



# Sargent School District

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## REGULAR MEETING AGENDA BOARD OF EDUCATION

June 26, 2023, 6:00 p.m.

High School Library

Sargent School District

7090 N. CR 2 E.

Monte Vista, Colorado

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1. **6:00 p.m. Regular Meeting- Preliminary**
  - 1.01 Call to Order
  - 1.02 Roll Call
  - 1.03 Pledge of Allegiance
  - 1.04 Approval of Agenda
2. **Executive Session- The Board will vote to convene in executive session pursuant to C.R.S. § 24-6-402 (4)(e)(I) for the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as to the terms of the superintendent's contract.**
3. **Consent Agenda**
  - 3.01 Approval of Minutes
  - 3.02 Financial Reports
  - 3.03 Requisitions
4. **Community Input- to sign up for Community input please email [srklecker@sargent.k12.co.us](mailto:srklecker@sargent.k12.co.us) prior to meeting**
  - 4.01 Items from the Community
5. **Leadership Reports**
  - 5.01 Superintendent-Presentation of S-Cap by Scott Wiedeman
  - 5.02 Student Reports, Goals and Needs
  - 5.03 Staff Reports, Goals and Needs
  - 5.04 Principals Reports, Goals and Needs
  - 5.05 Assessment
  - 5.06 Board of Education
6. **Action Item -Consideration of:**

- 6.01 Appointment of Jeffrey Fuller as Superintendent, subject to negotiating and finalizing an employment contract that will be brought to the Board for approval during a public meeting held during the month of July 2023
- 6.02 Universal PreK Provider Agreements
- 6.03 Memorandum of Agreement with Sargent Early Learning Center
- 6.04 Consolidated Federal Grant
- 6.05 FY 2024 Preliminary Budget
- 6.06 CASB Policy Manual Overhaul Project
- 6.07 Board Policy Revision- 2nd Reading- EF- School Nutrition Program, EF-E-1 School Meal Payments, EF-E-2 Civil Rights Complaint Procedure for School Nutrition Program, EFC Free and Reduced-Price Food Services, EFEA- Nutritious Food Choices, EFEA-E- Nutritious Food Choices, GCFA- Hiring of Instructional Staff/Portability of Nonprobationary Status
- 6.08 Employment List
  - 6.08.1 Resignations
  - 6.08.2 Dean of Students/AD Contract
  - 6.08.3 Teacher Contract Addendums
  - 6.08.4 Secondary Counselor Contract
  - 6.08.5 Transportation Director/Mechanic
  - 6.08.6 Infinite Campus & CDE Data Collection District Support
  - 6.08.7 Administrative Assistants
  - 6.08.8 Extra Duty Pay Agreements
  - 6.08.9 Paraprofessionals
  - 6.08.10 Retirement

**7. Discussion Items**

- 7.01 S-CAP Presentation
- 7.02 Sargent Early Learning Center Lease Agreement
- 7.03 Ag and Aviation Building
- 7.04 GOCO Grant
- 7.05 2023-2024 Board Charge and District Goals
- 7.06 Debrief Meeting- July Agenda Items

**8. Adjournment**

## School Nutrition Program

The district will operate a school nutrition program which shall be under the overall supervision of the district's director of nutrition services.

The director of nutrition services shall cooperate with each school principal in matters essential to the proper functioning of each school's nutrition program. The responsibility for control of students using the school cafeteria shall rest with the building principal.

Nutrition services shall provide lunches and breakfasts, through participation in the National School Lunch Program.

The Board shall approve the prices set for meals and the price of beverages.

Current practice codified 1983

Adopted: date of manual adoption

Revised: 03/26/01, 4/13 (note/ref), 08/24/15, 6/26/17, 2/20 legal ref.

