

Regular Meeting

Monday, August 17, 2026 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. SPECIAL PRESENTATION

Speaker (s) : Mr.
Matthew McClain

3. OPPORTUNITY FOR THE AUDIENCE

4. REPORTS

4.A. Board of Education

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

4.B. Superintendent

Speaker (s) : Mr. Rob
Sanders

4.C. Assistant Superintendent of Curriculum and
Assessment

Speaker (s) : Dr. Rena
Frasco

4.D. Assistant Superintendent of Human Resources

Speaker (s) : Mr. Jason
Frasco

4.E. Chief Financial Officer

Speaker (s) : Ms. Toni
Miller

5. DISCUSSION ITEMS

5.A. Policy KBA, District Title I Parent and Family
Engagement - District Revision - Third Reading

5.B. Policies - District Revisions - Second Reading

5.C. Policies - District Policy Exhibits to Retire

5.D. Policies - CASB Special Policy Updates - First
Reading

5.E. Policies - District Revisions - First Reading

5.F. FMMS HANDBOOK

6. CONSENT AGENDA

6.A. Personnel Action Report

6.B. Claims: Check Summary Report

6.C. Approval of Consent Agenda

7. ACTION ITEMS

7.A. Resolution to Approve 2025-2026 Final
Supplemental Budget

7.B. Policy KBA, District Title I Parent and Family
Engagement - District Revision - Third Reading

7.C. Policies - District Policy Exhibits to Retire

7.D. FMMS HANDBOOK

8. ADVANCED PLANNING

8.A. The next Board of Education Meeting is
September 14, 2026

8.B. The CASB Regional Meeting will be held at the
District Support Center on August 19, 2026 at
6:00PM

9. CLOSING ACTIVITIES

9.A. Adjournment

**BOARD OF EDUCATION
JULY 13, 2026
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 July 13, 2026 in the Board Room at the District Support Center with the following members present: Mrs. Nancy Hopper, Dr. John Prouty, Mrs. Sarah Whitney, and Mrs. Kati Jess. Also, present were Mr. Jason Frasco, Assistant Superintendent; Dr. Rena Frasco, Assistant Superintendent; Mrs. Christi Chisum, Mrs. Amy Grantham, and Mrs. Mindy Smith were absent.

B. Approval of Previous Minutes

Dr. John Prouty made a motion to approve the minutes from the regular meeting on June 15, 2026, as presented. Mrs. Sarah Whitney seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

C. Agenda Changes; Approval of Agenda

Dr. John Prouty made a motion to approve the agenda, as presented. Mrs. Kati Jess. seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

SPECIAL PRESENTATION

A. Athletic Jersey Retirement Policy - Mr. Greg Edson

Mr. Greg Edson would like to establish a formal protocol and policy to recognize elite former student-athletes by retiring their jerseys and inviting them back to the school community.

Key Highlights:

- **Elite Standard:** Clarified that this policy is targeted at the top 0.01% of athletes (e.g., long-term NFL/professional careers), going beyond typical All-State or Player of the Year honors. Standard achievements will continue to be recognized in the existing Hall of Fame.
- **Alumni Impact:** Noted that three alumni have had long, successful NFL careers—a rarity among high schools. Early feedback from alumni (e.g., Joel Dreessen) has been very positive.
- **Multi-Sport Inclusivity:**
 - Board members noted the initial drafted criteria felt football-centric (referencing the Gold Helmet Award).
 - Greg clarified that the draft includes playing/signing professionally across any sport (MLB, soccer, etc.).

- Discussion on adding other sport-specific prestigious awards (e.g., Roy Holiday Award for baseball, Gatorade Player of the Year, Steinmark Award) to broaden the scope beyond football.

Board Recommendations & Next Steps:

- Policy Structure: The Board suggested splitting the document so the first two paragraphs serve as the main broad policy, with specific Eligibility Requirements attached as an official exhibit.
- Committee: A small board subcommittee will meet briefly with Greg to refine and formalize this policy/exhibit structure over the coming school year.

Greg also gave a brief update on the Gymnasium floor at the Highschool

- Status: Repairs are underway following recent water damage from rain.

