Mission Statement

Develop responsible and productive members of society

Strasburg School District 31-J

September 9, 2020 @ 6:00 p.m.

Board of Education

Julie Winter, President

Michael Marrero, 1st Vice President

Ryan Dwyer, 2nd Vice President

Diana Elliott, Secretary

Dillon Kent, Treasurer

Strasburg School Board strives to follow our guiding principles:

T – Transparency

R – Respect

U - Unity

T - Trust

H – Honesty

Agenda

SCHOOL DISTRICT BOARD ROOM

Board members will meet in person at the high school video conference room. Audience may participate via zoom

Meeting ID 7193845670

Audience members will need to identify themselves to be admitted into the meeting.

Board Procedures:

Board meeting time is dedicated to the mission and goals of the Strasburg 31J School District. Public opinion is valuable to the Board, and there is an opportunity during request from patrons to address the Board. Individuals who try to address the Board outside of public comment may not be recognized.

Members of the public who intend to offer public comment to the Board must sign up for comment before each Board meeting. The Board President has discretion to call on those who have signed up and set the order of speakers.

Presentations must be no more than three minutes.

I. Opening of the Meeting

- a. Call to Order
- **b.** Roll Call
- c. Pledge of Allegiance
- d. Adoption of Agenda

II. Public Hearing & Public Participation

III. Board Correspondence/Reports/Discussion

- a. Diana ECBOCES Report
- **b.** Diana & Julie Update on bond election

IV. Report from Superintendent/Departments/Principals

- a. Instruction Standards
- **b.** Website update/App

V. Board Action items

- a. Resignations
 - i. Rhonda Johnson, Lead Custodian
- **b.** New Hires
 - i. Jessica Romero, Lead Custodian
- c. CASB Delegate
- d. District Accountability Committee Members
 - i. Robin Wilson Parent
 - ii. Elizabeth Goldsberry Parent
 - iii. Donna Holcomb Business Leader
 - iv. Ronda Lee Teacher
 - v. Kayla Apple Parent
 - vi. Jasel Estrada Teacher
- e. Policy:
 - i. New Policy 2nd Final Read
 - 1. GBAB Workplace Health and Safety Protection
 - ii. Revised Policy Final Read
 - 1. EBBA-R Prevention of Disease-Infection Transmission Regulation
 - 2. ADC Tobacco-Free Schools
 - 3. GBA Open Hiring-Equal Employment Opportunity
 - 4. GCE/GCF Professional Staff Recruiting-Hiring
 - GDE/GDF Support Staff Recruiting-Hiring
 - 6. IKA Grading/Assessment Systems
 - 7. JB Equal Educational Opportunities
 - 8. JF Admission and Denial of Admission
- f. Approval of the minutes of the August 25th, 2020 Work Session Board Meeting.
- g. Approval of claims, accounts, and financial statements, as appropriate.

VI. Agenda Setting

- a. Discuss agenda topics for future board meetings
- **b.** Meeting times and dates set work-session
 - i. August 25th Special Meeting

VII. Adjourn

File: GBAB

NOTE: While Colorado school districts are not required by law to adopt a policy on this subject, CASB believes this sample contains the content/language that reflects "best practices." However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

Workplace Health and Safety Protection

The Board is committed to providing a safe work environment for all employees. When district employees know or have reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety related to a public health emergency, they should report such concerns following the district's concerns, complaints, or grievances procedure.

Public health emergency

For the purposes of this policy, a public health emergency means a public health order issued by a state or local public health agency or a disaster emergency declared by the governor based on a public health concern.

Nondiscrimination

The Board, the superintendent, other administrators, and district employees will not unlawfully discriminate, take adverse action, or retaliate against any employee who, in good faith, raises any reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety related to a public health emergency if the district controls the workplace conditions giving rise to the threat or violation. Discrimination against an employee who opposes any practice they reasonably believe is unlawful or who participates in an investigation, proceeding, or hearing on such matter is also prohibited.

The Board, the superintendent, other administrators and district employees will also not unlawfully discriminate, take adverse action, or retaliate against any employee who voluntarily wears their own personal protective equipment, such as a mask, faceguard, or gloves, if the personal protective equipment:

1. provides a higher level of protection than the equipment provided by the district:

- 2. is recommended by a federal, state, or local public health agency with jurisdiction over the district; and
- 3. does not render the employee incapable of performing their job or fulfilling their job duties.

Notice

To reduce unlawful discrimination and ensure a safe workplace environment, the administration is responsible for providing notice of this policy to all district employees. This policy will be referenced in employee handbooks and otherwise available to all staff through electronic or hard-copy distribution.

(Adoption date)

LEGAL REFS.: C.R.S. 8-14.4-101 (definition of public health emergency)

C.R.S. 8-14.4-102 (prohibition against discrimination based on

claims related to a public health emergency)

CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunities

GBK, Staff Concerns/Complaints/Grievances

GBK-R, Staff Concerns/Complaints/Grievances – Regulation

NOTE: H.B.20-1415 prohibits employers from discriminating, retaliating, or taking adverse action against any worker who, in good faith, raises any reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety related to a public health emergency, if the employer controls the workplace conditions giving rise to the threat or violation. It also prohibits employers from discriminating against employees who voluntarily wear their own personal protective equipment, if certain conditions are met, and requires employers to post notice of a worker's rights under this provision. It further allows an employee to bring a civil action against an employer after exhausting administrative remedies.

