

Regular Meeting

Monday, November 17, 2025 7:00 PM

District Support Center, 715 W. Platte Avenue, Fort Morgan, CO 80701

1. OPENING ACTIVITIES

1.A. Call to Order

1.B. Roll Call

1.C. Pledge of Allegiance

1.D. Approval of Previous Minutes

1.E. Agenda Changes; Approval of Agenda

2. OPPORTUNITY FOR THE AUDIENCE

3. REPORTS

3.A. Fort Morgan High School Student Representative

Speaker (s): Ms. Kenzie Rau

3.B. Board of Education

Speaker (s): Mrs. Nancy Hopper, Board President

3.C. Superintendent

Speaker (s): Mr. Rob Sanders

3.D. Assistant Superintendent of Curriculum and Assessment

Speaker (s): Dr. Rena Frasco

3.E. Assistant Superintendent of Human Resources

Speaker (s): Mr. Jason Frasco

3.F. Chief Financial Officer

Speaker (s): Ms. Toni Miller

4. DISCUSSION ITEMS

4.A. Policies - District Revisions - Third Reading

4.B. Policies - District Revisions - Second Reading

5. CONSENT AGENDA

5.A. Personnel Action Report

5.B. Claims: Check Summary Report

5.C. Approval of Consent Agenda

6. ACTION ITEMS

6.A. Policies - District Revisions - Third Reading

7. NEWSLETTERS

8. ADVANCED PLANNING

8.A. Advanced Planning

9. CLOSING ACTIVITIES

9.A. Adjournment

**BOARD OF EDUCATION
NOVEMBER 03, 2025
MINUTES**

OPENING ACTIVITIES

A. Call to Order

The Board of Education of Morgan County School District Re-3 met in regular session at 7:00 p.m. on November 3, 2025, in the Board Room at the District Support Center. Members present were Mrs. Chris Brown, Mrs. Amy Grantham, Mrs. Nancy Hopper, Mrs. Kati Jess, Dr. John Prouty, Mrs. Mindy Smith, and Mrs. Sarah Whitney. Also, present were Mr. Rob Sanders, Superintendent; Mr. Jason Frasco, Assistant Superintendent; and Ms. Toni Miller, Chief Financial Officer. Dr. Rena Frasco, Assistant Superintendent, was absent.

B. Approval of Previous Minutes

Mrs. Amy Grantham made a motion to approve the minutes from the regular meeting on October 20, 2025, as presented. Mrs. Kati Jess seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSTAIN" 0; "ABSENT" 0. Motion carried.

C. Agenda Changes; Approval of Agenda

Mrs. Kati Jess made a motion to approve the agenda as presented. Mrs. Mindy Smith seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSTAIN" 0; "ABSENT" 0. Motion carried.

OPPORTUNITY FOR AUDIENCE

Ms. Kenya Rodriguez joined the District in August 2025 as the Communications Manager and Registrar. Her primary responsibilities include maintaining the District's website and social media platforms to ensure information remains current and relevant, as well as overseeing new student registration for all schools. Her initial task was to update our websites. She began at Fort Morgan High School (FMHS) and the athletics and activities web pages. She explained that each page includes team schedules, photos, and mascot information so parents can easily identify and support their students and their schools. She included the link to livestream games, purchase tickets and coach information. She also added a section to recognize sponsors who have contributed donations or support to athletic programs. Ms. Kenya Rodriguez has collaborated with many of our coaches to ensure all sponsors and team details were accurately represented. She shared plans to add a "Season Highlights" gallery, allowing parents to submit photos beginning next year.

She has also begun updating club pages, including FCCLA and Choir, among others. Ms. Kenya Rodriguez will continue collaborating with coaches and club sponsors to ensure all activity pages remain current. Looking ahead, she plans to expand these updates to include Fort Morgan Middle School activities next year. Board members commended her

efforts, noting that the updates look excellent and significantly enhance communication with families.

REPORTS

A. Fort Morgan High School Representative – Ms. Kenzie Rau

Ms. Kenzie Rau reported that the FMHS volleyball team concluded its season last Thursday with a win against Weldona in three sets. The team faced some challenges toward the end of the match but finished strong. Our Fort Morgan Mustangs Football team will play its final game of the season this Friday against the Severance Silver Knights.

The opening night of the FMHS fall play, *Much Ado about Nothing*, is Friday, November 14, 2025. There will be two shows on Saturday, November 15, 2025. Results for All-State Choir auditions are expected within the next few weeks, and Combined League Honors Choir results will be announced in approximately a month.

B. Board – Mrs. Nancy Hopper

Mrs. Nancy Hopper shared that the National School Boards Association Annual Conference is in San Antonio, Texas, April 10-12, 2026. Typically, the Board president and superintendent attend with three of our Board members. Those in the rotation to attend this year are Mrs. Amy Grantham, Mrs. Katie Jess, and Dr. John Prouty.

B. Superintendent – Mr. Rob Sanders

Last Thursday evening, Senators Byron Pelton of Sterling and Chris Kolker of the Littleton visited our District. Earlier in the day, they toured several school districts in northeastern Colorado, including Akron, Merino, Fort Morgan, Weldon Valley, and Prairie. While their visit to Fort Morgan was brief, it included a lunch conversation in Merino where surrounding district leaders shared concerns regarding declining enrollment, budget challenges, and other pressing issues.

During their visit, FMHS student musician Mr. Javier Molina performed, showcasing his exceptional talent on the cello. It was announced that Mr. Javier Molina has been invited to perform at the 85th Colorado Association of School Boards (CASB) Annual Convention in Colorado Springs. At the opening of the conference on December 11, he will perform for approximately 45 minutes, representing FMHS and the District with distinction.

The District is finalizing the contract with Performance Services for the Pioneer Elementary Secured Entrance Project. The design remains largely unchanged from last week's presentation, with the cost estimate still pending. The plan includes bulletproof glass in the vestibule. The District hopes to move forward once final approvals are secured.

Finally, appreciation was expressed to all staff involved in preparing and hosting the Mr. Greg Ditter memorial services at FMHS, including Mr. Clint Anderson, FMHS Principal; Mr. Greg Edson, FMHS Athletic Director; our Facilities Management staff, and the staff at

FMHS. Their efforts created a meaningful event. The District also acknowledged the passing of Mr. Greg Ditter, noting that he will be missed. Mr. Greg Ditter worked for the District for 31 years and retired from FMHS as an agricultural teacher in May 2025.

C. Assistant Superintendent Curriculum/Assessment – Dr. Rena Frasco

No report was given by Dr. Rena Frasco.

D. Assistant Superintendent Human Resources – Mr. Jason Frasco

Mr. Jason Frasco was pleased to report that the Personnel Action Report for this period is relatively brief, reflecting a quieter period in terms of hiring and staff movement. Our current openings are two certified vacancies and three classified vacancies, along with the standard substitute and coaching positions.

Ongoing evaluation of employee attrition is helping the District anticipate potential reorganizations within buildings as staff transitions occur. Decisions regarding releases or reassignment are being approached proactively to ensure smooth staffing adjustments. Board members expressed appreciation for the proactive approach to monitoring employee attrition and planning for potential staff transitions, noting it as a strategic and thoughtful approach.

Lastly, American Fidelity will be providing services to staff through open enrollment from December 1–12. Meetings with all staff, approximately 30 minutes each, will be offered. These sessions are educational in nature, not high-pressure sales, and provide our employees the opportunity to enroll in benefits effective January 1, 2026. This will include Section 124 Flex Spending Accounts (FSA) and Health Reimbursement Accounts (HRA).

E. Chief Financial Officer - Ms. Toni Miller

As part of the audit preparation, Ms. Toni Miller reviewed our fund expenditures to ensure compliance. During this process, she identified three funds that required additional allocations. These adjustments will ensure compliance and prepare the District for a successful audit.

The Food Services Fund needs an additional \$250,000. With this adjustment, the fund balance at year-end is projected at \$303,950.40. In previous years, the fund was intentionally spent down due to a high fund balance. This fund is closely monitored by the Colorado Department of Education (CDE).

In the Insurance Fund, we received a large insurance settlement for roof repairs. The expenditure totaled \$1,500,000, with the roof work completed toward the end of the fiscal year. After allocation, the fund balance will remain at \$344,869.87, a healthy and non-revenue generating balance.

An additional \$1,050 is needed in the Scholarship Fund due to overspending on scholarships. The fund balance will remain at \$157,693.45. While this is also a non-revenue-generating fund, the District may consider strategies to distribute more funds to

students in future years. Notably, scholarship applications and utilization improved in the last fiscal year compared to the previous year.

DISCUSSIONS ITEMS

A. Fort Morgan High School Softball Program

The Board has an action item to vote on offering girls' softball at FMHS for the 2026-2027 school year. Mrs. Nancy Hopper commented that offering sports activities for our students is always a valuable opportunity. However, she noted two concerns moving forward: first, the District is facing financial constraints and must carefully consider how funds are allocated; and second, survey responses indicate limited student interest in this program. She invited other Board members to share any additional thoughts or concerns regarding this topic. The discussion ended.

B. Policies – District Revisions – Second Reading

- JLCB-R, Immunization of Students
- JLCD, Administering Medication to Students
- JLCD-R, Administering Medication to Students

There was no further discussion on these policies.

C. Policies – District Revisions – First Reading

- BB, School Board Legal Status
- BBAA, Board Member Authority and Responsibilities
- BBBG, Board Elections
- BCA-E-1, Code of Ethics for School Board Members - NEW
- BCA-E-2, Code of Ethics for School Board Members - NEW
- BC-R, School Board Member Financial Disclosure
- BE/BEA/BEB, School Board Meetings/Regular Meetings/Special Meetings
- BEDA, Agenda Board of Education
- BEDF, Voting Method
- BEDG, Minutes
- BG, School Board Policy Process
- BIA, New Board Member Orientation Handbook
- BIBA, School Board Conferences, Conventions, and Workshops
- DKC-R, Expense Authorization
- GCBA-R, Instructional Staff Salary Schedules
- RETIRE ACB, Nondiscrimination of the Basis of Ethnicity and Race
- RETIRE ACE, Nondiscrimination of the Basis of Handicap Disability
- RETIRE ACE-E, Nondiscrimination of the Basis of Handicap Disability (Complaint Form)
- RETIRE ACE-R, Nondiscrimination of the Basis of Disability
- RETIRE BCAA, Board Member Code of Ethics

- RETIRE BDC, Appointed Board Officials
- RETIRE GBJ-R, Personnel Records and Files

Mrs. Nancy Hopper noted that while there are several policies up for revision, the majority involve minor wording or formatting changes. Two policies required more substantive updates, policies GCBA-R, Instructional Staff Salary Schedules, and policy DKC-R, Expense Authorization. Mr. Jason Frasco confirmed that revisions to GCBA-R, Instructional Staff Salary Schedules, align with our current practices for paying certified staff. Policy DKC-R, Expense Authorization, updates included title changes and an increase in the in-district travel allowance for two employees. Mrs. Shelly Ocanas, Director of Culturally and Linguistically Diverse Education, frequently works at multiple school sites. Additionally, Mrs. Socorro Mosqueda, Title 1C Specialist, who is primarily based at FMHS, also works throughout the District. Both employees travel extensively, and the allowance adjustment reflects their roles. Mrs. Hopper recommended that Board members review these two policies in detail, while noting that the remaining policy revisions are largely straightforward.

CONSENT AGENDA

- A. Personnel Action Report
- B. Approval of Consent Agenda

Mrs. Kati Jess made a motion to approve the consent agenda as presented. Mrs. Amy Grantham seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSTAIN" 0; "ABSENT" 0. Motion carried.

ACTION ITEMS

- A. Consideration to Approve the 2024-2025 Appropriating Resolution

Mrs. Amy Grantham made a motion to approve the 2024-2025 Appropriating Resolution for the Food Service Fund, the Insurance Fund, and the Private Purpose Fund. Mrs. Mindy Smith seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSTAIN" 0; "ABSENT" 0. Motion carried.

- B. Consideration to Approve the Fort Morgan High School Softball Program

Mrs. Nancy Hopper clarified that a vote of "YEA" would support a softball program at Fort Morgan High School, while a vote of "NAY" would oppose starting the program. No motion was made. On Roll Call vote, "AYE" 0; "NAY" 7; "ABSTAIN" 0; "ABSENT" 0. The action item failed due to the absence of a motion.

- C. Consideration to Approve Various Monetary Donations

Mrs. Mindy Smith made a motion to approve the various monetary donations as presented. The donations were:

- Bloedorn Foundation Donation of \$10,000 for Playground Equipment at Green Acres Elementary School

- Bloedorn Foundation Donation of \$20,000 for scholarship awards for Fort Morgan High School
- Colorado Preps LLC Donation of \$100 for the Turkey Trot at Columbine Elementary School
- ICF Consulting Donation of \$1,200 to our Wellness Program
- Taylor Insurance Agency Donation of \$100 for the Turkey Trot at Columbine Elementary School

Mrs. Kati Jess seconded the motion. On Roll Call vote, "AYE" 7; "NAY" 0; "ABSTAIN" 0; "ABSENT" 0. Motion carried.

ADVANCED PLANNING

- A. The Board of Education is invited to Sherman Early Childhood Center for Thanksgiving Dinner on Thursday, November 13, 2025. Lunch will be served between 11:00 a.m. and 12:30 p.m.
- B. The Board of Education Reorganization Meeting begins at 6:30 p.m. on November 17, 2025.
- C. The Regular Board of Education Meeting will follow the Reorganization Meeting and begin at 7:00 p.m. on November 17, 2025.
- D. Fall Break is November 25-29, 2025.
- E. The Board of Education Meeting in December is December 8, 2025.
- F. The CASB 85th Annual Convention is December 11-13, 2025.
- G. Columbine Elementary School is hosting Christmas Dinner on Thursday, December 11, 2025.
- H. Winter Break is December 22, 2025, through January 5, 2026.
- I. The first Board of Education Meeting in 2026 is January 12, 2026

ADJOURNMENT

The regular meeting adjourned at 7:21 p.m.

Respectfully submitted,

Kati Jess, Board Secretary

Nancy Hopper, Board President

/bbm

FORT MORGAN ANNEXATION ENCLAVE A #1, #2 AND #3

TO THE CITY OF FORT MORGAN

Of Multiple Parcels of Land,
 Situate in the Northwest Quarter of Section 7, Township 3 North, Range 57 West and
 in the Northeast Quarter of Section 12, Township 3 North, Range 58 West of the 6th P.M.,
 County of Morgan, State of Colorado

PROPERTY DESCRIPTION - Fort Morgan Annexation Enclave A #1

A parcel of land, located in the Northwest Quarter (NW1/4) of Section Twelve (12), Township Three North (T.3N.), Range Fifty-eight (R.58W.) of the Sixth Principal Meridian (6th P.M.), County of Morgan, State of Colorado and being more particularly described as follows:

COMMENCE at the Northwest corner of said Section 12 and assuming the East line of said NE1/4 or bearing South 01°15'34" East being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2842.43 feet with all other bearings contained herein relative thereto.

THENCE South 01°15'34" East along the East line of said NE1/4 a distance of 374.29 feet;
THENCE South 89°58'18" West a distance of 30.00 feet to the Westerly line of American Legion Annexation to the City of Fort Morgan recorded September 4, 2017 as Reception No. 1900599 at the Records of Morgan County and to the POINT OF BEGINNING.

The following three (3) courses and distances are along the Westerly and Easterly lines of said American Legion Annexation:

THENCE South 01°15'34" East a distance of 361.88 feet;
THENCE North 89°58'18" West a distance of 268.94 feet;
THENCE North 30°16'18" East a distance of 94.00 feet to the Southeast corner of Underground Annexation to the City of Fort Morgan recorded December 18, 2008 as Reception No. 1900239 at the Records of Morgan County.

THENCE North 89°58'18" East along said South line a distance of 238.27 feet to the POINT OF BEGINNING.

Said described parcels of land contains 38,391 Square Feet or 0.882 Acres, more or less (±), and is subject to any right-of-way or other easements of record or as now existing on said described parcel of land.

PROPERTY DESCRIPTION - Fort Morgan Annexation Enclave A #2

A parcel of land, located in the Northwest Quarter (NW1/4) of Section Seven (7), Township Three North (T.3N.), Range Fifty-seven (R.57W.) of the Sixth Principal Meridian (6th P.M.), County of Morgan, State of Colorado and being more particularly described as follows:

COMMENCE at the Northwest corner of said Section 7 and assuming the West line of said NW1/4 or bearing South 01°15'34" East being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2842.43 feet with all other bearings contained herein relative thereto.

THENCE South 01°15'34" East along the West line of said NW1/4 a distance of 722.78 feet;
THENCE North 89°58'18" East a distance of 30.00 feet to the Westerly line of American Legion Annexation to the City of Fort Morgan recorded September 4, 2017 as Reception No. 1900599 at the Records of Morgan County and to the POINT OF BEGINNING.

THENCE South 45°12'38" East along the East line of said American Legion Annexation a distance of 841.89 feet along the North line of Fort Morgan Middle School Annexation to the City of Fort Morgan recorded March 1, 2013 as Reception No. 1500331 at the Records of Morgan County;

THENCE South 89°58'18" West along said North line a distance of 795.00 feet to the East line of South West Street Annexation to the City of Fort Morgan recorded May 15, 2008 as Reception No. 789578 of the Records of Morgan County;

THENCE North 01°15'34" West along said East line a distance of 636.75 feet to the POINT OF BEGINNING.

Said described parcels of land contains 228,282 Square Feet or 5.208 Acres, more or less (±), and is subject to any right-of-way or other easements of record or as now existing on said described parcel of land.

PROPERTY DESCRIPTION - Fort Morgan Annexation Enclave A #3

A parcel of land, located in the Northwest Quarter (NW1/4) of Section Twelve (12), Township Three North (T.3N.), Range Fifty-eight (R.58W.) of the Sixth Principal Meridian (6th P.M.), County of Morgan, State of Colorado and being more particularly described as follows:

COMMENCE at the Northwest corner of said Section 12 and assuming the East line of said NE1/4 or bearing South 01°15'34" East being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2842.43 feet with all other bearings contained herein relative thereto.

THENCE South 01°15'34" East along the East line of said NE1/4 a distance of 680.00 feet;
THENCE South 89°58'18" West a distance of 30.00 feet to the West line of South West Street Annexation to the City of Fort Morgan recorded May 15, 2008 as Reception No. 789578 of the Records of Morgan County and to the POINT OF BEGINNING.

THENCE South 01°15'34" East along said West line a distance of 1512.88 feet to the North line of the Hidden Annexation to the City of Fort Morgan.

