

# *Board of Education*

## *Mesa County Valley School District 51*

---

*Board Work Session Minutes*

*October 6, 2020*

---

### **Board Work Session Minutes**

A - Doug Levinson  
 B - Paul Pitton  
 C - Trish Mahre  
 D - Tom Parrish  
 E - Amy Davis

**Board of Education**  
**Mesa County Valley School District 51**  
**Board Work Session: October 6, 2020**  
**Adopted: November 10, 2020**

	A	B	C	D	E		ACTION
						AGENDA ITEMS	
Present	x	x	x	x	x	<b>BOARD WORK SESSION</b>	6:01 p.m.
Absent						<ul style="list-style-type: none"> <li>➤ Mr. Parrish attended the meeting electronically.</li> </ul> <ol style="list-style-type: none"> <li>1. Gallagher Amendment Presentation           <ul style="list-style-type: none"> <li>➤ Mr. Reeves Brown, Building a Better Colorado Project Manager, joined the meeting remotely. Mr. Brown presented information on the Gallagher Amendment, defined what is considered residential property and non-residential property, explained how property taxes are calculated for residential and non-residential properties, reviewed what services rely on property taxes and how the percentages of value and rates, used to calculate property taxes, are determined. He noted at the time the Gallagher Amendment was implemented, residential property made up about 45% of all property in the state, whereas today residential property makes up about 80% of all property. The Gallagher Amendment froze the rate of taxation for non-residential property at 29% and dictates that residential property can only represent 45% of the total property value for the state. The disparity of growth between residential property and non-residential property has caused non-residential properties to be taxed higher than residential properties of equal value, approximately four times higher. Mr. Brown reported representatives from Building a Better Colorado met with representatives from thirty-seven different communities across the state to discuss ways to correct the disparity in the tax rates between residential and non-residential properties. The majority of representatives felt repealing the Gallagher Amendment would be the best solution. If the Gallagher Amendment is repealed the current tax rates would remain the same and can only be raised through a statewide vote of the people.</li> <li>➤ Mr. Bernie Buescher, former Colorado Secretary of State, spoke in favor of repealing the Gallagher Amendment. He noted, with the repeal of the Gallagher Amendment the residential tax rate would remain at around 7.15%, which is the third lowest in the nation. Because of the Gallagher Amendment special districts in rural communities, without a large commercial base, have had to make significant budget cuts. Historically, around 50% of property tax goes to fund public education so the Gallagher Amendment has also effected funding for schools. The state is supposed to back fill any funding lost, but has been unable to do so. Mr. Buescher noted seventy-nine members of the current legislation and several organizations, including the Chamber of Commerce, Club 20, the Grand Junction Economic Partnership, Action 15, Progression 22, the National Federation of Independence Business, and the American Federation of Labor and Congress of Industrial Organization (AFL-CIO) have endorsed the repeal of the Gallagher Amendment.</li> </ul> </li> <li>2. Special Education Update           <ul style="list-style-type: none"> <li>➤ Mrs. Patti Virden, Executive Director of Student Services, Mrs. Teresa Bandel-Schott, Special Education Director, and teachers Ms. Kelsey McCoy, Fruitvale Elementary School, and Ms. Kristie Fifer, Redlands Middle School, presented information on special education services. They reviewed some of the requirements of the Individuals with Disabilities Education Act (IDEA) and some</li> </ul> </li> </ol>	

- A - Doug Levinson
- B - Paul Pitton
- C - Trish Mahre
- D - Tom Parrish
- E - Amy Davis

**Board of Education**  
**Mesa County Valley School District 51**  
**Board Work Session: October 6, 2020**  
**Adopted: November 10, 2020**

A	B	C	D	E
---	---	---	---	---

<b>AGENDA ITEMS</b>	<b>ACTION</b>
---------------------	---------------

responsibilities of the Office of Civil Rights such as enforcement of civil rights laws and the Rehabilitation Act of 1973. They explained how the state's accountability system, Results Driven Accountability (RAD) emphasizes compliance as well as academic growth for students with disabilities. Findings from a lawsuit involving a Douglas County School found the school was not in compliance and gave clarity as to what schools should be doing. There are checklists, timelines and specific indicators required to be in compliance. District 51 was using a self-checking system and thought staff was in compliance, but the results of a RAD audit showed the District's scored 160 out of a possible 300, placing the District in a "Needs Assistance" status. The Special Education Department is now in the process of auditing Individual Education Plans (IEPs) to make sure the those plans are written correctly and have steps in place to monitor student progress. A short video was shown to demonstrate a progress monitoring system Palisade High School teacher Jodene Brannan developed and implements. The group answered questions from the Board regarding teacher workloads, supports to assist teachers, and monitoring to make sure students are receiving the appropriate services. Currently coordinators and coaches are working with teachers to help them work more efficiently and effectively and are working to monitor IEPs and record student progress.

[Recess 7:40 p.m. Resume Meeting 7:52 p.m.]

3. Sun Shade Structure Update
  - Mr. Phil Onofrio, Chief Operations Officer, and Mr. Eddie Mort, Maintenance Coordinator, showed photos of some sun shade structures at area schools and other types of structures available. They shared information on the cost for the various structures and a list of schools who have requested a structure to accommodate outside classroom activities and/or additional lunch space. The cost of the structures vary greatly depending on durability, installation and ongoing maintenance. The Board requested a prioritized list noting schools with the greatest needs, the types of structures needed to accommodate those needs and cost to purchase and install the structures.
  
4. Career/Technical Education Update
  - Ms. Cheryl Taylor, College and Career Readiness Director, and Ms. Andrea Bolton, College and Career Readiness Assistant Director, reviewed programs available to students to enable high school students to receive college credits and/or investigate various career opportunities. They reviewed which schools are participating in the programs and the number of students involved in the various programs. There are programs offering middle and high school students an opportunity to explore various career avenues to help when deciding on a career pathway. High school students can earn college credits by attending classes at Western Colorado Community College, Colorado Mesa University or an area high school where college level classes are available. Students can participate in career incentive programs and created pathway programs to earn certificates in areas such as construction, healthcare, veterinary assistance,

- A - Doug Levinson
- B - Paul Pitton
- C - Trish Mahre
- D - Tom Parrish
- E - Amy Davis

**Board of Education**  
**Mesa County Valley School District 51**  
**Board Work Session: October 6, 2020**  
**Adopted: November 10, 2020**

