

*Board of Education
Mesa County Valley School District 51*

Agenda

August 5, 2025

Board of Education Work Session

VISION STATEMENT

Engage, equip, and empower each and every student, each and every day.

DISTRICT MISSION

D51 engages our community, families and staff to deliver individualized, collaborative and challenging educational experiences to prepare each and every student for their brightest future.

BOARD PURPOSE

Providing effective and ethical governance – representative of community – to support continuous success for all students.

ESSENTIAL BOARD ROLES

Guide the District through the superintendent
Engage constituents Ensure alignment of resources and structure
Measure effectiveness Model excellence

BOARD’S CORE, DRIVING VALUES

Continuous student success, respect for all, student centered, integrity, engaged communication, continuous improvement, fiscal responsibility, accountability, strategically proactive, team effectiveness

BOARD MEMBERS

District A – Mr. José Luis Chávez District
B –Mrs. Barb Evanson
District C – Mrs. Andrea Haitz, President
District D – Mr. Will Jones, Vice
President District E – Ms. Angela Lema,
Secretary

SUPERINTENDENT

Board of Education Work Session

5:00 PM

1. Call to Order/Pledge of Allegiance/Roll Call
2. Agenda Approval
3. WORK SESSION
 - A. Central High School/Priority Improvement Project Update
 - B. GJHS Construction Update
4. BUSINESS ITEMS
 - A. Policy EBCB Fire Drills (Removal)
 - B. Licensed and Administrative Personnel Action
 - C. Ratification of Mesa County Valley School District 51 and Mesa Valley Education Association Contract
5. Board Open Discussion
6. Future Meetings
 - A. August 19, 2025 Board of Education Business Meeting
5:00 p.m., Harry Butler Board Room
7. Adjournment

PUBLIC PARTICIPATION AT BOARD MEETINGS; MEETING RULES

Adopted: September 14, 2021

Revised: November 19, 2024

The Board desires to hear the views of citizens of the District and welcomes public comments at business meetings. Public comments at work sessions or special meetings will not be allowed unless otherwise delineated on the meeting agenda. To ensure the safety, security, and orderly conduct at Board meetings all participants must adhere to these rules and any additional instructions provided by security personnel or meeting facilitators.

Eligibility and priority to address the Board: To ensure the students are prioritized and heard, the Board will allow students to speak first during the public comment portion of the meetings. Students wishing to address the Board must sign up and will be called in the order of registration before other community members.

Process/Procedure:

1. Individuals wishing to address the Board must sign up and will be called in the order of registration.
2. Comments will be limited to agenda item(s).
3. The public comment portion will be limited to 60 minutes unless the Board votes to extend the time. If additional time is approved, it will be at the discretion of the Board and based on the circumstances of the meeting.
4. Each speaker will be allotted up to three minutes to address the Board during public comment. If there are a large number of individuals signed up to speak, the Board reserves the right to reduce the time per speaker to ensure that as many voices are heard within the allotted comment period. If time constraints prevent all individuals from speaking during the public comment period, the Board encourages those unable to address the Board in person to submit their input via emails, written letters, or other formats. All submitted comments will be reviewed by the Board.
5. Speakers should not repeat the same message shared by others. If a speaker's point has already been addressed, comment briefly in support of previous comments and provide any other unique insights.

Prohibited Items: For security purposes, attendees may not bring bags into the meeting room. This includes, but is not limited to: backpacks, purses larger than a clutch, and tote bags. Exceptions will be made for medically necessary items or diaper bags, which are subject to inspection. Employees who are required to attend and work during the meeting are exempt from the bag policy but may be subject to standard security procedures.

Orderly Conduct:

1. All speakers and attendees are expected to maintain respectful and proper decorum during Board meetings.
2. Comments shall be directed to the Board as a whole and not an individual member, staff, or other attendees.
3. Personal attacks, threats, shouting, cheering, snapping, and other distractions or disruptive behavior, will not be tolerated.
4. Clapping after a comment may be allowed unless it is disrespectful or disrupts the flow of the meeting. Attendees are encouraged to keep expressions of support by clapping brief. If attendees disregard this expectation, the Board may temporarily pause the meeting to restore order or remove individuals causing the disruptions.
5. All comments must be age-appropriate, to include kindergarten through twelfth grade, and suitable for a school setting. Speakers are expected to use language and share content that is respectful and appropriate for all ages.
6. Comments containing profanity, vulgarity, or otherwise inappropriate material will not be permitted.
7. Attendees may not bring signs, banners, props, or other similar items/materials into the meeting. Any individual wishing to display any of the items referenced, or demonstrate, should do so in appropriate spaces outside of the meeting room, in compliance with District policies.
8. Media representatives wishing to record the Board meeting will be assigned a designated location to ensure their activities do not disrupt the proceedings or obstruct the view of attendees. All recording equipment must remain within the assigned area for the duration of the meeting.

Enforcement of Meeting Rules: Individuals who fail to follow the established rules for public comments or meeting decorum will receive a warning. If the disruptive behavior continues after the warning, the individual may be removed from the meeting. Repeated violations may result in a ban from attending future meetings as determined by the Board.

2024 BOND PROJECTS PROGRESS AND GATEWAY SCHOOL UPDATE

BOARD OF EDUCATION MEETING: AUGUST 5TH, 2025



BOND SCOPE OVERVIEW

- \$190M Bond
- Three parts:
 - Central High School improvements
 - Fruita Monument High School improvements
 - Priority Improvement Projects (“PIPs”)
 - Four Phases (one for each summer)

MESA COUNTY VALLEY SCHOOL DISTRICT 51 MAY 31, 2024 25-YEAR FACILITY MASTER PLAN

OVERALL PROJECT COST ESTIMATE
PHASE 1 (2024)

SAFETY AND SECURITY ENHANCEMENTS	\$14 - 16 M	PIPs
PRIORITY MAINTENANCE + LIFE SAFETY	\$69 - 71 M	
IMPROVED LEARNING ENVIRONMENTS	\$12 - 14 M	
CENTRAL HS IMPROVEMENTS	\$65 - 68 M	
FRUITA MONUMENT HS IMPROVEMENTS	\$18 - 21 M	
POTENTIAL BOND PROJECT TOTAL	\$178 M - 190M	

177 hard | explain | monitor School District 51

PIP'S – COMPLETED WORK FCI SCHOOLS

- Chatfield ES
 - Asbestos abatement
 - Fire sprinkler system installed
 - Fire alarm system installed
 - Modular upgrades
 - New transaction window
 - Basketball/play area paving improvements
 - Added modified needs classrooms
 - Modifications for SNB and Admin rooms
 - Added drinking fountains
 - New ceilings
 - Added bollards
- Nisley ES
 - Asbestos abatement
 - Fire sprinkler system installed
 - Pre-K bathroom added
 - Added drinking fountains
 - New ceilings
- Fruitvale ES
 - Asbestos abatement
 - Fire sprinkler system installed
 - Expanded staff parking area and added fencing
 - Added drinking fountains
 - Added small group rooms
 - Media center improvements
 - New ceilings
 - Added bollards
- Orchard Avenue ES
 - Small group rooms & offices added in lobby and library
 - Double door added for serving line in kitchen
- Rocky Mtn ES
 - Added fire alarm
 - Added fencing & landscaping improvements
 - Media center & SPED room improvements
 - Modular improvements
 - Added bollards

PIP'S – REMAINING WORK FCI SCHOOLS

- Chatfield ES
 - Permanent doors and hardware
 - Marker boards
 - Corner guards
- Fruitvale ES
 - Permanent doors and hardware
 - SPED playground equipment
 - Poured-in-Place surfacing for SPED playground
 - Marker boards
 - Light poles
 - Maker space LVT
- Nisley ES
 - Pre-K bathroom light fixtures
- Orchard Avenue ES
 - Permanent doors and hardware
 - Acoustical wall panels
 - Roller window shades
 - Strip lights in conference room
- Rocky Mtn ES
 - Permanent doors and hardware
 - Site furnishings
 - Shade structure
 - Gym pads
 - Marker boards