COLORADO SAMPLE POLICY 2020©

File: EBBA-F

NOTE: While Colorado school districts are not required by law to adopt a regulation on this subject, CASB believes this sample contains the content/language that reflects "best practices." However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

Prevention of Disease/Infection Transmission

(Handling Body Fluids and Substances)

The body fluids and substances of all persons should be considered to contain potentially infectious agents. No distinction may be made between body fluids and substances from individuals with a known disease or infection and those from asymptomatic or undiagnosed individuals. Body fluids and substances include blood, semen, drainage from scrapes and cuts, feces, urine, vomitus, respiratory secretions (e.g., nasal discharge), and saliva.

The following infection control practices shallmust be followed by all school district personnel in all situations involving potential contact with any body fluids and substances:

- Wear gloves when it is likely that hands will be in contact with body fluids or substances (blood, urine, feces, wound drainage, oral secretions, sputum, or vomitus). When possible, wear gloves while holding bloody noses and dealing with cuts that are bleeding heavily. Gloves should be kept in emergency response kits and be readily accessible at sites where students seek assistance for bloody noses or injuries.
 - a. If gloves are not available, the use of towels or some other clean material as a barrier may provide some protection.
 - b. Cuts and sores on your skin should be routinely covered to avoid infection.
 - c. When possible, have students wash off their own cuts and abrasions. After cuts are washed with soap and water, they should be covered with Band-Aids or bandages of the appropriate size. Where possible, students should be taught to hold their own bloody noses.
- 2. When possible, pocket face masks should be used for mouth-to-mouth resuscitation.

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- Wash hands often and well <u>with soap and water</u>, paying particular attention to areas around and under fingernails and between fingers <u>and scrubbing hands for</u> <u>at least 20 seconds</u>.
- 4. Clean up as soon as possible after any skin contact with any body fluid or substance.
 - a. Wash skin with soap and water.
 - b. Wash contaminated surfaces and non-disposable items with standard disinfectant. Use aerosol germicide cleaner.
 - c. Wash contaminated clothing and linen in detergent with hot water.
 - d. Contaminated tissues, paper towels, and other disposable items should be placed in plastic bags before being discarded.

Use individual judgment in determining when barriers are needed for unpredictable situations. It is strongly recommended that barriers be used when contact with body fluids or substances is anticipated.

NOTE: Districts should follow the orders, rules, or ordinances of their local public health department or governmental authority regarding mask-wearing mandates.

Although HIV (human immune-deficiency virus)/AIDS (acquired immune deficiency syndrome)COVID-19/Coronavirus has received a great deal of attention, there are several other diseases more communicable than HIV/AIDSdiseases of which staff members also should be aware. The following page includes a table listing communicable diseases and body substance sources of infection.

- It is extremely difficult to be infected with HIV/AIDS. Exposure of blood to intact skin is a highly unlikely way of being infected with HIV/AIDS.
- HIV/AIDS is transmitted by getting blood, semen or vaginal secretions into the bloodstream of a non-infected person.
- 3. Other body substances (saliva, tears, urine or feces) have extremely small, if any, levels of virus.
- There have been no documented cases of HIV/AIDS transmitted by mouth-tomouth-resuscitation.
- 5. HIV is easily destroyed by common disinfectants.

The more people a student or staff member interacts with, and the longer that interaction, the higher the risk of COVID-19 spread.

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- 1. COVID-19 is mostly spread by respiratory droplets released when people talk, cough, or sneeze. It is thought that the virus may spread to hands from a contaminated surface and then to the nose or mouth, causing infection.
- 2. Personal prevention practices, such as handwashing, staying home when sick, and environmental cleaning and disinfection are encouraged to reduce the spread of COVID-19.
- 3. Cloth face coverings are meant to protect others in case the wearer is unknowingly infected by asymptomatic and are most essential in times when physical distancing is difficult.

TRANSMISSION CONCERNS-BODY SUBSTANCE SOURCES OF INFECTIOUS AGENTS

Body Substance Source	Organism of concern	Transmission	4
	-		Γ
Blood	Hepatitis B virus	Bloodstream inoculation	
- cuts/abrasions	HIV/AIDS	through cuts and abrasions	Г
nose bleeds	Cytomegalovirus	on hands	
- menses		Direct blood stream	
 contaminated needle 		inoculation	
*Feces	Hepatitis A virus	**Oral	4
incontinence	Salmonella bacteria	inoculation from	
	Shigella bacteria	contaminated hands	
	C. difficile		
			Ŀ
*Respiratory secretions	Common cold virus	**Oral	
– saliva	Influenza virus	inoculation from	
 nasal discharge 	***Epstein-	contaminated hands	
	Barr virus		
	COVID-19/Coronavirus		
			4
*Vomitus	Gastrointestinal viruses	**Oral	ŀ
	(e.g., Norwalk virus)	inoculation from	
		contaminated hands	
*Urine	***	Bloodstream inoculation	ŀ
incontinence	Cytomega	al through cuts and abrasions	L
	ovirus	on hands	

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Semen/vaginal fluids Hepatitis B virus Sexual contact
HIV/AIDS (intercourse)
Gonococcus bacteria

*There are no reported cases of HIV/AIDS suspected of having been transmitted by these sources. -Wear gloves when exposed to body secretions, especially blood, urine, or feces.

