 Telephone: (970) 2545270 The Office for Civil Rights

OR Department of Education, Region VIII
Federal Office Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204

Telephone: (303) 844-5695

Legal References:

Title II of the Americans with Disabilities Act of 1990
Title VI of the Civil Rights Act of 1964, as amended in 1972
Title VII of the 1964 Civil Rights Act
Executive Order 11246, as amended by Executive Order 11375
Equal Employment Opportunity Act of 1972
Title VII, Education Amendments of 1972
Title IX, (P.L. 92-318) 45 CFR, Parts 81, 86
(Federal Register of the Education Amendments of 1975
Age Discrimination in Employment Act (P.L. 95-256)
C.R.S. 24-34-301 through 24-34-306
C.R.S. 18-9-121 - Ethnic Intimidation
Section 504 of the Rehabilitation Act of 1973,
34 C.F.R., Part 100

Cross References:

ACA, Nondiscrimination - Complaint and Grievance Process GBA, Equal Opportunity Employment JB, Equal Educational Opportunities



NONDISCRIMINATION - COMPLAINT AND GRIEVANCE PROCESS

ACA-E

Adopted: July 27, 1976

Revised: August 6, 1996 Policy Manual Review: August 6, 2002

Revised and Adopted: January 20, 2009

1. <u>Definitions</u>

- a. The term "Title II" shall mean Title II of Americans with Disabilities Act of 1990 and the lawfully enacted regulations adopted thereunder.
- b. The term "Title VI" shall mean Title VI of the Civil Rights Act of 1964, as amended in 1972, and the lawfully enacted regulations adopted thereunder.
- c. The term "Title IX" shall mean Title IX of the Education Amendments of 1972 and the lawfully enacted regulations adopted thereunder.
- d. The term "Section 504" shall mean Section 504 of the Rehabilitation Act of 1973, and the lawfully enacted regulations adopted thereunder.
- e. The term "grievance" shall mean a complaint by an aggrieved person alleging a violation of Title II, Title VI, Title IX, or Section 504.
- f. The term "compliance officer" shall mean a licensed employee designated to act as such by the Board of Education. That individual shall be identified by name, address and telephone number in Policy AC. If the designated individual is not qualified or is unable to act as such the superintendent shall designate an executive instructional director who shall serve until a successor is appointed by the Board.
- g. The term "aggrieved individual" shall mean the parent(s) or guardian(s) of student under the age of 18, a student over the age of 18 or an employee of the district who is directly affected by an alleged violation of Title II, Title VI, Title IX, or Section 504.

2. <u>Compliance Officer's Duties</u>

The compliance officer shall be responsible for conducting a confidential investigation and coordinating all Title II, Title VI, Title IX, or Section 504 complaint procedures and processes. The compliance officer's duties shall include providing notice to students, parent(s)/guardian(s) of students and employees concerning the grievance procedures available, dissemination upon request of information concerning the forms and procedures for the filing and prosecution of grievances, investigation of all complaints and coordination of the hearing procedures.

3. Notice

Students, parent(s)/guardian(s) of students and employees shall be notified annually by student handbooks, by communication through employee bulletins, by school newsletters communicated to parents or by other appropriate means concerning the procedures available. Such notice shall include the name, office address and telephone number of the compliance officer.

4. Complaint Procedure

a. Any aggrieved individual may file with the compliance officer a written complaint charging the district, another student or any school employee with a violation of ADEA, race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry and disability, Title II, Title VI, Title IX, or Section 504.



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The complaint shall be in writing on forms provided by the compliance officer and shall describe with reasonable specificity the nature of the complaint and identify the particular section of Title II, Title VI, Title IX, or Section 504 and/or their regulations claimed to be violated. No complaints shall be received and processed by the compliance officer if filed more than 30 calendar days after the alleged conduct without permission from the superintendent of schools.

b. Upon receipt of the complaint, the compliance officer or the compliance officer's designee shall conduct an investigation and within a reasonable period of time following the filing of the complaint shall render a written report containing findings and recommendations as appropriate to the superintendent of schools. The compliance officer's report shall be advisory and shall not bind the superintendent or the district to any particular course of action or remedial measure. However, the report may be used by the superintendent or other district administration officials as a basis for disciplinary or other appropriate action.