The following three (3) courses and distances are along the Northerly and Easterly lines of said Hidden Annexation:

1. **THENCE** South 89°58'18" West a distance of 830.08 feet;
 2. **THENCE** North 01°15'34" West a distance of 199.91 feet;
 3. **THENCE** North 89°58'18" East a distance of 179.00 feet;
 4. **THENCE** North 01°15'34" West a distance of 180.00 feet;
 5. **THENCE** North 89°58'18" East a distance of 180.00 feet;
 6. **THENCE** North 01°15'34" West a distance of 100.00 feet;
 7. **THENCE** South 89°58'18" West a distance of 18.00 feet;
 8. **THENCE** North 01°15'34" West a distance of 238.00 feet;

THENCE South 89°58'18" West a distance of 462.22 feet to the East line of Overland Flat Gravelly - Jay Addition recorded June 10, 1978 as Reception 1900227 of the Records of Morgan County;

THENCE North 89°58'18" West along the East line a distance of 721.10 feet to the South line of Annexation to the City of Fort Morgan recorded October 2, 1973 as Reception No. 88792 of the Records of Morgan County;

THENCE North 89°58'18" East along said South line a distance of 627.67 feet to the POINT OF BEGINNING.

Said described parcels of land contains 780,063 Square Feet or 17.916 Acres, more or less (±), and is subject to any right-of-way or other easements of record or as now existing on said described parcel of land.

OWNER'S STATEMENT AND DEMAND

City of Fort Morgan, does hereby state that they are the owners of the above described real property, have performed that the respective properties be added to the City of Fort Morgan, and do hereby declare of record, deeds and documents described to public use forever.

OWNER: City of Fort Morgan

By _____ An _____

NOTARIAL CERTIFICATE

STATE OF _____)
 COUNTY OF _____)

The foregoing instrument was acknowledged before me this _____ day of _____, 20____, by _____ as _____, and _____ as _____ (SEAL)

My commission expires _____

Notary Public

PLANNING COMMISSION CERTIFICATE

Recommendations approved this _____ day of _____, 20____, City Planning Commission, Fort Morgan, Colorado.

Chairman _____

CITY COUNCIL CERTIFICATE

The annexation map was approved by the City Council of the City of Fort Morgan by this _____ day of _____, 20____, and that the Mayor of the City of Fort Morgan, at behalf of the City of Fort Morgan, hereby certifies said annexation upon which this instrument is entered for all purposes indicated herein.

Mayor _____

Attest: _____
 City Clerk

Ordinance No. _____

COUNTY CLERK & RECORDER CERTIFICATE

State of Colorado)
 County of Morgan)
 I hereby certify that this instrument was filed in my office of _____, 20____, and is duly recorded.

County Clerk & Recorder _____

By Deputy _____

BASE OF MEASUREMENT AND LINEAL LIST STATEMENT

Assuming the East line of the Northwest Quarter of Section 12, T.3N., R.58W., as bearing South 01°15'34" East, as monumented as shown on the plat, being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2842.43 feet with all other bearings contained herein relative thereto.

The Base Measurements as captioned herein are based upon the "U.S. Survey Feet."

NOTE

According to Colorado law you must commission any legal action based upon my report in this survey within three years after you first discover said error or as soon as you may discover based upon any action in this survey by commission more than ten years from the date of the certification shown herein. (13-90-100 C.A.R. 2012)

FILE COMMENTARY

All the content of our effort, recorded, right-of-way and easements were not researched and returned and apparent right-of-way and easements are not shown herein. (20-01-100 C.A.R. 1994)

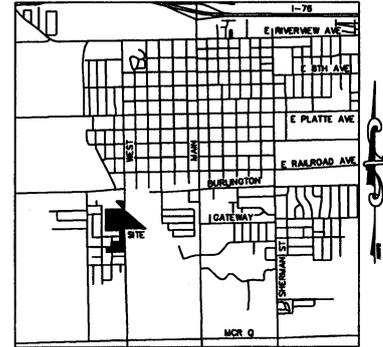
SURVEYOR'S STATEMENT

I, Paul S. Green, a Colorado Licensed Professional Land Surveyor do hereby state that this map of land proposed to be Annexed to the City of Fort Morgan, County of Morgan, State of Colorado was prepared under my direct supervision from existing documents of record, and that the same is true and correct to the best of my knowledge, information and belief.

I further state that not less than one-third of the perimeter of the area proposed to be annexed is contiguous to the boundary line of the City of Fort Morgan, County of Morgan, State of Colorado.

PRELIMINARY

Paul S. Green - On Behalf Of King Surveyors
 Colorado Licensed Professional
 Land Surveyor (1288)



VICINITY MAP
 SCALE: 1"=200'

Fort Morgan Annexation Enclave A #1
 CONTIGUOUS BOUNDARY = 883.57 L.F.
 TOTAL BOUNDARY = 883.57 L.F.
 RATIO = 1 : 1.000
 AREA = 0.812 ACRES

////// DENOTES CONTIGUOUS BOUNDARY

Fort Morgan Annexation Enclave A #2
 CONTIGUOUS BOUNDARY = 2271.46 L.F.
 TOTAL BOUNDARY = 2271.46 L.F.
 RATIO = 1 : 1.000
 AREA = 5.059 ACRES

////// DENOTES CONTIGUOUS BOUNDARY

Fort Morgan Annexation Enclave A #3
 CONTIGUOUS BOUNDARY = 5266.93 L.F.
 TOTAL BOUNDARY = 5266.93 L.F.
 RATIO = 1 : 1.000
 AREA = 17.916 ACRES

////// DENOTES CONTIGUOUS BOUNDARY

DATE: 10/27/2023
 FILE NAME: 202303-488ARD-A
 SCALE: 1"=100'
 DRAWN BY: CBE
 CHECKED BY: PG

KING SURVEYORS
 650 E. Garden Drive | Windsor, Colorado 80550
 phone: (970) 686-5011 | email: contact@KingSurveyors.com



DATE:	REVISIONS:

FORT MORGAN ANNEXATION ENCLAVE A #1, #2 & #3
 CITY OF FORT MORGAN
 110 MAIN STREET
 FORT MORGAN, CO 80701

PROJECT # 202303-48

FORT MORGAN ANNEXATION ENCLAVE B #1 AND #2 TO THE CITY OF FORT MORGAN

Of a portion of Brush Addition,
Situate in the Northwest Quarter of Section 7, Township 3 North, Range 57 West of the 6th P.M.,
County of Morgan, State of Colorado

PROPERTY DESCRIPTION - Fort Morgan Annexation Enclave B #1

A parcel of land, being a portion of Brush Addition to Fort Morgan recorded August 22, 1908 as Reception No. 29073 of the Records of Morgan County, located in the Northwest Quarter (NW/4) of Section Seven (7), Township Three North (3N), Range Fifty-seven West (R.57W.) of the Sixth Principal Meridian (6th P.M.), County of Morgan, State of Colorado and being more particularly described as follows:

COMMENCING at the North Quarter corner of said Section 7 and assuming the North line of said NW/4 of said Section 7 as bearing North 88°33'08" East being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2610.43 feet with all other bearings contained herein relative thereto;

THENCE South 88°33'08" West along the Northerly line of said NW/4 a distance of 1334.68 feet to the POINT OF BEGINNING;

THENCE South 01°52'28" East along the West Right of Way line of Davel Street being a part of said Brush Addition a distance of 451.26 feet to the Northerly line of said Brush Addition;

The following three (3) courses are along the Southerly, Westerly and Northerly lines of said Brush Addition:

THENCE South 88°16'31" West a distance of 392.13 feet;

THENCE North 06°59'24" West a distance of 435.30 feet;

THENCE North 85°58'11" East a distance of 433.08 feet to the POINT OF BEGINNING.

Said described parcel of land contains 183,100 Square Feet or 4.203 Acres, more or less (±), and is subject to any rights-of-way or other easements of record or as now existing on said described parcel of land.

PROPERTY DESCRIPTION - Fort Morgan Annexation Enclave B #2

A parcel of land, being a portion of Brush Addition to Fort Morgan recorded August 22, 1908 as Reception No. 29073 of the Records of Morgan County, located in the Northwest Quarter (NW/4) of Section Seven (7), Township Three North (3N), Range Fifty-seven West (R.57W.) of the Sixth Principal Meridian (6th P.M.), County of Morgan, State of Colorado and being more particularly described as follows:

COMMENCING at the North Quarter corner of said Section 7 and assuming the North line of said NW/4 of said Section 7 as bearing North 88°33'08" East being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2610.43 feet with all other bearings contained herein relative thereto;

THENCE South 88°33'08" West along the Northerly line of said NW/4 a distance of 1294.97 feet;

THENCE South 01°52'28" East a distance of 900.80 feet to the Northerly line of said Brush Addition to Fort Morgan and to the POINT OF BEGINNING;

THENCE North 85°58'11" East along the said Northerly line a distance of 900.80 feet to the West Right of Way line of Eagle Street being a part of Annexation to Fort Morgan recorded September 26, 1960 as Book 4 of Page 8 of Reception No. 472496 of the Records of Morgan County;

The following two (2) courses are along the Westerly and Southerly lines of said Annexation:

THENCE South 01°52'28" East a distance of 399.08 feet;

THENCE North 88°16'31" East a distance of 80.00 feet to the East Right of Way line of Eagle Street being a part of Brush Addition;

THENCE North 01°52'28" East a distance of 100.31 feet to the Northerly line of Loudonville Addition to Fort Morgan recorded August 4, 1972 as Reception No. 574288 of the Records of Morgan County;

THENCE South 88°16'31" West along said Northerly line a distance of 359.61 feet to the East Right of Way line of Davel Street being a part of said Brush Addition;

THENCE North 01°52'28" West along said East Right of Way line a distance of 453.22 feet to the POINT OF BEGINNING.

Said described parcel of land contains 434,510 Square Feet or 9.975 Acres, more or less (±), and is subject to any rights-of-way or other easements of record or as now existing on said described parcel of land.

OWNER'S STATEMENT AND DEDICATION

City of Fort Morgan, does hereby state that they are the owners of the above described real property, have partitioned that the respective properties be conveyed to the City of Fort Morgan, and do hereby dedicate all streets, alleys and easements to public use forever.

WITNESSETH, City of Fort Morgan

By: _____ As: _____

NOTARIAL CERTIFICATE

STATE OF _____)
COUNTY OF _____)

The foregoing instrument was acknowledged before me this _____ day of _____, 20____

by _____ as _____

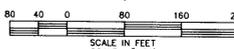
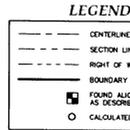
Witness my hand and official seal: (SEAL)

My commission expires _____

Notary Public

PROPERTY OWNER LIST

Jacquet, Isidro & Duron, Esther
Pae, Faye
Santibañez, Abel Bautista
Garcia, Agustin Rodriguez & Mendosa, Maria I. Gonzalez
Dixie, Eugene V. Trust
Pattison, Donald D. & Luann D.
Karl, James Dean
Karl, Troy L. & Terri L.
Salmaventa Trucking LLC
Belgrave Properties LLC
Schum, Joseph L.
Confield, Conita L.
Edwards, Marjorie M.
Milesberry Mergers LLC
Schum, Joseph
Lopez, Jose Luis Garcia & Garcia, Maria Lorena
Schick, Tim J. & Penny J.



PLANNING COMMISSION CERTIFICATE

Recommend approval this _____ day of _____, 20____, City Planning Commission, Fort Morgan, Colorado.

Chairman _____

CITY COUNCIL CERTIFICATE

The annexation map was approved by the City Council of the City of Fort Morgan by this _____ day of _____, 20____, and that the Mayor of the City of Fort Morgan, on behalf of the City of Fort Morgan, hereby acknowledges and announces upon which this certification is endorsed for all purposes indicated herein.

Mayor _____

Attest: _____

City Clerk

Ordinance No. _____

COUNTY CLERK & RECORDER CERTIFICATE

I hereby certify that this instrument was filed in my office at _____ o'clock, _____, 20____, and is duly recorded.

County Clerk & Recorder _____

By: _____

Deputy

BASES OF BEARINGS AND LINEAL UNIT DEFINITION

Assuming the North line of the Northwest Quarter of Section 7, T.3N., R.57W., as bearing North 88°33'08" East, as monumented as shown on the plat, being a Grid Bearing of the Colorado State Plane Coordinate System, North Zone, North American Datum 1983/2011, a distance of 2610.43 feet with all other bearings contained herein relative thereto.

The lineal dimensions as contained herein are based upon the "U.S. Survey Foot."

NOTICE

According to Colorado law you must commence any legal action based upon any defect in this survey within three years after you first discover such defect; in no event may any action based upon any defect in this survey be commenced more than ten years from the date of the certification shown hereon. (13-80-100 C.R.S. 2012)

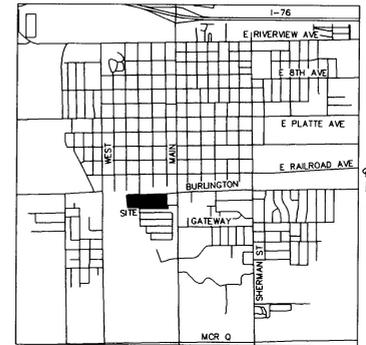
DISCLAIMER NOTE

All the subject of our client, recorded rights-of-way and easements were not researched and recorded and apparent rights-of-way and easements are not shown hereon. (38-51-106 C.R.S. 1994)

SURVEYOR'S STATEMENT

I, Paul B. Gross, a Colorado Licensed Professional Land Surveyor do hereby state that this map of land proposed to be Annexed to the City of Fort Morgan, County of Morgan, State of Colorado was prepared under my direct supervision from existing documents of record, and that the same is true and correct to the best of my knowledge, information and belief.

I further state that not less than one-sixth of the perimeter of the area proposed to be annexed is contiguous to the boundary line of the City of Fort Morgan, County of Morgan, State of Colorado.



VICINITY MAP
SCALE: 1"=2000'

PRELIMINARY

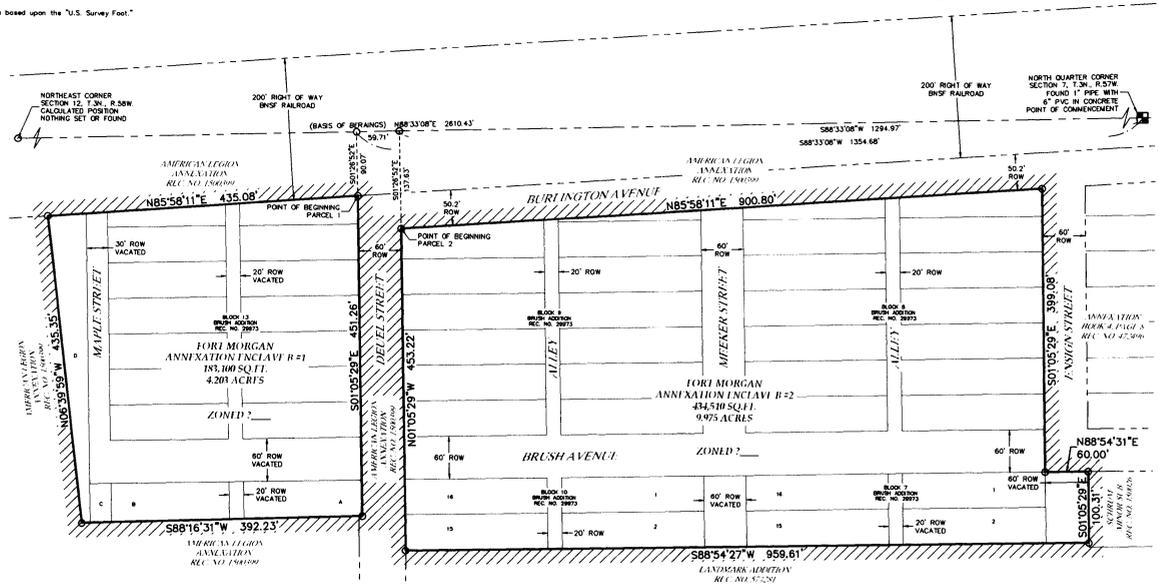
Paul B. Gross - On Behalf of King Surveyors
Colorado Licensed Professional
Land Surveyor #39209

Fort Morgan Annexation Enclave B #1
CONTIGUOUS BOUNDARY = 1713.92 L.F.
TOTAL BOUNDARY = 1713.92 L.F.
RATIO = 1 : 1.000
AREA = 4.203 ACRES

Fort Morgan Annexation Enclave B #2
CONTIGUOUS BOUNDARY = 2873.02 L.F.
TOTAL BOUNDARY = 2873.02 L.F.
RATIO = 1 : 1.000
AREA = 9.975 ACRES

////// DENOTES CONTIGUOUS BOUNDARY

////// DENOTES CONTIGUOUS BOUNDARY



DATE: 10/25/2023
FILE NAME: 20230346ANK-B
SCALE: 1"=80'
DRAWN BY: CSK
CHECKED BY: PG

KING SURVEYORS
650 E. Garden Drive | Windsor, Colorado 80550
phone: (970) 686-5011 | email: contact@KingSurveyors.com