PIP'S – COMPLETED WORK DDB SCHOOLS

- Mesa View ES

- Fire sprinkler system installed
- Multi-purpose room improvements
- Added drinking fountains
- Two restrooms added
- Cafeteria improvements
- New playground equipment
- Added bollards

- Thunder Mountain ES

- Fire sprinkler system installed
- New ceiling tiles
- Added drinking fountains
- Added bike/walk path
- Added site furnishings
- Added bollards

PIP'S – REMAINING WORK DDB SCHOOLS

- Mesa View ES
 - Acoustical panels in multi-purpose room
 - Playground PIP surfacing
- Thunder Mountain ES
 - Replacement door hardware
 - SPED playground equipment

PIP'S – COMPLETED WORK ASSET CM SCHOOLS

- Palisade HS

- Fire sprinkler system installed
- Fire alarm system installed
- New ceilings
- Corrections to science room gas nozzles
- Added bollards

- Taylor ES

- Asbestos abatement
- Fire sprinkler system installed
- New ceilings
- Security vestibule reconfiguration
- Transaction window upgrades
- SPED classroom and office reconfigurations
- Added group rooms
- Media center improvements
- Parking lot seal coat and re-stripping

PIP'S – REMAINING WORK ASSET CM SCHOOLS

- Palisade HS

- Permanent doors & hardware
- Hollow metal frame corrections
- Security vestibule addition
- Site security walls
- Observatory stairs
- Auditorium fire sprinkler system

- Taylor ES

- Permanent doors and hardware
- Door hardware upgrades
- Group room storefront doors & hardware
- Flooring patches
- Roofing corrections
- Fencing out front
- Bollards
- Bus loop seal coat
- Classroom sinks
- Punch list items

PHASE 01 PIP BUDGET UPDATES

- Phase 01 Budget: \$28.8M
- Hard Costs Committed: \$19.3M
- Soft Costs Committed: \$3.8M
- Costs to Date (thru June): \$10.4M







PIP'S – PHASE 02 – SUMMMER 2025

- Projects

- Appleton ES
- Broadway ES
- Dos Rios ES
- Dual Immersion Academy
- Orchard Avenue ES
- Pomona ES
- Rim Rock ES
- Tope ES
- Wingate ES
- Mt Garfield MS
- West MS
- Admin Server Room – HVAC & Roof

- Design

- Kick-off meetings held with principals before Summer Break
- Follow up meetings with principals to be held in August
- Schematic Design package to be complete by September 4th

- Procurement

- Surveyor – Rolland Consulting Engineers
- CMGC(s) – RFQP underway. Selections expected by early September.

MILESTONES

MILESTONES + SCHEDULE

These were the milestones and dates followed during the Programming Phase effort*:

- 1/10/2025..... Team Kick-Off Meeting
- 1/29/2025..... Design Advisory Group (DAG) Workshop #1 - Guiding Principles
- 2/11/2025..... DAG Workshop #2 - Safety & Security Strategies
- 2/26/2025..... DAG Workshop #3 - Concepts Review
- 3/11/2025..... DAG Workshop #4 - Final Concepts Review
- 4/14/2025..... Programming Book Issued
- 4/14/2025..... Start of Schematic Design (SD)
- 4/22/2025..... Stakeholder Meeting #1 & DAG #5
- 5/07/2025..... Stakeholder Meeting #2 & DAG #6

*Ongoing during this period: Design & Engineering Team site visits to assess existing conditions, design and construction meetings.

CENTRAL HIGH SCHOOL

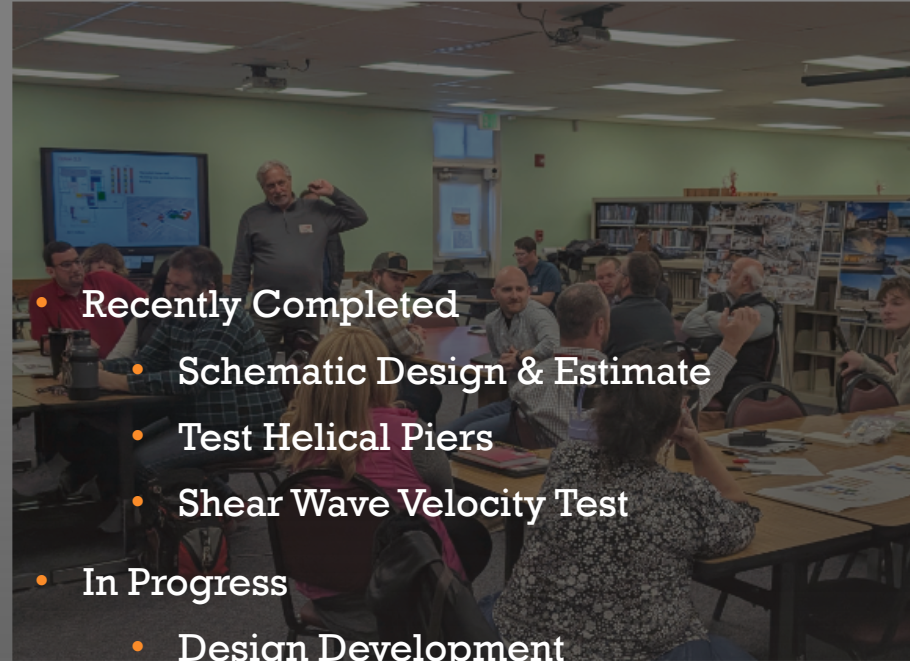
NEXT STEPS

The scope of work for this project consists of demolition, renovation, new construction and site work to be delivered at 100% construction documents in a single package with construction phasing managed by FCI to minimize disruption to operations.

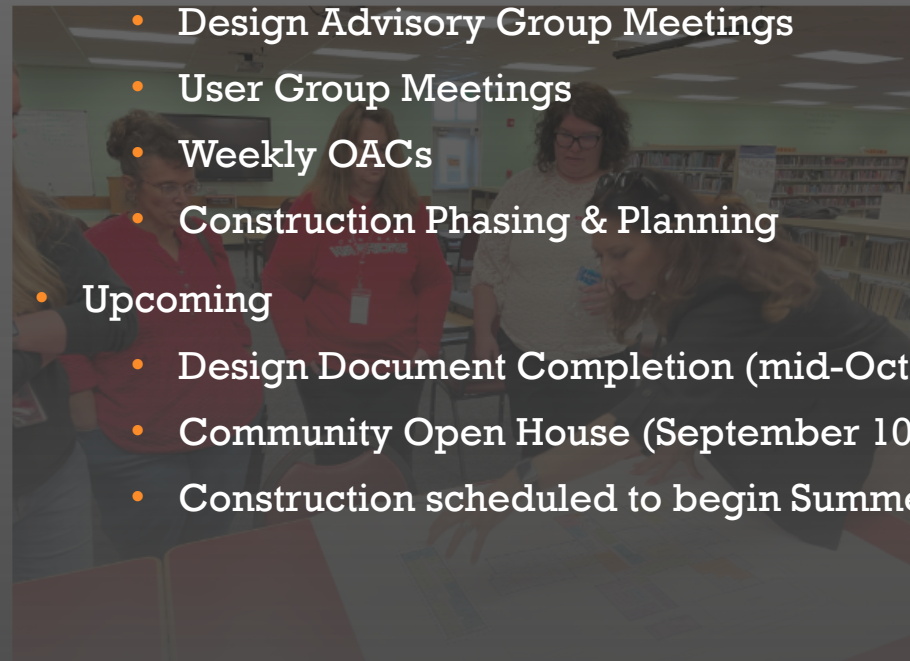
- Implement the vision determined in the Programming Phase in the next phases of design refinement.
- Continue DAG meetings and begin interviewing specific user groups within the district & school
- Engage community and executive groups on project
- Refine exterior design and work through wants/requirements for interior spaces
- FCI will continue to coordinate with DLR Group, school and district to refine cost models as design progresses