Insofar as practicable and consistent with the objectives (1) of obtaining full disclosure of all pertinent facts, and (2) of seeking to achieve a resolution of disputes in an informal fashion, the investigation shall be conducted in a confidential manner so as not to disclose the identity of the complaining party and witnesses. The person(s) whose conduct is in question shall not be considered a party at the investigation stage. Such person(s) shall be informed only of those facts which, in the compliance officer's judgment, are necessary to achieve a full and accurate disclosure of material facts or to obtain an informal resolution. A copy of the report shall be given to the complainant on condition that he/she agrees in writing not to disclose its contents. The complainant should also be advised that privacy laws and district practice will prevent disclosure of specific actions or disciplinary measures taken as a result of the investigation.

If the complainant is not satisfied with the findings of the report of investigation or with the recommendations contained therein, he/she may within five (5) working days after receiving the report of investigation file with the compliance officer a written request for a hearing. The compliance officer shall immediately forward a copy of the complaint, the compliance officer's findings and recommendation and the request for hearing to the person(s) whose conduct is the object of the complaint.

c. Hearing. A hearing shall be held within 20 working days after the filing of a request for hearing.

The hearing shall be conducted by an administrative employee of the district designated by the superintendent. In no event shall the hearing officer be the individual alleged to be responsible for or directly involved in the alleged violation or conduct.

The hearing shall be informal (see Policy GBKA, Guidelines For Informal Hearings). A student shall be entitled to be represented by his parent or by an attorney. An employee shall be entitled to be represented by an attorney or other representative of his/her choice. The complainant shall appear at the hearing and shall be entitled to present testimony and other evidence. Formal rules of evidence shall not apply to the hearing. The compliance officer or the compliance officer's designee may represent the district at the hearing and shall likewise be entitled to present testimony and other evidence. The hearing shall be closed to the public.

The hearing officer shall render a written decision containing findings and recommendations within 10 working days after the conclusion of the hearing. The hearing officer's decision shall be



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ACA-E

Adopted: July 27, 1976

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advisory and shall not bind the superintendent or the district to any particular course of action or remedial measure. However, the decision may be used by the superintendent or other district administration officials as a basis for disciplinary or other appropriate action. Copies of the decision shall also be transmitted to the compliance officer, the person(s) whose conduct is in question, and the superintendent. Copies of the decision shall also be transmitted to the complainant and to the person(s) whose conduct is in question on condition that each agree in writing not to disclose its contents.

d. Appeal.

Either the complainant, the person(s) whose conduct is in question, or the compliance officer may appeal the decision of the hearing officer to the superintendent of schools. The superintendent shall review the documents tendered to the hearing officer together with the hearing officer's findings and recommendations and shall within 20 working days after receipt thereof either affirm, reverse or amend the findings and recommendations or hold a de novo hearing using the procedures outlined above and render an independent decision based thereon. The decision of the superintendent or the superintendent's independent findings and recommendations shall be subject to the above conditions regarding confidentiality and shall be final.

Any time period prescribed herein may be enlarged at the discretion of the superintendent of e. schools for good cause shown. Time periods may also be enlarged by mutual agreement of all affected parties and the compliance officer.