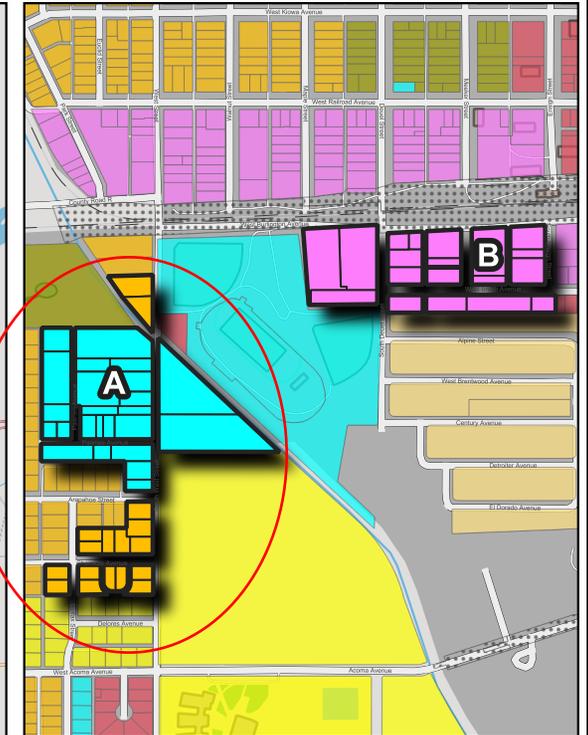
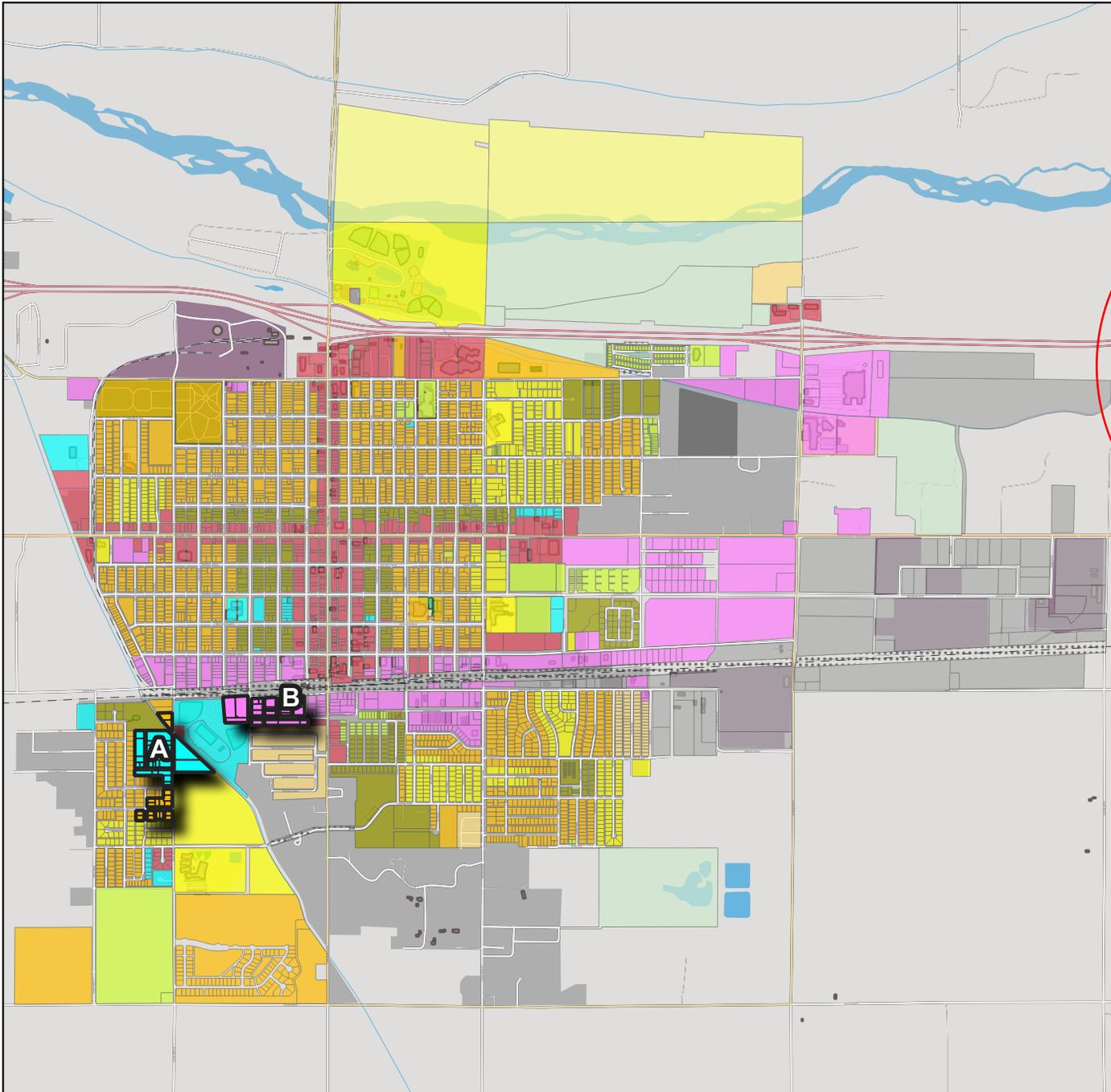


DATE:	REVISIONS:

FORT MORGAN ANNEXATION ENCLAVE B #1 & #2
CITY OF FORT MORGAN
110 MAIN STREET
FORT MORGAN, CO 80701

PROJECT #
20230346

1
SHEET 1 OF 1



Zoning Classifications

- B-1: Mixed Use Business
- B-2: General Business
- I: Industrial
- PUD: Planned Unit Development
- R-1: Low Density Residential
- R-2: Medium Density Residential
- R-3: High Density Residential
- R-4: Mobile Home Residential
- T: Transitional
- UA: Urban Agriculture
- ER-1: Estate Residential

Morgan County School District Re-3

District Support Center

715 West Platte Avenue

Fort Morgan, Colorado 80701



From the Human Resources Department

TO: BOE
FROM: Jason Frasco
DATE: November 12, 2025
RE: November 17, 2025 – BOE Report

1. Personnel Action Report – Action Item
2. Active Job Postings
 - a. Administrative:
 - b. Certified:
 - c. Classified:
 - d. Coaching:
 - e. Alternative: 1 standing posting to collect applications
 - f. Apprenticeship: 1 standing posting to collect applications
 - g. Resume: 1 standing posting to collect applications
 - h. Substitute: 4 standing postings for cook, custodian, classified, and certified

Immunization of Students

1. No student may attend school in the District unless the student has presented to the school an up-to-date certificate of immunization, as required by Colorado law, or a completed exemption form. (Note: please refer to current standardized immunization documents and official exemption forms developed and updated by the Colorado Department of Public Health and Environment.)
2. A student will be exempted from required immunizations only upon the submission of:
 - a. certification from a licensed physician that the physical condition of the child is such that immunization would endanger the child's life or health or is otherwise medically contraindicated due to other medical conditions.
 - b. statement signed by one parent/guardian or the emancipated child that he or she adheres to a religious belief whose teachings are opposed to immunizations.
 - c. statement signed by one parent/guardian or the emancipated child that he or she holds a personal belief that is opposed to immunizations.

In the event of an outbreak of disease against which immunization is required, no exemption will be recognized, and those students will be excluded from school.

3. Parents/guardians or emancipated students who assert an exemption from immunizations based on a religious or personal belief ("non-medical exemption") must submit the required exemption form to the school on an annual basis. Such submission must occur at the beginning of each school year that the non-medical exemption is asserted.
4. Parents/guardians or emancipated students who assert an exemption from immunizations based on a medical reason must submit the required medical exemption form to the school one time. The medical exemption form will be maintained on file at each new school the student attends.
5. The District will provide upon request an immunization reporting form. The school nurse is responsible for seeing that required information is included on the form and transferred to an official certificate of immunization as required.
6. If there is a failure to comply with the immunization requirements, the school nurse will personally notify the parent/guardian or emancipated student. Such notification will be accomplished either by telephone or in person. If this is not possible, contact will be by mail. Emancipated students must be contacted directly rather than through their parents/guardians.

The parent/guardian or emancipated student will be notified of the following:

- a. that up-to-date immunizations are required under Colorado law.

- b. Within thirty (30) days of notification, the parent/guardian must submit either an authorization for administration of the immunization by health officials or a valid exemption or documentation to the school showing that the next required immunization has been given and a written plan for completion of all required immunizations.
- c. That, if the required documentation is not submitted within thirty (30) days of notification or if the student begins but does not continue or complete the written plan, the student will be suspended or expelled.
7. A student who fails to comply will be suspended by the principal for up to five (5) days and notice of the suspension sent to the Health Department, in accordance with applicable law.
8. If no certificate of immunization is received during the period of suspension, the superintendent will institute proceedings for expulsion.
9. Any suspension or expulsion under this policy will terminate automatically upon compliance.
10. Record of any such suspension or expulsion will be contained in the student's health file with an appropriate explanation – not in the student's disciplinary file.

Any student expelled for failure to comply with the immunization requirements will not be included in calculating the dropout rate, but will be included in the annual report to the State Board of Education.

Students in Out-of-Home Placements

The following procedure will apply to students in out-of-home placements, as that term is defined by C.R.S. 22-32-138(1)(e).

Unless the District or school is otherwise authorized to deny enrollment to a student in out-of-home placement, the District or school will enroll the student regardless of whether the District or school has received the student's immunization records. Upon enrolling the student, the school will notify the student's legal guardian that unless the school receives the student's certificate of immunization or a written authorization for administration of immunizations within thirty (30) days after the student enrolls, the school will suspend the student until such time as the school receives the certificate of immunization or authorization.

Adopted August 18, 1997

Revised October 20, 1997; April 1998; June 21, 2010; June 2014; June 2018; November 17, 2025

Administering Medicines to Students

School personnel may not administer prescription or nonprescription medications to students unless appropriate administration cannot reasonably be accomplished outside of school hours.

Medication may be administered to students by school personnel whom a registered nurse has trained and delegated the task of administering such medication. For purposes of this policy, the term "medication" includes both prescription medication and nonprescription medication, but does not include medical marijuana.

Student possession, use, distribution, sale, or being under the influence of medication inconsistent with this policy will be considered a violation of Board policy concerning drug and alcohol involvement by students and may subject the student to disciplinary consequences, including suspension and/or expulsion, in accordance with applicable Board policy.

The administration of medical marijuana shall be in accordance with the Board's policy on administration of medical marijuana to qualified students.

The term "nonprescription medication" includes but is not limited to over-the-counter medications, homeopathic and herbal medications, vitamins and nutritional supplements.

Medication may be administered to students only when the following requirements are met:

1. Medication must be in the original properly labeled container. If it is a prescription medication, the student's name, name of the medication, dosage, how often it is to be administered, and name of the prescribing health care practitioner must be printed on the container.
2. The school must have received written permission from the student's parent/guardian to administer the medication to the student and either:
 - a. written permission to administer the medication from the student's health care practitioner with prescriptive authority under Colorado law; or
 - b. a standing medical order, if the medication is an over-the-counter medication such as Advil or Tylenol.
3. The parent/guardian must be responsible for providing all medication to be administered to the student, unless it is an over-the-counter medication such as Advil or Tylenol.

Self-Administration of Medication for Asthma, Allergies, or Anaphylaxis

A student who is prescribed medication by a licensed health care practitioner may possess and self-administer medication to treat the student's asthma, food or other allergy, anaphylaxis or related, life-threatening condition, or other condition for which the medication is prescribed. Self-administration of such medication may occur during school hours, at school-sponsored activities, or while in transit to and from school or a school-sponsored activity. Student possession and self-

administration of such medication shall be in accordance with the regulation accompanying this policy.

Authorization for a student to possess and self-administer medication, for the purposes described above, may be limited or revoked by the school principal after consultation with the school nurse and the student's parent/guardian if the student demonstrates an inability to responsibly possess and self-administer such medication.

Use of Stock Opioid Antagonists

The District will have a stock supply of opioid antagonists to assist a student, District employee, or any other person who is at risk of experiencing, or is experiencing, an opioid-related drug overdose event. For purposes of this policy, an opioid antagonist means naloxone hydrochloride or any similarly acting drug that is not a controlled substance and that is approved by the federal Food and Drug Administration (FDA) for the treatment of a drug overdose.

Administration of an opioid antagonist by a District employee to a student or any other person must be in accordance with applicable state law. In addition, it is encouraged that the District provide training to those administering an opioid antagonist.

Adopted June 23, 1980

Revised June 2, 2014; November 5, 2018; March 2, 2020; November 17, 2025

LEGAL REFS.: C.R.S. 12-38-132 (*delegation of nursing tasks*)
C.R.S. 12-38-132.3 (*school nurses - over-the-counter medication*)
C.R.S. 22-1-119 (*no liability for adverse drug reactions/side effects*)
C.R.S. 22-1-119.1 (*Board may adopt policy to acquire a stock supply of opioid antagonists*)
C.R.S. 22-1-119.3 (3)(c), (d) (*no student possession or self-administration of medical marijuana, but school districts must permit the student's primary caregiver to administer medical marijuana to the student on school grounds, on a school bus or at a school-sponsored event*)
C.R.S. 22-1-119.5 (*Colorado Schoolchildren's Asthma, Food Allergy, and Anaphylaxis Health Management Act*)
C.R.S. 22-2-135 (*Colorado School Children's Food Allergy and Anaphylaxis Management Act*)
C.R.S. 24-10-101 *et seq.* (*Colorado Governmental Immunity Act*)
1 CCR 301-68 (*State Board of Education rules regarding student possession and administration of asthma, allergy and anaphylaxis management medications or other prescription medications*)
6 CCR 1010-6, Rule 6.13 (*requirements for health services in schools*)

CROSS REFS.: JICH, Drug and Alcohol Involvement by Students
JKD/JKE, Suspension/Expulsion of Students (and Other Disciplinary Interventions)
JLCDA*, Students with Food Allergies
JLCDB*, Administration of Medical Marijuana to Qualified
JLCE, First Aid and Emergency Medical Care

Administering Medication to Students

If under exceptional circumstances a student is required to take medication during school hours, only the school nurse or the nurse's designee may administer the medication to the student in compliance with the following regulation. In the alternative, the parent/guardian may come to school to administer the medication.

1. All directives of the accompanying policy must be followed.
2. Written orders from the student's health care practitioner with prescriptive authority under Colorado law must be on file in the school stating:
 - a. Student's name;
 - b. Name of medication;
 - c. Dosage;
 - d. Purpose of the medication;
 - e. Time of day medication is to be given;
 - f. Anticipated number of days it needs to be given at school;
 - g. Possible side effects.
3. The medication must be brought to school by an adult and in a container appropriately labeled by the pharmacy or health care practitioner.
4. An individual record must be kept of medications administered by school personnel.
5. Medication must be stored in a clean, locked cabinet or container. Emergency medications must be inaccessible to students, but immediately available to trained school personnel and not in a locked cabinet.

Unless these requirements are met, medication will not be administered to students at school.

Self-Administration of Medication for Asthma, Allergies, or Anaphylaxis

A school may permit a student to possess and self-administer medication, such as an inhaler or epinephrine, or other prescription medication, if all of the following conditions are met:

1. Written authorization signed by the student's health care practitioner must be on file with the school which must include the student's name; the name, purpose, prescribed dosage, frequency, and length of time between dosages of the medication(s) to be self-administered; and confirmation that the student has been instructed and is capable of self-administration of the medication.
2. The school nurse or school administrator, in consultation with the school nurse, the student's health care practitioner, and the student's parent/guardian

collaborate to make an assessment of the student's knowledge of his or her condition and ability to self-administer medication.

3. A written statement signed by the student's parent/guardian must be on file with the school, which must include permission for the student to self-administer his/her medication and a release from liability for any injury arising from the student's self-administration of such medication.
4. A written contract between the school nurse, school administrator, the student, and the student's parent/guardian must be on file with the school, assigning levels of responsibility to the student's parent/guardian, student, and school employees.

A treatment plan authorizing a student to possess and self-administer medication for asthma or anaphylaxis is effective only for the school year in which it is approved.

A student must report to the school nurse or designee or to some adult at the school immediately after the student uses an emergency use epinephrine auto-injector during school hours. Upon receiving such report from a student, the school nurse, designee, or other adult will provide appropriate follow-up care to the student, which shall include making a 911 emergency call.

Adopted

Revised June 15, 2009; May 7, 2012; June 2, 2014; November 17, 2025

School Board Legal Status

The Constitution of Colorado assigns to locally elected Boards of Education control of instruction in the public schools of their respective Districts. As charged by the constitution, the General Assembly has provided for the organization of school districts, including the composition of district boards and the election of school directors.

Legally, then, local school boards are political subdivisions of the state and derive their power from the state constitution and acts of the General Assembly. They also have responsibilities to the local citizenry they serve and by whom they are elected.

There are seven directors on the Board of Education of Fort Morgan County School District Number Re-3, each of whom is elected for a four-year term.

Statutory

LEGAL REFS.: Constitution of Colorado, Article IX, Sections 2,15
C.R.S. 22-31-105

Note: This section provides a district electorate with certain leeway in the number of directors and in the length of the term of office.

CROSS REFS.: AA, School District Legal Status
BBA, Board Powers and Responsibilities
BBBG, Board Elections

Board Member Authority and Responsibilities

Because all powers of the Board lie in its action as a group, individual Board members exercise authority over District affairs only as votes are taken at a legal meeting of the Board.

In other instances, an individual Board member has power only when the Board has lawfully delegated authority to him/**her**.

Current practice codified 1995
Adopted date of manual adoption
Revised TBD

Board Elections

Registered voters of the District elect directors to the Board of Education at regular school elections held on the first Tuesday of November in each odd-numbered year. At every other biennial election, three directors are elected; at the other biennial election, four directors are elected.

The county clerk and recorder is responsible for conducting the regular biennial school election when a coordinated election is being conducted in the county. The election will shall be conducted pursuant to an intergovernmental agreement between the district and the county clerk and recorder. The agreement will shall allocate responsibilities between the county clerk and the district for the preparation and conduct of the election and will shall be signed no less than 70 60 days prior to the election. The Board will shall designate a school election official to whom some election responsibilities may be delegated pursuant to the agreement.

Candidates are nominated in the manner prescribed by law. Nomination petitions will shall be filed prior to 67 66 days before the election. In accordance with state law, candidates for school district directors will shall file the Candidate Affidavit and Disclosure of Public Officials and Candidates – Gifts and Honoraria Reports form with the Colorado Secretary of State a candidate affidavit with the county clerk's office and submit reports on contributions and expenditures during the campaign as prescribed by law.

Any person registered as a district elector may vote. Voter qualifications are the same as those for voting in general elections.

~~Any decision about conducting the election by mail ballot in accordance with state law and rules promulgated by the secretary of state shall be made in conjunction with the county clerk. An implementation plan for conducting the election by mail ballot shall be submitted to the secretary of state no later than seventy five (75) days prior to the election.~~

If 63 twenty-five (25) days before the election, there is only one candidate for each position to be filled, the Board by resolution may instruct the designated election official to cancel the election and declare the candidates elected, pursuant to state law.

Statutory
Revised TBD

LEGAL REFS.: C.R.S. 1-1-101 through 1-13-108 *et seq.* (Uniform Election Code of 1992)
C.R.S. 1-45-101 *et seq.* (Campaign Reform Act of 1974)
C.R.S. 22-31-101 *et seq.*

Code of Ethics for School Board Members

As a member of the Morgan County School District Re-3 Board of Education, I will strive to improve public education and to that end I will:

- Attend all regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.
- Recognize that I should endeavor to make policy decisions only after full discussion at publicly held Board meetings.
- Render all decisions based on the available facts and my independent judgment and refuse to surrender that judgment to individuals or special interest groups.
- Encourage the free expression of opinion by all Board members and seek systematic communications between the Board and students, staff and all elements of the community.
- Work with other Board members to establish effective Board policies and to delegate authority for the administration of the schools to the superintendent.
- Communicate to other Board members and the superintendent expressions of public reaction to Board policies and school programs.
- Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards associations.
- Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff.
- Avoid being placed in a position of conflict of interest and refrain from using my Board position for personal or partisan gain.
- Take no private action that will compromise the Board or administration and respect the confidentiality of information that is privileged under applicable laws.
- Remember always that my first and greatest concern must be the educational welfare of the students attending public schools and Morgan County School District Re-3.

Adopted TBD

Board Member Code of Ethics

According to the Colorado Revised Statutes 24-18-105, the following ethical principles for school board members "are intended as guides to conduct and do not constitute violations as such of the public trust of office..."