Timeline & Scope of Work:

- Wednesday (This Week): Contractors will sand severely buckled areas and replace approximately 20 feet of boards along the north baseline.
- First Week of August: Contractors will repaint the floor to restore its finished appearance prior to the start of official sports practices.
- August 6th: Target completion date (allowing a few days for the floor to cure before volleyball season starts).
- November Maintenance: Additional scuffing and maintenance coats will be applied during scheduled middle school facility upkeep to address residual finish imperfections caused by raindrops.
- Acknowledgement: Recognition was given to the contracted maintenance crew for staying until 11:30 PM on the night of the leak to minimize water penetration under the subfloor.

OPPORTUNITY FOR AUDIENCE

None

REPORTS

A. Board – Mrs. Nancy Hopper

Mrs. Nancy Hopper provided the Colorado Association of School Boards (CASB) Legislative Summary for the Board to review. Nancy noted that much of the content was previously covered in earlier media summaries (such as *Chalkbeat*), but included it in the meeting materials to ensure Board members had the opportunity to ask questions or request clarification.

B. Interim Superintendent – Mr. Jason Frasco
Mr. Jason Frasco presented Facilities and Construction updates

Pioneer Construction:

- Status: Construction is progressing well and remains on schedule.
- Recent Issues: Addressed a minor third-party inspection concern earlier in the week, including areas under the floor. Initial electrical wiring is complete, and framing/stud work for the steel beams around the secure entry is underway.

Hail & Storm Damage Assessment:

- Immediate Response: Facility crews conducted district-wide assessments and emergency repairs following recent hail. Roof patches and interior cleanup were completed immediately.
- Insurance Claim Filed: A claim was submitted through the district's insurance group; Colorado School Districts Self Insurance Pool (CSDSIP). The adjuster inspected the hardest-hit buildings alongside Mike (Facilities Director).
- Affected Buildings: High School, Sherman, Columbine, and DSC sustained roof damage and interior leaks (all patched). Other buildings had minor damage that did not meet the threshold for insurance claims.
- High School Gym Floor:
 - Contractor (Legacy Floors) is performing repairs estimated at \$37,000, which will be covered by insurance.
 - Work is on track for completion in August prior to the start of fall sports.

High School Library Damage:

- Water intrusion affected one wall of pleasure-reading books (no textbooks were damaged).
- Lynell (Library Staff) is compiling an inventory of lost books to determine replacement needs based on circulation frequency.
- Funding Opportunity: Board members noted potential state library grant funds could assist with replacement costs once finalized.

Policy Discussion: Concurrent Enrollment (Policy IHCD A)

- Following a legal review by legal counsel (John), the Board reviewed options to update Policy IHCD A regarding Morgan Community College (MCC) concurrent enrollment.

Key Legal & Financial Considerations:

- Reimbursement Rates: MCC reimburses 100% for in-person classes, but charges the district \$138 per credit hour for online courses.

- Statutory Limits: State law generally prohibits charging tuition directly to high school students or families who pass courses.
- Districts may establish academic performance prerequisites to qualify for district-funded enrollment, preventing repeated district-funded attempts if a student fails.
- Financial Impact:
 - In Spring 2026, approximately one-third of participating students (~160 classes) took online courses, totaling roughly \$90,000 in district expenditure.
 - Popular online offerings include Personal Finance, English Comp, US History, and Calc II (which is not offered in-person on campus).
 - Online enrollment has increased significantly over the past 2–3 years.

Board Discussion & Recommendations:

- Members expressed concern over budget impacts from students withdrawing from or failing online courses and retaking them multiple times without accountability.
- Recognized that online learning requires a high degree of student self-motivation, highlighting the need for counselor guidance to ensure students are prepared for non-in-person delivery formats.
- Emphasized balancing fiscal responsibility with maintaining access for high-achieving students seeking advanced degrees or unique course pathways.
- Work Session Scheduled: A Board work session will be scheduled for August or early September 2026 to review detailed participation/cost data (provided by district staff) and refine policy language.
- Timeline Goal: Complete the required policy readings and formal approval prior to January 1, 2027, so the revised policy takes effect for the Spring 2027 semester.

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

There was not a report from Dr. Rena Frasco

D. Assistant Superintendent Human Resources – Mr. Jason Frasco

Mr. Jason Frasco presented the Personnel Action Report to the Board, noting that turnovers and staffing shifts are beginning to slow down, though the district continues to manage last-minute leaves and a few candidate offer withdrawals. Current active posting include:

Certified: 7 vacancies

Classified: 11 vacancies

Hiring efforts remain ongoing to fill remaining certified and classified vacancies ahead of the school year.