FUTURE MILESTONES

- Mid July 2025..... SD Pricing
- Late July 2025..... Start of Design Development (DD)
- Mid August 2025..... Executive Committee Meeting



- Recently Completed
 - Schematic Design & Estimate
 - Test Helical Piers
 - Shear Wave Velocity Test
- In Progress
 - Design Development



- Design Advisory Group Meetings
- User Group Meetings
- Weekly OACs
- Construction Phasing & Planning
- Upcoming
 - Design Document Completion (mid-October)
 - Community Open House (September 10th)
 - Construction scheduled to begin Summer of 2026

SITE DESIGN

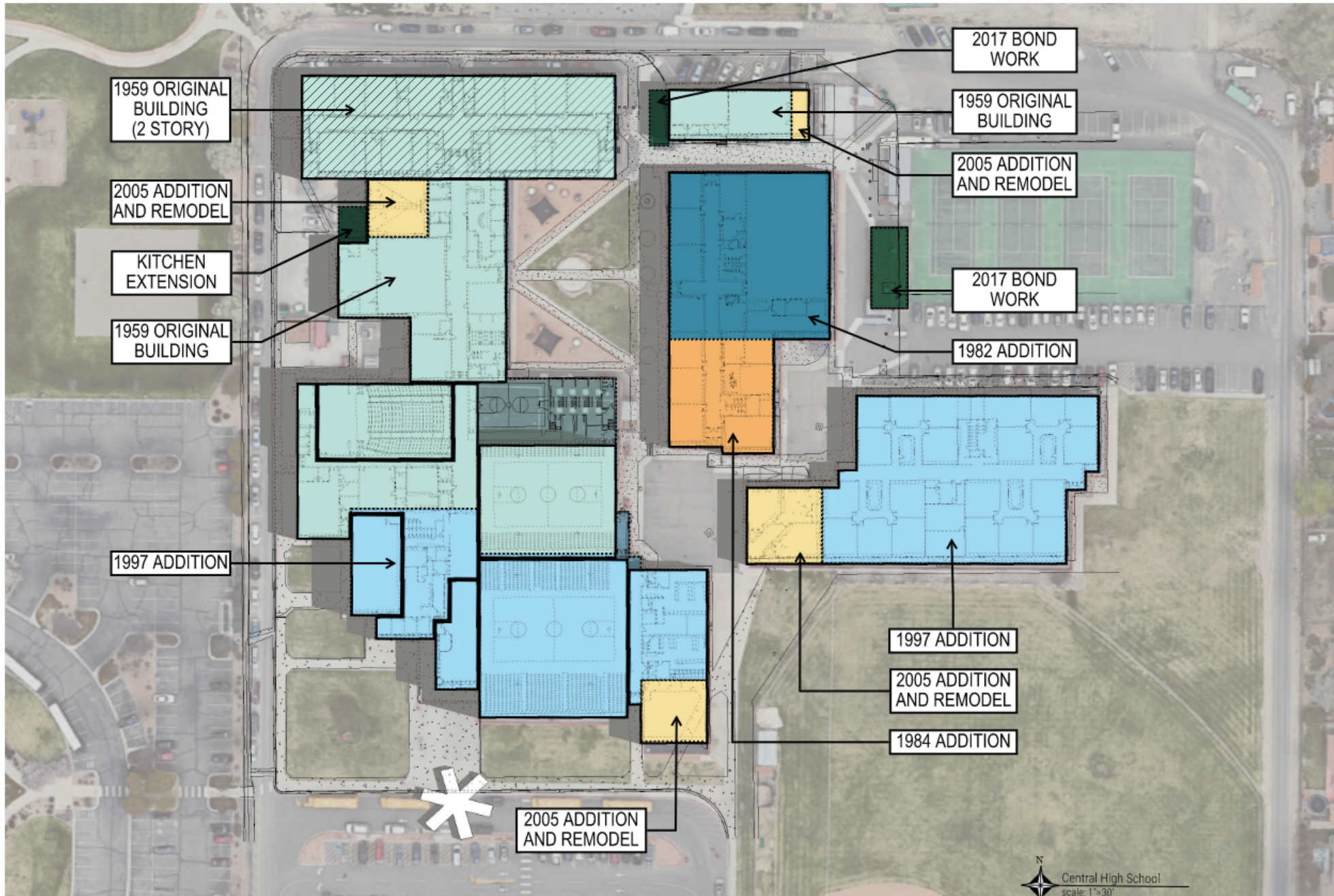
EXISTING SITE

The existing campus is a hodge podge of renovations and additions made over the course of the school's 66-year lifespan. Because of this, the campus has challenges relating to access within and between buildings. For instance, the elevation of the first floor changes by 6'-0" from the south end of the campus to the north. There is no accessible route within the main western building, and no elevator to the second story of the northernmost wing. With the sprawling nature of the buildings, the time that students have between classes is not enough for them to travel from one end of the campus to the other. The detached nature of the buildings also poses serious security risks as staff have many points of access to contend with. Connecting the buildings on the campus and providing a new secure vestibule at the main point of entry is critical for the school to be able to manage access.

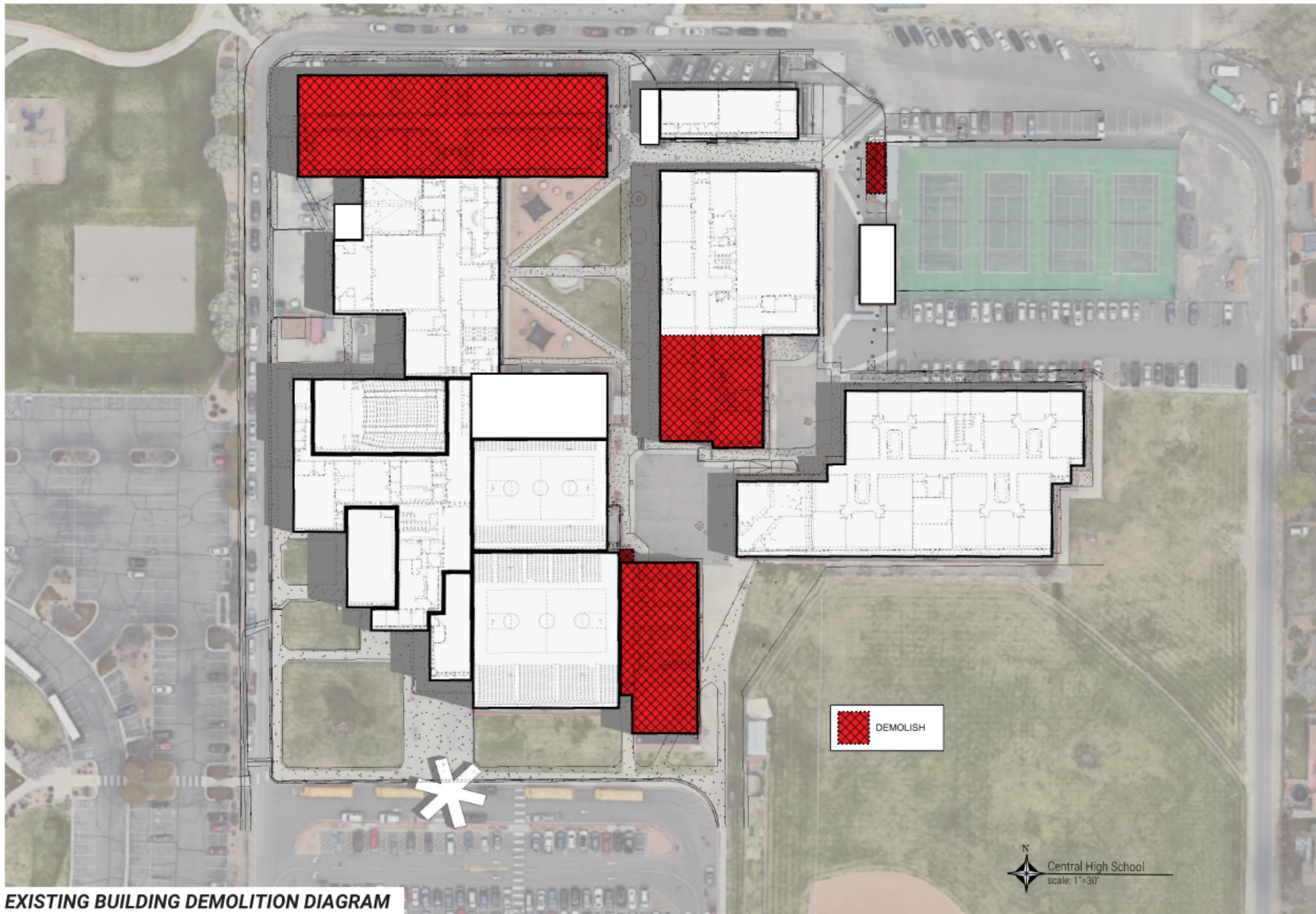
Fields and tennis courts are in need of refinishing and possible expansion. The courtyard in the center of the campus is seen as a net positive to the school. Parking is adequate to serve the current student population but staff does not have enough designated parking. As per the Master Plan, the expectation is that the northernmost wing of the building will be demolished and the space converted into staff parking. Site concrete and paving was also flagged in the Master Plan as needing replacement.