1. A board member "should not acquire or hold an interest in any business or undertaking which he has reason to believe may be directly and substantially affected to its economic benefit by official action to be taken by an agency over which he has substantive authority."
2. A board member "should not, within six months following the termination of his office..., obtain employment in which he will take direct advantage, unavailable to others, of matters with which he was directly involved during his term of [office]. These matters include rules, other than rules of general application, which he actively helped to formulate and applications, claims or contested cases in the consideration of which he was an active participant."
3. A board member "should not perform an official act directly and substantially affecting a business or other undertaking to its economic detriment when he has a substantial financial interest in a competing firm or undertaking."
4. A board member is discouraged "from assisting or enabling members of [the board member's] immediate family in obtaining employment, a gift of substantial value, or an economic benefit tantamount to a gift of substantial value from a person whom [the board member] is in a position to reward with official action or has rewarded with official action in the past." (From CASB's policy from 2013)

Adopted TBD
Replacing BCA-E

School Board Member Financial Disclosure

Board members are required by law to disclose certain items received in connection with serving on the Board. If Board members receive such items, they must file a report with the secretary of state on forms prescribed by the secretary of state. Such report must be filed on or before January 15, April 15, July 15, and October 15 of each year, and ~~will shall~~ cover the period since the last report. The report must contain the name of the person from whom the reportable item was received, its value and the date of receipt. Board members who do not receive any items that must be reported are not required to file a report.

Items which must be reported include the following:

1. Any money received, including a loan, pledge, advance, guarantee of a loan or any forbearance or forgiveness of indebtedness from any person with a value greater than \$7565.
2. Any gift of any item of real or personal property other than money with a value greater than \$7565.
3. Any loan of real or personal property if the value of the loan is greater than \$7565. "Value of the loan" means the cost saved or avoided by the Board member by not borrowing, leasing, or purchasing comparable property from a source available to the general public.
4. Any payment for a speech, appearance, or publication.
5. Tickets to a sporting, recreational, educational, or cultural event with a value greater than \$7565 for any single event.
6. Payment of or reimbursement for actual and necessary expenses for travel and lodging for attendance at a convention, fact-finding mission or trip, or other meeting if the Board member is scheduled to deliver a speech, make a presentation, participate on a panel, or represent the school district unless the payment for such expenditures is made from public funds or from the funds of any association of public officials or public entities such as the Colorado Association of School Boards (CASB).
7. Any gift of a meal to a fund-raising event of a political party.

To avoid misunderstandings about the value of an item, the donor must furnish the Board member with a written statement of the dollar value of the item when it is given.

Approved October 1995
Revised March 2, 2020; TBD

LEGAL REF.: C.R.S. 24-6-201 *et seq.* (*Public Official Disclosure Law*)

School Board Meetings/Regular Meetings/Special Meetings

All meetings of three or more members of the Board, at which any public business may be discussed or any formal action taken ~~will shall~~ be open to the public at all times except for periods in which the Board is in executive session. All such meetings will be properly noticed and minutes will be taken and recorded as required by law.

No business may be conducted unless a quorum is present. A quorum ~~will shall~~ consist of a simple majority (more than half) of the members serving on the Board.

A recording ~~will shall~~ be made of regular and special meetings as required by law and at a minimum, ~~will shall~~ be an audio recording. Recordings ~~will shall~~ be maintained for 90 days.

Regular Meetings

Regular Board meetings ~~will shall~~ be held at a site to be determined by the Board of Education. Meetings of the Board ~~will shall~~ be held on the first and third Monday of each month at 7:00 p.m., unless otherwise set by action of the Board.

Special Meetings

Special meetings of the Board may be called by the Board president at any time and ~~may shall~~ be called by the **Board** president upon the written request of a majority of the members.

The ~~recording~~ secretary of the Board ~~will shall~~ be responsible for giving a written notice of any special meeting to each Board member at least 72 hours in advance of the meeting if mailed, and 24 hours in advance if notified personally. The notice must contain time, place, and purpose of the meeting and names of the members requesting the meeting.

Any member may waive notice of a special meeting at any time before, during, or after such meeting, and attendance at a special meeting ~~will shall~~ be deemed to be a waiver.

No business other than that stated in the notice of the meeting ~~will shall~~ be transacted unless all members are present and agree to consider and transact other business.

Work Sessions and Retreats

The Board, as a decision-making body, is confronted with a continuing flow of problems, issues, and needs which require action. While the Board is determined to expedite its business, it is also mindful of the importance of planning, brainstorming, and thoughtful discussion without action. Therefore, from time to time, the Board may schedule work sessions or retreats, which ~~will shall~~ be open to the public. No action ~~will shall~~ be taken during such sessions. Public notice of the session, including the topics for discussion and study, ~~will shall~~ be provided.

The Board is required to electronically record executive sessions, which ~~will shall~~ include the specific statutory citation to the executive session law that allows the Board to meet in executive session. However, if the executive session is held to discuss an individual student matter, the Board is not

required to make an electronic or written record of the executive session. If the executive session is held to receive legal advice from an attorney on a particular matter, an electronic record must be made of the statutory citation to the executive session law that allows the Board to meet in executive session to receive legal advice, but the Board is not required to make an electronic or written record of the discussion that occurs in executive session on the basis that it constitutes privileged attorney-client communication.

Adopted June 23, 1980

Revised May 27, 1985; October 12, 1987; October 1995; June 1996; July 13, 2009; August 19, 2013

LEGAL REFS.: C.R.S. 22-32-108 (1) through (5)
C.R.S. 24-6-401 *et seq.*, (Colorado Sunshine Act of 1972)

CROSS REF.: BEDA, Notification of Board Meetings
BEC, Executive Sessions

Agenda Board of Education

To expedite the Board's proceedings and provide a framework for the orderly conduct of business, the superintendent **or designee** in cooperation with the Board president **will shall** prepare an agenda outlining the matters to be brought to Board's attention at meetings.

The Board **will shall** follow the order of business set by the agenda unless the order is altered or new items added by vote of the Board during the meeting. The Board may add to or take action on matters not appearing on the printed agenda at regular meetings only by a majority vote of Board members present. Items may be added to the agenda of a special meeting during the meeting only when all Board members are present and cast a unanimous vote.

Consent Grouping

A consent grouping on the agenda **will shall** be used for those items which usually do not require discussion or explanation as to the reason for Board action. Any Board member, without a motion or vote, may request the withdrawal of any item under the consent grouping for independent consideration.

Agenda Format

The order of business at regular meetings **will shall** be as follows:

- I. Opening Activities
 - A. Call to Order
 - B. Pledge of Allegiance
 - C. Approval of Previous Minutes
 - D. Agenda Changes, Review of Table File, Approval of Agenda
- II. Special Presentations
- III. Opportunity for Audience (Three minutes per person; one representative per group)
- IV. Reports
 - A. Board
 - B. Superintendent
 - C. Others
- V. Executive Session (if necessary)
- VI. Discussion Items
- VII. Consent Agenda
 - A. Personnel Actions
 - B. Claims and Accounts

VIII. Action Items

IX. Information Items

X. Advanced Planning

XI. Adjournment

NOTE: A ten-minute break may be planned approximately halfway through the meeting.

Adopted June 23, 1980

Revised November 8, 1982; February 14, 1983; January 1995; August 2000

LEGAL REF.: C.R.S. 22-32-108 (4)

Voting Method

All voting ~~will shall~~ be by roll call with each member present voting "Aye" or "No" alphabetically. However, election of the **Board** president and **Board** vice president ~~will may~~ be by secret ballot. If a vote is taken by secret ballot, the outcome of the vote ~~will shall~~ be recorded contemporaneously in the minutes.

A member may abstain from voting only if excused by the Board for good cause.

To pass, any motion must be approved by a majority of the members present except as state law or policies of this Board may require a majority of full membership or a two-thirds majority.

Current practice codified 1995

Adopted date of manual adoption

Revised June 6, 2005; May 15, 2017; TBD

LEGAL REFS.: C.R.S. 22-32-104 (3)(president and vice president must be elected by majority of the entire membership)
C.R.S. 22-32-108 (6)(voting by roll call, excused for good cause)
C.R.S. 22-32-108(7)(a) (a board member who participates electronically in conformance with the board's policy on electronic meeting participation is considered "present")
C.R.S. 24-6-402(2)(d)(IV)(outcome of a secret ballot vote must be recorded contemporaneously in the minutes)
C.R.S. 24-6-402(4)(a two-thirds majority of the quorum present is required to go into executive session)
C.R.S. 24-18-109 (3)(conflict of interest and voting)
C.R.S. 24-18-110(voluntary disclosure of conflict of interest)

CROSS REFS.: BCB, Board Member Conflict of Interest -
BEAA, Electronic Participation in School Board Meetings
BE, School Board Meetings

Minutes

Minutes of any Board meeting at which the adoption of any policy or formal action occurs or could occur ~~will shall~~ be taken and promptly recorded. Such records ~~will shall~~ be open to public inspection.

Official minutes of the meetings of the Board of Education constitute the written record of all proceedings of the Board. Therefore, the minutes ~~will shall~~ include:

1. The nature of the meeting, whether regular or special; time and place; members present; approval of the minutes of the preceding meeting or meetings.
2. A record of all actions taken by the Board, the motion, the name of the member making the motion and seconding it; the record of the vote, with the vote of each member recorded. If a vote is taken by secret ballot, the outcome of the vote ~~will shall~~ be recorded contemporaneously in the minutes. Reports and documents related to a formal motion may be omitted if they are referred to by title and date.
3. A record of all business that comes before the Board through reports of the superintendent and others and through communications from the staff and the public.
4. The names of all persons who speak before the Board and the topic of their remarks.
5. A record that an executive session was held (if the Board convened in executive session), including the names of those present and the topic of discussion, unless including names of individuals would reveal information that should remain confidential, the specific citation to the statute that authorizes the Board to meet in executive session, and the amount of time the topic was discussed.
6. The record of adjournment.

The official minutes ~~will shall~~ be signed by the ~~Board~~ secretary. Following their approval, the official copy also ~~will shall~~ be signed by the president of the Board of Education.

The official minutes ~~will shall~~ be in the custody of the Board ~~recording~~ secretary and ~~will shall~~ be made available to the public in accordance with the requirements of applicable state law.

Current practice codified 1995
Adopted October, 1995
Revised April 4, 2016

LEGAL REFS.: C.R.S. 22-32-106 (duties of the secretary)
C.R.S. 22-32-108 (5)(d) (board meetings – executive session minutes)
C.R.S. 22-32-109 (1)(e) (specific duties of the board)
C.R.S. 24-6-402 (2)(d)(II) (open meetings law – minutes)
C.R.S. 24-6-402 (2)(d)(IV) (outcome of a secret ballot vote must be recorded contemporaneously in the minutes)

School Board Policy Process

The Board considers policy development one of its chief responsibilities. The Board strives to reflect the community's values in its policies and commits itself to an ongoing effort to engage the community regarding policy-level concerns. The Board develops policies and puts them in writing to provide for the successful, consistent, and efficient operation of the District's schools and the high achievement of District students. Policy development ~~will shall~~ be aimed primarily toward the continual formation and evaluation of goals and desired end results for students, rather than toward daily District operations.

The Board uses the policy development and codification system of the National Education Policy Network/National School Boards Association (NEPN/NSBA), as recommended by the Colorado Association of School Boards (CASB).

This system, while it may be modified to meet needs, is to serve as a general guideline for such tasks as policy research, drafting of preliminary policy proposals, reviewing policy drafts with concerned groups, presenting new and revised policies to the Board for consideration and action, policy dissemination, policy monitoring, and the continuous maintenance of the ~~online~~ Board policy manual.

The policies of the Board ~~will shall~~ be interpreted in accordance with state and federal laws and regulations.

Policy Adoption

Adoption of new policies or the revision or repeal of existing policies is solely the responsibility of the Board of Education. However, proposals regarding policies may originate with a Board member, the superintendent, staff members, parents, students, consultants, civic groups, or other residents of the District. A careful and orderly process ~~will shall~~ be used in examining such proposals prior to action upon them by the Board.

The Board ~~will shall~~ adhere to the following procedure in formally considering and adopting policy proposals to ensure thoughtful examination of the issues prior to final adoption.

1. First meeting - the proposal ~~will shall~~ be presented as an information item.
2. Second meeting - the proposal ~~will shall~~ be presented for a second reading and discussion.
3. Third meeting - the proposal ~~will shall~~ be presented for a third reading, discussion, and final vote.

During discussion of a policy proposal, the Board ~~will shall~~ seek out the views of the community and staff. The Board ~~will shall~~ take action only after hearing recommendations of the superintendent and viewpoints of persons and groups affected by the policy.

Amendments may be proposed by Board members. An amendment ~~will shall~~ not require ~~that the policy go through~~ an additional reading except when the Board determines that further study is needed or that an additional reading would be helpful.

Under unusual circumstances, the Board may temporarily approve a policy to meet emergency conditions. However, the above procedure is required before the policy ~~will shall~~ be considered permanent.

The Board ~~will shall~~ establish procedures to waive policies to facilitate attainment of District-level or school-level goals.

Policy Revision and Review

In an effort to keep its written policies up-to-date, the Board ~~will shall~~ review its policies on a continuous basis.

The superintendent ~~will shall~~ be responsible for ~~informing the Board of any~~ calling to the Board's attention all policies that are out of date or for other reasons appear to need revision. Policy revision ~~will shall~~ be accomplished in the same manner as policy adoption, except that revisions mandated by changes in law ~~will shall~~ not require a second reading and may be adopted upon final vote at the second meeting.

Additionally, from time to time the Board may undertake a process to review and revise all of the ~~District's~~ policies in its manual. At the Board's discretion, it may utilize an outside facilitator to conduct this review and revision process. Such process ~~will shall~~ be in accordance with a schedule developed by the Board and the outside facilitator, if applicable. The process ~~will shall~~ include opportunities for staff, parent, and community involvement. In addition, any changes to policy that affect the benefits, rights, responsibilities, or expectations of students or staff ~~will shall~~ be provided in writing to the affected group with sufficient time to make any necessary arrangements prior to the effective date of the change. Once the review and revision process is complete, the Board may choose to adopt the revised policies manual in its entirety by approval of a resolution. In this event, the above policy adoption process, including any readings, ~~will shall~~ not apply.

Board Review of Regulations

The Board reserves the right to review regulations issued by the administration at its discretion, but it ~~will shall~~ revise or veto such regulations only when, in the Board's judgment, they are inconsistent with policies and regulations adopted by the Board. The Board ~~will shall~~ be provided with copies of all District-wide regulations issued by the administration.

Regulations ~~will shall~~ be officially approved by the Board when required by state or federal law or when strong community, staff, or student attitudes make it advisable. Before issuance, regulations ~~will shall~~ be properly titled and coded.

Policy Communication

The superintendent ~~will shall~~ establish and maintain an orderly plan for preserving and disseminating District policies and regulations. Staff will be informed of policy changes on a regular basis.

The Board's policies manual ~~is~~ are a public record and ~~will shall~~ be open for inspection at the administrative offices of the District and/or on the District's website.

Monitoring Policy Implementation

The Board ~~shall~~ **will** continuously monitor the implementation of its policies to ensure that reasonable progress is being made toward achieving the Board's goals and that operation of the school District is consistent with its policies.

Suspension/Repeal of Policy

In the event of special circumstances, the operation of any Board policy, including those governing its own operating procedures, may be temporarily suspended by a majority vote of Board members present at any regular or special meeting. This, however, ~~shall~~ **will** not apply to any Board policy established by law or by contract.

Policy repeal ~~shall~~ **will** be accomplished in the same manner as policy adoption.

Adopted June 23, 1980

Revised October 1995; March 7, 2016; TBD

LEGAL REFS.: C.R.S. 22-32-109 (1)(a-c),(y)(I) (specific duties of board)

New Board Member Orientation/Handbook

The Board and its staff ~~will shall~~ assist each new member to understand the Board's functions, policies, and procedures. The following methods shall be employed:

- The new member ~~will shall~~ be given selected material on the role of a school board member and responsibilities of the Board.
- ~~The new member will receive and be trained on materials pertinent to meetings. The secretary shall supply material pertinent to meetings and explain its use.~~
- The incoming member ~~will shall~~ be invited to meet with the superintendent and other administrative personnel to discuss services they perform for the Board, to visit schools, and to observe ~~central~~ administration functions.
- ~~Instructions to access all Board policies, Colorado School Laws, and Roberts Rules of Order will be provided to the new member. A copy of the Board's policy manual, a copy of the Colorado School Laws and Roberts Rules of Order shall be assigned to the new member by the secretary.~~
- The newly-elected member ~~will shall~~ be encouraged to attend new board member conferences.

Adopted June 23, 1980
Revised October 1995; TBD

Expense Authorization/Reimbursement

In-District Travel Allowance

The following individuals will receive an annual allowance for in-district travel paid **two (2)** times per year, **in** December and June, as indicated:

Assistant Superintendent/Curriculum/Assessment	\$300
Assistant Superintendent/ Director of Human Resources.....	\$300
Athletic/Activity Director	\$300
Chief Financial Officer	\$300
Director of Culturally and Linguistically Diverse Education...	\$750
English Language Development	\$300
Director of Food Services.....	\$500
Director of Special Services.....	\$300
School Nurse	\$100
Title 1CA Specialist.....	\$750

Mileage Rate

Personnel who use their personal vehicles in conducting authorized school business will be reimbursed at **the** IRS recommended ~~cents~~ per mile rate for miles traveled for trips out-of-district, between school facilities (schools, ~~central~~ administration office, bus garage, athletic fields, etc.) or between school facilities and businesses in the community. ~~Claims must be filed with the District Support Center on or before December 5 or June 5 for reimbursement in December or June.~~

Annual Phone Allowance

The annual phone allowance of \$300 is available to the DSC Administrators, Administrative Assistant to the Superintendent, Building Principals and Assistant Principals, ~~Technology~~ Staff, Director of Children’s Center, Director of Transportation, Director of Food Services, **Title 1CA Specialist** ~~Migrant Family Outreach Coordinator~~, and District Translator/Interpreter. Any staff provided a district phone is not eligible for this allowance. This allowance will be paid two (2) times per year, in December and June. Staff members receiving the phone stipend are responsible for maintaining their cell phone plan and providing their personal cell phone number for internal **D**istrict use. Personal cell phone numbers will not be publically published. The District will not be responsible for any repairs or maintenance on personal cell phones.