Legal References:

Title II of the Americans with Disabilities Act of 1990 Title VI of the Civil Rights Act of 1964, as amended in 1972 Title IX of the Education Amendments of 1972 45 C.F.R., Part 86 (Federal Register, June 4, 1975) Section 504 of the Rehabilitation Act of 1973, 34 C.F.R., Part 100

Cross References:

AC, Nondiscrimination GBA. Equal Opportunity Employment JB, Equal Educational Opportunities



Mesa County Valley School District 51 ACA-E NONDISCRIMINATION – COMPLAINT AND GRIEVANCE PROCESS

Implemented: August 6, 1996 Revised: November 29, 2004

Revised and Adopted: January 20, 2009

This notice is in accordance with the rules of the Office of Civil Rights of the Department of Education to implement Title II of the Americans with Disabilities Act of 1990, Title VI of the Civil Rights Act of 1964, as amended in 1972, Title IX of the Educational Amendments of 1973, and Section 504 of the Rehabilitation Act of 1973.

All students, parents, employees of, and applicants for admission and employment in Mesa County Valley School District 51 are hereby notified that Mesa County Valley School District 51 does not discriminate on the basis of race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry, disability in admission, or access to, or treatment in its educational programs or activities.

Inquiries concerning Title II or Section 504 may be referred to:

Judy Thornburg, Executive Director of Student Services Mesa County Valley School District No. 51 2115 Grand Avenue Grand Junction, CO 81501

Telephone: (970) 254-5309

The Office for Civil Rights

OR Department of Education, Region VIII
Federal Office Building

1244 Speer Boulevard, Suite 310

Denver, CO 80204 Telephone: (303) 844-5695

Inquiries concerning Title VI or Title IX may be referred to:

Susana Wittrock, Executive Director of Equity Mesa County Valley School District 51 2115 Grand Avenue Grand Junction, CO 81501

Telephone: (970) 254-5270

The Office for Civil Rights

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Federal Office Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204

Telephone: (303) 844-5695



EQUAL EDUCATIONAL OPPORTUNITIES

Adopted: Date of Manual Adoption Revised: September 20, 1988

Policy Manual Review: August 6, 2002

Presented for First Reading & Information: December 16, 2008 Revised and Adopted: January 20, 2009

Every student of this school district shall have equal educational opportunities regardless of race, color, creed, sex, sexual orientation, religion, national origin, age, marital status, ancestry, or disability. Specifically, the district does not discriminate on any such basis in admission or access to or treatment in its educational programs or activities.

Further, no student shall on the basis of sex be excluded from participating in, be denied the benefits of, or be subject to discrimination under any educational program or activity conducted by the district.

More specifically, as prescribed by legal requirements, the school district will treat its students without discrimination on the basis of sex as this pertains to access to and participation in course offerings, athletics, counseling, employment assistance and extracurricular activities.

The district provides a complaint procedure and has designated a compliance officer to whom complaints regarding discrimination should be addressed, as more fully described in policies AC, ACA, and Exhibit ACA-E.

Legal References:

Civil Rights Act of 1964, as amended in 1972

Title VI

Title VII, Executive Order 11246, 1965, as amended by Executive Order 11375

Education Amendments of 1972

Title IX (P.L. 92-318) 45 C.F.R., Parts 81, 86 (<u>Federal Register</u> June 4, 1975; August 11, 1975) Section 504 of the Rehabilitation Act of 1973

Cross Reference:

ACA, Nondiscrimination



Board of Education Director Districts

Board of Education: 08-09: 66

Adopted: January 20, 2009

WHEREAS, Mesa County Valley School District No. 51, has a director district plan of representation, with the Board of Education being comprised of one qualified elector from each of the five (5) director districts. Director districts shall be contiguous, compact, and shall be as nearly equal in population as possible. Director districts in this school district shall be designated as Director District A, Director District B, Director District C, Director District D and Director District E;

WHEREAS, C.R.S 22-31-110 (1) (a) states: that every four years the board of education of each school district having a director district plan of representation or a combined director district and at-large plan of representation shall determine the population in each of the director districts and, if each director district does not contain substantially the same number of persons as each of the other director districts, it shall be the duty of the board, by resolution, to revise the director district boundaries and re-designate the director districts to comply with the specifications prescribed in the Statute without changing the number of director districts;

WHEREAS, Mesa County Valley School District No. 51 last reapportioned the director districts in 2001;

WHEREAS, Data supplied by the district's planning consultant did show an increase in total population with the school director district populations requiring reapportionment; and

WHEREAS, the data supplied shows a significant shift in population among the five director districts.