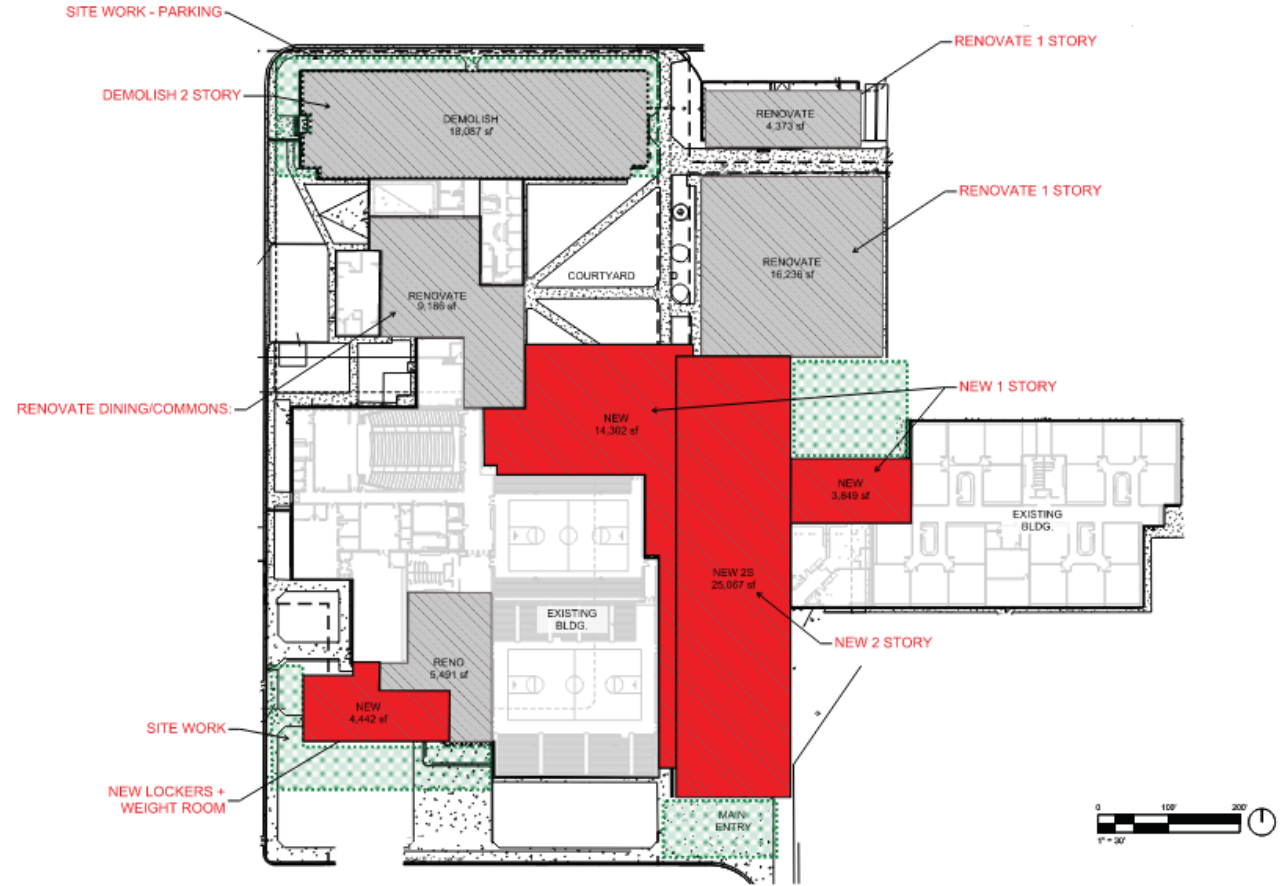
SITE DESIGN



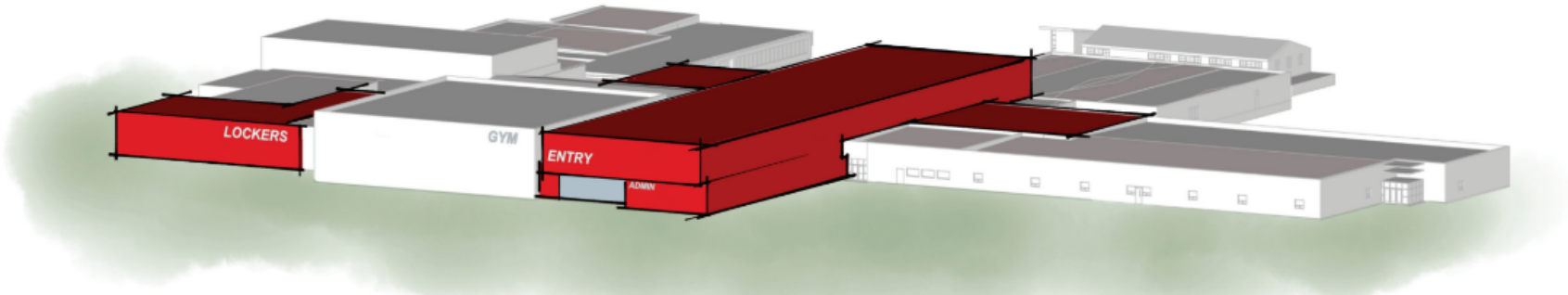
EXISTING BUILDING PHASE DIAGRAM



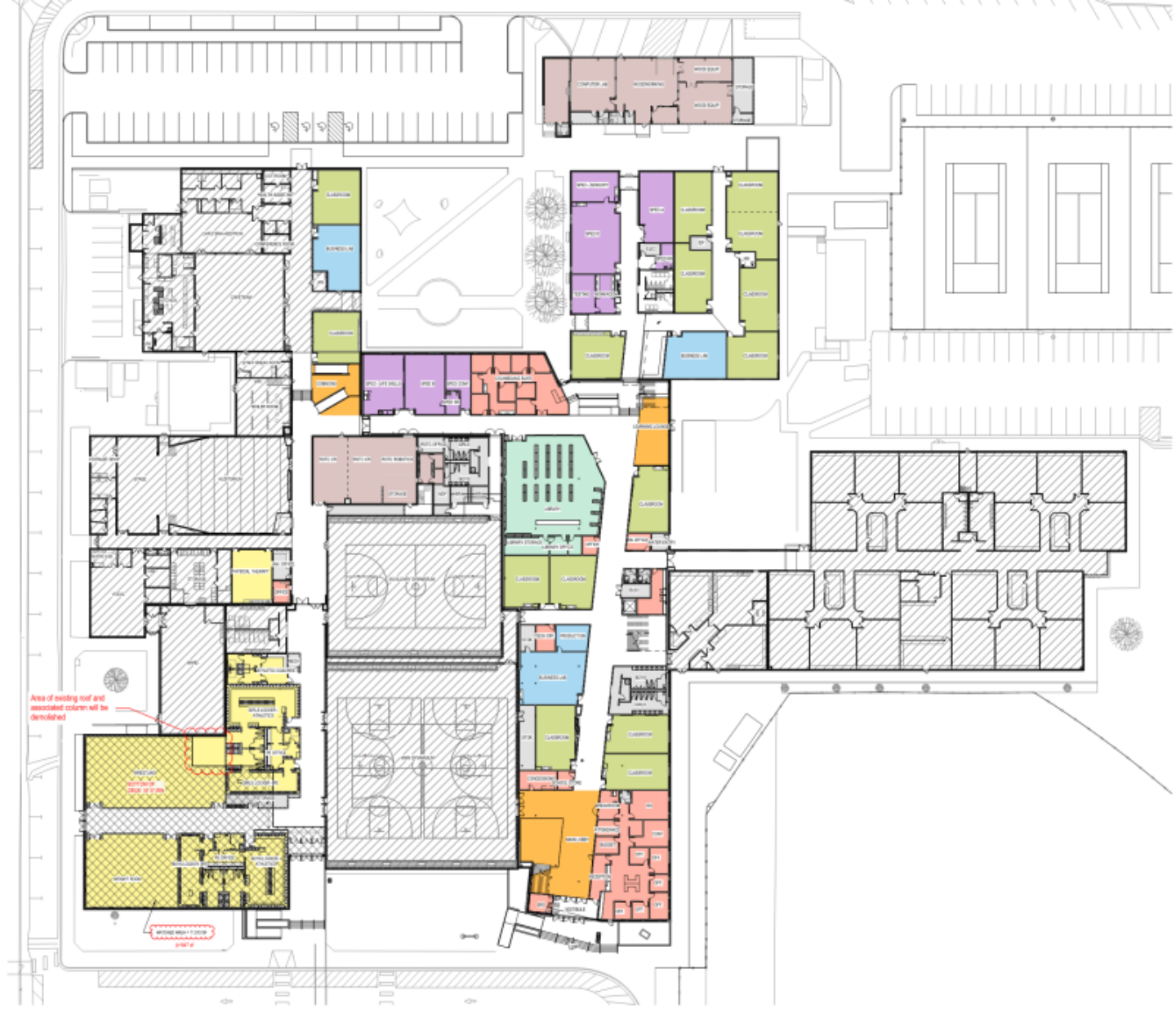
EXISTING BUILDING DEMOLITION DIAGRAM



SITE DESIGN



"New Entry (Alt)" Massing Option, Final Programming Phase Recommendation



Area of existing roof and associated column will be demolished

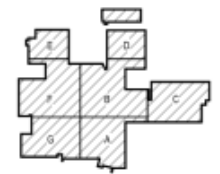