Per Diem Rates

One-day trips

Breakfast.....	\$13.00
Lunch.....	\$15.00
Dinner.....	\$26.00

Approved June 23, 1980

Revised to conform with practice: date of manual adoption

Revised October 18, 1994; March 1998; July 1998; October 1999; May 2002;

December 2006; October 5, 2009; March 1, 2010; April 5, 2010; May 7, 2012;

December 3, 2012; February 6, 2017; June 4, 2018; June 15, 2020;

January 17, 2021; July 18, 2022; TBD

Instructional Staff Salary Schedules

Prior Experience

Previous full-time teaching experience is a factor ~~when determining in setting~~ beginning salary placement. ~~One increment will be allowed for each of the first ten years of teaching experience.~~ Education lane placement is assessed based on the highest degree earned from a regionally accredited institution. Additionally, ~~p~~Prior teaching experience must have been obtained after a bachelor's degree and certification/licensure within a public school district. ~~In order to be considered for additional horizontal lane placement, credits must be earned after the conferred date of the highest degree and must be graduate level from a regionally accredited institution.~~

All years of full-time in-district experience with a state teaching license will be honored when determining salary placement. Full-time out-of-district experience with a state teaching license will be recognized as follows:

- a. 0 - 3 Years = Level A Placement
- b. 4 - 6 Years = Level B Placement
- c. 7 - 9 Years = Level C Placement
- d. 10 - 15 Years = Level D Placement
- e. 16+ Years = Maximum Placement will be the midpoint of the respective lane range for lanes beyond B+15.

Professional Growth

A teacher will be granted placement on the BA+15 and BA+30 scale upon the accumulation of 15 or 30 semester hours ~~in a graduate-level education-based program of college work in his assigned teaching field or educational relevance as approved by the superintendent or designee.~~

A teacher will be granted placement on the MA+15 and MA+30 scale on the basis of official transcripts for the appropriate number of semester hours. All course work must be graduate level courses and have prior approval from the superintendent or designee.

In order to advance to the BA+15, BA+30, MA+15, or MA+30 steps on the salary scale, a grade average of "B" will be required for all college hours earned.

~~Transcripts and an application for approval of credit for salary advancement are due into the human resources department by September 1 for educational increments salary adjustments.~~

~~A teacher desiring approval of hours must complete and submit the application for approval of credit hours for salary scale placement to the superintendent or designee. The deadline date to have applications reviewed by the superintendent or designee is two weeks before the class is scheduled to begin.~~

~~Teachers desiring approval during the summer may submit an application directly to the superintendent or designee.~~

First Aid and CPR Certification

The Board recognizes the need and encourages its teachers, coaches, and other personnel to enroll in and complete a standard first aid **and/or** CPR course ~~on a voluntary basis~~.

Approved June 23, 1980

Revised November 1993; April 1996; March 1, 2010; TBD

Nondiscrimination on the Basis of Ethnicity and Race

The Board believes that complaints and grievances are best handled and resolved as close to their origin as possible. Therefore, if possible, proper channeling of complaints should be handled in the following order: 1) teacher; 2) principal; 3) superintendent; 4) Board of Education.

The Fort Morgan School District is committed to a policy which does not allow any agent, employee, or student of the district, acting within the scope of his/her official duties or enrollment, to treat other students or adults differently on the basis of race, color, or national origin without a legitimate non-discriminatory reason. No conduct will be tolerated which interferes with or limits the ability of an individual to participate in or benefit from the academic, athletic, extra-curricular, and other activities provided by the school district.

Title VI obligates the School District to perform certain duties once a claim is made that discrimination on the basis of race, color or national origin has occurred. When notified of an alleged occurrence of racial discrimination, the School District will investigate and deal with such claim as provided herein. If the claim is substantiated, the School District will take corrective action to discipline the party or parties involved and, if necessary, initiate procedures designed to prevent a reoccurrence.

1. Members of the school community who believe they have been victim of racial discrimination shall report the alleged violations in writing to the person designated by the Superintendent (District Compliance Officer) as the building/site Grievance Officer. In the written statement, the complaining party shall describe the incident or activity involved, identify the individuals involved and the dates, times and locations involved. Reporting shall be within 60 days of the occurrence of the alleged racial discrimination.

Each building/site shall also have an alternate Grievance Officer appointed by the District Compliance Officer in the event the Designated Grievance Officer is involved in the complaint or unavailable to serve.

To identify the grievance officers and alternates at all buildings/sites, please call the school administration office at 867-5633. Names of the grievance officers and alternate grievance officers will also be posted at visible locations in all buildings/ sites.

All matters involving complaints shall remain confidential.

2. The Grievance Officer will attempt to resolve the problem, if warranted, in an informal manner, through the following process:
 - a. The Grievance Officer will confer with the complaining party to obtain a clear understanding of the facts underlying the complaint. (The complaining party and Grievance Officer each may be accompanied by a person of their choice.)

- b. The Grievance Officer will then meet with the accused party to obtain a response to the complaint. (The accused party and Grievance Officer may be accompanied by a person of their choice.)
 - c. The Grievance Officer may hold as many meetings with the parties as necessary to gather facts and obtain statements from witnesses, if available.
3. After reviewing and analyzing the facts and the credibility of everyone involved, including witnesses, the Grievance Officer shall forward a written report to the District Compliance Officer and the District Advisory Review Committee setting forth:
- a. The results of his or her efforts to resolve the matter informally.
 - b. The findings of fact made by the Grievance Officer based upon the evidence gathered, but no findings of fact shall be required if the matter has been resolved informally.
 - c. Grievance Officer's recommendations.

Either party may request that the matter be transferred to the District Advisory Review Committee for further review.

4. The District Advisory Review Committee shall include minority representation, and consist of five individuals appointed by the Board of Education (one member from each of the following groups).
- * Certified school person;
 - * Classified staff person;
 - * Elementary parent;} (Shall not be employees of the School District but must have students in the Fort Morgan School District at the time of appointment)
 - * Secondary parent;}
 - * Community member. (Shall not be an employee of the School District and shall not have a child who is a current student in the School District at the time of appointment. Must be a resident of the Fort Morgan School District.)

When appointing the members of the Advisory Committee, the School District will openly advertise the existence of vacancies through local newspapers, radio stations, and District newsletters. All advertisements shall be in English and Spanish. Those persons interested in serving on the Advisory Committee shall make application in English writing indicating why they want to serve.

Members of the Advisory Committee shall serve at the pleasure of the Board of Education. The terms of the members shall be staggered with no more than two members ending their terms of service in the same year. In the initial year of implementation, two members

will be appointed for terms of one (1) year, two members will be appointed for terms of two (2) years, and one member will be appointed for a term of three (3) years. Thereafter, each member shall be appointed for a term of three years.

Members of the Advisory Committee, Grievance Officers and School Counselors shall receive training provided by the School District through agencies such as the Colorado Department of Education and the Northern States Desegregation Assistance Center.

Upon receipt of a complaint from a Grievance Officer, the District Advisory Review Committee shall:

- a. Review the record made by the Grievance Officer, including the findings of fact and recommendation. The Advisory Committee may gather additional evidence if they deem it necessary to their determination of the case.
- b. Make a recommendation to the District Compliance Officer.

The District Advisory Review Committee and the District Compliance Officer shall jointly report to the Board of Education on the action taken upon the complaint. The District Advisory Review Committee or the District Compliance Officer, or both, may make a recommendation to the Board of Education that other actions be taken, including counseling, probation, suspension, temporary leave, expulsion or termination.

- 5. In considering the recommendations of the Grievance Officer, the District Advisory Review Committee or the District Compliance Officer, and after reviewing the record and findings of fact, the Board of Education may gather additional evidence if they deem it necessary to their determination of the case. The Board of Education may then:
 - a. Dismiss the complaint;
 - b. Impose an appropriate sanction that does not violate any federal or state law, or any negotiated agreement of the District.
- 6. Students, parents, and District employees will be made aware of the procedures for initiating a complaint regarding racial discrimination. At the beginning of each school year, this policy will be disseminated in English and Spanish at school registrations, and shall be included in school handbooks. It shall also be posted at visible locations in all buildings/sites.
- 7. **THERE WILL BE NO DISCRIMINATION OR RETALIATION AGAINST ANY MEMBER OF THE SCHOOL COMMUNITY FOR HIS/HER PARTICIPATION IN THE PRESENTATION OR RESOLUTION OF A COMPLAINT.**
- 8. Counseling will be offered through District counselors to anyone who has experienced discrimination.

HOW TO RAISE A GRIEVANCE OF RACE DISCRIMINATION

If you feel you have been treated differently on the basis of your race, color, or national origin (without a legitimate non-discriminatory reason) in academic, athletic, extra-curricular, or other activities, you may do the following:

1. Report the incident in writing to the person designated by the superintendent as the building/site Grievance Officer.
2. If the Grievance Officer is involved in the complaint or unavailable to serve, you may report the incident in writing to an alternative Grievance Officer.
3. To identify the Grievance Officers and alternates at all building/sites, please call the school administration office at 867-5633. The names of the Grievance Officers and alternative Grievance Officers will also be posted at visible locations in all buildings/sites.
4. Please note that all incidents must be reported within 60 days of the occurrence of the alleged racial discrimination.
5. An individual who believes he has been discriminated against because of his race, color or national origin also has the right to file a claim of unlawful discrimination with appropriate state and federal agencies.

PROPOSED 8/14/95

Revised 8/15 & 29; 9/11 & 26

Nondiscrimination on the Basis of Disability

The Board is committed to a policy of nondiscrimination on the basis of disability under all applicable laws, including but not limited to Section 504 of the Rehabilitation Act of 1973 ("Section 504") and the Americans with Disabilities Act ("ADA"). Section 504 and the ADA provide that no otherwise qualified individual with a disability shall, solely by reason of his or her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any district program or activity. The district does not unlawfully discriminate on the basis of disability in access or admission to, or treatment or employment in, its programs or activities.

The Board of Education shall designate an individual as the responsible employee to coordinate school district compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

The district's Section 504 and ADA compliance officer, shall be responsible for continuing surveillance of district programs and activities with regard to compliance with Section 504 and the ADA and all pertinent regulations, including the development of all necessary procedures and regulations.

The compliance officer shall, annually notify students, employees, and members of the public, regarding the district policy and grievance procedures and of his/her name or title, office, address and telephone number. Notification shall be by posting and/or other means sufficient to reasonably provide such notice.

The superintendent shall notify applicants for admission, students, parents/guardians, sources of referral of applicants for admission, employees and applicants for employment, and members of the public that it does not discriminate on the basis of disability in the programs or activities which it operates and that it is required by Section 504 and the ADA not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation.

Adopted August 1994

Revised to conform with practice: date of manual adoption

Revised March 2000

Revised July 13, 2009

LEGAL REFS.: 29 U.S.C. §701 *et seq.* (Section 504 of the Rehabilitation Act)
42 U.S.C. §1201 *et seq.* (Americans with Disabilities Act)
34 C.F.R. 104 *et seq.*

CROSS REF.: IHBA, Special Education/Programs for Handicapped/Disabled/Exceptional Students

**Nondiscrimination on the Basis of Disability
(Complaint Form)**

Date: _____

Name of complainant: _____

School: _____

Address: _____

Phone: _____

Summary of alleged discrimination:

Name(s) of individual(s) committing alleged discrimination:

Date(s) alleged discrimination occurred: _____

Name(s) of witness(es) to alleged discrimination: _____

If others are affected by the possible discrimination, please give their names:

Your suggestions regarding resolving the complaint: _____

Please describe any corrective action you wish to see taken with regard to the alleged discrimination. You may also provide other information relevant to this complaint.

Signature of complainant

Date

Signature of person receiving complaint

Date

Approved November 1, 2010

Nondiscrimination on the Basis of Disability (Complaint Process)

All students, employees and members of the public shall have a ready means of resolving any claims of discrimination on the basis of disability in the district's programs or activities. Persons may file a complaint of discrimination on the basis of disability in accordance with this procedure or may file a complaint in accordance with the district's nondiscrimination/equal opportunity complaint process.

A complaint may also be filed with the United States Department of Education, Office for Civil Rights ("OCR") at any time before or during the district's complaint procedures. Contact information for the regional OCR office is: The Office for Civil Rights, U.S. Department of Education, 1244 Speer Boulevard, Suite 310, Denver, Colorado, 80204-3582.

If a student, employee or member of the public believes that there has been a violation of Section 504 or the ADA, he or she shall mail or deliver to the Section 504 and ADA Compliance Officer ("compliance officer") a written statement setting out the alleged violations in specific terms, describing the incident or activity, the individuals involved, and the dates, times and locations. See ACE-E.

The compliance officer shall conduct an investigation as necessary to determine the facts involved and shall provide the individual filing the written statement with an opportunity to discuss the matter personally, if requested. The compliance officer shall report to the superintendent his or her findings and recommendations regarding resolution of the matter. Within 10 school days of receiving the findings and recommendation from the compliance officer, the superintendent or designee shall determine any sanctions or other action deemed appropriate, including recommendations to the Board for disciplinary or other action.

If the student, employee or member of the public is not satisfied with the handling of the matter by the superintendent, he or she may appear before the Board of Education and present the matter directly to the Board. Any action taken by the Board shall be final.

Approved July 13, 2009

Board Member Code of Ethics

According to the Colorado Revised Statutes 24-18-105, the following ethical principles for school board members "are intended as guides to conduct and do not constitute violations as such of the public trust of office..."

1. A board member "should not acquire or hold an interest in any business or undertaking which he has reason to believe may be directly and substantially affected to its economic benefit by official action to be taken by an agency over which he has substantive authority."
2. A board member "should not, within six months following the termination of his office..., obtain employment in which he will take direct advantage, unavailable to others, of matters with which he was directly involved during his term of [office]. These matters include rules, other than rules of general application, which he actively helped to formulate and applications, claims or contested cases in the consideration of which he was an active participant."
3. A board member "should not perform an official act directly and substantially affecting a business or other undertaking to its economic detriment when he has a substantial financial interest in a competing firm or undertaking."

Appointed Board Officials

It is the practice of the Board of Fort Morgan School District Number Re-3 to appoint a staff member to serve as secretary of the Board of Education.

Current practice codified 1995

Adopted: date of manual adoption

LEGAL REFS.: C.R.S. 22-32-104
C.R.S. 22-32-106
C.R.S. 22-32-107

Fort Morgan Public Schools, Fort Morgan, Colorado

Personnel Records and Files

A personnel folder for each teacher will be kept in the administrative office. All teachers will be responsible for seeing that the following information is given to the personnel secretary for inclusion in the folders:

Completed application form

Copies of teaching certificate/license, fingerprint and background clearance forms from Colorado Department of Education

Transcript of all college work completed

Confidential credentials

Signed oath

Verification of citizenship

Employee Acknowledgment form (Drug-Free Workplace Policy Statement)

Approved June 23, 1980

Revised November, 1990; March 1996

POLICY / NOTES for November 3, 2025	REPLACED BY POLICY	ACTION
<p><u>ACB, Nondiscrimination on the Basis of Ethnicity and Race</u> Adopted September 1995</p> <p>REPLACED by AC, Nondiscrimination Equal Opportunity Adopted September 15, 2025</p>	AC	RETIRE ACB
<p><u>ACE, Nondiscrimination on the Basis of Handicap Disability</u> Adopted 1994 and Last Revised July 13, 2009</p> <p>REPLACED by AC, Nondiscrimination Equal Opportunity Adopted September 15, 2025</p>	AC	RETIRE ACE
<p><u>ACE-E, Nondiscrimination on the Basis of Handicap Disability (Complaint Form)</u> Adopted November 1, 2010</p> <p>REPLACED by AC-E-2, Nondiscrimination Equal Opportunity Complaint Form Adopted September 15, 2025</p>	AC-E-2	RETIRE ACE-E
<p><u>ACE-R, Nondiscrimination on the Basis of Disability (Complaint Process)</u> Adopted July 13, 2009</p> <p>REPLACED by: AC, Nondiscrimination Equal Opportunity – Adopted 09/15/2025 AC-R-1, Harassment and Discrimination Investigation Procedures for Students, Adopted 09/15/2025 AC-R-2, Harassment and Discrimination Investigation Procedures for Employees, Applicants for Employment and Members of the Public - Adopted 08/12/2024 AC-R-3, Sexual Harassment Investigation Procedures – Adopted 09/15/2025</p>	AC AC-R-1 AC-R-2 AC-R-3	RETIRE ACE-R
<p><u>BCA-E, Board Member Code of Ethics</u> Adopted N/A</p> <p>REPLACED by: NEW - BCA-E-1, Code of Ethics for School Board Members NEW - BCA-E-2, Board Member Code of Ethics</p>	BCA-E-1	RETIRE BCA-E ADOPT BCA-E-1 BCA-E-2
<p><u>BDC, Appointed Board Officials</u> Adopted 1995</p> <p>REPLACED by BDA, Board Organizational Meeting - Adopted 12/09/24 BDB, Board Officers - Adopted 12/09/24</p>	BDA BDB	RETIRE BDC
<p><u>GBJ-R, Personnel Records and Files</u> Adopted March 1996</p> <p>COVERED by GBJ, Personnel Records and Files – Adopted 09/16/2024</p>	GBJ	RETIRE GBJ-R

POLICY / NOTES for November 3, 2025	REPLACED BY POLICY	ACTION
BB, School Board Legal Status Minor changes	N/A	Adopt Revisions
BBAA, Board Member Authority and Responsibilities Minor change	N/A	Adopt Revisions
BBBG, Board Elections Updated number of days, candidate affidavit financial requirements, and removed information about optional election by mail ballot	N/A	Adopt Revisions
NEW - BCA-E-1, Code of Ethics for School Board Members Replacing BCA-E, Board Member Code of Ethics	N/A	Adopt Revisions
NEW - BCA-E-2, Board Member Code of Ethics Replacing BCA-E, Board Member Code of Ethics	N/A	Adopt Revisions
BC-R, School Board Member Financial Disclosure Changes to meet CASB's policy dated July 2023	N/A	Adopt Revisions
BE BEA BEB, School Board Meetings/Regular Meetings/Special Meetings Minor changes / Required by Law	N/A	Adopt Revisions
BEDB, Agenda Board of Education Minor changes	N/A	Adopt Revisions
BEDF, Voting Method Minor changes	N/A	Adopt Revisions
BEDG, Minutes Minor changes	N/A	Adopt Revisions
BG, School Board Policy Process Minor changes and updated with current practice	N/A	Adopt Revisions
BIA, New Board Member Orientation/Handbook Minor changes and updated with current practice	N/A	Adopt Revisions
BIBA, School Board Conferences, Conventions, and Workshops Minor changes and updated with current practice	N/A	Adopt Revisions
DKC-R, Expense Authorization/Reimbursement Minor changes to titles and amounts	N/A	Adopt Revisions
GCBA-R, Instructional Staff Salary Schedules Changes to reflect current practices	N/A	Adopt Revisions

