

**ADAMS COUNTY SCHOOL DISTRICT 14
BOARD OF EDUCATION
AGENDA**

Date: September 8, 2020

Adams County School District 14
Board of Education Room
5291 East 60th Avenue, Commerce City, CO

Electronic Participation Meeting

YouTube Video Channel to Watch Live and to Replay

<https://www.youtube.com/playlist?list=PLIDwtDJFYcd04bP2j5u0ZNcWmmuM9ojig>

5:30 PM – Executive Session

- C.R.S. § 24-6-402(4)(b)-Legal Advice; Board to conference with an attorney for the purpose of receiving legal advice on specific matters (A14SS/MGT contract and policy updates)

6:30 PM – Regular Meeting

I – PRELIMINARY

(Please turn all cellular phones off during the meeting.)

- A. CALL TO ORDER
- B. MOMENT OF SILENCE
- C. ROLL CALL
- D. APPROVAL OF THE MINUTES
- E. APPROVAL OF AGENDA
- F. RECOGNITIONS
- G. SUPERINTENDENT'S REPORT

- August 25, 2020

1-4

- Adams 14 Update
- H. AUDIENCE COMMENTS (Please submit your audience comment via email to meavina@adams14.org in written or video format with BOE Audience Comment in the subject line by Monday at 3:00 p.m. prior to the regular Board of Education meeting. **Comments not to exceed 3 minutes per person.**)

II – ROUTINE ITEMS

CONSENT ITEMS (asterisk* denotes consent item)

1.0 Personnel

- 1.1 Superintendent's Recommendation 5-7
Personnel Actions (Attachment of record)*

Certified & Special Service Providers (SSP)
Appointment
Resignation

Board of Education believes:

When the community, students and staff are involved, all students do learn and succeed.

Therefore, our goals are:

- 1. To ensure all students will be at or above grade level;
- 2. To continually review programs and policies to ensure students are prepared for the 21st Century;
- 3. To continue our commitment to sustainable fiscal management and accountability;
- 4. To recruit and maintain the best qualified and well-trained work force;
- 5. To embrace the community as partners in the success of our students.

Classified and Support & Tech

Appointment

Resignation

Retirement

	2.0	Grant	
1-4	2.1	Superintendent Recommendation Approval to Accept the Gifted Education Universal Screening and Qualified Personnel Grant to Support Gifted and Talented Identification and Programming	8
	3.0	Other	
1-5	3.1	Superintendent Recommendation Adams County School District 14 and Colorado Classified School Employees' Association (CCSEA) Negotiations Approval	9
1-5	3.2	Superintendent Recommendation Adams County School District 14 Support and Technical Compensation Package Approval	10
1-5	3.3	Superintendent Recommendation Adams County School District 14 Administrator Compensation Package Approval	11
1-3	3.4	Superintendent Recommendation Approval to Purchase Additional McGraw Hill Maravillas/Wonders Consumables for Grades K-5	12
3	3.5	Superintendent Recommendation Approval of Paving Contract for Central Elementary School	13
3	3.6	Superintendent Recommendation Approval of Emergency Purchase with Flink Supply Company for 73 Bottle Fillers/Water Fountains for Student Safety during Hybrid Learning	14

III – BUSINESS ITEMS

	1.0	Policy	
2,4	1.1	Superintendent's Recommendation Policy GBAB – New Workplace Health and Safety Protection	15-17
		2nd Reading/Adoption	

IV – COMMUNICATIONS

- General
- Other
 - (Calendars – Pg. 18)

V – ADJOURNMENT

Minutes – August 25, 2020

EXECUTIVE SESSION of the Adams County School District 14 Board of Education was called to order Tuesday, August 25, 2020 pursuant to notice by Mrs. Lewis, President, at 5:32 p.m.

MOTION was made by Ms. Lovato, seconded by Mrs. Zubia to go into executive session under C.R.S. § 24-6-402(4)(b)-Legal Advice; Board to conference with an attorney for the purpose of receiving legal advice on specific matters (A14SS/MGT contract and OCR resolution agreement).

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

Executive session commenced at approximately 5:32 p.m. with Board of Education Members Hurtado, Lewis, Lovato, Quintana, Zubia, Mr. Rangel, Dr. Bull and Attorney Jonathon Fero present. The Board received legal advice until 6:35 p.m. then exited executive session.

Executive session adjourned at approximately 6:35 p.m.

REGULAR MEETING of the Adams County School District 14 Board of Education was called to order Tuesday, August 25, 2020 pursuant to notice by Mrs. Lewis, President, at 6:50 p.m.