EXISTING ROOF COLUMN

FLOOR PLAN - LEVEL 01
1/24 17-202

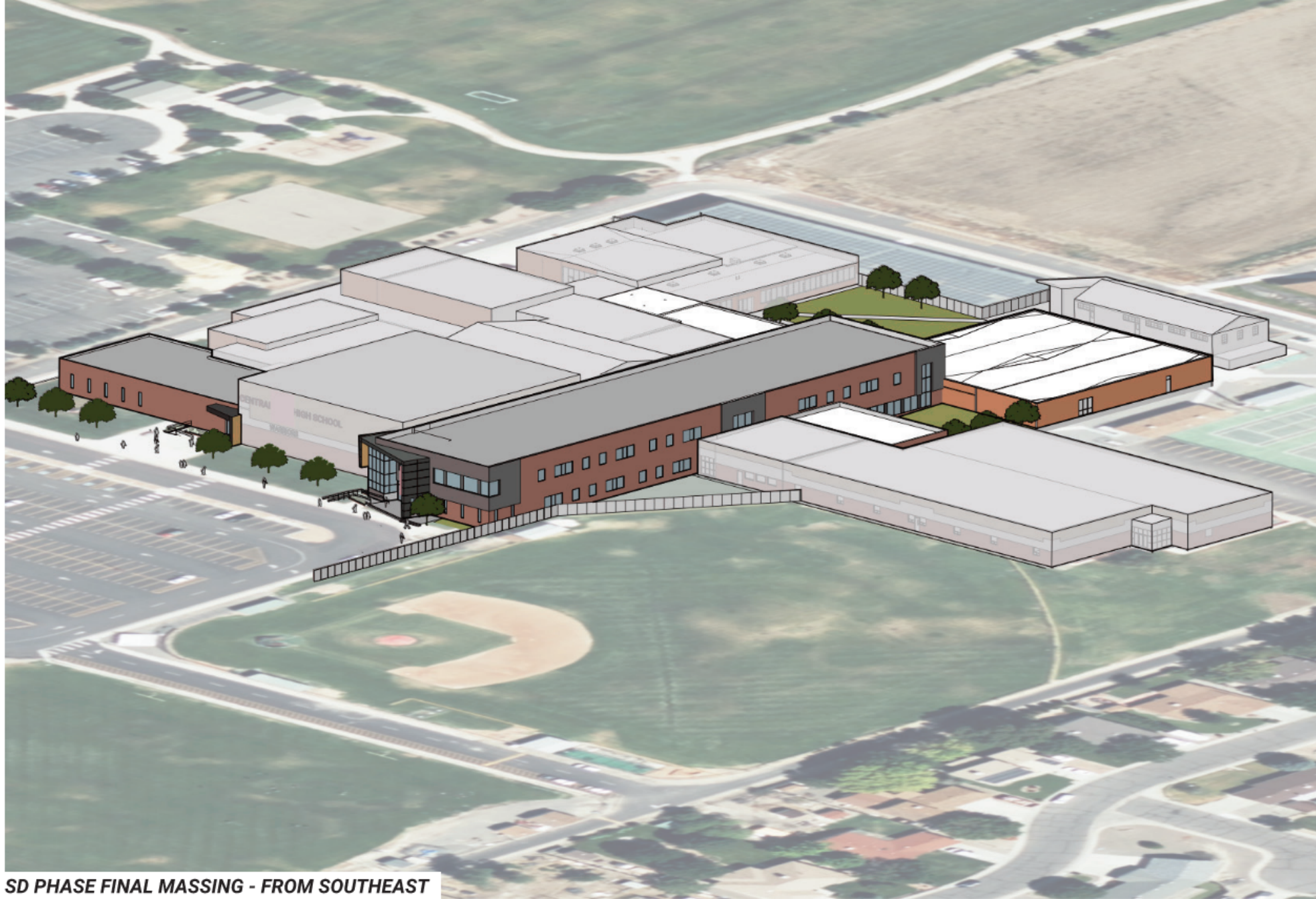


FLOOR PLAN - LEVEL 01

CENTRAL HIGH SCHOOL



FLOOR PLAN - LEVEL 02



SD PHASE FINAL MASSING - FROM SOUTHEAST



SD PHASE FINAL MASSING - FROM SOUTHWEST



VIEW FROM SOUTHWEST (ABOVE)

MAIN ENTRY FROM SOUTH (BELOW)





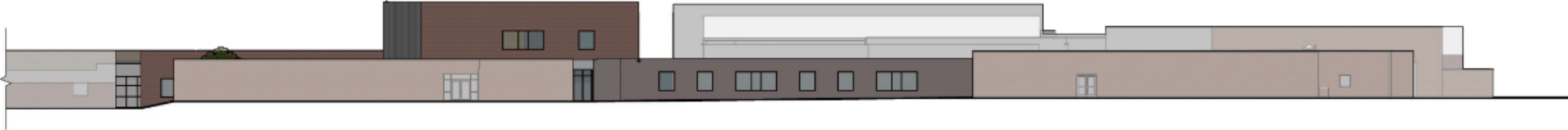
MAIN ENTRY FROM SOUTHEAST
(ABOVE)

VIEW OF COURTYARD (BELOW)