E. Chief Financial Officer -Ms. Toni Miller- ABSENT

DISCUSSIONS ITEMS

A. Policies District Revisions- Third Reading

These Policies were presented for the third reading with no discussion.

KBA-E, School-Level Title I Parent and Family Engagement

KCD, Gifts Donations to Schools

KDB, Public's Right to Know Freedom of Information

KDBA, Parent Notification of Employee Criminal Charges

KDB-R, Public's Right to Know Freedom of Information

KDDA, Press Releases, Conferences, and Interviews

KDDA-R, Official Spokespersons

KE, Public Concerns and Complaints

KE-R, Public Concerns and Complaints

KF, Community Use of School Facilities

KF-R, Community Use of School Facilities

KHB, Advertising Revenue Enhancement

KHC, Distribution Posting of Promotional Materials

KHC-R, Distribution Posting of Noncurricular Materials

KI, Visitors to Schools

REQUEST TO RETIRE

RETIRE.KBE, Relations with Parent Organizations

RETIRE.KDCA, Use of Student in Public Information Program

RETIRE.KDEA-R, Crisis Management Communications

B. Policy KBA, District Title I Parent and Family Engagement - District Revision -
Second Reading

This Policy was presented for the second reading with no discussion.

C. Policies - District Revisions - First Reading

JKA - Use of Physical Intervention and Restraint Policy

JKA- R - Use of Physical Intervention and Restraint Regulation

AC-R-1 -Harassment and Discrimination Investigation Procedures for Students

IHCDA - Concurrent Enrollment

Policies JKA, JKA-R, AND AC-R-1 were presented for the first reading with no discussion.

Policy IHCDA (Concurrent Enrollment) was presented for the first reading with discussion:

- Board members recommended tabling the first reading of Policy IHCD A until after the planned August/September work session.
- Policy vs. Regulation/Exhibits: The Board discussed whether proposed changes (guidelines and student eligibility/accountability requirements) should be embedded directly into the main policy text or added as regulations (-R) or exhibits.
- Legal/Procedural Clarification: Mr. Jason Frasco clarified that the proposed language updates apply directly to the primary policy text itself, though additional regulations or exhibits can be drafted alongside it.
- To ensure full implementation before the Spring semester (January), the Board decided to review and process the main policy language along with any accompanying regulations/exhibits simultaneously following the work session.

D. Policies - District Policy Exhibits to Retire

JKA-E-1 - Student Restraint Incident Report Form

JKA-E-2 - Complaint Procedures and Regulations Regarding the Use of Restraint

JKA-E-3 - Restraint Incident Review Form

JKA-E-4, Parent Notification Regarding the Use of Restraint

ICA-E - School Year Calendar for 2025-2026

GCBA-E - Certified Salary Schedule for 2025-2026

GDBA-E Classified Salary Schedule for 2025-2026

GDB-E - Personnel Action Form

Policies JKA-E-1, JKA-E-2, JKA-E-3, and JKA-E-4 were presented for retirement with no further discussion.

Policies ICA-E, GCBA-E, GDBA-E, and GDB-E were presented for retirement and discussed, tabling these for further discussion.

E. 2026-2027 Handbooks

FMMS

FMHS

FMHS Athletics and Activities

The 2026-2027 Handbooks were presented and discussed.

Discussion about FMMS Handbook GPA requirements for 8th grade graduation.

Further discussion on FMHS Handbook;

Academic Eligibility Conflict for Athletics/Activities:

- Page 7: States students must be enrolled in the equivalent of 5 full-credit classes to maintain athletic/CHSAA eligibility.
- Page 18: Contradictorily states students must be enrolled in 5 academic classes, explicitly noting that Honors classes and Teacher Assistant (TA) periods do *not* count toward the 5 classes.

Board members highlighted a recent incident at another regional high school (Wray High School baseball) where an ineligible student participating without 5 qualified classes led to game forfeitures and postseason disqualification.