**HAND WASHING IS VERY IMPORTANT!

***These agents cause mononucleosis-like illness.

(Approval date)

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[Revised February 2016 July 2020]

COLORADO SAMPLE REGULATION 1993©

Style Definition Style Definition Style Definition File: ADC Style Definition Style Definition Style Definition ... Style Definition NOTE: Colorado school districts are required by law to adopt a policy on this subject and the law contains some specific direction as to the content or language. Style Definition (... This sample contains the content/language that CASB believes best meets the intent Style Definition <u>...</u> of the law. However, the district should consult with its own legal counsel to Style Definition <u>...</u> determine appropriate language that meets local circumstances and needs. Style Definition Formatted (... Formatted Tobacco-Free Schools (... Formatted <u>...</u> To promote the general health, welfare, and well-being of students and staff, Formatted ··· smoking, chewing, or any other use of any tobacco product by staff, students, and Formatted members of the public is prohibited on all school property. Formatted <u>...</u> **Formatted Table** <u>...</u> Possession of any tobacco product by students is also prohibited on school property Formatted <u>...</u> For purposes of this policy, the following definitions apply: Formatted (... Formatted 1. "School property" means all property owned, leased, rented, or otherwise Formatted [... used or contracted for by a school, including but not limited to the following: Formatted (... Formatted a. All indoor facilities and interior portions of any building or other structure Formatted used for students or children under the age of 1821, for instruction, <u>...</u> educational or library services, routine health care, daycare, or early Formatted (... childhood development services, as well as for administration, support Formatted <u>...</u> services, maintenance, or storage. The term does not apply to buildings Formatted (... used primarily as residences, i.e., teacherages. Formatted Formatted <u>...</u> b. All school grounds over which the school exercises control including areas Formatted **...** surrounding any building, playgrounds, athletic fields, recreation areas, and parking areas. Formatted (... Formatted <u>...</u> c. All vehicles used by the district for transporting students, staff, visitors, or Formatted other persons. Formatted (... Formatted d. At a school-sanctioned activity or event.

2. "Tobacco product" means:

a. Any product that contains nicotine or tobacco or is derived from tobacco and is intended to be ingested or inhaled by or applied to the skin of an individual, including but not limited to cigarettes, cigars, pipe tobacco,

snuff-and, chewing tobacco, or liquid nicotine/e-liquids; and

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- b. Any electronic device that can be used to deliver nicotine to the person inhaling from the device, including but not limited to an electronic cigarette, cigar, cigarillo, or pipe.
- c. "Tobacco product" does not include any product that has been approved by the appropriate federal agency as a tobacco use cessation product.
- 3. "Use" means lighting, chewing, smoking, ingesting, inhaling, vaping, or application of any tobacco product.

Signs will be posted in prominent places on all school property to notify the public that smoking or other use of tobacco products is prohibited in accordance with state law and district policy. This policy will be published in all employee and student handbooks, posted on bulletin boards, and announced in staff meetings.

Any member of the general public considered by the superintendent or designee to be in violation of this policy will be instructed to leave school district property. Employees found to be in violation of this policy will be subject to appropriate disciplinary action.

Disciplinary measures for students who violate this policy will include in-house detention, revocation of privileges, and exclusion from extracurricular activities. Repeated violations may result in suspension from school. In accordance with state law, no student will be expelled solely for tobacco use.

(Adoption date)

LEGAL REFS.: 20 U.S.C. 7971 et seq. (prohibits smoking in any indoor facility

used to provide educational services to children)
C.R.S. 18-13-121 (furnishing tobacco products to minors persons under 21 years old)
C.R.S. 22-32-109 (1)(bb) (policy required prohibiting use of tobacco products on school grounds)
C.R.S. 22-32-109.1 (2)(a)(l)(H) (policy required as part of safe

schools plan) C.R.S. 25-14-103.5 (tobacco use prohibited on school property)

CROSS REFS.: IHAMA, Teaching about Drugs, Alcohol and Tobacco KFA, Public Conduct on District Property.

C.R.S. 25-14-301 (Teen Tobacco Use Prevention Act)

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[Revised January 2018 July 2020]