LEGAL REF.: 42 U.S.C. 1751 *et seq.* (National School Lunch Act)  
7 C.F.R. Part 210 (National School Lunch Act regulations)  
7 C.F.R. Part 220 (School Breakfast Program regulations)  
[7 C.F.R. Part 245.6 \(application, eligibility, and certification of children for free and reduced priced means\)](#)  
C.R.S. 22-32-120 (food services)  
C.R.S. 22-32-134.5 (healthy beverage requirement)  
C.R.S. 22-32-136.3 (trans fat ban)  
C.R.S. 22-82.7-101 *et seq.* (Start Smart Nutrition Program provides funding to eliminate amount students who qualify for reduced priced meals pay in school breakfast program)  
C.R.S. 22-82.9-101 *et seq.* (Child Nutrition School Lunch Protection Program provides funding to eliminate amount students in preschool through twelfth grade pay for school lunch program, if they qualify for reduced price meals)  
[C.R.S 22-82.9-201 et seq. \(Healthy School Meals for All Program provides funding to offer free meals for all students, in addition to additional funding in the form of grants\)](#)  
1 CCR 301-3 (State Board of Education – competitive food services rules)  
1 CCR 301-79 (State Board of Education – healthy beverages rules)  
[1 CCR 301-114 \(State Board of Education- Healthy School Meals for All Program rules\)](#)

CRPSS REFS: EFC Free and Reduced Price Food Services  
EFEA\*, Nutritious Food Choices

*NOTE 1: State law prohibits schools from "making available" to students any food or beverage that contains any amount of industrially produced trans fat. C.R.S. 22-32-136.3(2). The trans fat ban applies to all food and beverages made available to students on school grounds during the school day and extended school day and includes items sold through the school cafeteria, school store or vending machines located on school grounds. C.R.S. 22-32-136.3(3). However, if the food or beverage sold through the cafeteria, store or vending machine is part of school fundraising efforts conducted by one or more students, teachers or parents, the trans fat ban does not apply. C.R.S. 22-32-136.3(4). The law also exempts items donated to the school that are given to students for consumption off school grounds and not during the school day. Id.*

*NOTE 2: The USDA's regulations outline the nutrition standards for **all** foods sold in schools that participate in federal school meal programs under the National School Lunch Act and/or School Breakfast Act including standards concerning saturated and trans fats, sugar, sodium and calories. 7 C.F.R. Parts 210 and 220. These "Smart Snacks in School" nutrition standards do not apply to: (1) items sold during non-school hours, weekends or off-campus fundraising events; (2) foods brought from home for personal consumption; and/or (3) fundraiser foods not intended for consumption during the school day. A special exemption from this rule is permitted for "infrequent, school-sponsored fundraisers," as determined by each state. The Colorado Department of Education (CDE) set this number at three exemptions per school per school year. For more information on the "Smart Snacks in School" nutrition standards, visit CDE's Office of School Nutrition webpage or the USDA's Food and Nutrition Services webpage.*

*NOTE 3: Schools that participate in the National School Lunch Program and have seventy percent or more students eligible for free or reduced-cost lunch must offer a free breakfast to each student. C.R.S. 22-82.8-103(3)(b). The breakfast may be served at a time determined by the school, as long as it occurs after the first bell. C.R.S. 22-82.8-103(3)(c). Small rural districts with a student population of less than 1,000 students are exempt from this requirement and there is also flexibility for other specific situations (e.g. funding decrease, before-school care programs).*

*NOTE 4: The Local School Food Purchasing Program is a grant program that encourages school districts that participate in the National School Lunch Program to purchase food products from Colorado growers, producers, and processors. The grant program reimburses participating providers for the amount of Colorado food that the provider purchased in the previous school year. The State Board of Education is to adopt rules to implement the program. C.R.S. 22-100-101 et seq.*

*NOTE: Federal guidance requires school districts that participate in the National School Lunch Program and/or School Breakfast Program to have a written policy concerning unpaid school meal charges, ~~no later than July 1, 2017.~~ This sample contains the language 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.*

*This exhibit does not need to be adopted by the Board nor does it need to be filed in the Board's policy manual. Instead, it should be used by the district's "school food authorities" in consultation with school administrators to develop a district-level policy and be kept in a location such as the district's nutrition services manual. Federal guidance also encourages districts to include a school meal charge policy in student handbooks, student enrollment/registration packets and/or online portals that families use to access student accounts.*

## School Meal Payments

The district is committed to ensuring that all students receive the nutrition they need to engage in active learning during the school day. In accordance with applicable federal guidance from the United States Department of Agriculture (USDA), this policy is intended to serve the purposes of meeting student needs, minimizing the identification of students with insufficient funds to pay for school meals and maintaining the fiscal integrity of the district's school food service account.

### Student meal accounts and meal charges

Student meal accounts shall be established by the district.