Roll Call per Electronic Participation

Present: Mrs. Hurtado, Mrs. Lewis, Ms. Lovato, Mrs. Quintana, Mrs. Zubia

Also Present: Mr. Rangel

MOTION was made by Ms. Lovato, seconded by Mrs. Zubia to approve the minutes of August 4, 2020 and August 11, 2020.

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Ms. Lovato, seconded by Mrs. Hurtado to amend the agenda to remove item 1.6 through 1.8 and business items 1.10 through 1.13 from the consent agenda.

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Hurtado, seconded by Mrs. Zubia to approve the agenda as amended.

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

Routine Consent Items

MOTION was made by Mrs. Quintana, seconded by Mrs. Zubia to approve routine consent

Minutes – August 25, 2020

items 1.0 through 3.3.

- 1.0 Personnel
- 1.1 Superintendent's Recommendation
Personnel Actions (Attachment of record)*
Certified & Special Service Providers (SSP)
Rescind

Classified and Support & Tech
Appointment
Resignation
Transfer
- 2.0 Grant
- 2.1 Superintendent Recommendation
Approval to Accept the Adams County Open Space Active Grant Award for the Alsup Elementary Construction Project
- 3.0 Other
- 3.1 Superintendent Recommendation
Adams County School District 14 and District 14 Classroom Teachers' Association (CTA)
Negotiations Approval
- 3.2 Superintendent Recommendation
Approval to Renew GoGuardian Classroom Management
- 3.3 Superintendent Recommendation
Approval to Purchase Houghton Mifflin Harcourt Into Math Manipulatives for Grades K-5 for Adams 14 Special Education Team in Each Elementary School

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

Business Item

MOTION was made by Mrs. Hurtado, seconded by Mrs. Quintana to approve business policy item 1.1.

- 1.1 Superintendent Recommendation
Policy AC – Revised
Nondiscrimination/Equal Opportunity
- 2nd Reading/Adoption

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Hurtado, seconded by Mrs. Quintana to amend the title for business policy item 1.2 from Hearing Procedures to 504 Hearing Procedures

- 1.2 Superintendent Recommendation

Minutes – August 25, 2020

Policy AC-R1 – Revised
Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)

2nd Reading/Adoption

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Zubia, seconded by Mrs. Quintana to approve business policy item 1.2 as amended.

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Quintana, seconded by Ms. Quintana to approve business policy item 1.3.

1.3 Superintendent Recommendation
Policy AC-R2 – Revised
Sexual Harassment Investigation Procedures (Title IX)

2nd Reading/1st Adoption

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Zubia, seconded by Mrs. Quintana to approve business policy item 1.4.

1.4 Superintendent Recommendation
Policy AC-E-1 – Revised
Nondiscrimination/Equal Opportunity (Notice)

2nd Reading/Adoption

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

MOTION was made by Mrs. Quintana, seconded by Mrs. Hurtado to approve business policy item 1.5.

1.5 Superintendent Recommendation
Policy AC-E-2 – Revised
Nondiscrimination/Equal Opportunity (Complaint Form)

2nd Reading/Adoption

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

Minutes – August 25, 2020

MOTION was made by Mrs. Quintana, seconded by Mrs. Hurtado to approve amended business item 1.9.

1.9 Superintendent Recommendation
Policy GBAB – New Discussion/1st Reading
Workplace Health and Safety Protection
Immediate Temporary Policy Implementation per Policy BG

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, no; Mrs. Zubia, aye

MOTION CARRIED

Communications

Board members shared out thoughts and events attended.

Adjournment

MOTION was made by Ms. Lovato, seconded by Mrs. Quintana to adjourn the regular meeting.

Mrs. Hurtado, aye; Mrs. Lewis, aye; Ms. Lovato, aye; Mrs. Quintana, aye; Mrs. Zubia, aye

MOTION CARRIED

The Board adjourned the special meeting at 7:48 p.m. The next regular meeting of the Board of Education will be Tuesday, September 8, 2020. The Board will convene via electronic communication unless posted otherwise.

Karen Colato
Assistant Secretary to the Board of Education

Approved and Entered into Proceedings
September 8, 2020

Regina Hurtado
Secretary, Board of Education

Ramona Lewis
President, Board of Education

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

September 8, 2020

Superintendent's Recommendation

TOPIC: APPROVAL TO ACCEPT THE GIFTED EDUCATION UNIVERSAL SCREENING AND QUALIFIED PERSONNEL GRANT TO SUPPORT GIFTED AND TALENTED IDENTIFICATION AND PROGRAMMING

Adams 14 Student Services Department requests approval to accept \$31,068.40 in funding from the Universal Screening and Qualified Personnel Grant from the Colorado Department of Education (CDE) to support gifted and talented identification and programming throughout the district.