Clarifications & Revisions:

- Teacher Assistant (TA) Credit: Mr. Clint Anderson (FMHS Principal) clarified that TA positions do count toward the 2.5 Carnegie units required for CHSAA eligibility because TA periods earn a passing grade and award partial credit (teaching organizational and soft skills).
- TA Class Limit: Typically capped at one TA period per student, with rare exceptions under special circumstances.
- Honors Classes: Do not award separate non-academic credit in the same manner, so wording around Honors classes will be clarified.
- Administrative Clean-Up: Administration will update outdated staff names and ensure standard terminology for 5 full-credit/academic classes is consistent between Page 7 and Page 18.
- Administration will revise the High School Student Handbook to fix the conflicting eligibility language (ensuring TA credit is recognized) and clean up personnel names before bringing the document forward for formal approval.

F. FFA Officer Retreat Request was presented with no discussion

CONSENT AGENDA

- A. Personnel Action Report
- B. Claims and Accounts
- C. Approval of Consent Agenda

Mrs.Kati Jess made a motion to approve the consent agenda as presented. Dr. John Prouty seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

ACTION ITEMS

A. Consideration to Approve Policies - District Revisions - Third Reading
Mrs. Kati Jess made a motion to approve. Dr. John Prouty seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

B. Consideration to Approve Policies - District Policy Exhibits to Retire
Mrs.Kati Jess made a motion to approve JKA-E-, JKA-E-2, JKA-E-3, and JKA-E-4. Dr. John Prouty seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

C. Consideration to Approve FMHS and FMHS Athletics and Activities Handbooks

Dr. John Prouty made a motion to approve FMHS and FMHS Athletics and Activities Handbooks. Mrs. Kati Jess seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

D. Consideration to Approve FFA Officer Retreat Request.
Dr. John Prouty made a motion to approve FFA officer Retreat Request. Mrs. Kati Jess seconded the motion. On Roll Call vote, "AYE" 4; "NAY" 0; "ABSTAIN" 0; "ABSENT" 3. Motion carried.

ADVANCED PLANNING

- A. The 2026 CASE Conference is July 29-31, 2026. The conference is in Breckenridge, Colorado.
- B. The 2026-2027 Beginning of the School Year Schedule is attached.
- C. The next Board of Education Meeting is August 17, 2026.
- D. The CASB Regional Meeting will be held at the District Support Center on August 19, 2026 at 6:00PM
- E. The first day of the 2026-2027 school year is Tuesday, August 11, 2026.

ADJOURNMENT

The regular meeting adjourned at 7:46 p.m.

Respectfully submitted,

Kati Jess, Board Secretary

Nancy Hopper, Board President

/bs

RESOLUTION

A RESOLUTION APPROPRIATING ADDITIONAL SUMS OF MONEY FOR THE 2025-2026 BUDGET YEAR TO DEFRAY EXPENSES IN EXCESS OF AMOUNTS BUDGETED FOR MORGAN COUNTY SCHOOL DISTRICT RE-3, FORT MORGAN, COLORADO.

WHEREAS, Morgan County School District Re-3 has received additional revenues not from property taxes and has completed additional Fund operational expenditures and ongoing construction expenditures pursuant to approved construction contracts and related construction grants.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Morgan County School District Re-3, Fort Morgan, Colorado, that the 2025-2026 appropriations for the following Funds be increased as follows:

	Final Appropriation <u>Jan. 31, 2026</u>	Supplemental <u>Appropriation</u>	Total Supplemental <u>Appropriation</u>
General Funds:			
General Fund	43,439,213	781,108	44,220,321
Insurance Fund	2,800,446	20,000	2,820,446
Building Fund	229,454	12,000	241,454

APPROVED AND ADOPTED this 17th day of August, 2026.