**MORGAN COUNTY SCHOOL DISTRICT RE-3
PERSONNEL ACTION REPORT
BOARD MEETING: **NOVEMBER 17, 2025****

PROFESSIONAL/TECHNICAL HIRING

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
Regina Romero	Finance Manager	PT – 9 - 3	District Support Center	11/01/2025

CERTIFIED RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Alicea Einspahr	Teacher	Fort Morgan High School	12/19/2025
Ryan Einspahr	Counselor	Fort Morgan High School	12/19/2025

CLASSIFIED RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Mary Vasquez	Cook	Fort Morgan High School	11/07/2025
Christie Holmes	Cook	Columbine Elementary	11/21/2025
Jacquelin Castillo	Paraprofessional	Sherman Early Childhood Center	11/14/2025
Alyssa Van Deursen	Cook	Fort Morgan Middle School	11/11/2025
Riley Goumas**	Paraprofessional	Fort Morgan High School	12/18/2025

****Begin Student Teaching next semester**

CLASSIFIED SUBSTITUTE RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Ana Martinez	Substitute Cook	District Wide	11/11/2025

Recommend
for Action

Signature on File

Assistant Superintendent of Human
Resources

Recommend
for Action

Signature on File

Superintendent of Schools

Checks Issued

Bank Account: BOC CL						MORGAN CO SCHOOL DISTRICT RE-3		
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00001016	CAPITAL ONE N.A.	OCTOBER 2, 2025 AP CHECK RUN	R	W		10/02/2025	10/02/2025	4,689.97
00001017	WCF SELECT INSURANCE COMPANY	OCTOBER 2, 2025 AP CHECK RUN	R	W		10/02/2025	10/02/2025	13,198.80
00001018	CLEARING ACCT PERA	OCTOBER 9, 2025 AP CHECK RUN	R	W		10/09/2025	10/09/2025	185.75
00001019	WCF SELECT INSURANCE COMPANY	OCTOBER 9, 2025 AP CHECK RUN	R	W		10/09/2025	10/09/2025	13,198.80
00001020	WEX BANK	OCTOBER 9, 2025 AP CHECK RUN	R	W		10/09/2025	10/09/2025	13,270.13
00001021	CAPITAL ONE N.A.	OCTOBER 16, 2025 AP CHECK RUN	R	W		10/16/2025	10/16/2025	10,911.48
00001022	BANK OF COLORADO (VISA CARD)	OCTOBER 23, 2025 AP CHECK RUN	R	W		10/23/2025	10/23/2025	18,355.22
00001023	ARBITERPAY	OCTOBER 30, 2025 AP CHECK RUN	R	W		10/30/2025	10/30/2025	5,000.00
00001024	CLEARING ACCT PERA	OCTOBER 30, 2025 AP CHECK RUN	R	W		10/30/2025	10/30/2025	484.29
00008387	21ST CENTURY EQUIPMENT, LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	58.05
00008388	AISLE FINESSE LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,000.00
00008389	AMAZON CAPITAL SERVICES	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	9,089.56
00008390	AUTOZONE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	95.80
00008391	BANK OF COLORADO	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	10,500.00
00008392	SOURCENOW LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,180.78
00008393	BEYOND TECHNOLOGY DBA: SOURCENOW LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	312.12
00008394	BLOEDORN LUMBER	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,044.21
00008395	SHANA BOKELMAN	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,202.50
00008396	BSN SPORTS, LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	898.82

Checks Issued

Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008397	BUCHANAN WELDING & CONSTRUCTION LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	39.50
00008398	BUCKEYE WELDING SUPPLY CO.,INC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	42.43
00008399	CENTRAL AUTO PARTS	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	904.10
00008400	COLORADO SCHOOL COUNSELOR ASSOCIATION	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	50.00
00008401	MARK E D'ALOIA	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	80.28
00008402	DEARY'S GYMNASTICS SUPPLY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	6,725.12
00008403	DEEPA MATHEW, LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	5,904.00
00008404	DOUBLE R EMBROIDERY COMPANY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	33.52
00008405	EDWARDS RIGHT PRICE MARKET	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	12.29
00008406	ENVIROPEST	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	226.00
00008407	FIDELITY INVESTMENTS	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	750.00
00008408	FMS BANK	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	27,750.00
00008409	FOLLETT SOFTWARE, LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	12,227.84
00008410	FURNITURE MART	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,273.00
00008411	GARRETSON'S SPORT CENTER	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	656.81
00008412	GENERAL FUND - LUNCH PROGRAM	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	11,918.74
00008413	GENERAL FUND - PRINTING	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,341.51
00008414	GENERAL FUND - TRANSPORTATION	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,028.00
00008415	GENERAL FUND - WAREHOUSE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	5,117.17

Checks Issued

Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008416	GILLEM STAFFING - ACCOUNTS RECEIVABLE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	37,832.25
00008417	GOLDEN MUSIC CENTER	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	236.79
00008418	GREAT COPIER SERVICE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	4,540.14
00008419	JULIANNA GREENLEAF	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	540.00
00008420	HAJOCA CORPORATION	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,679.25
00008421	DBA: HOWIES ATHLETIC TAPE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	386.13
00008422	INTEGRATED SYSTEMS CORPORATION	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	4,868.00
00008423	BETTY JANE JAMES	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	59.15
00008424	KCS GRAPHICS LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	3,659.00
00008425	KENNETH D. DAUB	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	165.35
00008426	LASTING IMAGES PHOTOGRAPHY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	680.00
00008427	LEE VALLEY TOOLS LTD.	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	382.54
00008428	CBI CHECK	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	500.00
00008429	MCCANDLESS TRUCK CENTER, LLC.	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,382.26
00008430	MCGRAW HILL LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	3,834.85
00008431	MEAD HIGH SCHOOL	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	350.00
00008432	MILLIG LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	11,641.30
00008433	MILLIG LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	30,147.69
00008434	MORGAN COUNTY SIGNS	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	330.00

Checks Issued

Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008435	MURDOCHS FARM AND RANCH	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	112.50
00008436	BRIAN D NICKELL	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	15.00
00008437	CYNTHIA WARD	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	9,500.00
00008438	OPTIMUM BANK	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	750.00
00008439	PEPSI-COLA	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	852.70
00008440	PIONEER MANUFACTURING	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	787.00
00008441	PRO QUICK DRAW LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	348.00
00008442	RUHL DISTRIBUTING	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	605.24
00008443	SHAMROCK FOODS COMPANY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	299.95
00008444	SMITH AGENCY/SERENITY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	14,828.10
00008445	STERLING HIGH SCHOOL	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	320.00
00008446	SUMMIT SUPPLY CORP. OF COLORADO	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	4,914.70
00008447	SWEETWATER SOUND INC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	472.99
00008448	MOMENTUM	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,500.00
00008449	TEC INTEGRATION, INC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	1,777.15
00008450	TK ELEVATOR CORP	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	281.62
00008451	UNITED PARCEL SERVICE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	266.72
00008452	VERNIER SOFTWARE AND TECHNOLOGY	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	5,654.02
00008453	CAPITAL ONE	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	2,544.22

Checks Issued

Bank Account: BOC CL						MORGAN CO SCHOOL DISTRICT RE-3		
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008454	WELCH EQUIPMENT COMPANY, INC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	122.78
00008455	WESTEK RENTALS, LLC	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	3,780.00
00008456	WOODHULL WELLNESS	OCTOBER 2, 2025 AP CHECK RUN	R	R		10/02/2025	10/02/2025	5,500.00
00008457	21ST CENTURY EQUIPMENT, LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,026.46
00008458	AAFCS-REMIT	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	150.00
00008459	ACTE	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	325.00
00008460	AEGIS LIFE AND FIRE SAFETY COMPANY	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	4,306.50
00008461	AFFILIATED BENEFITS CONSULTANTS, INC.	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	2,430.00
00008462	AMAZON CAPITAL SERVICES	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,937.72
00008463	AUTOZONE	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	113.30
00008464	BIMBO BAKERIES USA	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	2,655.66
00008465	BLOEDORN LUMBER	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	125.25
00008466	SHANA BOKELMAN	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,397.50
00008467	CHRISTINE ANN BROWN	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	78.68
00008468	BUCKEYE WELDING SUPPLY CO.,INC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	49.45
00008469	CAPLAN AND EARNEST, LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	466.00
00008470	CASH-WA DISTRIBUTING	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	15,284.94
00008471	CENTRAL AUTO PARTS	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	590.94
00008472	CITY OF FORT MORGAN	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	82,879.84

Checks Issued

Bank Account: BOC CL				MORGAN CO SCHOOL DISTRICT RE-3				
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008473	CDHS FOOD DISTRIBUTION PROGRAMS	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	52.50
00008474	TERRI S CONTRERAZ	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	11.11
00008475	MARK E D'ALOIA	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	104.90
00008476	ENVIROPEST	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	174.00
00008477	FLEETPRIDE	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	182.17
00008478	FORT MORGAN ROTARY CLUB	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	661.00
00008479	PRAIRIE MOUNTAIN MEDIA	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	6.30
00008480	JASON L FRASCO	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	219.80
00008481	FRONTLINE TECHNOLOGIES GROUP, LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	9.74
00008482	GREAT COPIER SERVICE	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	3,400.14
00008483	HAJOCA CORPORATION	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	130.09
00008484	INTERSTATE ALL BATTERY CENTER	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	309.70
00008485	K&S DISTRIBUTING INC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,503.78
00008486	MCCANDLESS TRUCK CENTER, LLC.	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	5,688.21
00008487	MEADOW GOLD DAIRIES	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	15,671.12
00008488	MILLER'S LANDSCAPING MATERIAL	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	293.34
00008489	MILLIG LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,633.39
00008490	MORGAN COUNTY SIGNS	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	411.60
00008491	MURDOCHS FARM AND RANCH	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	150.79

Checks Issued

Bank Account: BOC CL				MORGAN CO SCHOOL DISTRICT RE-3				
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008492	NATIONAL BUSINESS EDUCATION ASSOCIATION	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	298.00
00008493	NEWCO, INC.	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	98.84
00008494	NORTHEAST COLO HEALTH DEPT	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	169.00
00008495	PINNACOL ASSURANCE	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	553.74
00008496	QUILL LLC (ACCT 1003767)	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	312.04
00008497	EZEKIEL C REYNOLDS	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	85.75
00008498	ROBERT G RICKS	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	15.00
00008499	SCHOOL SPECIALTY, LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	1,164.41
00008500	SHAMROCK FOODS COMPANY	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	51,991.62
00008501	SLICK SPOT FARM TRUCK AND AUTO CORP	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	25.50
00008502	UNIVERSITY OF NORTHERN COLO	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	90.00
00008503	WESTEK RENTALS, LLC	OCTOBER 9, 2025 AP CHECK RUN	R	R		10/09/2025	10/09/2025	300.30
00008504	CAMFIL USA, INC.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	11,098.71
00008505	AMAZON CAPITAL SERVICES	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	4,852.95
00008506	AUTOZONE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	248.04
00008507	B & B HOME APPLIANCE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	160.00
00008508	SOURCENOW LLC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	72.71
00008509	BLICK ART MATERIALS-REMIT	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	488.79
00008510	BLOEDORN LUMBER	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	2,134.69

Checks Issued

Bank Account: BOC CL		MORGAN CO SCHOOL DISTRICT RE-3						
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008511	BRUSH HIGH SCHOOL	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	200.00
00008512	CASH-WA DISTRIBUTING	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	9,448.81
00008513	CENTENNIAL BOCES ATTN: PATTI GREENLEE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	47,112.50
00008514	CHSAA	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	3,001.00
00008515	COLORADO DEPARTMENT OF EARLY CHILDHOOD	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	555.00
00008516	COLORADO WEST EQUIPMENT INC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	230.49
00008517	ELV COLORADO ALLIANCE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	100.00
00008518	EDWARDS RIGHT PRICE MARKET	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	14.14
00008519	ENVIROPEST	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	362.00
00008520	FLESHER HINTON MUSIC CO.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	12.51
00008521	FLOWER PETALER	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	206.78
00008522	FORT MORGAN ACKLEY ACE LLC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	18.33
00008523	FORT MORGAN CULLIGAN	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	446.07
00008524	FORT MORGAN ROTARY CLUB	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	423.00
00008525	GENERAL FUND - LUNCH PROGRAM	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	504.78
00008526	GENERAL FUND - PRINTING	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	1,387.08
00008527	GENERAL FUND - TRANSPORTATION	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	10,909.00
00008528	GENERAL FUND - WAREHOUSE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	2,661.85
00008529	GREAT COPIER SERVICE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	13.77

Checks Issued

Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008530	EPIC BUSINESS ESSENTIALS LLC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	568.48
00008531	INGRAM LIBRARY SERVICES	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	568.00
00008532	J.W. PEPPER & SON, INC.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	76.24
00008533	BETTY JANE JAMES	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	2,266.99
00008534	MCCANDLESS TRUCK CENTER, LLC.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	1,562.50
00008535	ROSA E MERAZ	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	15.40
00008536	MORGAN COMMUNITY COLLEGE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	61,719.96
00008537	SHELLY A NAJERA	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	43.47
00008538	NATIONAL FFA ORGANIZATION	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	2,840.00
00008539	NESTOR EXCAVATING, INC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	4,595.00
00008540	PEPSI-COLA	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	5,160.15
00008541	PRO-ED, INC.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	159.50
00008542	ROBERT A. RALEIGH	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	100.00
00008543	RUHL DISTRIBUTING	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	1,362.33
00008544	SHAMROCK FOODS COMPANY	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	18,420.90
00008545	STONE LEAF POTTERY	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	474.00
00008546	TUMBL TRAK	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	67.99
00008547	TUNDRA RESTAURANT SUPPLY, LLC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	209.03
00008548	VECTOR SOLUTIONS	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	5,846.40

Checks Issued

Bank Account: BOC CL		MORGAN CO SCHOOL DISTRICT RE-3						
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008549	VIAERO WIRELESS	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	1,319.88
00008550	CAPITAL ONE	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	709.60
00008551	WAXIE SANITARY SUPPLY	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	5,686.67
00008552	WORLD'S FINEST CHOCOLATES, INC	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	4,412.00
00008553	XESI XEROGRAPHIC EQUIPMENT SYSTEM, INC.	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	1,490.39
00008554	ZOLL MEDICAL CORPORATION	OCTOBER 16, 2025 AP CHECK RUN	R	R		10/16/2025	10/16/2025	230.00
00008555	AMAZON CAPITAL SERVICES	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	1,282.01
00008556	SOURCENOW LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	108.24
00008557	BLOEDORN LUMBER	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	83.17
00008558	BRUSH MIDDLE SCHOOL	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	200.00
00008559	MARY BETH CARPENTER	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	113.40
00008560	CASH-WA DISTRIBUTING	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	3,213.12
00008561	CENTRAL AUTO PARTS	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	412.30
00008562	DEEPA MATHEW, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	8,528.00
00008563	DOUBLE R EMBROIDERY COMPANY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	903.60
00008564	EDWARDS RIGHT PRICE MARKET	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	7.10
00008565	ENVIROPEST	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	58.00
00008566	FOLLETT CONTENT SOLUTIONS, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	1,053.62
00008567	FORT MORGAN ACKLEY ACE LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	12.36

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Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008568	GILLEM STAFFING - ACCOUNTS RECEIVABLE	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	50,779.00
00008569	GREAT COPIER SERVICE	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	700.82
00008570	HAMMER LANE TRUCK WASH	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	225.00
00008571	HEALTH ENHANCEMENT SYSTEMS, INC.	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	2,000.00
00008572	IML SECURITY SUPPLY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	159.90
00008573	INVENTORY TRADING COMPANY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	600.00
00008574	J.W. PEPPER & SON, INC.	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	86.48
00008575	K&S DISTRIBUTING INC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	1,961.71
00008576	K12itc	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	42,158.00
00008577	LYONS MIDDLE SENIOR HIGH SCHOOL	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	250.00
00008578	MCCANDLESS TRUCK CENTER, LLC.	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	2,165.15
00008579	MURDOCHS FARM AND RANCH	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	379.90
00008580	NEWCO, INC.	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	28.56
00008581	ODP BUSINESS SOLUTIONS, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	474.03
00008582	OTIS ELEVATOR COMPANY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	3,015.72
00008583	DBA: LEGACY RENOVATION	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	21,099.00
00008584	SHAMROCK FOODS COMPANY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	21,007.14
00008585	SINGLEPOINT, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	931.38
00008586	SLICK SPOT FARM TRUCK AND AUTO CORP	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	169.46

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Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008587	STAPLES BUSINESS CREDIT	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	584.88
00008588	TK ELEVATOR CORP	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	281.62
00008589	TOTEM ELECTRIC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	606.25
00008590	UNIVERSITY OF COLORADO BOULDER	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	375.00
00008591	USA CLEAN BY JON-DON	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	264.66
00008592	VITAL LINK TRAINING CENTER, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	115.50
00008593	WAXIE SANITARY SUPPLY	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	146.78
00008594	WESTEK RENTALS, LLC	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	74.10
00008595	WIGGINS HIGH SCHOOL	OCTOBER 23, 2025 AP CHECK RUN	R	R		10/23/2025	10/23/2025	125.00
00008596	ACTE	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	1,270.00
00008597	AED EVERYWHERE, INC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	610.86
00008598	ARBITERSPORTS LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	730.00
00008599	AUTOZONE	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	1,046.49
00008600	BLOEDORN LUMBER	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	845.89
00008601	CAROL D BOODAKIAN	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	119.98
00008602	BUCHANAN WELDING & CONSTRUCTION LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	642.66
00008603	BUCKEYE WELDING SUPPLY CO.,INC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	49.45
00008604	CASH-WA DISTRIBUTING	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	5,513.83
00008605	CENTRAL AUTO PARTS	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	480.50

Checks Issued

Bank Account: BOC CL			MORGAN CO SCHOOL DISTRICT RE-3					
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008606	CATHOLIC HEALTH INITIATIVES CO/KS	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	132.00
00008607	COLORADO COUNCIL ON HIGH SCHOOL/COLLEGE	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	75.00
00008608	COMMERCIAL SYSTEMS INTEGRATORS	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	4,898.66
00008609	CONCORD THEATRICALS CORP	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	2,268.83
00008610	DOUBLE R EMBROIDERY COMPANY	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	1,107.32
00008611	EDWARDS RIGHT PRICE MARKET	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	260.29
00008612	CASANDRE LYN EKSTROM	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	116.99
00008613	ENVIROPEST	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	378.00
00008614	FORT MORGAN ACKLEY ACE LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	151.94
00008615	FREEZING POINT LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	1,547.00
00008616	MATTHEW GOHEEN	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	1,312.50
00008617	GREAT PLAINS GLASS COMPANY	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	347.30
00008618	HAJOCA CORPORATION	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	536.70
00008619	J.W. PEPPER & SON, INC.	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	69.04
00008620	KCS GRAPHICS LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	660.00
00008621	CAMILLE MARIE KRAL	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	151.20
00008622	LAKESHORE LEARNING MATERIALS	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	214.33
00008623	MILLER'S LANDSCAPING MATERIAL	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	172.12
00008624	MURDOCHS FARM AND RANCH	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	154.97

Checks Issued

Bank Account: BOC CL		MORGAN CO SCHOOL DISTRICT RE-3						
Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00008625	NATIONAL FFA ORGANIZATION	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	43.00
00008626	NORTHERN COLORADO CHRISTMAS TOURNAMENT	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	900.00
00008627	ODP BUSINESS SOLUTIONS, LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	309.38
00008628	CYNTHIA WARD	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	30,000.00
00008629	PEPSI-COLA	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	2,938.95
00008630	LOURENE PUNSALAN	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	93.60
00008631	PUTT & JUMP ON THE GO LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	200.00
00008632	REBECCA R SCHMIDT	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	18.00
00008633	SHAMROCK FOODS COMPANY	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	27,410.71
00008634	HALLIE DAWN SILZ	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	77.00
00008635	SINGLEPOINT, LLC	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	3,767.52
00008636	ROCHELLE MARLENE SONNENBERG	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	42.42
00008637	STONE LEAF POTTERY	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	164.00
00008638	UNIVERSITY SCHOOLS	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	28.00
00008639	AUDRA K UNREIN	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	11.99
00008640	PAUL W WEBBER	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	750.00
00008641	WELD COUNTY SCHOOL DISTRICT RE 8	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	250.00
00008642	BRIAN K WHITNEY	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	136.70
00008643	WIGGINS HIGH SCHOOL	OCTOBER 30, 2025 AP CHECK RUN	R	R		10/30/2025	10/30/2025	250.00

Checks Issued

Bank Account: BOC CL

MORGAN CO SCHOOL DISTRICT RE-3

Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
Grand Totals: 266 Total Checks								1,020,302.06

Immunization of Students

1. No student may attend school in the District unless the student has presented to the school an up-to-date certificate of immunization, as required by Colorado law, or a completed exemption form. (Note: please refer to current standardized immunization documents and official exemption forms developed and updated by the Colorado Department of Public Health and Environment.)
2. A student will be exempted from required immunizations only upon the submission of:
 - a. certification from a licensed physician that the physical condition of the child is such that immunization would endanger the child's life or health or is otherwise medically contraindicated due to other medical conditions.
 - b. statement signed by one parent/guardian or the emancipated child that he or she adheres to a religious belief whose teachings are opposed to immunizations.
 - c. statement signed by one parent/guardian or the emancipated child that he or she holds a personal belief that is opposed to immunizations.