Parents will be encouraged to pre-pay for students paying full or reduced price for meals. The district shall ensure that parents have access to at least one no-cost method of paying for meal services, such as the ability to pay in person. At the time funds are distributed into student accounts, parents will be permitted to limit the amount of funds that a student may use daily, including for á la carte purchases.

Students will be permitted to pay for meals and/or add funds to student accounts on the day of service.

If a student has money to purchase a full or reduced price meal at the time of the meal service, the student must be provided a meal. The student's money may not be used to repay previously unpaid charges if the student intended to use the money to purchase that day's meal.

A meal account balance remains with the student until the student is no longer enrolled in the district. Students with unused credit in their accounts at the point of disenrollment or graduation will receive a refund in the amount of the credit.

Students paying full or reduced price for meals and who do not have money in their account or in hand to cover the cost of a meal at the time of service will be permitted to charge a meal. ~~[Optional language-~~ However, these students will be denied permission to charge á la carte or "extra" items, such as a second milk or additional entrée.

### **Notification of low or negative balances**

Notification of a negative balance on a student account will be provided privately by mail, text and or email by the food services director.

When notified of a negative balance on a student account, parents may be reminded of this policy and the process for submitting applications for free or reduced price meal benefits. Parents will also be notified that any school meal debt accrued prior to the district's determination that the student is eligible for free or reduced lunch remains the parent's responsibility.

### **Collection of meal charge debt**

In collecting debt, the district shall ensure that collection efforts do not have a negative impact on the students involved and instead focus on the adult(s) in the household responsible for providing funds for student meal purchases. The district will work with parents to establish repayment plans with payment levels and due dates appropriate to the household's particular circumstances.

Collection efforts from one school year may continue into the following school year, including when students transfer to a school outside of the district.

### **Annual notice**

The district shall notify students and their parents about this policy at the beginning of each school year. Notification shall also be provided to those students who transfer into the district during the school year. Information about this policy may also be included in student handbooks, student enrollment or registration packets and/or back-to-school packets and posted on district and school websites.

This policy will also be communicated to school and district-level staff responsible for this policy's enforcement, such as school food service staff responsible for collecting payment for meals at the point of service, staff involved in notifying families of low or negative balances, and staff involved in enforcing any other aspects of this policy.

Adoption Date: 06/26/2017

LEGAL REF.: USDA Guidance SP 46-2016 (*requires written policy regarding unpaid meal charges*)

Sargent School District RE-33J, Monte Vista, Colorado

## **Civil Rights Complaint Procedure for School Nutrition Program**

In accordance with the United States Department of Agriculture (USDA) civil rights regulations and policies, the district is prohibited from discriminating on the basis of race, color, national origin, sex, (including gender identity and sexual orientation) ~~age or~~ disability, age, or reprisal or retaliation for prior civil rights activity in any school nutrition program.

A participant in the district's school nutrition program who alleges discrimination on the basis of any of the above-listed federally-protected classes has the right to file a complaint within 180 days of the alleged discrimination, in accordance with this procedure.

### **Filing a complaint**

If an individual has an unlawful discrimination complaint concerning his or her participation in a school nutrition program, the complaint may be directed to Superintendent, 7090 N. County Road 2 E. Monte Vista, CO 81144, telephone (719) 852-4023.

Complaints may be made verbally (in person or over the phone) or may be submitted in writing to the district contact listed above. Complaints may be filed anonymously.

When filing a complaint, the following information will be requested:

1. complainant's name, address and telephone number (unless the complainant wishes to remain anonymous);
2. the nature of the incident or action that led the complainant to feel discrimination was a factor;
3. the basis on which the complainant believes discrimination exists;
4. the names, telephone numbers, titles and business or personal addresses of persons who may have knowledge of the alleged discriminatory action; and
5. the date(s) during which the alleged discriminatory action(s) occurred.

### **Forwarding a complaint**

Upon the district's receipt of the complaint, the district shall forward the complaint as soon as possible but no later than five business days to the following agency:

CDE Office of School Nutrition  
1580 Logan Street Suite 60  
Denver, CO 80205

The designated agency shall then conduct the complaint review and investigation with the required timeline (90 days).