	A	B	C	D	E	AGENDA ITEMS	ACTION
						<p>technology, business, firefighting and more. Students can obtain work based learning through job shadowing, internships and apprenticeships. Ms. Taylor acknowledged and thanked the area businesses, educational partners and the Grand Junction Chamber of Commerce for collaborating with the District for the benefit of students.</p> <p>5. Curriculum Update            ➤ Update moved to the October 20 Board Business Meeting</p> <p>6. COVID-19 Funds Update            ➤ Mrs. Melanie Trujillo, Finance Director and Ms. Angela Slaven, Finance Accountant, handed out a detailed report listing expenditures from the Coronavirus Relief Fund. District 51 received slightly under \$11 million from the \$510 million received by the state. Mrs. Trujillo and Ms. Slaven shared information on how state funds were distributed to school districts and the restriction placed on those funds. At this time, approximately fifty percent of the funds received by the District have been expended. The remaining funds are allocated for items such as staff trainings, student instructional opportunities and learning supports, personal protective equipment and sick leave. All funds must be spent by December 30, 2020.</p> <p>7. Policy First Reading            7.a. AC, Nondiscrimination            7.b. AC-2, Sexual Harassment            7.c. AC-R-1, Nondiscrimination            7.d. AC-R-2, Sexual Harassment            ➤ Mr. John Williams, General Counsel, highlighted the changes made to the policies and regulations, and explained the reasons for drafting the new policy AC-2, Sexual Harassment. The policies and regulations will be brought before the Board for a second reading and adoption at the October 20 Business Meeting.</p> <p><b><u>BUSINESS MEETING</u></b></p>	
Present	x	x	x	x	x	A. Call to Order/Roll Call ➤ Mr. Pitton conducted the meeting, as Mr. Parrish was attending electronically.	8:55 p.m.
Absent							
Motion			x			B. Agenda Approval	Adopted
Second	x						
Aye	x	x	x	x	x		
No							
Motion					x	C. Resolution to Support Repeal of Gallagher Amendment [Resolution 20/21: 22] ➤ Motion to adopt the resolution with the deletion of the final paragraph, authorizing expenditure of District funds.	Adopted with deletion of final paragraph
Second	x						
Aye	x	x	x	x	x		
No							

A - Doug Levinson B - Paul Pitton C - Trish Mahre D - Tom Parrish E - Amy Davis						<b>Board of Education</b> <b>Mesa County Valley School District 51</b> <b>Board Work Session: October 6, 2020</b> <b>Adopted: November 10, 2020</b>	
	A	B	C	D	E		
						<b>AGENDA ITEMS</b>	<b>ACTION</b>
Motion Second Aye No	x x	x	x	x	x	D. Personnel Action [Resolution 20/21: 23]	Adopted
Motion Second Aye No	x x	x	x	x	x	E. Adjournment: 9:05 p.m.	Adjourn
						<hr/> Bridget Story, Secretary Board of Education	

# Mesa County Valley School District 51

AC-1

## NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Second Reading/Permanent Adoption: August 4, 2020

First Reading Revisions: October 6, 2020

---

The Board is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. The schools in the District are subject to all federal and state laws and constitutional provisions prohibiting discrimination and harassment on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, marital status, national origin, religion, ancestry or need for special education services. Accordingly, no otherwise qualified student, employee, applicant for employment, or member of the public may be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination or harassment in any District program or activity on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth is also prohibited in accordance with state and/or federal law.

For purposes of this policy, the following definitions shall apply;

- “Discrimination” means unequal treatment of an individual or a group based on the characteristic(s) of age, disability, race, creed, color, sex, sexual orientation, gender identity, marital status, national origin, religion, ancestry, or need for special education.
- “Harassment,” when used in this Policy, shall include sexual harassment, means systematic or continued unwanted and offensive actions to an individual person or group, including threats of violence and demands.
- ~~“Sexual Harassment” means conduct on the basis of sex that satisfies one of the following: An employee of the District conditioning the provision of aid, a benefit, or service of the District on an individual’s participation in unwelcome sexual conduct (“Quid Pro Quo”); Unwelcome conduct determined by a reasonable person to be severe, pervasive, and objectively offensive that denies an individual educational programs, activities, or the full benefit of employment; sexual assault, dating violence, domestic violence, and stalking.~~
- ~~“Sexual Orientation” means a person’s orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person’s perception thereof.~~

This policy and supporting regulation(s) will be used to address all concerns regarding unlawful discrimination and harassment. ~~Alleged conduct regarding sex-based discrimination and sexual harassment will follow the complaint and investigation procedures specific to this conduct.~~

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

1. ~~To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation, and applicable judicial interpretations.~~

# Mesa County Valley School District 51

AC-1

## NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Second Reading/Permanent Adoption: August 4, 2020

First Reading Revisions: October 6, 2020

- 
- ~~2. To encourage positive experiences in terms of human values for children and adults who have differing personal and family characteristics or who come from various socio-economic, racial, and ethnic groups.~~
  - ~~3. To consider carefully, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.~~
  - ~~4. To utilize educational experiences to build each individual's pride in the community in which they live.~~
  - ~~5. To initiate a process of reviewing all policies and practices of this school district in order to achieve the objectives of this policy to the greatest extent possible.~~
  - ~~6. To investigate and resolve promptly any complaints of unlawful discrimination and harassment.~~
  - ~~7. To investigate and appropriately discipline staff and students found to be responsible for incidents of harassment or unlawful discrimination in violation of Board policy.~~

### Annual notice

The District will issue a written notice prior to the beginning of each school year that advises students, parents, employees, and the general public that the educational programs, activities, and employment opportunities offered by the District are offered without regard to age, disability, race, creed, color, sex, sexual orientation, gender identity, marital status, national origin, religion, ancestry, or need for special education services. With respect to employment practices, the District will also issue written notice that it does not discriminate on the basis of age, genetic information, or conditions related to pregnancy or childbirth. The announcement will also include the name, address, email address, and telephone number of the person(s) designated to ~~coordinate Title IX, Section 504, and ADA compliance activities~~ compliance officer. All such written notices may be issued on the District's website.

When reasonably practical, ~~the~~ notice will be disseminated to persons with limited English language skills in the person's own language. It will also be made available to persons who are visually impaired in a format that can be comprehended by that person.

The notice will appear on a continuing basis in all District media containing general information, including: teachers' guides, school publications, the District's website, recruitment materials, application forms, vacancy announcements, student handbooks, school program notices, summer program newsletters, and annual letters to parents.

### Harassment is prohibited

Harassment based on a person's age, disability, race, creed, color, sex, sexual orientation, gender identity, marital status, national origin, religion, ancestry or need for special education services is a form of discrimination prohibited by state and federal law. Preventing and remedying such harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students can learn, employees can work, and members of the public can access and receive the benefit of District facilities and programs. All

# Mesa County Valley School District 51

AC-1

## NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Second Reading/Permanent Adoption: August 4, 2020

First Reading Revisions: October 6, 2020

---

such harassment, by District employees, students, and third parties, is strictly prohibited.

All District employees and students share the responsibility to ensure that harassment does not occur at any District school, on any District property, at any District or school-sanctioned activity or event, or off school property when such conduct has a nexus to the school, or any District curricular or non-curricular activity or event.