COLORADO SAMPLE POLICY 1994©

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

C.R.S. 24-34-301 et seg, (Colorado Civil Rights Division			
procedures)			
C.R.S. 24-34-301 (7) (definition of sexual orientation, which	_///		
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C.R.S. 24-34-402 et seq. discriminatory or unfair employment	_////	Formatted: Font: (Default) Arial, Font co	olor: Black
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discrimination must be posted "in a conspicuous place" accessible	1////	Formatted: Font: (Default) Arial, Font co	
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GBAA, Sexual Harassment	¬\\\\	Formatted	
IOTE: State law defines "sexual orientation" For purposes of this policy, these terms have	<u> </u>	<u> </u>	-l Dii-
he following meanings:	-\\\\\\	Formatted: Font: (Default) Arial, Font co	DIOT: BIACK
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"Race" includes hair texture, hair type, or a protective hairstyle that is	/////	Formatted: Font: (Default) Arial, Font co	olor: Black
commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).		Formatted	(
"Protective Hairstyle" includes such hairstyles as "braids, locs, twists, tight	_ \\\	Formatted: Font: (Default) Arial, Font co	olor: Black
coils or curls, cornrows, bantu knots, afros, and head wraps. Id.	/ //	Formatted: Font: (Default) Arial, Font co	olor: Black
 "Sexual Orientation" means a person's orientation toward heterosexuality, 	_	Formatted	(
homosexuality, bisexuality, or transgender status or another person's	1//	Formatted: Font: (Default) Arial, Font co	olor: Black
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NOTE: Colorado school Boards are required by law to adopt a policy that requires screening of new and current employees for criminal activities. The screening provisions have been included in this sample policy. However, the Board should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

Professional Staff Recruiting/Hiring

Recruiting

The Board desires the superintendent to develop and maintain a recruitment program designed to attract and hold the best possible professional personnel in the district's schools.

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

Recruitment procedures shallwill not overlook the talents and potential of individuals already employed in the district's schools. Any present employee of the district may apply for a position for which he or she is they are licensed and/or meets meet other stated requirements.

Background checks

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

Hiring

There shall be no discrimination Discrimination in the hiring process on the basis of disability, race, eolor, creed, color, sex, sexual orientation (which includes transgender), marital status, national origin, religion, ancestry, genetic information, religion, national origin, ancestry, age, marital status, disability or conditions related to pregnancy or childbirth- is prohibited

All candidates shallwill be considered on the basis of their merits, qualifications, and the needs of the school district.

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

Unless otherwise required by law, the final selection for nomination shallwill be made only by the superintendent.

Appointment of candidates

Nominations shallwill be made at meetings of the Board of Education. The vote of a majority of the Board shall beis necessary to approve the appointment of teachers, administrators, or any other employee of the school district. If there is a negative vote by the Board, the superintendent shallmust submit a new recommendation to the Board for approval.

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

(Adoption date)

15 U.S.C. 1681 et seq. (Fair Credit Reporting Act) LEGAL REFS.:

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

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

Reconciliation Act) 28 C.F.R. 50.12 (b) (notification requirements regarding fingerprints) C.R.S. 2-4-401 (13.5) (definition of sexual orientation, which includes

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

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

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

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

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

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

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

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

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C.R.S. 22-32-109.8 (non-licensed personnel – submittal of fingerprints and			
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name-based criminal history record check).		Formatted	
C.R.S. 22-32-126 (principal's role in hiring and assignment)		Formatted	
C.R.S. 22-60.5-114 (3) (State Board can waive some requirements for	//		
initial license applicants upon request of school district). C.R.S. 22-60.5-201 (types of teacher licenses issued).	$\neg / /$	Formatted	(
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C.R.S. 22-63-206 (transfers)	$\neg l l l l l$	Formatted	
C.R.S. 24-5-101 (effect of criminal conviction on employment)	$\neg M \land \land$	Formatted	
C.R.S. 24-34-301 (7) (definition of sexual orientation, which includes	$\neg M / \langle$	Formatted	
transgender)	\		
C.R.S. 24-34-402 (1) (discriminatory and unfair employment practices)	\ // ///	Formatted	
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related	7\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Formatted	
conditions; notice of right to be free from such discrimination must be posted "in		Formatted	
a conspicuous place" accessible to employees)	//////	Formatted	
C.R.S. 24-72-202 (4.5) (definition of personnel file in open records law)	/////	Formatted	
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CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunity	///	Formatted	
GCKAA*, Teacher Displacement	_ '		
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NOTE 1: Specific procedures for background checks need to follow as a regulation. The	$\neg \setminus $	Formatted	
regulations might also include specific procedures for making applications, for screening and for selection of candidates to be recommended to the Board,	//	Formatted	
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NOTE 2: State law requires public school teachers to take an oath/affirmation or sign a written pledge	4	Formatted	
that states the following: "I solemnly (swear) (affirm) (pledge) that I will uphold the constitution of the		Formatted	
United States and the constitution of the state of Colorado, and I will faithfully perform the duties of the		\	[
position I am about to enter." C.R.S. 22-61-103 (1). A person authorized to administer oaths in Colora		Formatted	(
shall administer the oath or affirmation, or the teacher must sign the pledge. C.R.S. 22-61-103 (2). The Colorado Department of Education has stated that a school district's hiring officials must ensure that	9	Formatted Table	
teachers take the oath orally or in writing at the time of hiring or during the signing of the teacher's			
contract,		Formatted	
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NOTE 3: State law requires school districts to annually distribute to employees "informational materia	15	Formatted	
related to federal student loan repayment and student loan forgiveness programs, including updated		Formatted	
materials received from the department of education." C.R.S. 22-32-109 (1)(pp). In addition to annual distribution, school districts must "distribute the informational materials to newly hired district employed	00	Formatted Table	
alstribution, school districts must "distribute the informational materials to newly nifed district employee as part of its employee orientation process." Id. Distribution to employees may be made via e-mail "or	70		
as part of a mailing or regular communication to employees" ld.	/	Formatted	
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NOTE 4: For purposes of this policy, these terms have the following meanings:

- "Race" includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).
- "Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. Id.
- "Sexual Orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof. C.R.S. 2-4-401 (13.5).