Issue date: 06/26/17  
Revised: 08/27/18

LEGAL REF.: *USDA Food and Nutrition Service (FNS) Instruction 113-1* (civil rights compliance and enforcement – nutrition programs and activities)  
[7 C.F.R §15d.2 \(definition of discrimination in programs or activities conducted by the U.S. Department of Agriculture\)](#)  
[USDA Nondiscrimination Statement](#)

*NOTE: The USDA has a program complaint form available on its website or at any USDA office. To request a copy of the complaint form, call 866-632-9992.*

Sargent School District RE-33J, Monte Vista, Colorado



## Free and Reduced Price Food Services

The district shall take part as feasible in the National School Lunch and other food programs which may become available to assure that all students in the district receive proper nourishment.

The administration shall establish regulations regarding participation in programs for free and reduced price meals and supplementary food in accordance with applicable state and federal law.

Current practice codified 1982

Adopted: date of manual adoption

Revised: 03/26/01, 11/26/07 (legal ref.), 5/27/09, 3/22/10 (legal ref), 12/14 (legal ref/note), 06/26/17, 2/20 legal ref.

LEGAL REF.: 42 U.S.C. 1751 *et seq.* (National School Lunch Act)  
7C.F.R. 245.5 (must inform families of the availability of reimbursable school meals and provide information about applying for free or reduced price meals)  
C.R.S. 22-32-120  
C.R.S. 22-82-7-101 *et seq.* (Start Smart Nutrition Program provides funding to eliminate amount students who qualify for reduced price meals pay in school breakfast program)  
C.R.S.22-82.9-101 *et seq.* (Child Nutrition School Lunch Protection Program provides funding to eliminate amount students in preschool through twelfth grade pay for school lunch program, if they qualify for reduced price meals).  
[C.R.S. 22-82.9-201 \*et seq.\* \(Healthy School Meals for All Program Provides funding to offer free meals for all students, in addition to additional funding in the form of grants\)](#)  
[1 CCR 301-144 \(State Board rules for Healthy School Meals for All Program\)](#)

CROSS REF.: EF, School Nutrition Program

*Note: Registration materials that accompany the pupil application form for students to participate under the National School Lunch act shall include an explanation to parents that the form will be used to determine if the school is eligible for at-risk funding on behalf of the pupil. By completing the form, the parent is ensuring that the school district will receive the at-risk funding to which it is entitled. C.R.S. 22-54-112(4).*

*NOTE 2: Schools that participate in the National School Lunch Program and have seventy percent or more students eligible for free or reduced-cost lunch must offer a free breakfast to each student. C.R.S. 22-82.8-103(3)(b). The breakfast may be served at a time determined by the school, as long as it occurs after the first bell. C.R.S. 22-82.8-103(3)(c). Small rural districts with a student population of less than 1,000 students are exempt from this requirement and there is also flexibility for other specific situations (e.g. funding decrease, before-school care programs).*

*NOTE 3: The Healthy School Meals for All Program is an optional program that offers free meals to students who are not eligible for free or reduced-price meals under the federal school meals programs. Participating School Food Authorities must offer the federal National School Lunch or School Breakfast program at all eligible schools in order to be eligible and maximize the amount of federal funding they can receive by participating in the Community Eligibility Provision (CEP) to the extent possible. Starting in the 2024-2025 school year, the program creates various grants and stipends available to schools. These include a local food processing grant for schools to purchase Colorado grown, raised, or processed products; a school meals food preparation and service employees wage increase or stipend; and a local school food purchasing technical assistance and education grant program. To opt into this program, a school food authority must notify the CDE School Nutrition Unit of participation prior to the beginning of each school year, participate in the CEP and implement School Breakfast and National School Lunch programs at all eligible CEP schools, and serve free meals to all students at participating schools in both community eligible and non-community eligible schools.*

## Nutritious Food Choices

At every possible eating occasion, students will have opportunities to practice what they are taught in nutrition education and choose nutritious snacks that are low in fat, sodium and added sugars.

Schools are encouraged to take steps to ensure:

- nutritious foods are always available as an affordable option whenever food is served or sold;
- students have limited opportunities to eat snacks high in fat, sodium or added sugars; and
- competition with nutritious meals served by the school food service program is minimized.