### **Reporting unlawful discrimination and harassment**

Any student who believes they have been a target of unlawful discrimination or harassment, as defined in Board policy and supporting regulations, or who has witnessed such unlawful discrimination or harassment, should ~~immediately~~ report it to an administrator, counselor, teacher, or the District's compliance officer, as the case may be, and file a complaint as set forth in the regulation which accompanies this policy.

Any employee, applicant for employment, or member of the public who believes they have been a target of unlawful discrimination or harassment, or who has witnessed such unlawful discrimination or harassment, should file a complaint with either an immediate supervisor or the District's compliance officer.

If the individual alleged to have engaged in prohibited conduct is the person designated as the compliance officer, an alternate compliance officer will be designated to investigate the matter in accordance with this policy's accompanying regulation.

### **District action**

All District employees who witness unlawful discrimination or harassment must take prompt and effective action to stop it, as prescribed by the District. ~~All District employees who receive a report~~ or have knowledge of unlawful discrimination or of sexual harassment involving a student, staff member or member of the public involved with a school shall immediately communicate the substance of the report or knowledge to the ~~District's Title IX Coordinator~~ compliance officer.

The District will take appropriate action to promptly and impartially investigate allegations of unlawful discrimination and harassment, to end unlawful behavior, to prevent the recurrence of such behavior, and to prevent retaliation against the individual(s) who files the complaint and/or any person who participates in the investigation. When appropriate, the District will take interim measures during the investigation to protect against further unlawful discrimination, harassment, or retaliation.

To the extent possible, all reports of unlawful discrimination or harassment will be kept confidential. Students or employees who knowingly file false complaints or give false statements in an investigation may be subject to discipline, up to and including suspension/expulsion for students and termination of employment for employees. No student, employee, or member of the public may be subject to adverse treatment in retaliation for any good faith report of harassment under this policy.



# Mesa County Valley School District 51

AC-1

## NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Second Reading/Permanent Adoption: August 4, 2020

First Reading Revisions: October 6, 2020

---

Upon determining that incidents of unlawful discrimination or harassment are occurring in particular District settings or activities, the District will implement measures designed to remedy the problem in those areas or activities.

Any student or employee who engages in unlawful discrimination or harassment will be disciplined according to applicable Board policies and the District will take reasonable action to restore lost educational or employment opportunities to the target(s).

In cases involving potential criminal conduct, the District will determine whether appropriate law enforcement officials should be notified.

### Notice and training

To reduce unlawful discrimination and harassment and ensure a respectful school environment, the administration is responsible for providing notice of this policy to all District schools and departments. The policy and complaint process will be prominently posted on the District's website, referenced in student and employee handbooks and made otherwise available to all students, staff, and members of the public through electronic or hard-copy distribution. ~~Training materials regarding sex-based discrimination and sexual harassment are available to the public on request.~~

Students and District employees will receive periodic training related to recognizing and preventing unlawful discrimination and harassment. District employees must receive additional training related to handling reports of unlawful discrimination and harassment. The training will include, but not be limited to:

- awareness of groups protected under state and federal law and/or targeted groups;
- how to recognize and react to unlawful discrimination and harassment; and
- proven harassment prevention strategies.

LEGAL REFS.: 20 U.S.C. 1681 (Title VII, Education Amendments of 1972)

20 U.S.C. 1701-1758 (Equal Employment Opportunity Act of 1972)

29 U.S.C. 621 et seq. (Age Discrimination in Employment Act of 1967)

29 U.S.C. 701 et seq. (Section 504 of the Rehabilitation Act of 1973)

42 U.S.C. 12101 et seq. (Title II of the Americans with Disabilities Act)

42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)

42 U.S.C. 2000e (Title VII of the Civil Rights Act of 1964)

42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)

34 C.F.R. Part 100 through Part 110 (civil rights regulations)

C.R.S. 2-4-401 (13.5) (definition of sexual orientation, which includes transgender)

C.R.S. 18-9-121 (bias-motivated crimes)

# **Mesa County Valley School District 51**

**AC-1**

## **NONDISCRIMINATION**

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Second Reading/Permanent Adoption: August 4, 2020

First Reading Revisions: October 6, 2020

---

C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting discrimination)  
C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)  
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)  
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)  
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.: GBA, Open Hiring/Equal Employment Opportunity  
GBAA, Sexual Harassment  
JB, Equal Educational Opportunities  
JBB\*, Sexual Harassment

---

Mesa County Valley School District 51 does not discriminate on the basis of sex in the educational programs and activities which it operates. Mesa County Valley School District 51 is prohibited from such discrimination pursuant to Title IX of the Education Amendments of 1973 (20 U.S.C. 1681-88) and implementing regulations (34 C.F.R. Part 106). This prohibition applies to the education of students and to the employment of faculty and staff.

Title IX prohibits sexual harassment in the District's programs and activities. The term "Sexual Harassment" is defined as:

- An employee of the District conditioning the provision of aid, benefit, or service from the District on participation in unwelcome sexual contact ("quid pro quo"),
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the District's educational programs and activities, and
- Sexual assault, dating violence, domestic violence, and stalking ("Sexual Misconduct").

For purposes of this Policy AC-2, Sexual Harassment shall also include consensual sexual contact between a student and a staff member.

The District shall adopt and publish regulations and procedures concerning this policy and include such regulations and procedures in the Board of Education's Policies. The District shall issue written notice prior to the beginning of each school year that advises students, parents, employees, and the general public of this policy and related regulations. The District shall include such regulations in the District's Employee Handbook. All regulations are to be in compliance with Title IX and its implementing regulations.

The District shall publish on its website the name and contact information of the District's Title IX Coordinator and the methods that a student or staff member can use to report an incident of Sexual Harassment. The District shall also provide training for students, faculty and staff about Title IX and Sexual Harassment.

Any students who believe that he or she has been the subject of sexual harassment or has knowledge of sexual harassment should immediately report it to an administrator, counselor, teacher, or the title IX Coordinator. Any employee of the district who becomes aware of any act or acts of sexual harassment is required to report such act(s) to the Title IX Coordinator. Upon receipt of a report, the district shall take action to contact the affected parties, investigate the allegations and determine responsibility.

***Mesa County Valley School District 51***

**AC-2**

**NONDISCRIMINATION**

Related: AC-R

Policy First Reading: October 6, 2020

---

---

The Superintendent is directed to review the District's regulations and procedures concerning Sexual Harassment annually to assure compliance with Title IX, its implementing regulations and the needs of the District's students and staff. The Superintendent is authorized to amend the rules, regulations and procedures as needed to assure compliance. All amendments and additions shall be timely communicated to the Board of Education.

# Mesa County Valley School District 51

AC-R-1

## NONDISCRIMINATION

### (Compliance and Complaint Procedures)

Adopted: April 16, 1991

Presented for Revision: September 3, 2002

Revised: July 11, 2011

Adopted: November 17, 2015

Revised: August 14, 2020

Revision First Reading: October 6, 2020

---

In order to foster and enforce the District's policy of nondiscrimination, it shall be the practice of district administration to promptly investigate reports and complaints of unlawful discrimination and/or harassment; take action in response when unlawful discrimination and/or harassment is discovered; impose appropriate sanctions on offenders in a case-by-case manner; and protect the privacy of all those involved in unlawful discrimination and/or harassment complaints as required by state and federal law. When appropriate, the complaint shall be referred to law enforcement for investigation.