NOW THEREFORE BE IT RESOLVED that Mesa County Valley School District No. 51 shall realign the boundaries for each of the director districts as described below:

Director District A – Beginning at the intersection of 26 Road and G Road in Mesa County, Co.;

Thence westerly along the centerline of G Road to the centerline of 23.5 Road;

Thence southerly along the 23.5 Road alignment to the centerline of Redlands Parkway;

Thence westerly and southwesterly along the centerline of Redlands Parkway to the centerline of S. Broadway Street;

Thence westerly along the centerline S. Broadway Street to the centerline of the Redlands 2^{nd} Lift Canal; Thence southerly along the centerline of the Redlands 2^{nd} Lift Canal to the south property line of The Seasons Filing #4;

Thence westerly along the south property line of the Seasons Filing #4 to the north boundary of the Colorado National Monument;

Thence northwesterly along the north boundary of the Colorado National Monument to the Centerline of U.S. Highway 340;

Thence northerly along the centerline of U.S. Highway 340 to the city limits of the City of Fruita;

Thence westerly and northerly along said city limits to the centerline of the Colorado River;

Thence westerly along the centerline of the Colorado River to the west boundary of the Mesa 51 School District;

Thence northerly and easterly along said Mesa 51 School District boundary line to a line extended northerly from the 26 Road alignment;

Thence southerly along said line to the POINT OF BEGINNING.



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Director District B – Beginning at the intersection of 26.5 Road and G Road in Mesa County, Co.;

Thence westerly along the centerline of G Road to the centerline of 23.5 Road;

Thence southerly along the 23.5 Road alignment to the centerline of Redlands Parkway;

Thence westerly and southwesterly along the centerline of Redlands Parkway to the centerline of S. Broadway St.;

Thence westerly along the centerline S. Broadway to the centerline of the Redlands 2^{nd} Lift Canal; Thence southerly along the centerline of the Redlands 2^{nd} Lift Canal to the south property line of The Seasons Filing #4;

Thence westerly along the south property line of the Seasons Filing #4 to the north boundary of the Colorado National Monument;

Thence northwesterly along the north boundary of the Colorado National Monument to the Centerline of U.S. Highway 340;

Thence northerly along the centerline of U.S. Highway 340 to the city limits of the City of Fruita;

Thence westerly and northerly along said city limits to the centerline of the Colorado River;

Thence westerly along the centerline of the Colorado River to the west boundary of the Mesa 51 School District;

Thence southerly, easterly and northerly along said Mesa 51 School District boundary line to a line extended due east from the centerline of C Road;

Thence westerly along said C Road alignment to the centerline of Orchard Mesa Canal #2;

Thence westerly along the centerline of Orchard Mesa Canal #2 to the centerline of U.S. Highway 141;

Thence southwesterly along the centerline of U.S. Highway 141 to the centerline of U.S. Highway 50;

Thence northwesterly along the centerline of U.S. Highway 50 to the centerline of 27.5 Road;

Thence northerly along the centerline of 27.5 Road to the centerline of Unaweep Avenue;

Thence easterly along the centerline of Unaweep Avenue to the 28 Road alignment;

Thence northerly along the 28 Road alignment to the centerline of 28 Road;

Thence northerly along 28 Road to the centerline of the I-70 Business Loop:

Thence westerly along the I-70 Business Loop to the centerline of Pitkin Avenue;

Thence westerly along the centerline of Pitkin Avenue to the centerline of S. 8th Street;

Thence northerly along the centerline of S. 8th Street to the centerline of North Avenue;

Thence westerly along the centerline of North Avenue to the centerline of S. 7th Street;

Thence northerly along the centerline of S. 7th Street to the centerline of F Road;

Thence northerly along the centerline of 26.5 Road to the POINT OF BEGINNING.