The emphasis on healthy choices applies to:

- a la carte items (separate food choices) offered by the food service program;
- “competitive foods” which are snacks and beverages sold from vending machines, school stores and fund-raising activities that compete with the food service program; and
- refreshments that are available at school parties, celebrations and meetings.

Each beverage offered for sale to students from any source, including the school cafeteria, vending machines, school stores and fund-raising activities conducted on school grounds, shall satisfy the minimum nutritional standards for beverages adopted by the State Board of Education.

These standards apply to beverages sold on campus during the regular school day and extended school day, including but not limited to extracurricular activities, such as clubs, year book, band, student government, and drama as well as childcare programs.

These standards shall not apply to the sale of beverages at school-related events where parents and other adults are invited attendees. Such activities include but are not limited to interscholastic sporting events, school plays and band concerts.

Adoption date: 11/17/08  
Revised: 7/27/09. 4/13 (note, ref), 12/14 (note), 06/26/17

### LEGAL REFS.:

- C.R.S. 22-32-134.5 (*healthy beverage requirement*)
- C.R.S. 22-32-136.3 (*trans fat ban*)
- 1 CCR 301-79 (State Board of Education—healthy beverages rules)

*NOTE 1: The USDA's regulations outline the nutrition standards for **all** foods sold in schools that participate in federal school meal programs under the National School Lunch Act and/or School Breakfast Act including standards concerning saturated and trans fats, sugar, sodium and calories. 7C.F.R. Parts 210 and 200. These "Smart Snacks in School" nutrition standards do not apply to: (1) items sold during non-school hours, weekends or off-campus fundraising events; (2) foods brought from home for personal consumption; and/or (3) fundraiser foods not intended for consumption during the school day. A special exemption from this rule is permitted for "infrequent, school-sponsored fundraisers," as determined by each state. C.F.R. § 210.11. The Colorado Department of Education (CDE) set this number at **three exemptions per school** per school year. For more information on the USDA's "Smart Snacks in School" nutrition standards, visit CDE's Office of School Nutrition webpage or the USDA's Food and Nutrition Services webpage.*

*NOTE 2: State law prohibits schools from "making available" to students any food or beverage that contains any amount of industrially produced trans fat. C.R.S. 22-32-136.3 (2). The trans fat ban applies to all food and beverages made available to students on school grounds during the school day and extended school day and includes items sold through the school cafeteria, school store or vending machines located on school grounds. C.R.S. 22-32-136.3 (3). However, if the food or beverage sold through the cafeteria, store or vending machine is part of school fundraising efforts conducted by one or more students, teachers or parents, the trans fat ban does not apply. C.R.S. 22-32-136.3 (4). The law also exempts items donated to the school that are given to students for consumption off school grounds and not during the school day. Id.*

*NOTE 3: The Colorado State Board of Education's healthy beverages rules require that all beverages sold to students on school grounds during the regular school day and extended school day must meet, at a minimum, the USDA's nutrition standards for beverages sold in schools. 1 CCR 301-79, Rule 4.01. These federal beverage standards are listed in sample exhibit EFEA\*-E, Healthy Beverages Standards for Schools.*

## Healthy Beverages Standards for Schools

The healthy beverages standards for schools adopted by the State Board of Education are as follows:

### **Beverages sold in elementary school**

- a. Bottled water
- b. Up to 8 ounce servings of fat free or low fat milk. Milk includes nutritionally equivalent milk alternatives (per USDA)
- c. Up to 8 ounce servings of fat free or low fat nutritionally equivalent flavored milk up to 150 calories / 8 ounces
- d. Up to 8 ounce servings of 100% juice, with no added sweeteners and up to 120 calories / 8 ounces

### **Beverages sold in junior high/high school**

- a. Bottled water
- b. No or low calorie beverages with up to 10 calories / 8 ounces, except diet soda may not be sold in high school (e.g., unsweetened or diet teas, low calorie sport drinks, fitness waters, flavored waters, seltzers)
- c. Up to 12 ounce servings of fat free or low fat milk. Milk includes nutritionally equivalent milk alternatives (per USDA)
- d. Up to 12 ounce servings of fat free or low fat nutritionally equivalent flavored milk up to 150 calories / 8 ounces
- e. Up to 12 ounce servings of 100% juice, with no added sweeteners and up to 120 calories / 8 ounces
- f. Other drinks, up to 12 ounce servings with no more than 66 calories / 8 ounces
- g. At least 50% of non-milk beverages must be water and no or low calorie options

If the middle and high school students have shared access to areas on a common campus or in common buildings, then the school community has the option to adopt the high school standard.