The district has adopted the following procedures to promptly and fairly address reports and complaints regarding alleged unlawful discrimination and/or harassment.

#### Definitions

- a. "Compliance officer" means a person or entity designated by the Board to receive reports and complaints concerning alleged unlawful discrimination and harassment. The compliance officer shall be identified by name, address, telephone number and email address. See exhibit AC-E. If the designated individual is not qualified or is unable to act as such, the superintendent shall designate an alternate compliance officer who shall serve until a successor is appointed by the Board.
- b. "Discrimination" means unequal treatment of an individual or group based on the characteristic of age, disability, race, creed, color, sex, sexual orientations, gender identity, marital status, national origin, religion, ancestry, age or need for special education services.
- a.c. "Harassment" means systematic or continued unwanted and offensive actions to an individual or group, including threats of violence and demands.
- b.d. Policy AC-1 and Regulation AC-R-1 shall apply to "Aggrieved individual" shall mean a students, the parents or guardians of a students under the age of 18 acting on behalf of a student, an employees of the district, or members of the public who isare directly affected by an alleged violation of Board policies prohibiting unlawful discrimination or harassment.

#### Compliance officer's duties

The compliance officer shall be responsible for coordinating all complaint and investigatory procedures and processes regarding any alleged violation of federal or state statute or Board policy prohibiting unlawful discrimination or harassment. The compliance officer's duties shall include providing notice to students, parents/guardians of students, employees and the general public concerning the compliance process, providing training for district staff regarding the prohibition of discrimination/harassment in all district programs, activities and employment practices, disseminating information concerning the forms and procedures for the filing of complaints, ensuring the prompt investigation of all reports and complaints, coordinating decision making ~~hearing~~ procedures, and identifying and addressing any patterns or systemic problems that arise during the review of complaints. The compliance officer may delegate any or all of the foregoing responsibilities as necessary and/or appropriate under the circumstances.

The compliance officer shall present a written report to the Board and Superintendent each year containing a summary of each such incident involving an allegation of unlawful discrimination or harassment that occurred in the preceding 12 months. The report shall identify the actions and discipline taken in regard to each incident and shall contain the compliance officer's recommendations concerning actions which might be taken to prevent recurrence of similar incidents.

# Mesa County Valley School District 51

AC-R-1

## NONDISCRIMINATION

### (Compliance and Complaint Procedures)

Adopted: April 16, 1991

Presented for Revision: September 3, 2002

Revised: July 11, 2011

Adopted: November 17, 2015

Revised: August 14, 2020

Revision First Reading: October 6, 2020

---

#### Notice

Students, parent(s)/guardian(s) of students and employees shall be notified annually by Student and Parent Handbook, by communication through the District website or by other appropriate means concerning the complaint procedures available under this Regulation. Such notice shall include the name/title, address and telephone number of the compliance officer.

#### Intake and investigation procedure

District staff and students, and other members of the public, are encouraged to promptly report any incident believed to involve unlawful discrimination or harassment as provided in Board policy and this regulation. Reports may be made orally or in writing. All reports or complaints received by teachers, counselors, principals or other district employees shall be promptly forwarded to the compliance officer. If the compliance officer is the individual alleged to have engaged in the prohibited conduct, the report or complaint shall be forwarded to the superintendent.

The compliance officer shall confer with the reporting party and the aggrieved individual(s) and/or the alleged victim of the unlawful discrimination or harassment as soon as is reasonably possible following the compliance officer's receipt of the report or complaint. At such conference(s), the compliance officer shall explain the avenues for formal and informal action, and provide a description of the complaint process. The compliance officer shall also explain that whether or not the individual files a written complaint or otherwise requests action, the district is required by law to take steps to correct any unlawful discrimination or harassment and to prevent recurring unlawful discrimination, harassment or retaliation against anyone who makes a report or participates in an investigation. The compliance officer shall also explain that (a) any request for confidentiality shall be honored so long as doing so does not preclude the district from responding effectively to prohibited conduct and preventing future prohibited conduct, and as otherwise required by law, and (b) privacy laws and district practice will prevent disclosure of specific actions or disciplinary measures taken as a result of any complaint or investigation.

All reports or complaints of unlawful discrimination or harassment shall be reasonably investigated and resolved by formal or informal action as provided below. Insofar as practicable and consistent with the objectives (1) of obtaining full disclosure of all pertinent facts, and (2) of seeking to achieve a resolution of disputes in an informal fashion, the investigation shall be conducted in a confidential manner so as not to disclose the identity of the complaining party and witnesses. The person(s) whose conduct is in question shall not be considered a party at the investigation stage. Such person(s) shall be informed only of those facts that, in the compliance officer's judgment, are necessary to achieve a full and accurate disclosure of material facts or to obtain an informal resolution.

#### Informal action

If an aggrieved individual who reports or complains of unlawful discrimination or harassment declines to file a written complaint or requests that the matter be resolved in an informal manner without formal filing of a written complaint as provided below, the compliance officer shall determine whether such matter may be appropriately resolved through informal action. Informal action may include, but shall not be limited to, mediation, counseling or other non-disciplinary action, decision or process. If a resolution is attempted through informal action, then the compliance officer shall document the informal action taken and the resolution or other outcome achieved or determined. No further compliance action shall be required. No aggrieved individual shall be compelled to accept informal resolution of a complaint of unlawful discrimination or harassment and such individual may exit the informal resolution process at any time by filing a written complaint. Informal resolution shall not be used to process written complaints filed with the compliance officer and shall not be used where the underlying offense involves allegations of sexual assault or other act of violence.