Director District C – Beginning at the intersection of 29 Road with Patterson Road in Grand Junction, Co.:

Thence southerly along the centerline of 29 Road to the centerline of the I-70 Business Loop;

Thence westerly along the centerline of the I-70 Business Loop to the centerline of Pitkin Avenue;

Thence westerly along the centerline of Pitkin Avenue to the centerline of S. 8th Street;

Thence northerly along the centerline of S. 8th Street to the centerline of North Avenue;

Thence westerly along the centerline of North Avenue to the centerline of S. 7th Street;

Thence northerly along the centerline of S. 7th Street to the centerline of F Road;

Thence northerly along the centerline of 26.5 Road to the centerline of G Road;

Thence westerly along the centerline of G Road to the centerline of 26 Road;



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Thence northerly along the centerline of 26 Road and the 26 Road alignment to the northern boundary of Mesa 51 School District;

Thence easterly along the northern boundary of the Mesa 51 School District to the 29 Road alignment;

Thence southerly along the 29 Road alignment to the centerline of 29 Road;

Thence southerly along the centerline of 29 Road to the POINT OF BEGINNING.

Director District D – Beginning at the intersection of 29 Road with Patterson Road in Grand Junction, Co.;

Thence northerly along the centerline of 29 Road and the 29 Road alignment to the northern boundary of Mesa 51 School District;

Thence easterly along the northern boundary of the Mesa 51 School District to the 31 Road alignment;

Thence southerly along the 31 Road alignment to the centerline of 31 Road;

Thence southerly along the centerline of 31 Road to the centerline of the Colorado River;

Thence easterly along the centerline of the Colorado River to the centerline of U.S. Highway 141;

Thence southerly along the centerline of U.S. Highway 141 to the centerline of C.5 Road;

Thence easterly along the centerline of C.5 Road to the centerline of 33 Road;

Thence southerly along the centerline of 33 Road to the centerline of Orchard Mesa Canal #2;

Thence westerly along the centerline of Orchard Mesa Canal #2 to the centerline of U.S. Highway 141;

Thence southwesterly along the centerline of U.S. Highway 141 to the centerline of U.S. Highway 50;

Thence northwesterly along the centerline of U.S. Highway 50 to the centerline of 27.5 Road;

Thence northerly along the centerline of 27.5 Road to the centerline of Unaweep Avenue;

Thence easterly along the centerline of Unaweep Avenue to the centerline of the 28 Road alignment;

Thence northerly along the 28 Road alignment to the centerline of 28 Road;

Thence northerly along 28 Road to the centerline of the I-70 Business Loop:

Thence easterly along the I-70 Business Loop to the centerline of 29 Road;

Thence northerly along the centerline of 29 Road to the POINT OF BEGINNING.

Director District E – Beginning at the intersection of 31 Road with F Road in Grand Junction, Co.;

Thence northerly along the centerline of 31 Road and the 31 Road alignment to the to the northern boundary of Mesa 51 School District;

Thence easterly and southerly along the boundary of the Mesa 51 School District to a line extended due east from the centerline of C Road;

Thence westerly along said C Road alignment to the centerline of Orchard Mesa Canal #2;

Thence westerly along the centerline of Orchard Mesa Canal #2 to the centerline of 33 Road;

Thence northerly along the centerline of 33 Road to the centerline of C.5 Road;

Thence westerly along the centerline of C.5 Road to the centerline of U.S. Highway 141;

Thence northerly along the centerline of U.S. Highway 141 to the centerline of the Colorado River;

Thence westerly along the centerline of the Colorado River to the centerline 31 Road;

Thence northerly along the centerline of 31 Road to the POINT OF BEGINNING.



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Adopted: January 20, 2009

I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on January 20, 2009.

Jamie Sidanycz, Secretary Board of Education