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[Revised November 2019 July 2020] COLORADO SAMPLE POLICY 1994© Formatted: Font: (Default) Arial, Bold, Font color: Black

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fingerprints and information about felony or misdemeanor convictions as required by law. (This requirement shalldoes not apply to any student currently enrolled in the

district applying for a job.) Applicants may be conditionally employed prior to

There shall be no discrimination Discrimination in the hiring process on the basis of disability, race, eolor, creed, color, sex, sexual orientation (which includes transgender)

religion, marital status, national origin, religion, ancestry, age, genetic information,

marital status, disability or conditions related to pregnancy or childbirth, is prohibited

receiving the fingerprint results.

Hiring

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Formatted The Board shallwill officially appoint all employees upon the superintendent's Formatted recommendation; however, temporary appointments may be made pending Board Formatted action. Formatted Formatted Upon the hiring of any employee, information required by federal and state child support laws will be timely forwarded by the district to the appropriate state agency. Formatted **Formatted** (Adoption date) Formatted Formatted LEGAL REFS.: 15 U.S.C. 1681 et seq. (Fair Credit Reporting Act) **Formatted** 42 U.S.C. 653 (a) (Personal Responsibility and Work Opportunity Formatted Reconciliation Act) 42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of Formatted Formatted 28 C.F.R. 50.12 (b) (notification requirements regarding fingerprints) Formatted C.R.S. 2-4-401 (13.5) (definition of sexual orientation, which includes **Formatted** transgender) C.R.S. 8-2-126 (limits employers' use of consumer credit information) Formatted C.R.S. 13-80-103.9 (liability for failure to perform an education employment Formatted required background check) Formatted C.R.S. 14-14-111.5 (Child Support Enforcement procedures) **Formatted** C.R.S. 22-2-119 (duty to make inquiries prior to hiring) C.R.S. 22-2-119.3 (6)(d) (name-based criminal history record check – Formatted Formatted C.R.S. 22-32-109 (1)(f) (Board duty to employ personnel) Formatted C.R.S. 22-32-109 (1)(pp) (annual employee notification requirement **Formatted** regarding federal student loan repayment programs and student loan forgiveness Formatted programs) C.R.S. 22-32-109.7 (duty to make inquiries prior to hiring) Formatted C.R.S. 22-32-109.8 (non-licensed personnel – submittal of fingerprints and **Formatted** name-based criminal history record check) Formatted C.R.S. 24-5-101 (effect of criminal conviction on employment) Formatted C.R.S. 24-34-301 (7) (definition of sexual orientation, which includes **Formatted** transgender) C.R.S. 24-34-402 (1) (discriminatory and unfair employment practices) Formatted C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related Formatted conditions; notice of right to be free from such discrimination must be posted "in a Formatted conspicuous place" accessible to employees) Formatted CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunity **Formatted Table** GDA, Support Staff Positions

NOTE 1: Specific procedures for background checks, fingerprinting and submission of child support

information need to follow as a regulation. The regulation might also include specific procedures for making applications, for screening and for selection of candidates to be recommended to the Board,

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NOTE 2: Federal law requires school districts to notify individuals fingerprinted that the fingerprints will be used to check the criminal history records of the Federal Bureau of Investigation (FBI). Districts must also notify fingerprinted applicants about the opportunity to challenge the accuracy of the information contained in the FBI identification record and the procedure to obtain a change, correction or update of an FBI identification record. 28 C.F.R. 50.12 (b). Districts must retain documentation that this notification was provided. For sample notification and acknowledgement forms that meet these federal requirements, visit the Colorado Bureau of Investigation's website: https://www.colorado.gov/pacific/cbi/identification-unit,

NOTE 3: State law requires school districts to annually distribute to employees "informational materials related to federal student loan repayment and student loan forgiveness programs, including updated materials received from the department of education." C.R.S. 22-32-109 (1)(pp). In addition to annual distribution, school districts must "distribute the informational materials to newly hired district employees as part of its employee orientation process." Id. Distribution to employees may be made via email "or as part of a mailing or regular communication to employees" Id.

NOTE 4: For purposes of this policy, these terms have the following meanings:

- "Race" includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).
- "Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. Id.
- "Sexual Orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof. C.R.S. 2-4-401 (13.5).