#### Formal action—complaint procedure

# Mesa County Valley School District 51

AC-R-1

## NONDISCRIMINATION

### (Compliance and Complaint Procedures)

Adopted: April 16, 1991

Presented for Revision: September 3, 2002

Revised: July 11, 2011

Adopted: November 17, 2015

Revised: August 14, 2020

Revision First Reading: October 6, 2020

a. Any aggrieved individual may file with the compliance officer a written complaint charging the district, another student or any district employee with unlawful discrimination or harassment. Persons who wish to file a complaint shall be encouraged to use the district's complaint form.

b. All complaints shall include a detailed description of the alleged events, the dates the alleged events occurred and names of the parties involved, including any witnesses, and identify with reasonable specificity the nature of the complaint and the Board policy or state or federal law violated. The complaint shall be filed as soon as possible after the incident. No complaints shall be received and processed by the compliance officer if filed more than 30 calendar days after the alleged conduct without permission from the superintendent of schools.

c. Within a reasonable period of time following receipt of the complaint, the compliance officer or the compliance officer's designee shall complete an investigation regarding the complaint ~~and render a written report containing findings and recommendations as appropriate to the superintendent of schools. The investigator may interview the aggrieved party, the person(s) accused of the unlawful discrimination or harassment, and any other witness the investigator determines might have information concerning the complaint. The investigator shall also review relevant documents and communications. A written report containing findings and recommendations shall be written by the compliance officer or his/her designee. The investigation report shall be delivered to the assistant superintendent of schools who shall decide if unlawful discrimination or harassment has occurred and the party(s) responsible for such discrimination or harassment~~

d. The ~~investigation~~ ~~compliance officer's~~ report shall be advisory and shall not bind the assistant superintendent or the district to any particular course of action or remedial measure. However, the report may be used by the assistant superintendent or other district administration officials as a basis for disciplinary or other appropriate action. A copy of the report shall be given to the complainant on condition that he/she agrees in writing not to disclose its contents.

e. If the complainant ~~or the person whose conduct is the subject of the complaint~~ is not satisfied with the ~~decision of the assistant superintendent of schools findings of the report of investigation or with the recommendations contained therein~~, he/she may within five (5) working days after receiving the ~~report decision of investigation~~ file with the compliance officer a written request ~~for a hearing~~ appeal. The appeal must allege one of the following grounds for the appeal: (1) a procedural irregularity that affected the outcome; (2) a conflict of interest that affected the outcome; or (3) new evidence or other relevant facts not brought out in the investigations. The compliance officer shall immediately forward a copy of the written appeal along with copies of the complaint, the investigation report, and the decision of a the assistant superintendent to the superintendent for determination of the appeal. ~~compliance officer's findings and recommendation and the request for hearing to the person(s) whose conduct is the object of the complaint. The superintendent shall within 20 working days after receiving the appeal either affirm, reverse or amend the findings and recommendations of the assistant superintendent.~~

f. ~~Hearing.~~ A hearing shall be held within 20 working days after the filing of a request for hearing. The hearing shall be conducted by a hearing officer designated by the superintendent. In no event shall the hearing officer be the individual alleged to be responsible for or directly involved in the alleged violation or conduct.

~~(1) The hearing shall be informal (see Policy GBKA, Guidelines for Informal Hearings). A student shall be entitled to be represented by his parent or by an attorney. An employee shall be entitled to be represented by an attorney or other representative of his/her choice. The complainant shall appear at the hearing and shall be entitled to present testimony and other evidence. Formal rules of evidence shall not apply to the hearing. The compliance officer or the compliance officer's designee may represent the~~

# Mesa County Valley School District 51

AC-R-1

## NONDISCRIMINATION

### (Compliance and Complaint Procedures)

Adopted: April 16, 1991

Presented for Revision: September 3, 2002

Revised: July 11, 2011

Adopted: November 17, 2015

Revised: August 14, 2020

Revision First Reading: October 6, 2020

~~district at the hearing and shall likewise be entitled to present testimony and other evidence. The hearing shall be closed to the public.~~

~~(2) Within ten (10) working days after the conclusion of the hearing, the hearing officer shall issue a written decision containing findings and recommendations based upon evidence presented at the hearing, including any remedial or corrective action deemed appropriate. Remedial actions may include measures designed to stop the unlawful discrimination or harassment, correct its negative impact on the affected individual, ensure that the conduct does not recur, and/or restore lost educational opportunities. The hearing officer's decision shall be advisory and shall not bind the superintendent or the district to any particular course of action or remedial measure. However, the decision may be used by the superintendent or other district administration officials as a basis for disciplinary or other appropriate action. Copies of the decision shall also be transmitted to the compliance officer, the person(s) whose conduct is in question, and the superintendent. Copies of the decision shall also be transmitted to the complainant and to the person(s) whose conduct is in question on condition that each agrees in writing not to disclose its contents.~~

~~(3) After the hearing officer has issued his or her decision, the recording of the hearing, all physical and documentary evidence and all other items comprising the record of the hearing shall be returned to the district.~~

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

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

Nothing contained herein shall be interpreted to confer upon any person the right to a hearing independent of a Board policy, administrative procedure, statute, rule, regulation or agreement expressly conferring such right. This process shall apply, unless the context otherwise requires and unless the requirements of another policy, procedure, statute, rule, regulation or agreement expressly contradicts with this process, in which event the terms of the contrary policy, procedure, law, rule, regulation or agreement shall govern.

#### Outside agencies

In addition to, or as an alternative to, filing a complaint pursuant to this regulation, a person may file a discrimination complaint with the U.S. Department of Education, Office for Civil Rights (OCR); the Federal Office of Equal Employment Opportunity Commission (EEOC); or the Colorado Civil Rights Division (CCRD). The addresses of these agencies are listed below.

Denver Office for Civil Rights (OCR), U.S. Department of Education, 1244 Speer Blvd., Suite 310, Denver, CO 80204-3582. Toll Free: 800-262-4845 English/Spanish. Telephone: 303-844-5695. Fax: 303-844-4303. TTY: 303-844-3417. Email: OCR Denver @ed.gov



**Mesa County Valley School District 51**

**AC-R-1**

**NONDISCRIMINATION**

**(Compliance and Complaint Procedures)**

Adopted: April 16, 1991

Presented for Revision: September 3, 2002

Revised: July 11, 2011

Adopted: November 17, 2015

Revised: August 14, 2020

Revision First Reading: October 6, 2020

---

Federal Office of Equal Employment Opportunity Commission (EEOC), 303 E. 17th Avenue, Denver, CO 80203.  
Toll Free: 800-669-4000. Fax: 303-866-1085. TTY: 800-669-6820. Email: [egov.eeoc.gov.eas](mailto:egov.eeoc.gov.eas)

Colorado Civil Rights Division (CCRD), 1560 Broadway, Suite 1050, Denver, CO 80202. Toll Free: 800-262-4845.  
Telephone: 303-894-2997. Fax: 303-894-7830. Email: [dora\\_CCRD@state.co.us](mailto:dora_CCRD@state.co.us)

**Mesa County Valley School District 51**  
**AC-R-2**  
**SEXUAL HARASSMENT COMPLAINT,**  
**INVESTIGATION AND HEARING PROCEDURES**

Implemented: August 14, 2020  
Revision First Reading: October 6, 2020

---

The district is committed to maintaining a learning environment that is free from ~~sex-based discrimination,~~ including sexual harassment. It is a violation of policy for any staff member to harass students or for students to harass other students through conduct or communications of a sexual nature, or to retaliate against anyone that reports sex-based harassment or participates in a sexual harassment investigation.