BOARD OF EDUCATION
MORGAN COUNTY SCHOOL DISTRICT RE-3
FORT MORGAN, COLORADO

BY: _____
PRESIDENT, BOARD OF EDUCATION

ATTEST: _____
SECRETARY, BOARD OF EDUCATION

cc: Toni Miller, CPA, Chief Financial Officer
Minutes, Board of Education

Morgan County School District RE-3

Final Supplemental Budget

FY 2025/26



**Morgan County School District RE-3
715 West Platte Avenue
Fort Morgan, CO 80701**

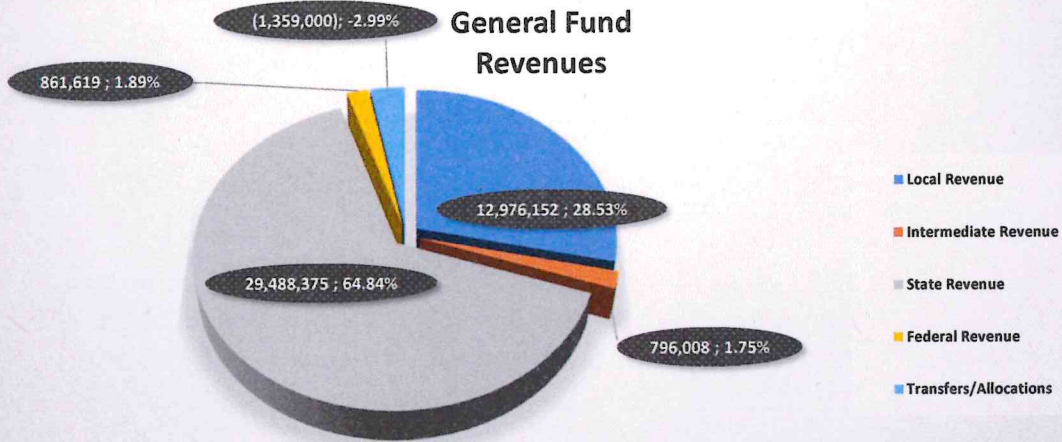
**Robert Sanders
Superintendent**

**Toni M Miller, CPA
Chief Financial Officer**

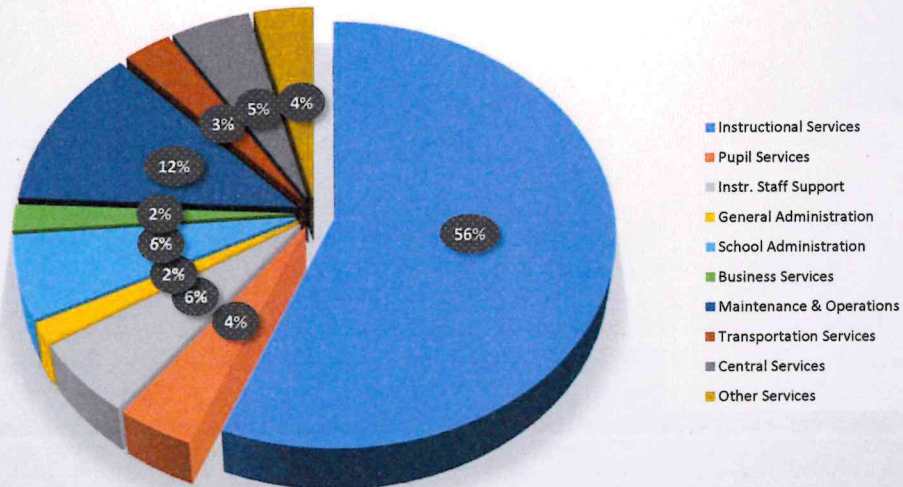
30-Jun-26

Morgan County School District RE-3
Final Supplemental Budget
General Fund
FY 2025/26

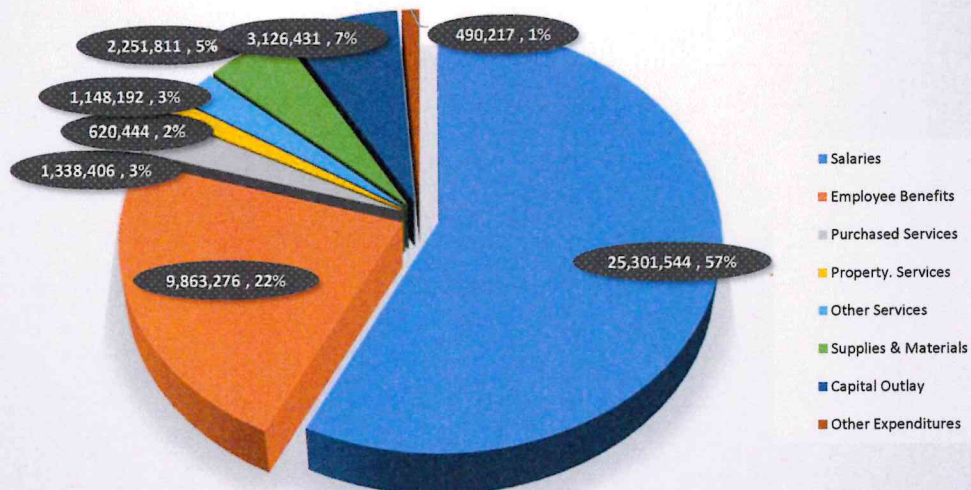
General Fund Revenues



General Fund Expenditures (By Program)