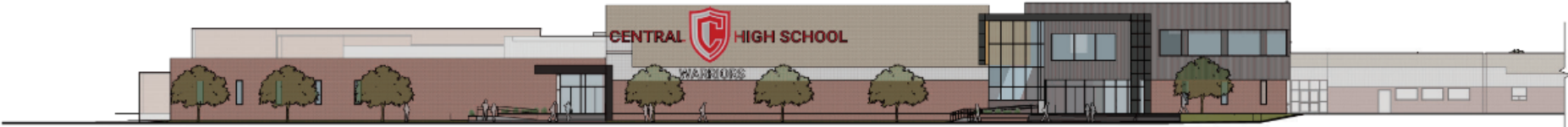


EXTERIOR ELEVATIONS

EXTERIOR DESIGN



NORTH ELEVATION



SOUTH ELEVATION



EAST ELEVATION



WEST ELEVATION

CHS – SD ESTIMATE

- Total Project Budget per Facility Master Plan: \$68M
- Hard Cost Construction Budget: \$56.2M
 - Original Construction Hard Cost Budget: \$47.7M
 - Buy-out Savings in District Wide Security System Upgrades: \$5M
 - Contingency Use: \$3.5M
- Schematic Design Estimate: \$56.2M

GATEWAY SCHOOL

2023 Facilities Masterplan

- **Significant roofing and structural deficiencies**, including sagging areas and deteriorated overhangs
- **Complete lack of ADA accessibility**, including no elevator between floors and non-compliant restrooms and hardware
- **Life safety and fire code violations**, such as non-compliant exterior egress stairs and the absence of a fire sprinkler system
- **Outdated mechanical, electrical, and plumbing systems**, many of which are at or beyond their useful life
- **Exterior and interior deterioration**, including hazardous materials, failing finishes, and inefficient insulation and windows



DEFERRED MAINTENANCE COSTS



Facility Area	Estimated Repair Cost	% of Total
Total Campus Costs	\$7,279,162	100%
1946 Main Building	\$4,080,000	56%
Remaining Campus	\$3,199,162	44%

ADDRESSING FACILITY SAFETY



THANK YOU

COLLEEN.KANEDA@DYNAMICPM.COM



GJHS

PROGRESS UPDATE

AUGUST 5TH, 2025



3.B.

OVERVIEW

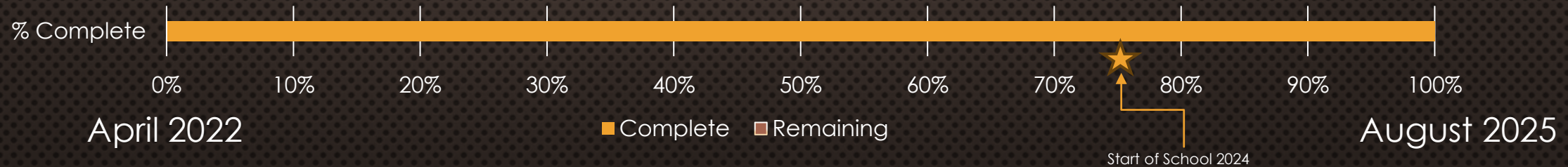
SCHEDULE

- ~~DESIGN: FALL 2021—SUMMER 2022~~
- ~~CONSTRUCTION: SUMMER 2022—SUMMER 2024~~
- ~~ABATE & DEMO EXISTING GJHS: SUMMER 2024—FALL 2024~~
- ~~SITWORK/LANDSCAPING: FALL 2024—SUMMER 2025~~
- ~~2006 AUX GYM: FALL 2024—JANUARY 2025~~

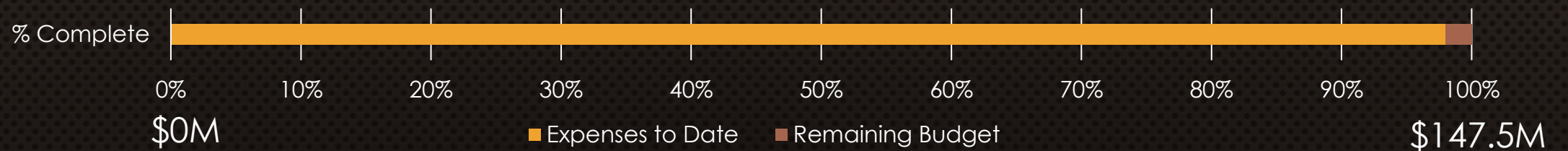
BUDGET

- TOTAL BUDGET: \$147.25M
- SOURCES: \$115M ('21 BOND), \$10M (BEST), \$19.5M ('17 BOND), \$2.5M (INTEREST), \$250K (DONATIONS)
- TOTAL COMMITTED TO DATE: \$146.4M (THRU JULY)
- TOTAL EXPENDED: \$144.3M (THRU JULY)

Completion (as a % of Scheduled Construction Days)



Completion (as a % of Project Budget)



RECENTLY COMPLETED

- TENNIS COURT STRIPING
- SITE SOD INSTALLATION
- CORRIDOR TILE INSTALLATION
- LIBRARY PATIO ADDITION
- ATHLETIC FIELD SCOREBOARD INSTALLATIONS



A long, multi-tiered wooden bench is under construction against a brick wall. The bench is made of light-colored wood and is supported by wooden posts. The wall is made of reddish-brown bricks. A black metal pole is visible on the left side of the frame. A red fire hose is coiled on the ground in the foreground.

IN PROGRESS

- NEW SOD ESTABLISHMENT
- CONCESSIONS FENCING
- 700 BUILDING STORAGE FENCING
- FINAL CONSTRUCTION CLEAN AND DEMOBILIZATION



UPCOMING

- STUDENTS RETURN TO SCHOOL
- FIRST ATHLETIC EVENTS ON NEW FIELDS AND COURTS
- PROJECT COMPLETION



THANK

YOU

COLLEEN.KANEDA@DYNAMICPM.COM



Mesa County Valley School District 51

EBCB

FIRE DRILLS

Related: EBCB-R

Adopted: June 13, 1972

Revised: April 16, 1991

Policy Manual Review: September 17, 2002

Removal Presentation: August 5, 2025

All attendance centers must practice the removal of students from a building on the sound of the emergency alarm. Emergency drills shall be conducted on a regular basis in conformity with the requirements of applicable fire codes. The superintendent shall, through appropriate regulation, implement this policy as well as the requirements of such codes.

Legal Reference:

C.R.S. 22-32-124(2)(a)