### Definitions

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

- **“Complainant”** means an individual who is alleged to be the recipient~~target~~ of conduct that could constitute sexual harassment.
- **“Decision Maker”** means an individual(s) who assess the relevant evidence, including party and witness credibility, to decide if the respondent is responsible for an actor acts of sexual harassment by a preponderance of the evidence. The decision maker may not be the Title IX Coordinator or the investigator. The district’s decision maker is Assistant Superintendent ~~Brian Hill~~.
- **“Education Program or Activity”** means locations, events, or circumstances over which the district exercises substantial control over both the complainant and respondent and the context in which the sexual harassment occurs.
- **“Investigator”** means an individual trained to objectively evaluate the credibility of parties and witnesses, synthesize all available evidence – including both inculpatory and exculpatory evidence – and take into account the unique and complex circumstances of each situation. The investigator may be the Title IX Coordinator, but cannot be the decision maker.
- **“Preponderance of the Evidence”** means that it is more likely than not that the respondent is responsible for the act or acts of sexual harassment.
- **“Respondent”** means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
- **“Sexual Harassment”** means conduct on the basis of sex that satisfies one or more of the following:
  1. A school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
  2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
  3. Sexual assault, dating violence, domestic violence, or stalking.
  - 3.4. Consensual sexual contact between an employee of the District and a student.
- **“Supportive Measures”** mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, without fee or charge, to the complainant or respondent, before or after the filing of a formal complaint or where no formal complaint has been filed.

**Mesa County Valley School District 51**  
**AC-R-2**  
**SEXUAL HARASSMENT COMPLAINT,**  
**INVESTIGATION AND HEARING PROCEDURES**

Implemented: August 14, 2020  
Revision First Reading: October 6, 2020

- 
- **“Title IX Coordinator”** means the employee designated by a recipient to coordinate its efforts to comply with Title IX responsibilities. The district's Title IX Coordinator is John Williams, 2115 Grand Avenue, Grand Junction, CO 81501; Telephone 970-254-5398; Email John.williams@d51schools.org.

### **Filing a complaint**

A complainant, or a parent or guardian with the legal right to act on the complainant's behalf, may file a formal complaint alleging sexual harassment. Complaints must be filed in writing and signed by the complainant. Forms for this purpose are available at the office of the Title IX Coordinator or on district website and administrative offices. Completed forms must be filed with the Title IX Coordinator. If a complaint form is given-delivered to a district employee by a complainant, the district employee will promptly forward the complaint to the Title IX Coordinator. An alternate Title IX Coordinator will be designated by the Superintendent in the event it is claimed that the Title IX Coordinator is the one who committed the alleged sexual harassment or some other conflict of interest exists. Complaints must be filed within 180 days of the event giving rise to the complaint or from the date the complainant could reasonably become aware of such occurrence. The complainant will receive assistance as needed in filing a complaint.

Retaliation against the complainant, respondent, or any person who filed a complaint or participated in an investigation, is prohibited. Individuals found to have engaged in retaliatory behavior will be subject to disciplinary measures.

### Mandatory reporting of information or knowledge of sexual harassment

All district employees have a mandatory obligation to communicate to the Title IX Coordinator any information received or knowledge of an incident of sexual harassment. The Title IX Coordinator will promptly and confidentially contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes concerning supportive measures, and explain the process for filing a formal complaint. In addition, All district employees have a mandatory obligation to communicate to the Title IX Coordinator any report received of an incident of sexual harassment. The Title IX Coordinator will follow up on each such report by contacting the alleged recipient of the sexual harassment to explain the complaint, investigation and decision processes, to explain how to file a formal complaint and to provide needed supportive measures. It is the decision of the complainant or the complainant's parents or legal guardians whether to file a formal complaint. The Title IX Coordinator shall have the authority to file the complaint if deemed necessary-reasonable in light of the circumstances by the Title IX Coordinator.

The Title IX Coordinator will provide appropriate supportive measures to both the complainant and respondent as necessary to support and protect each. Supportive measures will be provided whether a formal complaint is filed or not.

The reports, complaints, investigation and decision-making processes shall be kept confidential subject only to certain legal requirements.

### Determination of District Jurisdiction

Once a complaint is received, the Title IX Coordinator will first determine if the alleged conduct occurred in a district's education program or activity and if the allegations meet the definition of sexual harassment. If the alleged conduct is not part of the district's education program or activity, or if the allegations do not meet the definition of sexual harassment, the complaint must be dismissed. A dismissal does not prohibit the complainant from pursuing other remedies under state or federal law or local board policy, nor does it prohibit the district from addressing the allegations in any manner the district deems appropriate. The dismissal of a complaint may be appealed as provided herein.

**Mesa County Valley School District 51**  
**AC-R-2**  
**SEXUAL HARASSMENT COMPLAINT,**  
**INVESTIGATION AND HEARING PROCEDURES**  
Implemented: August 14, 2020  
Revision First Reading: October 6, 2020

---

**Notice to respondent**

Following determination that the conduct occurred in an education program or activity of the district, the Title IX Coordinator will promptly and confidentially notify respondent in writing of the specific allegations of sexual harassment. A copy of the notice shall be provided to complainant. The Title IX Coordinator will then promptly and confidentially contact respondent and explain to the respondent the complaint, investigation and decision making process and offer appropriate supportive measures.

**Dismissal of Complaint**

The Title IX Coordinator shall dismiss the complaint at any point in the process in the event the complainant desires to withdraw the complaint or if the respondent is no longer enrolled or employed by the district, or if specific circumstance prevent the district from being able to gather sufficient evidence to reach a determination.

**Investigation**

~~Once a complaint is received, the Title IX Coordinator will first determine if the alleged conduct occurred in the district's education program or activity. If the alleged conduct is not part of the education program or activity, the complaint must be dismissed under these procedures. A dismissal does not prohibit the complainant from pursuing other remedies under state or federal law or local board policy, nor does it prohibit the district from addressing the allegations in any manner the district deems appropriate.~~

~~The Title IX Coordinator will appoint a trained investigator to conduct a thorough, reliable and impartial investigation. Following the determination that the conduct occurred in an activity or program of the district, the Title IX Coordinator will appoint a trained investigator to conduct a thorough, reliable and impartial investigation.~~  
The investigator will begin the investigation in a reasonably prompt manner and adhere to the following:

- The investigator must apply the “presumption of innocence” standard during the course of the investigation.
- The investigator must adhere to all timeframes. If a timeframe cannot be met, the investigator will notify the Title IX Coordinator, complainant, respondent, and decision maker.
- The investigator will protect the complainant from inappropriate questions and evidence about the complainant’s prior sexual history.
- The investigator must provide written notice of the allegations to the parties involved.
- The investigation may include, but shall not be limited to, the following:
  - Recommendation to the Title IX Coordinator of the need for supportive measures for either or both the complainant and the respondent;
  - A request for the complainant to provide a written statement regarding the nature of the complaint;
  - A request for respondent to provide a written statement;
  - A request for witnesses identified during the course of the investigation to provide a written statement;
  - Interviews of the complainant, respondent, or witnesses; and
  - Review and collection of documentation or information deemed relevant to the investigation.