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[Revised November 2019 July 2020] COLORADO SAMPLE POLICY 1993©

File: IK/ Style Definition Formatted: Normal, Indent: Hanging: 0.1 ch, First line: -0.1 ch, Border: Top: (No border), Bottom: (No border), Left: (No border), Right: (No border), Between : (No border), Tab stops: 3", Centered + 6", Right NOTE: Colorado school districts are required by law to adopt a policy on this Formatted subject, and the law contains some specific direction as to the content or language. Formatted: Font: (Default) Arial, Font color: Black This sample policy contains the content/language that CASB believes best meets the intent of these legal requirements, as follows: (1) policy on use of pencil and Formatted: Normal, Left, Indent: Hanging: 0", Line spacing: single, Border: Top: (No border), Bottom: (No paper to complete any portion of a state assessment that students would otherwise border), Left: (No border), Right: (No border), Between complete on a computer; (2) policy to allow parents to excuse their children from : (No border), Tab stops: 1.25", Left + 4.6", Left + participating in one or more state assessments; and (3) policy to ensure appropriate 5.82", Left school personnel share with and explain student state assessment results and Formatted: Font: (Default) Arial, 12 pt, Font color: Black longitudinal growth information with the student's parent/guardian. However, the district should consult with its own legal counsel to determine appropriate language **Formatted Table** that meets local circumstances and needs. Formatted Formatted: Font: (Default) Arial, Font color: Black This policy is intended to replace former policies IKAB, Report Cards/Progress Formatted Reports; ILBA, District Program Assessments; and ILBB, State Program Assessments. Formatted: Font: (Default) Arial, Font color: Black Formatted **Grading/Assessment Systems** Formatted Formatted The Board believes that students will respond more positively to the opportunity for Formatted: Font: (Default) Arial, Font color: Black success than to the threat of failure. The district shall seek seeks, therefore, in its Formatted: Font: (Default) Arial, Font color: Black instructional program to make achievement both recognizable and possible for students. It shall emphasizeemphasizes achievement in its processes of evaluating Formatted: Font: (Default) Arial, Font color: Black student performance. **Formatted** State assessment system Formatted: Font: (Default) Arial, Font color: Black Formatted State and federal law require district students to take standardized assessments in Formatted: Font: Arial the instructional areas of English language arts, math, and science. State law also Formatted: Line spacing: single requires students in elementary and middle school to take standardized Formatted: Font: Arial assessments in the instructional area of social studies. Accordingly, the district Formatted: Font: Arial shallwill administer standardized assessments pursuant to these state and federal legal requirements. Formatted: Font: Arial **Formatted** State law also requires the district to adopt policies and/or procedures concerning **Formatted** the use of pencil and paper on the computerized portion of state assessments; Formatted: Font: (Default) Arial, Font color: Black parent requests to excuse their children from taking state assessments; and the Formatted: Font: Arial district's assessment calendar. This policy and its accompanying regulation Formatted: Line spacing: single represent the district's processes to address these requirements.

1. Pencil and paper testing option

The district may determine that a specific classroom or school within the district will use pencil and paper to complete the computerized portions of a state assessment. Factors that will be considered in making this determination include;

- the technological capacity and resources of the particular school/classroom;
- students' previous experience with computerized and written assessments;
- whether the instructional methodology of the particular school/classroom is consistent with the use of computerized assessments or written assessments; and
- the logistics of administering the state assessment in different formats at a particular school or schools.

Prior to making this determination, the superintendent or designee shallmust consult with the school principal(s) affected by this determination as well as parents/guardians of students enrolled in the district.

For students with disabilities, the use of pencil and paper instead of a computer to complete a state assessment shallwill be determined by the student's Individualized Education Program (IEP) team or Section 504 team, in accordance with applicable law.

2. Parent/guardian request for exemption

A parent/guardian who wishes to exempt his or hertheir child from a particular state assessment or assessments shallmust make this request in accordance with this policy's accompanying regulation.

In accordance with state law, the district shallwill not impose a negative consequence upon a student whose parent/guardian has requested an exemption from a state assessment or assessments. Students excused by their parents/guardians from participating in a state assessment or assessments shallwill not be prohibited from participating in an activity or from receiving any other form of reward that the district provides to students for participating in the state assessment.

This policy's exemption process shall applyapplies only to state assessments administered pursuant to C.R.S. 22-7-1006.3 and shalldoes not apply to district or classroom assessments.

3. Sharing of student state assessment results with parents/guardians

The Colorado Department of Education is required to provide diagnostic academic growth information for each student enrolled in the district and for each public school in the district based on the state assessment results for the preceding school years. Appropriate school personnel, including those who work directly with the student, shallwill, have access to the student's state assessment results and longitudinal

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academic growth information and shallmust share with and explain that information to the student's parent/guardian.

NOTE: State law requires districts to include a student's state assessment results in each student's permanent academic record. C.R.S. 22-7-1006.3 (7)(d). State assessment results must also be included on each student's final report card for the applicable school year, if the district has sufficient time to process the results after they are released. Id. Districts must also describe each student's "level of postsecondary and workforce readiness" on the student's final high school transcript by "indicating the, but must not indicate each student's level of performance on the a state readiness assessment administered to the student pursuant to assessment or national assessment on the student's transcript, C.R.S. 22-7-1006.3 in high school." 22-7,1016 (2)(b).

District assessment system

In addition to the state assessment system, the district has developed a comprehensive assessment system that:

- challenges students to think critically, and apply what they have learned and
 gives them the opportunity to demonstrate their skills and knowledge;
- includes "early warning" features that allow problems to be diagnosed promptly to let students, teachers, and parents/guardians know that extra effort is necessary:
- provides reliable and valid information on student and school performance to educators, parents/guardians, and employers; and
- provides timely and useful data for instructional improvement and improved student learning, including feedback useful in determining whether the curriculum is aligned with the district's academic standards.