Issue date: 7/27/09, 5/22/23

*NOTE: While Colorado school districts are not required by law to adopt a policy on this subject, some content in this sample reflects legal requirements school districts must follow. This sample contains the content/language that CASB believes best meets the intent of the law.*

*DUE TO THE COMPLEXITY OF THIS ISSUE, THE DISTRICT MUST CONSULT WITH ITS OWN LEGAL COUNSEL TO DETERMINE APPROPRIATE LANGUAGE THAT MEETS LOCAL CIRCUMSTANCES AND NEEDS.*

## Hiring of Instructional Staff/Portability of Nonprobationary Status

The Board believes that all students enrolled in the district's schools should have effective teachers in their classrooms. In accordance with this belief and the Board's authority to employ personnel, the Board adopts this policy to address when a teacher requests "portability" of ~~his or her~~their nonprobationary status.

~~In accordance with state law, a teacher who has obtained nonprobationary status in another Colorado school district is not automatically granted nonprobationary status when he or she is hired by the district. Rather, a teacher may be granted portability by the district only if the teacher meets the requirements of this policy, as determined by the district.~~

~~A teacher who does not request portability in accordance with this policy shall be considered a probationary teacher by the district. Colorado law provides that a teacher who has achieved nonprobationary status in one school district shall be awarded nonprobationary status by a different school district if the teacher submits student academic growth data and performance evaluations for the prior two years, can show two consecutive performance evaluations with effectiveness ratings in good standing, and is subsequently hired by the district in accordance with this policy.~~

### Definitions

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

1. **"Portability"** means a teacher's request that ~~his or her~~their nonprobationary status obtained in another Colorado school district be recognized by the district.
2. **"Teacher"** means a person who holds a teacher's license issued pursuant to the Colorado Educator Licensing Act of 1991, C.R.S. 22-60.5-101 et seq. and who is employed to instruct, direct or supervise the instructional program. "Teacher" does not include those persons holding authorizations, special service provider licenses, or administrative positions within a school district.

3. **“Nonprobationary status”** means the teacher has completed three consecutive years of demonstrated effectiveness in a Colorado school district and has been re-employed for the succeeding school year in the same Colorado school district. The teacher must not have had two consecutive years of demonstrated ineffectiveness, or has otherwise attained nonprobationary status in accordance with the Teacher Employment, Compensation, and Dismissal Act of 1990, C.R.S. 22-63-101 et seq.
4. **“Effectiveness rating”** means a rating of highly effective or effective on the teacher’s written evaluation conducted pursuant to the applicable Colorado school district’s licensed personnel performance evaluation system.
5. **“Prior two consecutive years”** means the current school year and the school year immediately preceding the current school year.

The Board’s hiring decision is guided by many factors including, but not limited to, the applicant’s experience, credentials, employment background, and the terms upon which the teacher is seeking employment including but not limited to whether the teacher is seeking nonprobationary status. The decision as to whether a teacher wishes to be considered for employment as a nonprobationary teacher rests solely with the teacher. Therefore, it is the responsibility of a teacher seeking nonprobationary status to comply with the requirements of this policy.

[Option 1 – Allow teacher to request portability at any point during the hiring process but before being offered employment]

#### **Teacher’s request for portability**

During the district’s hiring process and prior to an offer of employment from the district, a teacher may request portability of their nonprobationary status. The teacher shall provide the following documentation to the district when he or she/they requests portability:

1. Performance evaluations for the prior two consecutive years that show the teacher received effectiveness ratings; and
2. Evidence of the teacher’s student academic growth data for the prior two consecutive years.

#### **Determination of nonprobationary status**

If the teacher requests portability of their nonprobationary status, and provides the documentation required by this policy during the district’s hiring process and prior to an offer of ~~an~~ employment from the district, the district shall determine, in its sole

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**Commented [A1]:** Option 1 provides applicants with a broader window to request portability (for example, if an applicant doesn't request portability when they submit an application, they may do so during an interview, if they receive one). While this option may prolong the hiring process, it would not require the District to revise its current application for certificated personnel.