In the event of an outbreak of disease against which immunization is required, no exemption will be recognized, and those students will be excluded from school.

3. Parents/guardians or emancipated students who assert an exemption from immunizations based on a religious or personal belief ("non-medical exemption") must submit the required exemption form to the school on an annual basis. Such submission must occur at the beginning of each school year that the non-medical exemption is asserted.
4. Parents/guardians or emancipated students who assert an exemption from immunizations based on a medical reason must submit the required medical exemption form to the school one time. The medical exemption form will be maintained on file at each new school the student attends.
5. The District will provide upon request an immunization reporting form. The school nurse is responsible for seeing that required information is included on the form and transferred to an official certificate of immunization as required.
6. If there is a failure to comply with the immunization requirements, the school nurse will personally notify the parent/guardian or emancipated student. Such notification will be accomplished either by telephone or in person. If this is not possible, contact will be by mail. Emancipated students must be contacted directly rather than through their parents/guardians.

The parent/guardian or emancipated student will be notified of the following:

- a. that up-to-date immunizations are required under Colorado law.

- b. Within thirty (30) days of notification, the parent/guardian must submit either an authorization for administration of the immunization by health officials or a valid exemption or documentation to the school showing that the next required immunization has been given and a written plan for completion of all required immunizations.
- c. That, if the required documentation is not submitted within thirty (30) days of notification or if the student begins but does not continue or complete the written plan, the student will be suspended or expelled.
7. A student who fails to comply will be suspended by the principal for up to five (5) days and notice of the suspension sent to the Health Department, in accordance with applicable law.
8. If no certificate of immunization is received during the period of suspension, the superintendent will institute proceedings for expulsion.
9. Any suspension or expulsion under this policy will terminate automatically upon compliance.
10. Record of any such suspension or expulsion will be contained in the student's health file with an appropriate explanation – not in the student's disciplinary file.

Any student expelled for failure to comply with the immunization requirements will not be included in calculating the dropout rate, but will be included in the annual report to the State Board of Education.

Students in Out-of-Home Placements

The following procedure will apply to students in out-of-home placements, as that term is defined by C.R.S. 22-32-138(1)(e).

Unless the District or school is otherwise authorized to deny enrollment to a student in out-of-home placement, the District or school will enroll the student regardless of whether the District or school has received the student's immunization records. Upon enrolling the student, the school will notify the student's legal guardian that unless the school receives the student's certificate of immunization or a written authorization for administration of immunizations within thirty (30) days after the student enrolls, the school will suspend the student until such time as the school receives the certificate of immunization or authorization.

Adopted August 18, 1997

Revised October 20, 1997; April 1998; June 21, 2010; June 2014; June 2018; November 17, 2025

Administering Medicines to Students

School personnel may not administer prescription or nonprescription medications to students unless appropriate administration cannot reasonably be accomplished outside of school hours.

Medication may be administered to students by school personnel whom a registered nurse has trained and delegated the task of administering such medication. For purposes of this policy, the term "medication" includes both prescription medication and nonprescription medication, but does not include medical marijuana.

Student possession, use, distribution, sale, or being under the influence of medication inconsistent with this policy will be considered a violation of Board policy concerning drug and alcohol involvement by students and may subject the student to disciplinary consequences, including suspension and/or expulsion, in accordance with applicable Board policy.

The administration of medical marijuana shall be in accordance with the Board's policy on administration of medical marijuana to qualified students.

The term "nonprescription medication" includes but is not limited to over-the-counter medications, homeopathic and herbal medications, vitamins and nutritional supplements.

Medication may be administered to students only when the following requirements are met:

1. Medication must be in the original properly labeled container. If it is a prescription medication, the student's name, name of the medication, dosage, how often it is to be administered, and name of the prescribing health care practitioner must be printed on the container.
2. The school must have received written permission from the student's parent/guardian to administer the medication to the student and either:
 - a. written permission to administer the medication from the student's health care practitioner with prescriptive authority under Colorado law; or
 - b. a standing medical order, if the medication is an over-the-counter medication such as Advil or Tylenol.
3. The parent/guardian must be responsible for providing all medication to be administered to the student, unless it is an over-the-counter medication such as Advil or Tylenol.

Self-Administration of Medication for Asthma, Allergies, or Anaphylaxis

A student who is prescribed medication by a licensed health care practitioner may possess and self-administer medication to treat the student's asthma, food or other allergy, anaphylaxis or related, life-threatening condition, or other condition for which the medication is prescribed. Self-administration of such medication may occur during school hours, at school-sponsored activities, or while in transit to and from school or a school-sponsored activity. Student possession and self-

administration of such medication shall be in accordance with the regulation accompanying this policy.

Authorization for a student to possess and self-administer medication, for the purposes described above, may be limited or revoked by the school principal after consultation with the school nurse and the student's parent/guardian if the student demonstrates an inability to responsibly possess and self-administer such medication.

Use of Stock Opioid Antagonists

The District will have a stock supply of opioid antagonists to assist a student, District employee, or any other person who is at risk of experiencing, or is experiencing, an opioid-related drug overdose event. For purposes of this policy, an opioid antagonist means naloxone hydrochloride or any similarly acting drug that is not a controlled substance and that is approved by the federal Food and Drug Administration (FDA) for the treatment of a drug overdose.

Administration of an opioid antagonist by a District employee to a student or any other person must be in accordance with applicable state law. In addition, it is encouraged that the District provide training to those administering an opioid antagonist.

Adopted June 23, 1980

Revised June 2, 2014; November 5, 2018; March 2, 2020; November 17, 2025

LEGAL REFS.: C.R.S. 12-38-132 (*delegation of nursing tasks*)
C.R.S. 12-38-132.3 (*school nurses - over-the-counter medication*)
C.R.S. 22-1-119 (*no liability for adverse drug reactions/side effects*)
C.R.S. 22-1-119.1 (*Board may adopt policy to acquire a stock supply of opioid antagonists*)
C.R.S. 22-1-119.3 (3)(c), (d) (*no student possession or self-administration of medical marijuana, but school districts must permit the student's primary caregiver to administer medical marijuana to the student on school grounds, on a school bus or at a school-sponsored event*)
C.R.S. 22-1-119.5 (*Colorado Schoolchildren's Asthma, Food Allergy, and Anaphylaxis Health Management Act*)
C.R.S. 22-2-135 (*Colorado School Children's Food Allergy and Anaphylaxis Management Act*)
C.R.S. 24-10-101 *et seq.* (*Colorado Governmental Immunity Act*)
1 CCR 301-68 (*State Board of Education rules regarding student possession and administration of asthma, allergy and anaphylaxis management medications or other prescription medications*)
6 CCR 1010-6, Rule 6.13 (*requirements for health services in schools*)

CROSS REFS.: JICH, Drug and Alcohol Involvement by Students
JKD/JKE, Suspension/Expulsion of Students (and Other Disciplinary Interventions)
JLCDA*, Students with Food Allergies
JLCDB*, Administration of Medical Marijuana to Qualified
JLCE, First Aid and Emergency Medical Care

Administering Medication to Students

If under exceptional circumstances a student is required to take medication during school hours, only the school nurse or the nurse's designee may administer the medication to the student in compliance with the following regulation. In the alternative, the parent/guardian may come to school to administer the medication.

1. All directives of the accompanying policy must be followed.
2. Written orders from the student's health care practitioner with prescriptive authority under Colorado law must be on file in the school stating:
 - a. Student's name;
 - b. Name of medication;
 - c. Dosage;
 - d. Purpose of the medication;
 - e. Time of day medication is to be given;
 - f. Anticipated number of days it needs to be given at school;
 - g. Possible side effects.
3. The medication must be brought to school by an adult and in a container appropriately labeled by the pharmacy or health care practitioner.
4. An individual record must be kept of medications administered by school personnel.
5. Medication must be stored in a clean, locked cabinet or container. Emergency medications must be inaccessible to students, but immediately available to trained school personnel and not in a locked cabinet.

Unless these requirements are met, medication will not be administered to students at school.

Self-Administration of Medication for Asthma, Allergies, or Anaphylaxis

A school may permit a student to possess and self-administer medication, such as an inhaler or epinephrine, or other prescription medication, if all of the following conditions are met:

1. Written authorization signed by the student's health care practitioner must be on file with the school which must include the student's name; the name, purpose, prescribed dosage, frequency, and length of time between dosages of the medication(s) to be self-administered; and confirmation that the student has been instructed and is capable of self-administration of the medication.
2. The school nurse or school administrator, in consultation with the school nurse, the student's health care practitioner, and the student's parent/guardian

collaborate to make an assessment of the student's knowledge of his or her condition and ability to self-administer medication.

3. A written statement signed by the student's parent/guardian must be on file with the school, which must include permission for the student to self-administer his/her medication and a release from liability for any injury arising from the student's self-administration of such medication.
4. A written contract between the school nurse, school administrator, the student, and the student's parent/guardian must be on file with the school, assigning levels of responsibility to the student's parent/guardian, student, and school employees.

A treatment plan authorizing a student to possess and self-administer medication for asthma or anaphylaxis is effective only for the school year in which it is approved.

A student must report to the school nurse or designee or to some adult at the school immediately after the student uses an emergency use epinephrine auto-injector during school hours. Upon receiving such report from a student, the school nurse, designee, or other adult will provide appropriate follow-up care to the student, which shall include making a 911 emergency call.

Adopted

Revised June 15, 2009; May 7, 2012; June 2, 2014; November 17, 2025



November

Newsletter



November 5th

Pie/Fundraiser Deliver

*Please pick up
fundraiser items from 3
p.m. - 4 p.m.*



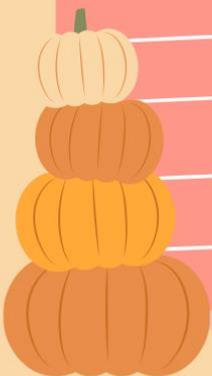
November 6th

PTO T-shirt
Fundraiser online
order deadline.



NOVEMBER 11TH

Picture Retakes



November 25th
-28th

Thanksgiving
Break



CALENDER:

11/2 Daylight Savings Ends,
Clocks fall back one hour

11/12 BSL 3:30-4 pm

11/19 PTO 3:40 Library

11/25-28 Thanksgiving Break

12/23-1/2 Christmas Break

1/6/26 Back on Tuesday

Food Assistance Programs

- **Baker School Pantry, Food Bank of the Rockies, free to all
- **Mobile Pantry—Senior Center @ 307 Linda Street 2-4 pm, 3rd Thursday of the month
- **Food Pantry—Rising Up, 527 State St. , Various hours M,T,W,Th

Reminders:

- *Please have student bring a water bottle
- *Check Lost & Found often for missing items, especially coats!
- *Students are allowed in the building at 7:15 for breakfast and supervision is provided on the playground at this time
- *7:35 1st Bell rings
- *7:45 Start Bell rings, tardy
- *3:30 School day ends
- *Colder weather is here, so dress student warmly, we are outside if temp feels like 20 or above: please wear a warm coat, hat, gloves, warm shoes or boots, etc. so student is warm enough

It is the FM School District's policy that anyone attending a field trip or meeting your student at a field trip needs to complete a **Back Ground Check** ahead of time in the school office. Each teacher sends home a permission slip to be filled out and the opportunity to check if your student would like a school lunch that day. It is important to have these things completed before the field trip so everything is ready to go! Thanks for your help!

CALENDARIO:

11/2 Termina el horario de verano y los relojes se atrasan una hora

11/12 BSL 3:30-4 pm

11/19 Comité de Padres 3:40 Biblioteca

11/25-28 Vacaciones de acción de gracias

12/23-1/2 Vacaciones de Navidad

1/6/26 De regreso a Clases

Programas de asistencia**alimentaria**

**Dispensa Escolar Baker, gratis para todos

**Dispensa móvil—Senior Center @ 307 Linda Street de 2 a 4 p.m., el tercer jueves del mes

**Dispensa Alimentaria—Rising Up, 527 State St. , horario variado

RECORDATORIOS:

*¡Hay varios objetos perdidos en nuestra sección de objetos perdidos, especialmente abrigos!

*Los estudiantes pueden ingresar al edificio a las 7:15am para desayunar y se proporciona supervisión en el patio de juegos a ese horario

*7:35 Primera campana suena

*7:45 Suena la campana de inicio, llegar después de esta campana es falta de tardancia

*3:30 Termina el día escolar

*Ya llegó el clima más frío, así que viste a los estudiantes con ropa abrigada. Estaremos afuera si la temperatura se siente como 20 o más: usa un abrigo abrigado, gorro, guantes, botas abrigadas, etc. para que estén lo suficientemente abrigados.

La política del Distrito Escolar FM es que cualquier persona que asista a una excursión o que se reúna con su estudiante en una excursión debe completar una verificación de antecedentes con anticipación en la secretaría de la escuela. Cada maestro envía a casa un permiso para que lo llenen y les da la oportunidad de verificar si su estudiante desea almuerzo escolar ese día. Es importante completar estos documentos antes de la excursión para que todo esté listo. ¡Gracias por su ayuda!



Columbine

NEWSLETTER

NOVEMBER 2025

Principal's Notes

Happy Thanksgiving! Thank you to everyone who came for Parent Teacher Conferences. We are very excited about the reading and math skills. Thank you for working at home with your students! As November brings the cooler weather, please have your student check the lost and found for missing items.

Jokes

Why was the turkey the drummer in the band?

- Because he had the drumsticks!

What key has legs and can't open doors?

- A turkey!

What is a pumpkin's favorite game?

- Squash

Wellness

This month, we are focusing gratitude. One way to think about gratitude is "choosing to appreciate the people and things in our lives." Practicing gratitude can increase our well-being and our happiness. You can create a daily ritual. The family can each share one thing they are thankful for at a meal or you can ask your student to share one good thing that happened that day every night at bedtime.

Upcoming Events

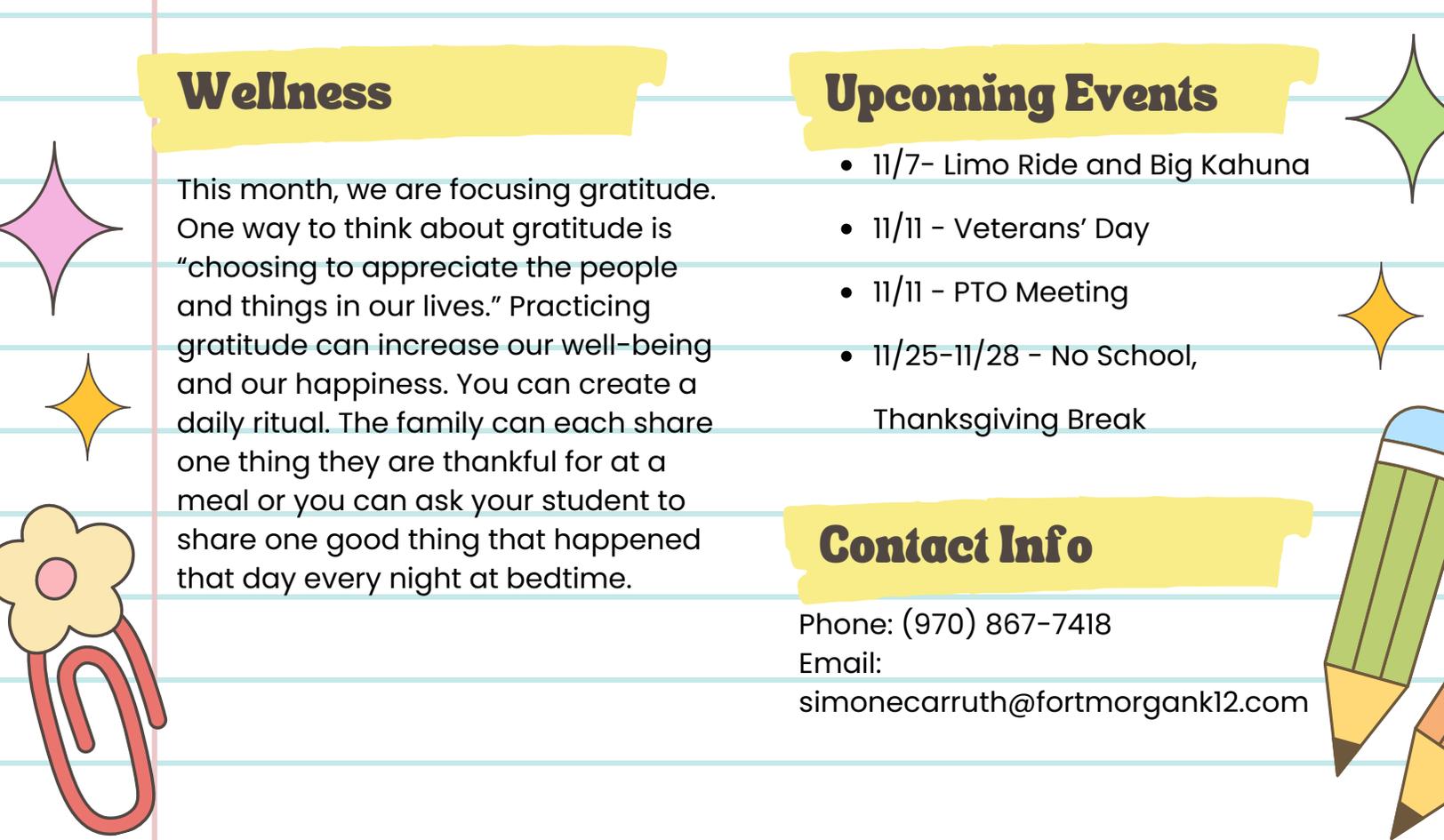
- 11/7- Limo Ride and Big Kahuna
- 11/11 - Veterans' Day
- 11/11 - PTO Meeting
- 11/25-11/28 - No School, Thanksgiving Break

Contact Info

Phone: (970) 867-7418

Email:

simonecarruth@fortmorgank12.com



Columbine

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NOVIEMBRE DE 2025

Notas del director

¡Feliz Día de Acción de Gracias! Gracias a todos los que asistieron a las reuniones de padres y maestros. Estamos muy contentos con el progreso en lectura y matemáticas. ¡Gracias por trabajar en casa con sus hijos! Con la llegada del frío en noviembre, por favor, pidan a sus hijos que revisen la sección de objetos perdidos.