In accordance with applicable law, the district's assessment system shallwill accommodate students with disabilities and English language learners.

The district's assessment results, in combination with state assessment results, will be used as the measurement of student achievement. It is believed these results will provide reliable and valid information about student progress on the district's academic standards.

Additional assessment information for parents/guardians.

In accordance with state law and this policy's accompanying regulation, the district shallwill distribute an assessment calendar and related information to parents/guardians on an annual basis to inform them about the state and district assessments that the district plans to administer during the school year.

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Classroom assessment system,

Classroom assessment practices shallwill be aligned with the district's academic standards and assessment program. Assessment is an integral part of the teaching and learning process that should occur continuously in the classroom. The primary purpose of classroom assessment shall beig to enable teachers to make instructional decisions for students on a continual basis.

Students are encouraged to engage in informal self-assessments as they study and attempt to solve problems, monitor their own progress, and improve their learning,

Grading system

The administration and professional staff shallwill devise a grading system for evaluating and recording student progress and to measure student performance in conjunction with the district's academic standards. The records and reports of individual students shallwill be kept in a form meaningful to parents/guardians as well as teachers. The grading system shallwill be uniform district-wide at comparable grade levels. Peer grading of student assignments and classroom assessments is permissible. The intent of this practice is to teach material again in a new context and to show students how to assist and respect fellow students.

The Board shallwill approve the grading, reporting, and assessment systems as developed by the professional staff, upon recommendation of the superintendent.

The Board recognizes that classroom grading and/or assessment systems, however effective, are subjective in nature but urges all professional staff members to conduct student evaluations as objectively as possible.

(Adoption date)

LEGAL REFS.: 20 U.S.C. 6311 (b)(2)(A) (Every Student Succeeds Act (ESSA) requires states to implement mathematics, reading or language arts, and science assessments).

20 U.S.C. 6312 (e)(1)(B)(i) (under ESSA, district must provide information to parents regarding child's level of achievement and academic growth on state assessments),

20 U.S.C. 6312 (e)(2)(A) (under ESSA, district must provide information to a parent regarding district's opt-out policy for state assessments, at parent's request for such information), C.R.S. 22-7-1006.3 (1) (state assessment implementation schedule)

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parents to excuse their children from participation in state	1/		Formatted	<u></u>
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C.R.S. 22-7-1016 (2)(b) (results of state "readiness assessments"	_/ //	M	Formatted	
and national assessments administered in high school must not be	-///	///	Formatted	
included on high school student's final transcript)	$\neg / \ /$	///	Formatted	
C.R.S. 22-11-101 et seq. (Education Accountability Act of 2009)	¬///	1/1	Formatted	
C.R.S. 22-11-203 (2)(a) (principal required to provide educators	¬///	\\Y	Formatted	
access to their students' academic growth information "upon receipt" of that information)	- ///	\\Y	Formatted	
C.R.S. 22-11-504 (3) (policy required to ensure explanation of	$\neg 1 \$	\\ <i>\</i>	Formatted	
student state assessment results and longitudinal growth	¬\	\\\	Formatted	
information)	-	$\ \ \ $	Formatted	[
1 CCR 301-46 (Rules for the Administration of the College	$\neg 1 $	$\parallel \parallel$		
Entrance Exam)	_/ <i> </i>	////	Formatted	(
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CROSS REFS.: AEA, Standards Based Education	\ \ \\	$\parallel \parallel$	Formatted	
AED*, Accreditation	J /	////	Formatted	
JK, Academic Achievement	7/ //)// <u>/</u>	Formatted	
JRA/JRC, Student Records/Release of Information on Students	_\\\\	.\\\Y	Formatted	
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[Revised April 2019 July 2020] COLORADO SAMPLE POLICY 1992©	-}\ '	W	Formatted	
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NOTE: Colorado school districts are required by law to adopt a policy on this subject and the law contains some specific direction as to the content or language. This sample contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs...

Equal Educational Opportunities

Every student of this school district shallwill have equal educational opportunities through programs offered in the school district regardless of disability, race, color, encestry, creed, color, sex, sexual orientation (which includes transgender), religion, marital status, national origin, marital status, disability religion, ancestry, or need for special education services.

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

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

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

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6. Discipline – review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