Mesa County Valley School District 51

Licensed and Administrative Personnel Action

Board of Education Resolution 25/26: 01

Presented: August 5, 2025

Name	Location	Assignment	Effective Date
Retirements			
JAVERNICK, AMY SUE	LOA (MVEA PRES)	CENTRALIZED	6/13/2025
SHAFFER, PENNY S	SP ED-SSN	OMMS	5/22/2025
Resignations/Termination			
ALLEN, SUSAN R	GRAND RIVER	SP ED-MODERATE NEEDS	5/22/2025
CASTRO, TEAGAN P	NISLEY	SP ED-MODERATE NEEDS	5/22/2025
CRAWFORD, BENT W	CAREER CENTER	CONSTRUCTION	5/22/2025
FLICK, KASSIDY CHEYENNE	ORCHARD MESA	MUSIC	5/22/2025
KAHN, TAMMY	BTK	OCCUPATIONAL THERAPIST	5/22/2025
KAMBISH, JACQUELINE R	FRUITA MS	SP ED-MODERATE NEEDS	5/22/2025
KNIGHTON, CALYSSA A	GRAND MESA	SCIENCE	5/22/2025
LARSON, ERIK	SUMMIT PROGRAM	BEHAVIOR ARBITRATION SPC	8/1/2025
LLAMAS CORNELISON, TANIA C	BTK	OCCUPATIONAL THERAPIST	5/22/2025
LYNCH, GRACE E	GRAND MESA	CLD	5/22/2025
MASSENGILL, PATTON R	PALISADE	ENGLISH LANGUAGE ARTS	5/22/2025
MCEVOY, DAISY T	TAYLOR	GRADE 1	5/22/2025
MCHUGH, KENDALL NICOLE	ECE CENTER	SP ED-PRESCHOOL	5/22/2025
NELSON, EMILY C	ROCKY MOUNTAIN	GRADE 1	5/22/2025
NESBIT, DENAE C	ORCHARD MESA	MATHEMATICS	5/22/2025
RIEG, SHAWNA M	ROCKY MOUNTAIN	COUNSELOR	5/22/2025
SHEPHERD, AMY RACHELLE	CLIFTON	PRINCIPAL, ELEMENTARY	6/3/2025
Leave of Absence			
CLOW, BAILLIE JEAN	FRUITVALE	GRADE 2	5/22/2025
CURRY, KATHERINE M	CHATFIELD	GRADE 3	5/22/2025
FAIR, CASSANDRA M	APPLETON	GRADE 1	8/5/2025
HEBERDEN, MADISON R	CHATFIELD	GRADE 1	5/22/2025
LANE, MALLORIE K	REDLANDS	SP ED-MODERATE NEEDS	8/14/2025
LARSON, FEN HOPE	BROADWAY	GRADE 2	5/22/2025
REYNOLDS, HOLLIE S	POMONA	SP ED-MODERATE NEEDS	5/22/2025
RIDGWAY, CASSANDRA S	LOMA	COUNSELOR	5/22/2025
WINFREY, ROBYN EB	COMPASS	SCHOOL NURSE	8/5/2025
WOOD, AMY C	FRUITA MS	6TH GR MATH	5/22/2025
WORTH, DANIEL	SCENIC	GRADE 5	5/22/2025



Mesa County Valley School District 51

Licensed and Administrative Personnel Action

Board of Education Resolution 25/26: 01

Presented: August 5, 2025

New Assignments (Transfer/New Hires)			
ALBERT, TARYN M	ORCHARD MESA	COUNSELOR	7/31/2025
ARNOLD, CALLE R	CHATFIELD	GRADE 4	7/31/2025
BAUMGARTNER, TAYA A	GJHS	SCIENCE	7/31/2025
BROWN, KATHY E	ORCHARD MESA	MATHEMATICS	7/31/2025
CHRISTENSEN, JASON K	ORCHARD MESA	SP ED-MODERATE NEEDS	7/29/2025
DAVIS, KELLY M	PALISADE	ENG LANG ARTS/SOCIAL STUDIES	7/31/2025
FIERO, BRYCE C	CENTRAL	TECH ED/INDUSTRIAL ARTS	7/31/2025
GREENWELL, CARA	ORCHARD AVE	GRADE 5	7/31/2025
GUTIERREZ, RUBY	BTK	SP ED-PRESCHOOL	7/31/2025
HAAS, CARLA	MT GARFIELD	MATHEMATICS	7/31/2025
HALL, DOUGLAS D	FRUITA MS	SP ED-MODERATE NEEDS	7/29/2025
HARTLEY, HANNAH E	ORCHARD MESA	MUSIC	7/31/2025
HULL, COURTNEY A	MT GARFIELD	SP ED-MODERATE NEEDS	7/29/2025
JACKMAN, SABRINA I	CENTRAL	DRAMA	7/31/2025
JOHNSTON, MORGAN JAYLENE	BROADWAY	INTERVENTIONIST	7/31/2025
COLOMBE, KHYLENE L	BOOKCLIFF	INTERVENTIONIST	7/31/2025
KUETHER-NOBLE, SAMANTHA R	CENTRAL	MATHEMATICS	7/31/2025
LARSEN, DEANNE M	PALISADE	SP ED-SSN	7/29/2025
LEVAN, MICHAEL	BOOKCLIFF	INTERVENTIONIST	7/31/2025
LONG, JODI L	TAYLOR	GRADE 2	7/31/2025
METZGER, AUTUMN TEAR	THUNDER MTN	GRADE 3	7/31/2025
MORRISON, TYLER S	ORCHARD MESA	MATHEMATICS	7/31/2025
NELSON, JENIFER A	POMONA	SP ED-MODERATE NEEDS	7/29/2025
NIEDERKORN, TARA MARIE	EXPULSION	EXPULSION/ INTERVENTION	7/21/2025
REDDIN, LYNNETTE	DOS RIOS	GRADE 3	7/31/2025
RIVAS, NICOLE M	ORCHARD AVE	GRADE 4	7/31/2025
SCHULTZ, MEGAN M	ROCKY MOUNTAIN	GRADE 1	7/31/2025
SHAFFER, PAMELA LYNNE	CHIPETA	INTERVENTIONIST	7/31/2025
SHAFFER, JAMES B	SUMMIT PROGRAM	INTERVENTIONIST	7/31/2025
STRAW, BETSY L	DOS RIOS	INTERVENTIONIST	7/31/2025
THOMAS, DUANE L	GJHS	SP ED-SSN	7/29/2025
WILSON, KARI LYNN	EXPULSION	SP ED-MODERATE NEEDS	7/31/2025
WOLF, DOROTHY E	WEST	INTERVENTIONIST	7/15/2025
Return from Leave			
BROWN, MANDY L	REDLANDS	8TH GR MATH	7/31/2025



Mesa County Valley School District 51
Licensed and Administrative Personnel Action

Board of Education Resolution 25/26: 01

Presented: August 5, 2025

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 August 5, 2025.

*Amy Navarette, Assistant Secretary
Board of Education*

WHEREAS, Negotiations between Mesa County Valley School District 51 (District) and the Mesa Valley Education Association (MVEA) occurred on April 25th, May 8th and May 10th; and

WHEREAS, the District and MVEA participated in facilitated mediation on July 14, 2025; and

WHEREAS, the items agreed to include:

Joint Mesa County Valley School District 51 and Mesa Valley Education Association Agreement Language Changes

E. ANNUAL STEP AND EDUCATIONAL LANE SALARY ADVANCEMENT

1. Annual Vertical Step Movement: **This section, Exhibit A, E., 1, is suspended for the 2025-26 school year.**

A vertical step movement down the salary schedule, if available, is earned annually, after having worked the entire second semester, excluding those who are on the District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan. It is applied at the beginning of the next school year (August 1). Covered Employees do not need to request a step increase, it is processed automatically by the Human Resources Department as negotiated.

...

G. ADDITIONAL PAY DETAILS & BENEFITS

~~1. For the 2024-25 school year, a 7% Cost of Living Adjustment (COLA) has been applied to the salary schedule~~

1. Salary will be paid in twelve (12) monthly payments; the pay date will be the last business day of the month for work performed during that month.
2. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
3. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.
4. Day leave will be awarded as per the negotiated agreement Section 9.
5. Benefits - Depending on their position, Covered Employees may be eligible for one (1) or all of the following benefits: P.E.R.A., health insurance, dental insurance, life insurance, vision insurance, workmen's compensation, and various leaves. The Human Resources Department will inform Covered Employees of specific benefits when they are hired.
6. **District and employee share of health insurance premiums for the 2026 plan year are as follows (full-time benefit eligibility):**

	Current Monthly Premium	2026 Monthly Premium	Increase to District Share	Increase to Employee Share
Employee Only	739.00	870.54	131.54	0.00
Employee + Child(ren)	1,222.70	1,440.34	152.35	65.29
Employee + Spouse	1,477.99	1,741.07	157.85	105.23
Employee + Family	1,921.39	2,263.40	284.27	57.74

H. ONE-TIME COMPENSATION ADJUSTMENT IN LIEU OF COST-OF-LIVING ADJUSTMENT (COLA) 2025-26 SCHOOL YEAR

1. Eligible Covered Employees will be issued a one-time, non-recurring compensation adjustment for fiscal year 2025–2026. This adjustment, which replaces a cost-of-living increase (COLA), recognizes the continued contributions of staff amid budgetary constraints and supports the stability of educational and operational programs districtwide. This is a one-time, non-recurring compensation adjustment that is not considered PERA-includable and does not establish precedent for future pay increases.
2. Eligibility Criteria - Covered Employees must meet all of the following criteria:
 - a. December 2025 Payment: Employed in a regularly assigned full-time or part-time capacity as of December 13, 2025, with continuous service beginning no later than August 18, 2025.
 - b. May 2026 Payment: Employed in a full-time or part-time capacity as of May 9, 2026, with continuous service beginning no later than January 20, 2026.
 - c. Not on an unpaid leave of absence at the time of payment.
3. Compensation Adjustment Details - Amount and Schedule
 - a. The single-year compensation adjustment equals a total of 2.3% of the Covered Employee’s base annual salary with a maximum payment of \$3,000 per employee for the year.
 - b. This amount will be distributed in two equal installments:
 - i. 1.15% of the Covered Employee’s base annual salary (\$1,500 max) based on position(s) held as of December 13, 2025, to be paid in the December 2025 payroll,
 - ii. 1.15% of the Covered Employee’s base annual salary (\$1,500 max) based on position(s) held as of May 9, 2026, to be paid in the May 2026 payroll.