**Mesa County Valley School District 51**  
**AC-R-2**  
**SEXUAL HARASSMENT COMPLAINT,**  
**INVESTIGATION AND HEARING PROCEDURES**

Implemented: August 14, 2020  
Revision First Reading: October 6, 2020

- Within a reasonably prompt timeframe, the investigator ~~must issue~~ shall write a report ~~to the decision maker detailing the findings of the investigation and a recommendation whether, based on a preponderance of the evidence, the respondent is responsible for an act or acts of sexual harassment. After finalizing the report,~~ the investigator will shall provide a copy of the report to the Title IX Coordinator and to the complainant and to the respondent. ~~The complainant and respondent shall have and will wait ten days prior to providing the report to the decision maker during which time the complainant and respondent may each to~~ provide written comments about the report. Such comments will be affixed to the investigation report ~~that is and~~ delivered to the Title IX Coordinator and to the decision maker. The investigator's report is advisory and must not bind the decision maker to any particular course of action or remedial measure.

### Advisors

Each party shall have the right to have an advisor present during each step of the investigation process. The advisor may be any person desired by the party. The advisor may be an attorney.

### **Decision**

After the investigation report is sent to each party and before a decision about responsibility is made, the decision maker shall allow each party the opportunity to submit written relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for limited follow-up questions. Cross examination questions shall be delivered to the decision maker within five days of each party receiving the investigation report

The decision maker will apply the preponderance of evidence standard when making a decision ~~and must notify the complainant and the respondent of the decision.~~ The decision shall be based upon the investigation report with affixed comments and supporting documents thereto. ~~The D~~ decision maker's decision will shall be in writing and shall include a statement of responsibility, explain how and why the decision maker reached the conclusions outlined in the decision, and set forth the details of any disciplinary measures or sanctions taken in response to the conduct. The written decision shall be delivered to the complainant and respondent. ~~of t~~ The decision ~~maker in no way does not~~ prejudices either the complainant or the respondent from seeking redress through state or federal courts or agencies, as otherwise provided by law.

### **Appeal**

A decision reached or sanction imposed may be appealed to the Superintendent by either the complainant or the respondent within five (5) working days of the decision. ~~to the Superintendent.~~ The appeal must be in writing and shall be delivered to the Superintendent's office. Except as needed to explain the basis of new evidence, the appeal shall be limited to a review of the investigation report (including each party's written comments), supporting documents, and the decision of the decision maker. An appeal must be based on one of the following purposes bases:

1. To determine if procedural irregularity occurred that affected the outcome of the matter ~~whether the investigation was conducted fairly in light of the charges and evidence, and in conformity with proscribed procedures giving the party a reasonable opportunity to prepare and to present arguments;~~
2. To determine if the Title IX Coordinator, investigator or decision maker had a conflict of interest or bias that affected the outcome of the matter ~~whether the decision maker reached a decision based on substantial evidence, that is, whether the facts in the case were sufficient to establish that it was more likely than not that sexual harassment occurred~~

**Mesa County Valley School District 51**  
**AC-R-2**  
**SEXUAL HARASSMENT COMPLAINT,**  
**INVESTIGATION AND HEARING PROCEDURES**

Implemented: August 14, 2020  
Revision First Reading: October 6, 2020

---

~~3. To determine whether the sanctions imposed were appropriate given the nature of the sexual harassment which the respondent was found to have committed,~~

4.3. To consider new evidence, sufficient to alter the decision, or other relevant facts not brought out in the investigation report because the evidence or facts were not known to the person appealing at the time of the investigation.

All sanctions imposed shall be considered in full force during the appeal process. In instances where the Superintendent has a conflict of interest, the Superintendent shall designate another of the Senior Leadership Team to determine the appeal.

**RESOLUTION IN SUPPORT OF  
REPEALING THE GALLAGHER AMENDMENT**

Board of Education Resolution 20/21: 22

Adopted: October 6, 2020

---

WHEREAS, all property tax revenues remain at the local level and go to pay for schools, roads, fire protection, libraries, police, and other local services; and

WHEREAS, local property tax serves as the foundation of the Total Program Funding calculation, called 'local share,' in support of our schools; and

WHEREAS, local property tax is the basis of additional voter-approved mill levy overrides and bonds in support of our schools; and

WHEREAS, the Gallagher Amendment in the Colorado Constitution mandates that property taxes assessed on personal residences can only make up 45% of the total property taxes the state collects, with business property taxes making up the remaining 55%; and

WHEREAS, the Colorado tax code calls for a calculation called the Residential Assessment Rate (RAR) in order to keep this 45/55 ratio between residential and nonresidential property taxes. When the Gallagher Amendment was passed, residential property taxes were calculated at 21% of the assessed value and nonresidential was 29% of assessed value; and

WHEREAS, the residential assessment rate has dropped from 21% in 1982 to 7.15% in 2020, while the non-residential rate has stayed at 29%. The non-residential assessment rate impacts business property owners, farmers, ranchers, and landowners; and

WHEREAS, every time the residential assessment rate drops, the state must backfill the loss in local revenue for schools. The continual drop in the residential assessment rate creates significant pressure on the General Fund and other areas of the state budget, and the state has not been able to meet its obligation as tracked through the Budget Stabilization Factor; and

WHEREAS, analysts are forecasting additional shortfalls in FY 2021-22 and FY 2022-23 due to the prolonged loss of revenue to the state during the health emergency and lag in collection of sales and income taxes; and

WHEREAS, the next assessment cycle is 2021-22, with 2021 as the reassessment year, with the cutoff date for valuing properties for that cycle being June 30, 2020; and

WHEREAS, the Division of Property Taxation estimates a 33% drop in value for oil and gas and a 20% drop in commercial, while estimating that residential will go up 10% in value; and

WHEREAS, the residential assessment rate is projected to drop next year from 7.15 to

RESOLUTION IN SUPPORT OF  
REPEALING THE GALLAGHER AMENDMENT

Board of Education Resolution 20/21: 22

Adopted: October 6, 2020

---

5.88%, resulting in a \$246 million drop in district Total Program Funding revenues and a \$203 million drop in revenues for counties; and

WHEREAS, the state will have to backfill in 2021-22 a projected \$490 million drop in all district revenues, which will likely force an increase in the Budget Stabilization Factor; and

WHEREAS, Mesa County Valley School District 51 is already operating on \$13,609,664.58 less in state share in FY 2019-20 due to the Budget Stabilization Factor, the amount of revenue withheld from the state share based on full funding of the School Finance Act; and

WHEREAS, the Mesa County Valley School District 51 has reopened schools for in-person learning, which requires additional resources to ensure compliance with guidance from local health agencies due to the health emergency; and

WHEREAS, *Repealing the Gallagher Amendment* will prevent a loss in desperately needed funding to help support schools as they weather the economic toll of the global pandemic by mitigating the effects of the cuts and allowing schools to maintain essential services to students, families, and the community.