The funding from this grant will focus on identifying students in underrepresented populations and will fund up to .5 of the Gifted and Talented Coordinator's salary to sustain and grow programming for gifted and talent pool students in Adams 14.

Additionally, the funding will be used to purchase materials and supplies needed for testing of all 2nd and 6th grade students. This grant is intended to improve gifted identification of underrepresented students and appropriate educational programming for the identified students. The period of this grant is 7/1/2020 - 6/30/2021.

Therefore, it is recommended...

RECOMMENDATION:

...that the board of education of Adams County School District 14 approve Gifted and Talented Department's acceptance for the Universal Screening and Qualified Personnel Grant to support gifted identification and programming.

**Board of Education
Adams County School District 14
Commerce City, CO 80022**

September 8, 2020

Superintendent's Recommendation

Topic: ADAMS COUNTY SCHOOL DISTRICT 14 AND COLORADO CLASSIFIED SCHOOL EMPLOYEES' ASSOCIATION (CCSEA) NEGOTIATIONS APPROVAL

Adams County School District 14 and Colorado Classified School Employees' Association (CCSEA) have negotiated a one-year agreement dated July 1, 2020, and extending the agreement through June 30, 2025. This ratified agreement includes agreement on all contract terms. A one-year compensation agreement which includes incremental advancements for experience and longevity earned shall be granted for salary and supplemental salary schedules. The district will pay a one-time stipend of 1.9% salary increase for those employees that were in Step 8 of the 2019 - 2020 Classified Salary Schedule. The one-time stipend will be prorated over the course of the 2020 - 20201 contract year. Additionally, the District will absorb the employer increased cost of PERA and increased health, dental, vision and life insurance for employees only for 2020-2021. For those employees that are supporting the daily community meal distribution program, a \$200 stipend will be paid on the October 2020 payroll.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the ratified agreement reached between Adams County School District 14 and Colorado Classified School Employees' Association.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

September 8, 2020

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 SUPPORT AND TECHNICAL
COMPENSATION PACKAGE APPROVAL**

Adams County School District 14 Support and Technical employees will be provided a 1.9% COLA increase to the base salary schedule and no step on the salary schedule for the period of July 1, 2020 through June 30, 2021. Additionally, the District will absorb the employer increased cost of PERA and increased health, dental, vision and life insurance for employees only for 2020 - 2021.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the compensation package between Adams County School District 14 and the Support and Technical employees.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO 80022**

September 8, 2020

Superintendent's Recommendation

**TOPIC: ADAMS COUNTY SCHOOL DISTRICT 14 ADMINISTRATOR
COMPENSATION PACKAGE APPROVAL**

Adams County School District 14 Administrative employees will be provided a 1.9% COLA increase to the base salary schedule and no step on the salary schedule for the period of July 1, 2020 through June 30, 2021. Additionally, the District will absorb the employer increased cost of PERA and increased health, dental, vision and life insurance for employees only for 2020 - 2021.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the compensation package between Adams County School District 14 and the Administrative employees.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

September 8, 2020

Superintendent's Recommendation

**TOPIC: APPROVAL TO PURCHASE ADDITIONAL MCGRAW HILL
MARAVILLAS/WONDERS CONSUMABLES FOR GRADES K-5**

In response to COVID-19 and home learning, the Adams 14 Literacy Department is requesting to purchase additional ELA Maravillas/Wonders Reading and Writing Companion student consumables in anticipation to additional enrollments and/or lost or damaged materials, to ensure our students have what they need to succeed in their learning.

Wonders/MaravillasK-5 student Reading and Writing Companion consumables for grades K-5 in the amount of 110,381.49.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the additional funding for the purchase of McGraw Hill ELA Maravillas/Wonders additional consumables in the amount of \$110,381.49

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

September 8, 2020

Superintendent's Recommendation

TOPIC: APPROVAL OF PAVING CONTRACT FOR CENTRAL ELEMENTARY SCHOOL

Five contractors bid on our RFP to repave and restripe the Central Elementary School staff parking lot: Asphalt Specialties, Straightline, A1 Chip Seal, Metro Pavers and Colorado Paving. The weighted selection criteria was based on project cost, project timeline, years in business, and previous experience. Based on the criteria, Asphalt Specialties was selected for the contract at a cost of \$48,484.84. The project is expected to be completed before September 25, 2020.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve the \$48,484.84 contract of Asphalt Specialties to repave and restripe Central Elementary School's staff parking lot

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

September 8, 2020

Superintendent's Recommendation

**TOPIC: APPROVAL OF EMERGENCY PURCHASE WITH FLINK SUPPLY COMPANY
FOR 73 BOTTLE FILLERS/WATER FOUNTAINS FOR STUDENT SAFETY
DURING HYBRID LEARNING**

The District purchased 73 bottle fillers/water fountains under DJ-E5 Emergency Purchase Policy. Student and staff safety will be effected adversely if the order was not placed as soon as the request for proposal 2021-005 bids were reviewed. These bottle fillers are necessary to provide a safe learning environment by providing access to water without the risk of spreading the COVID-19 virus.