Bienestar

Este mes, nos centramos en la gratitud. Una forma de entender la gratitud es «elegir apreciar a las personas y las cosas de nuestra vida». Practicar la gratitud puede aumentar nuestro bienestar y nuestra felicidad. Puedes crear un ritual diario. Cada miembro de la familia puede compartir algo por lo que esté agradecido durante una comida, o puedes pedirle a tu hijo que comparta algo bueno que le haya sucedido ese día cada noche antes de dormir.

Chistes

¿Por qué el pavo era el baterista de la banda?

¡Porque él tenía las baquetas!

¿Qué llave tiene patas y no puede abrir puertas?

¡Un pavo!

¿Cuál es el juego favorito de una calabaza?

Calabaza

Próximos eventos

- 11/7 - Paseo en limusina y Big Kahuna
- 11/11 - Día de los Veteranos
- 11/11 - Reunión de la Asociación de Padres y Maestros
- 25-28 de noviembre - No hay clases, vacaciones de Acción de Gracias

Información de contacto

Teléfono: (970) 867-7418

Correo electrónico:

simonecarruth@fortmorgank12.com



November Newsletter

November Events

- ◆ **Tuesday, November 4th—Pizza Fundraiser Reward Day!!**
- ◆ **Wednesday, November 5th—Individual Picture Retakes** in the morning. If you are interested in retakes please return the entire package to the office and you will receive a reprint of the same package (same background) with the retake picture at no charge.  **If your child was absent on picture day (September 11th) or is a new student at Green Acres, they need to have their picture taken on retake day.**
- ◆ **Tuesday, November 11th @ 3:45pm** please come join us in the school library for our **PTO (Parent Teacher Organization) meeting**. Everyone is welcome to come.
- ◆ **Wednesday, November 12th—Family Night!!** More information to come home about time and activities!
- ◆ **Thursday, November 20th—Cookie day!** If your child would like to purchase a cookie, please send .50 cents with them. 
- ◆ **Tuesday, November 25th—Friday, November 28th—No School—Thanksgiving Break!**

4th and 5th Grade Music Program

Tuesday, November 18th 4th & 5th Grade Music Program in the FMHS auditorium. 4th grade will perform @ 6pm! Doors will open at 5:45pm. 5th grade will perform @7pm.



Important Dates in December

- ◆ **Tuesday, December 2nd—Friday, December 12th Book Fair** in the school library.
- ◆ **Wednesday, December 3rd—Thursday, December 4th—DIBELS Testing.**
- ◆ **Monday, December 8th @ 4:30—6:30pm—Family Night!!** More information to come about times and activities!
- ◆ **Tuesday, December 9th @ 3:45pm**—please come join us in the school library for our **PTO (Parent Teacher Organization) meeting**. Everyone is welcome to come.
- ◆ **Tuesday, December 9th @ 6pm—Green Acres Choir Program in the Green Acres gym.** Doors open at 5:45pm.
- ◆ **Tuesday, December 9th—Friday, December 19th—NWEA Testing.**
- ◆ **Friday, December 19th—End of Quarter!!**
- ◆ **Tuesday, December 23th—Monday, January 5th—Winter Break!!** See you back at school on Tuesday, January 6th.

A Message From Our Principal

We made it through the first quarter! Thank you to all of our amazing families for sharing your child with us everyday. Huge shout out for helping us raise thousands of dollars for field trips and student enrichment with the Little Caesars Fundraiser! We would not have had this success with your support! We also appreciate the support with your students' attendance. First quarter attendance was 95%. Let's see if we can make the second quarter even better.

Thank you also for coming to conferences last week! Thank you also for coming to conferences last week! We had **90%** attendance. All the teachers enjoyed getting to tell you all the good things about your child and areas we are focusing on to support them. I am looking forward to partnering together for our next two families nights on Nov. 12 and Dec. 8.

I have two more challenges for this month:

- 1.) Tell your child one thing you are grateful for that they do each day.
- 2.) Continue to read with your child each day.

Together we'll move mountains this year! Thanks for your partnership!





Boletín de Noviembre

Eventos de Noviembre

- ♦ **Martes 4 de Noviembre—Día de premios de la recaudación de pizza!!**
- ♦ **Miércoles 5 de Noviembre—Retoma de fotografías individuales** por la mañana. Si está interesado en retomar fotografías, devuelva el paquete completo a la oficina y recibirá el mismo paquete (mismo fondo) con la nueva fotografía sin costo. **Si su hijo/a estuvo ausente el día de fotografía (11 de Septiembre) o es un estudiante nuevo en Green Acres, debe de tomarse la fotografía el día de retoma.**
- ♦ **Martes 11 de Noviembre a las 3:45pm** unase a nuestra **junta de PTO (Organización de Padres y Maestros)** en la biblioteca de la escuela. Todos son bienvenidos.
- ♦ **Miércoles 12 de Noviembre—Noche de Familia!** Pronto habrá más información sobre la hora y actividades!
- ♦ **Jueves 20 de Noviembre es día de galleta!** Si su hijo/a desea comprar una galleta, por favor envíe .50 centavos con ellos.
- ♦ **Martes 25 de Noviembre a Viernes 28 de Noviembre—No hay clases! Vacaciones de Acción de Gracias!**



Programa de Musica de 4to y 5to Grado

- ♦ **Martes 18 de Noviembre** Programa de Música de 4to y 5to grado en el auditorio de Fort Morgan High School. 4to grado sera a las 6:00pm. Las puertas se abrirán a las 5:45pm. 5to grado sera a las 7:00pm.



Fechas Importantes en Diciembre

- ♦ **Martes 2 de Diciembre-Viernes 12 de Diciembre—Feria de Libros** en la biblioteca de la escuela.
- ♦ **Miércoles 3 de Diciembre - Jueves 4 de Diciembre—Pruebas DIBELS.**
- ♦ **Lunes 8 de Diciembre @ 4:30-6:30pm—Noche de Familia!** Pronto habrá más información sobre las actividades!
- ♦ **Martes 9 de Diciembre @ 3:45pm** unase a nuestra **junta de PTO (Organización de Padres y Maestros).** Todos son bienvenidos.
- ♦ **Martes 9 de Diciembre @ 6pm—Programa de Coro de Green Acres en el gymnasio de la escuela.** Las puertas se abren a las 5:45pm.
- ♦ **Martes 9 de Diciembre-Viernes 19 de Diciembre—Exámenes de NWEA.**
- ♦ **Viernes 19 de Diciembre—Fin del trimestre!**
- ♦ **Martes 23 de Diciembre-Lunes 5 de Enero—Vacaciones de Invierno!** Nos vemos en la escuela el Martes 6 de Enero.

Un Mensaje de Nuestra Directora

Superamos el primer trimestre! Gracias a todas nuestras maravillosas familias por confiarnos a sus hijos cada día. Muchísimas gracias por ayudarnos a recaudar miles de dólares para excursiones y actividades extraescolares con la campaña de recaudación de fondos de Little Caesars! No lo habríamos logrado sin su apoyo! También agradecemos el apoyo con la asistencia de sus hijos. La asistencia en el primer trimestre fue de 95%. A ver si podemos mejorar aún más el segundo trimestre!

Gracias también por asistir a las conferencias de padres y maestros la semana pasada! Tuvimos una asistencia de 90%. Todos los maestros disfrutaron contándoles las cosas buenas de sus hijos y las áreas en las que nos hemos estado enfocando para apoyarlos. Espero con ilusión colaborar con ustedes en nuestras próximas dos reuniones familiares, el 12 de Noviembre y el 8 de Diciembre.

Tengo dos retos más para este mes:

- 1.) Díganle a sus hijos algo por lo que estén agradecidos cada día.
- 2.) Sigamos leyendo con sus hijos cada día.

Juntos moveremos montañas este año! Gracias por su colaboración!





November 2025 Newsletter

**NO SCHOOL!! Nov. 25 -28
Thanksgiving Break**

Upcoming Events:

- Oct. 29 – Fundraiser orders w/money due
- Nov. 4 – Big Kahuna online orders due
- Nov. 5 – 4th grade field trip to Colorado History Museum
- Nov. 11 – 5th grade music program @6:30 p.m.
- Nov. 12 – PTO Meeting @ 3:45
- Nov. 20 - Family Night (details to follow)
- Nov. 25 - 28 – NO SCHOOL – Thanksgiving Break
- Dec. 4 – Big Kahuna Product Delivery and Limo ride



**PTO Meeting –
Nov. 12 @3:45
in the library**

Our Culinary Staff extends an invitation to family and friends to join Pioneer students on Thursday, November 13 for a Thanksgiving Meal. Please call the office at 970-867-2080 and place your order no later than Wednesday, November 12.

Lunch schedule:

- 1st grade 11:20 -11:40
- 2nd grade 12:00 – 12:20
- 3rd grade 12:25 – 12:45
- 4th grade 12:00 -12:20
- 5th grade 12:45 – 1:05

**Cost for lunch: (Cash only please)
Adult - \$5.00 Child - \$3.00
Please sign in and pay at the office. Thank you!!**

Nickell's news

Happy November, families!

As the crisp autumn air officially settles in, please remember to send your child to school prepared for the cooler temperatures. It is essential that students wear warm coats, gloves, and hats that fully cover their ears every day. We are outside as much as possible, as being active is crucial for learning! We strictly adhere to the Child Care Weather Watch chart to make all indoor/outdoor recess decisions, ensuring our children are safe and comfortable when they play.

I've been busy working with our superintendent and our design/construction company, Performance Services, on the details of our new, safe entry on the west side of Pioneer. We will begin construction this spring. Essentially, the project will consist of switching the 5th grade classrooms with our main office area. Stop by if you'd like to see the current blueprint draft.

Please mark your calendars: Thanksgiving Break is scheduled from November 24th through November 28th. There will be no school during these dates, and all before and after-school programming is also closed. We look forward to seeing our students back on Tuesday, December 2nd.

We wish you all a wonderful month filled with gratitude and warmth.

1. Why was the turkey the drummer in the band?

Because he had the drumsticks!

Counselor's corner

Welcome to this month's **Counseling Corner!** This November, as we head into the holiday season, our focus at school will be on **gratitude**, which we define simply as **"choosing to appreciate the people and things in our lives."**

Gratitude isn't just a feeling; it's an active choice and a powerful tool. Research shows that practicing gratitude can increase happiness, improve relationships, boost optimism, and even reduce stress. It helps us shift our perspective from what we lack to the abundance we already have.

We'll be working with students on integrating small moments of appreciation into their school day—whether it's thanking a classmate for their help, showing appreciation for a healthy snack, or taking a moment to notice a sunny day.

Supporting Gratitude Practice at Home

You are your student's most important teacher, and practicing gratitude together at home is the best way to reinforce this learning. Here are **three simple prompts** you can use to make appreciation a daily family habit:

1.The "Three Good Things" Check-In: At the dinner table or before bed, ask everyone to share **three specific things they felt grateful for today**. Encourage them to explain *why!* (e.g., "I'm grateful my friend shared their pencils with me because I forgot mine.")

2.The "Thank You Note" Challenge: Encourage your student to **write a short note, draw a picture, or send a quick text of thanks** to someone who did something kind for them recently (a teacher, neighbor, or family member).

3.The "Appreciation Scavenger Hunt": Choose a time during the week to **verbally point out things we often take for granted** (running water, a comfy chair, a pet, the books on the shelf). Ask your student, "What's one thing in this room we should be grateful for that we don't usually think about?"

By taking just a few minutes each day to look for the good, we can all help our students develop a lifelong habit of choosing appreciation!



Boletín de noviembre de 2025

**¡NO HAY CLASES!! 25 - 28 de nov.
Vacaciones de Acción de Gracias**

Próximos eventos:

- 29 de oct – pedidos de recaudación de fondos y dinero adecuado
- 4 de nov - Vencimiento de los pedidos en línea de Big Kahuna
- 5 de nov – Excursión de 4º grado a Colorado Museo de Historia
- 11 de nov – program de musica de 5to grado @6:30 p.m.
- 12 de nov – Reunión del PTO @ 3:45
- 20 de nov - Noche familiar (detalles a continuación)
- 25 - 28 de nov - NO HAY CLASES
- 4 de dic – Entrega de productos Big Kahuna y Paseo en limusina



Reunión del
PTO - 12 de
nov @ 3:45 en
la biblioteca

Nuestro personal culinario extiende una invitación a familiares y amigos para que se unan a los estudiantes de Pioneer el jueves 13 de noviembre para una comida de Acción de Gracias. Llame a la oficina a 970-867-2080 y haga su pedido a más tardar el miércoles 12 de noviembre.

Horario de almuerzo:

- 1er grado 11:20 -11:40
- 2º grado 12:00 – 12:20
- 3er grado 12:25 – 12:45
- 4º grado 12:00 -12:20
- 5º grado 12:45 – 1:05

Costo del almuerzo: (solo efectivo por favor)
Adulto - \$5.00 Niño - \$3.00
Por favor regístrese y pague en la oficina. ¡¡Gracias!!

Noticias de Nickell

¡Feliz noviembre, familias!

A medida que el aire fresco del otoño se asienta oficialmente, recuerde enviar a su hijo a la escuela preparado para las temperaturas más frías. Es esencial que los estudiantes usen abrigos, guantes y sombreros que cubran completamente sus oídos todos los días. Estamos al aire libre tanto como sea posible, ¡ya que estar activo es crucial para aprender! Nos adherimos estrictamente a la tabla de vigilancia meteorológica del cuidado infantil para tomar todas las decisiones sobre el recreo en interiores y exteriores, asegurando que nuestros niños estén seguros y cómodos cuando juegan.

He estado ocupado trabajando con nuestro superintendente y nuestra empresa de diseño / construcción, Performance Services, en los detalles de nuestra nueva y segura entrada en el lado oeste de Pioneer. Comenzaremos la construcción esta primavera. Esencialmente, el proyecto consistirá en cambiar las aulas de 5º grado con nuestra área de oficinas principal. Visítenos si desea ver el borrador del plan actual.

Marque sus calendarios: Las vacaciones de Acción de Gracias están programadas del 24 al 28 de noviembre. No habrá clases durante estas fechas, y toda la programación antes y después de la escuela también está cerrada. Esperamos ver a nuestros estudiantes de regreso el martes 2 de diciembre.

Les deseamos a todos un maravilloso mes lleno de gratitud y calidez.

1. ¿Por qué el pavo era el baterista de la banda? *¡Porque tenía las baquetas!*

Rincón del consejero

¡Bienvenidos al Rincón de **Consejería de este mes!** Este noviembre, a medida que nos acercamos a la temporada navideña, nuestro enfoque en la escuela estará en la **gratitud**, que definimos simplemente como **"elegir apreciar a las personas y las cosas en nuestras vidas"**.

La gratitud no es solo un sentimiento; Es una elección activa y una herramienta poderosa. Las investigaciones muestran que practicar la gratitud puede aumentar la felicidad, mejorar las relaciones, aumentar el optimismo e incluso reducir el estrés. Nos ayuda a cambiar nuestra perspectiva de lo que nos falta a la abundancia que ya tenemos.

Trabajaremos con los estudiantes para integrar pequeños momentos de agradecimiento en su día escolar, ya sea agradeciendo a un compañero de clase por su ayuda, mostrando aprecio por un refrigerio saludable o tomándose un momento para notar un día soleado.

Apoyar la práctica de la gratitud en casa

Usted es el maestro más importante de su estudiante, y practicar la gratitud juntos en casa es la mejor manera de reforzar este aprendizaje. Aquí hay tres indicaciones simples que puede usar para hacer del aprecio un hábito familiar diario:

1. **El registro de "tres cosas buenas"**: En la mesa de la cena o antes de acostarse, pídale a todos que compartan **tres cosas específicas por las que se sintieron agradecidos hoy**. ¡Anímelos a explicar *por qué!* (por ejemplo, "Estoy agradecido de que mi amigo haya compartido sus lápices conmigo porque olvidé el mío").

2. **El desafío de la "nota de agradecimiento"**: Anime a su estudiante a **escribir una nota corta, hacer un dibujo o enviar un mensaje de texto rápido de agradecimiento** a alguien que hizo algo amable por ellos recientemente (un maestro, vecino o familiar).

3. **La "Búsqueda del tesoro de apreciación"**: Elija un momento durante la semana para **señalar verbalmente las cosas que a menudo damos por sentadas** (agua corriente, una silla cómoda, una mascota, los libros en el estante). Pregúntele a su estudiante: "¿Qué es una cosa en esta sala por la que deberíamos estar agradecidos y en la que no solemos pensar?"

Al tomarnos solo unos minutos cada día para buscar lo bueno, ¡todos podemos ayudar a nuestros estudiantes a desarrollar un hábito de por vida de elegir el aprecio!

