

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
 - 5. 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**

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.

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 ~~shall~~**must** be followed by all school district personnel in all situations involving potential contact with any body fluids and substances:

1. ~~1.~~ 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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3. Wash hands often and well with soap and water, paying particular attention to areas around and under fingernails and between fingers and scrubbing hands for at least 20 seconds.

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/AIDS diseases~~ of which staff members also should be aware. The following page includes a table listing communicable diseases and body substance sources of infection.

~~1. 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.~~

~~2. 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.~~

~~4. There have been no documented cases of HIV/AIDS transmitted by mouth-to-mouth 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 |
|-------------------------|-----------------------------|----------------------------|
| Blood | Hepatitis B virus | Bloodstream inoculation |
| – cuts/abrasions | HIV/AIDS | through cuts and abrasions |
| – nose bleeds | Cytomegalovirus | on hands |
| – menses | | Direct blood stream |
| – contaminated needle | | inoculation |
| *Feces | Hepatitis A virus | **_____Oral |
| – incontinence | Salmonella bacteria | inoculation from |
| | Shigella bacteria | contaminated hands |
| | C. difficile | |
| *Respiratory secretions | Common cold virus | **_____Oral |
| – saliva | Influenza virus | inoculation from |
| – nasal discharge | ***_____Epstein- | contaminated hands |
| | Barr virus | |
| | <u>COVID-19/Coronavirus</u> | |
| *Vomit | Gastrointestinal viruses | **_____Oral |
| | (e.g., Norwalk virus) | inoculation from |
| | | contaminated hands |
| *Urine | *** | Bloodstream inoculation |
| – incontinence | _____Cytomegal | through cuts and abrasions |
| | 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©

File: ADC

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.

Tobacco-Free Schools

To promote the general health, welfare, and well-being of students and staff, smoking, chewing, or any other use of any tobacco product by staff, students, and members of the public is prohibited on all school property.

Possession of any tobacco product by students is also prohibited on school property.

For purposes of this policy, the following definitions apply:

1. "School property" means all property owned, leased, rented, or otherwise used or contracted for by a school, including but not limited to the following:
 - a. All indoor facilities and interior portions of any building or other structure used for students or children under the age of 1821, for instruction, educational or library services, routine health care, daycare, or early childhood development services, as well as for administration, support services, maintenance, or storage. The term does not apply to buildings used primarily as residences, i.e., teacherages.
 - b. All school grounds over which the school exercises control including areas surrounding any building, playgrounds, athletic fields, recreation areas, and parking areas.
 - c. All vehicles used by the district for transporting students, staff, visitors, or other persons.
 - 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)(I)(H) (policy required as part of safe schools plan)
 C.R.S. 25-14-103.5 (tobacco use prohibited on school property)
 C.R.S. 25-14-301 (Teen Tobacco Use Prevention Act)

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

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

C.R.S. 24-34-301 (7) (definition of sexual orientation, which includes transgender)

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

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

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity
GBAA, Sexual Harassment

NOTE: State law defines "sexual orientation" 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. 24-34-301(7); 2-4-401 (13.5).

[Revised ~~August 2016~~ July 2020]

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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 ~~shall will~~ extend to a wide variety of educational institutions and geographical areas. It ~~shall will~~ take into consideration the diverse characteristics of the school system and the need for staff members of various backgrounds.

Recruitment procedures ~~shall will~~ not overlook the talents and potential of individuals already employed in the district's schools. Any present employee of the district may apply for a position for which ~~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 ~~shall must~~ conduct background checks with the Colorado Department of Education and previous employers regarding the applicant's fitness for employment. In all cases where credit information or reports are used in the hiring process, the district ~~shall must~~ 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, color, 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

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[Revised ~~November 2019~~ July 2020]

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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.

Support Staff Recruiting/Hiring

The Board ~~shall will~~ establish and budget for classified positions in the school district on the basis of need and the financial resources of the district.

Recruiting

The recruitment and selection of candidates for these positions ~~shall be~~ is the responsibility of the superintendent or designee who ~~shall must~~ confer with principals and other supervisory personnel in making a selection.

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

Background checks

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

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

Hiring

~~There shall be no discrimination~~ Discrimination in the hiring process on the basis of disability, race, color, 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

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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>.

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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©

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 ~~shall~~**must** 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 ~~shall~~**will** 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 her~~**their** child from a particular state assessment or assessments ~~shall~~**must** make this request in accordance with this policy's accompanying regulation.

In accordance with state law, the district ~~shall~~**will** 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 ~~shall~~**will** 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 apply~~**applies** only to state assessments administered pursuant to C.R.S. 22-7-1006.3 and ~~shall does~~ 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, ~~shall~~**will** have access to the student's state assessment results and longitudinal

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academic growth information and ~~shall~~must 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 assessments 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 ~~shall~~will 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 ~~shall~~will 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 ~~shall will~~ 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 be is~~ 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 ~~shall will~~ 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 ~~shall will~~ be kept in a form meaningful to parents/guardians as well as teachers. The grading system ~~shall will~~ 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 ~~shall will~~ 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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Equal Educational Opportunities

Every student of this school district ~~shall~~will have equal educational opportunities through programs offered in the school district regardless of disability, race, color, ancestry, 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 ~~shall will~~ 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 ~~shall will~~ 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.

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

(Adoption date)

LEGAL REFS.: 20 U.S.C. §1681 (*Title IX of the Education Amendments of 1972*)
 20 U.S.C. §1701-1758 (*Equal Educational Opportunities Act of 1974*)
 29 U.S.C. §701 *et seq.* (*Section 504 of the Rehabilitation Act of 1973*)
 C.R.S. 2-4-401 (13.5) (*definition of sexual orientation, which includes transgender*)
 C.R.S. 22-32-109 (1)(II) (*Board duty to adopt written policies prohibiting discrimination*)
 C.R.S. 22-32-109.1 (2) (*safe school plan to be revised as necessary in response to relevant data collected by the school district*)
 C.R.S. 22-32-110 (1)(k) (*definition of racial or ethnic background includes hair texture, definition of protective hairstyle*)
 C.R.S. 24-34-601 (*unlawful discrimination in places of public accommodation*)
 C.R.S. 24-34-602 (*penalty and civil liability for unlawful discrimination*)

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity
 JBB*, Sexual Harassment

NOTE: State law defines “sexual orientation.” 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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- *“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]

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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

INFORMATION FROM SUPERINTENDNET AND DEPARTMENT REPORTS:

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

ADJOURNMENT:

Julie Winter, President

Date

Dillon Kent, Treasurer

Date