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discretion, whether the documentation shows evidence of teacher effectiveness and student academic growth. The district shall make its determination of teacher effectiveness and student academic growth based upon the district's licensed personnel performance evaluation system and the district's measures of student academic growth.

If the district determines that the teacher is entitled to nonprobationary status, and the teacher is offered the position, the teacher will receive nonprobationary status.

If a teacher does not request portability and provide the documentation required by this policy during the district's hiring process and prior to an offer of employment from the district, then the teacher will be deemed to have waived the right to seek nonprobationary status and will be eligible only for an offer of employment pursuant to a probationary teacher contract.

***OR if the district determines the documentation shows the required teacher effectiveness and student academic growth, the district shall grant nonprobationary status to the teacher.***

~~The superintendent or designee may waive this policy's requirement that the teacher provide the required documentation during the district's hiring process and prior to an offer of employment from the district if the superintendent or designee determines exceptional circumstances exist and that it is in the best interests of the district to do so.~~

~~If the district determines that the teacher misrepresented or omitted any of the documentation required by this policy and/or misrepresented his or her nonprobationary status or any other matter concerning the teacher's employment history, the district may take action in accordance with applicable law, including but not be limited to revocation of the teacher's nonprobationary status and other appropriate disciplinary action.~~

~~All employment decisions remain within the sole and continuing discretion of the Board of Education, subject only to the conditions and limitations prescribed by Colorado law. Any dismissal or other employment action shall be in accordance with applicable state law, Board policy, and the teacher's employment contract with the district.~~

**[Option 2 – Require teacher to request portability on application]**

**Teacher's request for portability**

Upon applying for a position with the district and prior to an offer of employment from the district, a teacher may request portability of their nonprobationary status. The teacher shall complete the following when submitting an application for employment with the district:

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**Commented [A2]:** While Option 2 would help streamline the hiring process by requiring applicants to request portability upfront, the District would have to revise its current application for certificated personnel to (1) provide notice of this requirement by adding the required documentation to the list of items applicants must submit to complete their file and be eligible for interview and (2) provide space/a checkbox for applicants to indicate that they are seeking nonprobationary employment.  
<https://www.sargent.k12.co.us/wp-content/uploads/2023/04/Certified-Applicationpdfform.pdf>

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1. Clearly indicate on the application that the teacher is seeking nonprobationary employment.

2. Include performance evaluations for the prior two consecutive years that show the teacher received effectiveness ratings, and

3. Provide evidence of the teacher's student academic growth data for the prior two consecutive years.

If a teacher indicates on the application that he or she is seeking nonprobationary employment but fails to include or provide the documentation required in 2 and 3 above, the application shall be deemed incomplete and will not be considered.

If a teacher does not indicate on the application that he or she is seeking nonprobationary employment, the teacher will be eligible only for an offer of employment pursuant to a probationary teacher contract regardless of whether the teacher has appended, or the district has solicited, evaluations from the teacher's prior school district(s).

#### Determination of nonprobationary status

If the teacher requests portability of nonprobationary status and provides the documentation required by this policy upon applying for a position with the district and prior to an offer of an employment from the district, the district shall determine in its sole discretion, whether the documentation shows evidence of teacher effectiveness and student academic growth. The district shall make its determination of teacher effectiveness and student academic growth based upon the district's licensed personnel performance evaluation system and the district's measures of student academic growth.

If the district determines the documentation shows the required teacher effectiveness and student academic growth, and offers the teacher the position, then the district shall grant nonprobationary status to the teacher.

If the district determines that the teacher misrepresented or omitted any of the documentation required by this policy and/or misrepresented his or her nonprobationary status or any other matter concerning the teacher's employment history, the district may take action in accordance with applicable law, including but not be limited to revocation of the teacher's nonprobationary status and other appropriate disciplinary action, up to and including termination, dismissal action, and/or nonrenewal.

All employment decisions remain within the sole and continuing discretion of the Board of Education, subject only to the conditions and limitations prescribed by Colorado law. Any dismissal or other employment action shall be in accordance with applicable state law, Board policy, and the teacher's employment contract with the district.