WHEREAS, the Board declares that *Repealing the Gallagher Amendment* is a matter of official concern.

NOW THEREFORE, BE IT RESOLVED that the Mesa County Valley School District 51 Board of Education officially declares its support for *Repealing the Gallagher Amendment* for the purpose of increasing funding of public education in the State of Colorado.

*I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on October 6, 2020.*

---

*Bridget Story*  
*Secretary, Board of Education*





**Mesa County Valley School District 51**

**Licensed and Administrative Personnel Action**

Board of Education Resolution: 20/21: 23

Adopted: October 6, 2020

Name	Location	Assignment	Effective Date
<b>Retirements</b>			
NONE AT THIS TIME.			
<b>Resignations/Termination</b>			
CHIPCHASE, AMANDA MAE	BOOKCLIFF	MUSIC	9/11/2020
DASKO, SHONA M	PEAR PARK	GRADE 1	9/30/2020
<b>Leave of Absence</b>			
NONE AT THIS TIME.			
<b>New Assignments (Transfer/New Hires)</b>			
ADAMS, LISA ANN	D51 ONLINE	ENGLISH LANGUAGE ARTS	8/3/2020
ALMARAZ, STACIE L	D51 ONLINE	SOCIAL STUDIES	8/3/2020
ARCHULETA, TANA MICHELLE	D51 ONLINE	SCIENCE	8/4/2020
AYLWARD, CHRISTA J	D51 ONLINE	SOCIAL STUDIES	9/14/2020
BEASON, RABECA A	D51 ONLINE	GRADE 2	9/11/2020
BECHTEL, CARRIE ANN	D51 ONLINE	KINDERGARTEN	9/11/2020
BRADSHAW, REBECCA L	MONUMENT RIDGE/ D51 ONLINE	COUNSELOR	9/14/2020
BRUNER, OLIVIA D	CENTRAL/D51 ONLINE	SCIENCE	9/14/2020
BURNS, PATRICIA SUZANNE	D51 ONLINE	COUNSELOR	9/14/2020
CARIS, MARIE R	D51 ONLINE	ENGLISH LANGUAGE ARTS	9/14/2020
COPA, MARY JOANNE	D51 ONLINE	GRADE 3	8/4/2020
CZARNECKI, AMY L	D51 ONLINE	GRADE 3	8/4/2020
DADY, BRENDA R	D51 ONLINE	GRADE 1	9/11/2020
DUFF, KATHARINE A	D51 ONLINE	GRADE 2	9/11/2020
FARMER, ERIC T	D51 ONLINE	SCIENCE	9/14/2020
FARMER, KASI N	NISLEY/FRUITVALE	SPED-MODERATE NEEDS	9/8/2020
GESKE, EVA D	D51 ONLINE	GRADE 3	9/11/2020
GREENE, REBECCA A	DUAL IMMERS ACD/ D51 ONLINE	COUNSELOR	9/14/2020
GRIGOLETTI, AMY B	D51 ONLINE	GRADE 5	9/11/2020
HENDRICKSON, SCOTT R	EAST	MUSIC	9/1/2020
IMEL, CARRIE I	D51 ONLINE	SOCIAL STUDIES	9/14/2020
JONES, SUMMER M	CENTRAL/D51 ONLINE	SCIENCE	9/14/2020



**Mesa County Valley School District 51**

**Licensed and Administrative Personnel Action**

Board of Education Resolution: 20/21: 23

Adopted: October 6, 2020

KASTEN, KERSTEN	LOMA	GRADE 2	9/11/2020
KAYTON, KATHRYN JOAN	D51 ONLINE	SCIENCE	8/4/2020
KEEVER, STACEY JO	D51 ONLINE	COUNSELOR	9/14/2020
KENT, CHEYANNE L	D51 ONLINE	GRADE 1	9/11/2020
KISHEGYI, SUSAN	D51 ONLINE	MATHEMATICS	8/25/2020
LLOYD, DAVID R	D51 ONLINE	SCIENCE	9/14/2020
MAGEE, MARIA L	D51 ONLINE	KINDERGARTEN	8/4/2020
MCCORMICK, LILLYAN LOUISE	EAST	8TH GR SCIENCE	9/17/2020
MCDANIEL, JESSICA L	D51 ONLINE	GRADE 1	9/11/2020
MCGEE, WILLIAM VERNON	D51 ONLINE	PHYSICAL EDUCATION	10/12/2020
MCGOWAN, MARIE	DUAL IMMERS ACD	GRADE 3	9/14/2020
MICHELS, DANNA LYNN	D51 ONLINE	SPECIAL EDUCATION	9/4/2020
OLIVERSON MORLAND, LLISA	THUNDER MTN/ D51 ONLINE	SPECIAL EDUCATION	9/4/2020
PARONI, ELIZABETH BUCKLEY	D51 ONLINE	GRADE 4	9/11/2020
PEREZ, EZEQUIEL	D51 ONLINE	SPANISH	8/4/2020
POTTER, JENNIFER M	D51 ONLINE	GRADE 2	9/11/2020
RASMUSSEN, CHELSI A	D51 ONLINE	GRADE 3	9/11/2020
SANDERS, LARRY B	D51 ONLINE	TECHNOLOGY ED	8/4/2020
SHEFFIELD, DANIELLE	D51 ONLINE	MATHEMATICS	8/4/2020
SHEIL, AFTON L	D51 ONLINE	SCIENCE	8/4/2020
SILVANO, LILIANA KATRINA	D51 ONLINE	KINDERGARTEN	9/11/2020
SMITH, DAVID L	D51 ONLINE	PHYSICAL EDUCATION	9/14/2020
SMITH, RACHEL MAUREEN	D51 ONLINE	SPECIAL EDUCATION	9/14/2020
STANTON, GRETCHEN ELIZABETH	BOOKCLIFF	INSTRUMENTAL MUSIC	9/14/2020
STOUT, CYNTHIA A	D51 ONLINE	KINDERGARTEN	9/11/2020
STULC, RISHARRA	D51 ONLINE	MATHEMATICS	8/4/2020
WARINNER, AMY YVETTE	D51 ONLINE	GRADE 4	9/11/2020
WEAVER, LEA M	BTK	SPEECH/LANGUAGE THERAPIST	10/15/2020
WELLS, RHEA N	D51 ONLINE	GRADE 2	9/11/2020
WETHERSTEIN, MARYLOU	D51 ONLINE	ART	9/14/2020
WIMSATT, NICOLE	D51 ONLINE	ASSISTANT PRINCIPAL	9/1/2020
<b>Return from Leave</b>			
NONE AT THIS TIME.			



**Mesa County Valley School District 51**

**Licensed and Administrative Personnel Action**

Board of Education Resolution: 20/21: 23

Adopted: October 6, 2020

---

*I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District No. 51 Board of Education on June 25, 2019.*

---

*Bridget Story  
Secretary, Board of Education*