(Adoption date) Formatted: Font: (Default) Arial Formatted: Indent: Hanging: 0", Line spacing: single LEGAL REFS.: 20 U.S.C. §1681 (Title IX of the Education Amendments of 1972) Formatted: Font: (Default) Arial, Not Raised by / 20 U.S.C. §1701-1758 (Equal Educational Opportunities Act of 1974) Lowered by 29 U.S.C. §701 et seq. (Section 504 of the Rehabilitation Act of 1973) Formatted: Font: (Default) Arial, Font color: Black C.R.S. 2-4-401 (13.5) (definition of sexual orientation, which includes Formatted transgender) C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting **Formatted** discrimination) Formatted: Font: (Default) Arial, Font color: Black C.R.S. 22-32-109.1 (2) (safe school plan to be revised as necessary in Formatted response to relevant data collected by the school district) Formatted: Font: (Default) Arial, Font color: Black C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle) Formatted C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation) Formatted: Font: (Default) Arial, Font color: Black C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination) **Formatted** Formatted: Font: (Default) Arial, Font color: Black CROSS REFS.: AC, Nondiscrimination/Equal Opportunity JBB*, Sexual Harassment Formatted: Font: (Default) Arial, Font color: Black Formatted Formatted NOTE: State law defines "sexual orientation" For purposes of this policy, these terms have Formatted: Font: (Default) Arial, Font color: Black the following meanings: Formatted: Font: (Default) Arial, Font color: Black "Race" includes hair texture, hair type, or a protective hairstyle that is Formatted: Font: Arial, 12 pt commonly or historically associated with race. C.R.S. 22-32-110 (1)(k). Formatted: Font: Arial "Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight Formatted: Font: (Default) Arial, Font color: Black coils or curls, cornrows, bantu knots, afros, and head wraps. Id. Formatted: Font: (Default) Arial, Font color: Black "Sexual Orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's Formatted perception thereof. C.R.S. 2-4-401 (13.5). Formatted Formatted Table **Formatted**

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[Revised August 2016 July 2020] COLORADO SAMPLE POLICY 1990©

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not unlawfully discriminate based on a student's disability, race, creed, color, Formatted national origin, ancestry, creed, religion, sex, sexual orientation (which includes Formatted transgender), marital status, disabilitynational origin, religion, ancestry, or need for Formatted special education services in the determination or recommendation of action under Formatted this policy. Formatted (Adoption date) Formatted Formatted LEGAL REFS.: C.R.S. 22-1-102 (defines "resident") Formatted C.R.S. 22-1-102.5 (defines "homeless child") Formatted C.R.S. 22-1-115 (school age is any age over five and under twenty-Formatted one years) C.R.S. 22-2-409 (notification of risk) Formatted C.R.S. 22-32-109 (1)(II) (Board duty to adopt policies requiring Formatted enrollment decisions to be made in a nondiscriminatory manner) Formatted C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background Formatted includes hair texture, definition of protective hairstyle) Formatted C.R.S. 22-32-115 (tuition to another school district) Formatted C.R.S. 22-32-116 (non-resident students) Formatted

The Board, the superintendent, other administrators, and district employees shall will

C.R.S. 22-32-138 (enrollment of students in out-of-home

placements). Formatted (... C.R.S. 22-33-103 through 22-33-110 (school attendance law). Formatted C.R.S. 22-33-105 (2)(c) (requiring hearing to be convened if Formatted <u>...</u> requested within 10 days after denial of admission or expulsion). Formatted Formatted CROSS REFS.: JEB, Entrance Age Requirements ... Formatted (... JKD/JKE, Suspension/Expulsion of Students (and Other Disciplinary Interventions) Formatted JLCB, Immunization of Students Formatted (... Formatted **...** Formatted (... Formatted ... Formatted Formatted

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NOTE: For purposes of this policy, these terms have the following meanings:

- "Race" includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).
- "Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. Id.
- "Sexual Orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof. C.R.S. 2-4-401 (13.5).

[Revised January 2018 July 2020] COLORADO SAMPLE POLICY 1991© Formatted: Font: (Default) Arial, Font color: Black

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Strasburg School District 31J 56729 East Colorado Avenue Strasburg, CO 80136

Minutes of the Board of Education

August 25th, 2020 (6:15 P.M.) – Video Conference Meeting via Zoom

CALL TO ORDER:

Meeting was called to order at 6:15 P.M. by President Julie Winter

ATTENDANCE: (Roll Call)

Board members present were: Diana Elliott, Dillon Kent, Michael Marrero and Julie Winter.

Ryan Dwyer absent

Others participating were Monica Johnson (Superintendent of Schools).

PLEDGE OF ALLEGIANCE:

AGENDA APPROVAL:

On a motion by Micheal Marrero and seconded by Dillon Kent, it is hereby resolved to approve the Agenda.

AYE: Elliott, Kent, Marrero, Winter NAY: NONE – MOTION CARRIED 4-0

BOARD ACTION ITMES:

On a motion from Diana Elliott and seconded by Dillon Kent it is hereby resolved to approve the Resolution for Fund 41 Budget: "BE IT REOLVED, that the additional expenditure amount of \$31,076.00 as shown be appropriated for the fund 41 for the fiscal year beginning July 1, 2019 and ending June 30, 2020."

AYE: Elliott, Kent, Marrero, Winter NAY: NONE – MOTION CARRIED 4-0

On a motion from Dillon Kent and seconded by Diana Elliott it is hereby resolved to approve the Resolution calling for the November 2020 election: "I move we approve the resolution calling for a special election and approve the ballot question as set forth in the resolution. I further move that we authorize Georgia Steele as the designated election official to such actions as necessary to affect the election.

AYE: Elliott, Kent, Marrero, Winter NAY: NONE – MOTION CARRIED 4-0

<u>INFORMATION FROM SUPERINTENDNET AND DEPARTMENT REPORTS:</u>

Superintendent Johnson updated the Board of Education on the first week of school and COVID.

ADJOURNMENT:

Julie Winter, President	Date
Dillon Kent, Treasurer	Date