The Operations team issued a Request for Proposal 2021-005 to competitively procure these bottle fillers. The district received two bids, Flink Supply Company was the low bidder.

Therefore, it is recommended...

RECOMMENDATION:

...that the Board of Education of Adams County School District 14 approve Flink Supply Company as the selected vendor for bottle fillers and the purchase made under DJ-E5 Emergency Purchase with Flink Supply Company in the amount of \$69,934.00, from COVID-19 grant funds.

**BOARD OF EDUCATION
ADAMS COUNTY SCHOOL DISTRICT 14
COMMERCE CITY, COLORADO**

September 8, 2020

Superintendent's Recommendation

TOPIC: POLICY GBAB – WORKPLACE HEALTH AND SAFETY PROTECTION

There is a need for the District to adopt new District Policy GBAB. There is an immediate need to adopt and implement policy GBAB. This update pertains to the ongoing guidance from state and federal agencies regarding COVID-19, recent guidance from the United States Department of Education and updates resulting from state legislative changes.

Therefore, it is recommended . . .

RECOMMENDATION

...that the Board of Education of Adams County School District 14 discuss, implement and adopt the policy GBAB, Workplace Health and Safety Protection on second reading.

Workplace Health and Safety Protection

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

Public health emergency

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

Nondiscrimination

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

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

1. provides a higher level of protection than the equipment provided by the district;
2. is recommended by a federal, state, or local public health agency with jurisdiction over the district; and
3. does not render the employee incapable of performing their job or fulfilling their job duties.

Notice

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

LEGAL REFS.: C.R.S. 8-14.4-101 (*definition of public health emergency*)
C.R.S. 8-14.4-102 (*prohibition against discrimination based on claims related to a public health emergency*)

CROSS REFS.: AC-R, Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)

GBA, Open Hiring/Equal Employment Opportunities

~~GBK, Staff Concerns/Complaints/Grievances~~

~~GBK-R, Staff Concerns/Complaints/Grievances — Regulation~~

Adopted: 8/25/20
Adams 14, Colorado

Board of Education Committee Assignments 2020-2021

COMMITTEE	BOARD MEMBER	MEETS
Adams 14 Education Foundation	Ms. Lovato Alt. Mrs. Zubia	4th Thursday of every month, 11:30 AM Location: ESS
DAC	Mrs. Hurtado Alt. Mrs. Quintana	2 nd Wednesday of every month, 5:30-7:30 PM Location: ESS
City Council	Ms. Lovato Alt. Mrs. Lewis_____	Every Monday, 6:30 PM Location: Council Chambers
Kid's First Health Care	Mrs. Lewis Alt. Ms. Lovato	3rd Tuesday every month, 8:30 AM Location: ESS
Legislative	Mrs. Lewis Alt. Mrs. Zubia	TBD – CASB/Lobbyist Location: State Capital Bldg.
Area Boards	Ms. Lovato Alt. Mrs. Hurtado_____	3rd Tuesday every 3rd month, 11:30-1:00 PM Location: TBA, Hosts Vary
Rotary	Mrs. Zubia	Every Wednesday, 12:00 PM Location: El Jardin
C.C. Urban Renewal Authority	Mrs. Lewis	CCURA – Meetings Vary
Aurora Urban Renewal Authority	Mrs. Lewis	AURA – Meetings Vary

Board of Education School Assignments 2020-2021

STARS	Mrs. Lewis
Sanville	Mrs. Lewis
Alsup	Mrs. Hurtado
Central	Mrs. Lewis & Maria Zubia
Dupont	Miss Lovato
Hanson	Mrs. Quintana
Kemp	Miss Lovato
Monaco	Mrs. Quintana
Rose Hill	Mrs. Hurtado
Kearney	Mrs. Hurtado
Adams City Middle	Miss Lovato
Adams City High School	Miss Lovato & Maria Zubia
Lester Arnold High School	Miss Lovato & Maria Zubia