General Fund Expenditures (By Object)



Morgan County School District RE-3

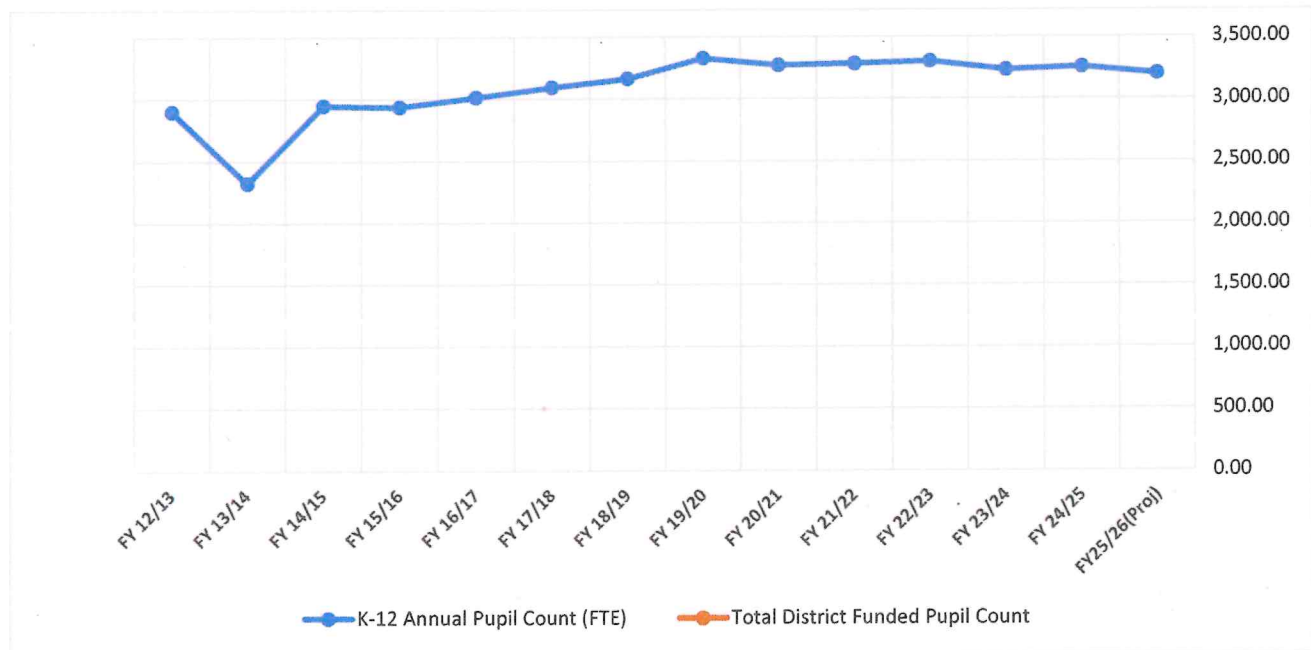
Final Supplemental Budget

Pupil Count History

FY 2025/26

Fiscal Year	K-12 Annual Pupil Count (FTE)	Year over Year Pupil Count Change	Total District Funded Pupil Count
FY25/26(Proj)	3,200.10	(55.4)	
FY 24/25	3,255.50	24.5	
FY 23/24	3,231.00	(71.3)	
FY 22/23	3,302.30	19.8	
FY 21/22	3,282.50	13.2	
FY 20/21	3,269.30	(57.2)	
FY 19/20	3,326.50	164.5	
FY 18/19	3,162.00	70.0	
FY 17/18	3,092.00	79.5	
FY 16/17	3,012.50	79.0	
FY 15/16	2,933.50	(12.0)	
FY 14/15	2,945.50	625.5	
FY 13/14	2,320.00	(578.5)	
FY 12/13	2,898.50	N/A	