I. RESTORATIVE LANGUAGE

1. It is our joint intent to restore the suspended 2025-2026 step if, and when, additional recurring General Fund dollars become available. The step restoration for the 2025–2026 salary schedule is independent of any future step increases. According to Letter of Agreement #34, if revenues increase or decrease due to changes in enrollment, Per Pupil Revenue or state funding, the District will consult with the Association via Professional Council.

Letters of Agreement:

42.

School Psychologist Salary Study
May, 2024 (Revised: July 2025)

The District and Association agree that school psychologists play a vital role in the success of D51 students. They also agree that District 51 school psychologists salaries, remuneration, and a review of current compensation structure are legitimate topics of study and discussion. With that end in mind, the District and Association agree to staff and schedule a committee made up of District leadership, Covered Employees from all educational levels to include psychologists, teachers, and counselors and the Association. This committee will meet over the course of the 2024-2025 and 2025-2026 school years ~~Fall of 2024~~ to review the aforementioned topics. If changes are necessary, the committee will draft Agreement language to be taken to negotiations in the Spring of 2025 2026.

To address the critical need for School Psychologists and to address the pay disparity between School Psychologists and other Special Service Provider groups with commensurate education and job responsibilities, a stipend will be provided in the amount of \$2,000, prorated for FTE, to all in-person school psychologists for the 2025-2026 school year.

Payment: Half, up to \$1,000, payable in the December 2025 payroll and half, up to \$1,000, payable in the May 2026 payroll.

Eligibility Criteria - Covered Employees must meet all of the following criteria:

1. Licensed as a School Psychologist by the Colorado Department of Education (Psychologist interns are not eligible for the stipend.)

2. December 2025 Payment: School Psychologists in a regularly assigned full-time or part-time capacity as of December 13, 2025, with continuous service beginning no later than August 18, 2025.
3. May 2026 Payment: Employed in a full-time or part-time capacity as of May 9, 2026, with continuous service beginning no later than January 20, 2026.
4. Not on an unpaid leave of absence at the time of payment.

43. Teacher on Special Assignment (TOSA) Study
May, 2024 (Revised: May 2025)

The District and Association agree that TOSAs are highly qualified, certified professionals who have been identified as having high-level skills and expertise in a specialized area that fit the unique needs of a TOSA position. As such, the District and Association agree to staff and schedule a committee made up of District leadership, TOSAs, and educators. ~~for the~~ This committee will meet over the course of the 2024-2025 and 2025-2026 school years to review language relating to the TOSA hiring practices currently outlined in Letter of Agreement #22 TOSAs. The purpose of this committee will be to determine if the language aligns with best practice while also meeting the needs of both the District and MVEA. If changes are necessary, the committee will draft Agreement language to be taken to negotiations in the Spring of 2026 2025.

44. Student & Staff Safety Study
May, 2025

The District and MVEA agree that the safety of staff and students is of the utmost importance. To support this shared priority, both parties commit to forming a joint Student & Staff Safety Committee made up of District leadership, MVEA representatives and other staff beginning in August 2025, meeting at least monthly. Utilizing the language proposed by MVEA during negotiations as a guide, this committee will be tasked with studying relevant data to understand the impact on the school community, assess costs, and gather input from relevant departments. The committee shall be authorized to implement agreed-upon language as soon as feasible through internal procedure or other means.

45. Class Size
Study
July, 2025

For the 2025-26 school year, District leadership will examine class size at the beginning of the school year and no later than 6 weeks after the beginning of the first semester, the District will make adjustments as necessary. If changes in staffing are necessary or could result in involuntary transfers, the District will consult with the MVEA President. The District will discuss class sizes in Professional Council in September to review data and guidelines presented by the MVEA in the May 2025 negotiations.

Staffing and scheduling decisions for an upcoming school year shall be made through a collaborative process involving school leadership, covered employees, and school staff. This process will consider student needs, projected enrollment, and programmatic priorities to ensure effective resource allocation.

Employees are strongly encouraged to raise class size or staffing concerns with their building principal at any time during the year. Open dialogue helps ensure that challenges are addressed early and collaboratively. For additional guidance, staff should refer to Letter of Agreement #21 and Exhibit B in the Negotiated Agreement.

The District shall provide copies of the Covered Employee's concern(s) and Building Principal's response(s) to the Association President within (10) ten days of Step 1 completion, as outlined in Exhibit B (Class Size Hearing Procedure).

Mesa County Valley School District 51

Teacher/Counselor/Psychologist Salary Schedule

2025-26

Annual Salaries based on 188-day calendar

Step	Educational Lane								
	1	2	3	4	5	6	7	8	9
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	MA+75 EDS/DOC
0	50,015	51,513	53,011	54,509	55,847	57,184	58,522	60,180	61,946
1	51,116	52,647	54,177	55,708	57,076	58,442	59,810	61,505	63,309
2	52,241	53,805	55,369	56,935	58,331	59,728	61,125	62,857	64,702
3	53,390	54,988	56,588	58,187	59,614	61,042	62,470	64,241	66,125
4	54,565	56,199	57,832	59,467	60,926	62,385	63,845	65,654	67,580
5	55,764	57,434	59,105	60,775	62,267	63,758	65,249	67,098	69,066
6	56,991	58,698	60,406	62,112	63,636	65,160	66,685	68,574	70,586
7	58,245	59,990	61,734	63,479	65,037	66,594	68,152	70,083	72,138
8	59,526	61,310	63,093	64,875	66,467	68,058	69,651	71,625	73,726
9	60,836	62,658	64,480	66,303	67,929	69,556	71,183	73,201	75,348
10	62,174	64,036	65,899	67,761	69,424	71,087	72,749	74,811	77,006
11	63,542	65,445	67,349	69,251	70,951	72,651	74,350	76,457	78,700
12	63,542	65,445	68,830	70,775	72,512	74,248	75,985	78,139	80,431
13	63,542	65,445	70,345	72,332	74,107	75,882	77,657	79,857	82,201
14	63,542	65,445	71,892	73,924	75,738	77,551	79,365	81,614	84,009
15	63,542	65,445	73,474	75,551	77,404	79,258	81,111	83,410	85,857
16				77,212	79,107	81,001	82,896	85,245	87,746
17				78,910	80,847	82,784	84,719	87,120	89,677
18				80,647	82,625	84,605	86,583	89,037	91,649
19				82,421	84,443	86,466	88,488	90,996	93,666
20				84,235	86,301	88,368	90,435	92,998	95,726
21				86,088	88,200	90,312	92,426	95,044	97,832
22					88,200	92,299	94,457	97,135	99,984
23					88,200	92,299	96,536	99,271	102,184
24					88,200	92,299	96,536	101,455	104,432

WHEREAS, the MVEA membership ratified the agreement on July 31, 2025;

THEREFORE, BE IT RESOLVED the Mesa County Valley School District 51, Board of Education ratifies this agreement.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on August 5, 2025.

 Amy Navarette
 Assistant Secretary, Board of Education