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(Adoption date)

LEGAL REFS.: C.R.S. 22-9-101 *et seq.* (*Licensed Personnel Performance Evaluation Act*)  
C.R.S. 22-60.5-101 *et seq.* (*Colorado Educator Licensing Act of 1991*)  
C.R.S. 22-63-101 *et seq.* (*Teacher Employment, Compensation, and Dismissal Act of 1990*)  
C.R.S. 22-63-203.5 (*nonprobationary portability*)  
1 CCR 301-87 (*State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel*)

CROSS REFS.: GCE/GCF, Professional Staff Recruiting/Hiring  
GCO, Evaluation of Licensed Personnel  
GCQF, Discipline, Suspension and Dismissal of Professional Staff

Sargent School District RE-33J, Monte Vista, Colorado

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## **Board Charge for 2022-2023**

### **Board/Administration**

- Strive for a culture of exceptionalism by listening, identifying, and analyzing data to emphasize better customer service for staff, parents and students.
- Continue to update the Sargent website to strive for better communication with -the public on course offerings and academic programs, and current events.
- Analyze data on student enrollment trends and outgoing staff interviews, focusing on student and teacher retention.
- Provide quarterly updates to the board that share data on funding and achievement in order to reflect on and evaluate personal and district wide goals.
- Use the Sargent App for communication with community members.
- Implement and organize a community cleanup day.
- Establish an alumni foundation in conjunction with the Sargent Education Foundation and the DAC.
- Establish a method for reviewing policies on an ongoing basis.

### **Elementary**

- Improve scores on state math assessments to the “Meets Expectation” level.
- Expand the curriculum to include activities and learning experiences that can increase engagement in the Sargent community and increase student growth.
- Develop a Sargent Leadership program.
- Continue the use of project- based learning across the curriculum through two interdisciplinary projects per grade level, per semester that align with state standards and provide students with opportunities for improvement in planning, organization, persistence, public speaking and classroom engagement.

### **Secondary**

- Improve scores on state math assessments to the “Meets Expectation” level at the Junior High.
- Explore and implement math assessments that can help to monitor student progress and growth throughout the year.
- Expand the curriculum to include activities and learning experiences that can increase engagement in the Sargent community and increase student growth.
- Develop a Sargent Leadership program
- Continue the use of project- based learning across the curriculum through two interdisciplinary projects per grade level, per semester that align with state standards and provide students with opportunities for improvement in planning, organization, persistence, public speaking and classroom engagement.

## **District Objectives (3-5 Years)**

**To be reviewed annually**

### **Goal #1 Students - To provide a safe, appropriate and stimulating learning environment**

#### A. Educational

1. Invest and improve on math curriculum
2. To focus on Project Based Learning
3. To continue to provide and expand online course options
4. To promote Dual Graduation pathways including:
  - a. College preparatory pathway
  - b. Workforce pathway (technical and vocational)
5. To provide additional opportunities in the Arts
7. To implement and update health and wellness policies
8. To provide additional opportunities in Business Education

#### B. Social/Emotional:

1. To utilize Threat and Risk Assessment Tools
2. To provide a Bully Free atmosphere in our schools
3. To provide trauma informed care administrator and teacher training
4. To ensure administrative and counseling response to bullying referrals
5. To promote extra-curricular activities
6. To provide additional Counseling Services
7. To regularly schedule: Lockout/Lockdown/Fire drills

### **Goal #2 Staff - To retain and recruit qualified education professional**

1. To provide regionally competitive compensation for staff
2. To investigate compensation plans
3. To provide focused Professional Development
4. To investigate Administrator and Counselor salary schedules
5. To provide training for staff in the effective use of technology
6. Regular self-reflection through Leader In Me.

### **Goal # 3 District**

1. To maintain a balanced district budget
2. To pursue additional funding sources
3. To effectively use instructional and administrative technology
4. To increase student daily attendance

5. To increase student punctuality
6. To insure and maximize daily student “time on task”
7. To maintain a student activity fund
8. To expand our safe school environment
9. To improve communications with parents and community
10. To promote the district with the community and media outlets
11. To create an Alumni Association to raise money

#### **Goal # 4 Parents**

1. To encourage and promote good attendance and punctuality
2. To encourage reading at home
3. To encourage parents to support students in completing their homework
4. To encourage parent involvement in schools, including attendance at parent/teacher conferences
5. To provide a list of areas that parents and family are able to volunteer their support to.

Date Approved: 06/28/21