* From CDE Funding Worksheets



Morgan County School District RE-3

Final Supplemental Budget

Individual Fund Statements

FY 2025/26

Individual Fund Statements



Morgan County School District RE-3

Final Supplemental Budget

General Fund

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
Beginning Fund Balance							
Restricted - TABOR	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	0	1,500,000
All Other Fund Balance	8,834,406	9,634,472	10,001,474	10,911,937	10,911,937	(2,450,812)	8,461,125
Total Beginning Fund Balance	10,334,406	11,134,472	11,501,474	12,411,937	12,411,937	(2,450,812)	9,961,125
Revenues							
Local Revenue	9,460,733	9,799,726	11,450,742	11,305,182	11,238,093	1,670,970	12,976,152
Intermediate Revenue	5,808	26,584	0	843,255	843,237	(47,247)	796,008
State Revenue	22,446,012	25,328,343	27,050,281	34,061,146	30,572,554	(4,572,771)	29,488,375
Federal Revenue	2,612,581	2,126,410	3,802,612	1,203,313	1,117,770	(341,694)	861,619
Transfers/Allocations	(1,911,920)	(2,189,525)	1,901,569	(1,734,000)	(1,709,000)	375,000	(1,359,000)
Total Revenues	32,613,214	35,091,538	44,205,204	45,678,896	42,062,654	(2,915,742)	42,763,154
<i>Revenue Per Pupil</i>				14,031	12,920		13,363
Total Resources Available	42,947,620	46,226,010	55,706,678	58,090,833	54,474,591	(5,366,554)	52,724,279
<i>Revenue Per Pupil</i>				17,844	16,733		16,476
Expenditures							
Instructional Services	18,845,880	19,710,270	23,285,854	24,785,817	24,052,101	31,071	24,816,888
Pupil Services	1,030,242	1,197,793	1,401,381	1,773,503	1,767,337	9,612	1,783,115
Instr. Staff Support	2,213,008	3,130,767	2,501,524	2,204,099	2,283,167	325,380	2,529,479
General Administration	490,286	570,082	749,510	729,307	535,390	(45,943)	683,364
School Administration	2,210,354	2,389,575	2,640,983	2,651,932	2,740,763	161,636	2,813,568
Business Services	819,431	708,718	831,778	1,010,623	996,684	(131,322)	879,301
Maintenance & Operations	3,523,193	3,804,816	4,112,162	4,346,140	4,071,566	1,134,337	5,480,477
Transportation Services	909,532	935,188	1,137,307	1,209,510	1,351,715	149,465	1,358,975
Central Services	1,016,213	1,536,302	2,595,709	4,045,004	3,885,752	(1,827,418)	2,217,586
Other Services	755,009	741,025	4,038,533	4,624,638	2,238,079	(2,967,070)	1,657,568
Total Expenditures	31,813,148	34,724,536	43,294,741	47,380,573	43,922,554	(3,160,252)	44,220,321
<i>Expenditure Per Pupil</i>				14,554	13,492		13,818
Other Financing Uses							
Other Financing Uses						0	
Total Other Financing Uses	0	0	0	0	0	0	0
Surplus/(Deficit)	800,066	367,002	910,463	(1,701,677)	(1,859,900)	244,510	(1,457,167)
Fund Balances							
Restricted - TABOR	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	0	1,500,000
All Other Fund Balance	9,634,472	10,001,474	10,911,937	9,210,260	9,052,037	(2,206,302)	7,003,958
Total Fund Balance	11,134,472	11,501,474	12,411,937	10,710,260	10,552,037	(2,206,302)	8,503,958
Total Expenditures, Other Financing Uses & Fund Balance				58,090,833	54,474,591	(5,366,554)	52,724,279
Total Appropriation(Ending Fund Balance + Expense)				\$58,090,833			\$52,724,279
Appropriation Per Pupil				17,843.91			16,475.82

Morgan County School District RE-3

Final Supplemental Budget

General Fund Revenue

FY 2025/26

		Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budget FY 25-26
Local Revenues								
1110	Property Taxes	8,336,282	8,323,577	9,420,955	9,678,991	9,678,991	635,302	10,314,293
1110	Property Taxes - MLO			163,395	23,067	23,067	(23,067)	
1120	Specific Ownership Taxes (SFA)	722,677	763,614	755,434	765,444	765,444	0	765,444
1120	Specific Ownership Taxes	248,076	236,025	281,880			0	
1140	Delinquent Taxes & Interest	39,345	19,201	16,076	14,000	15,000	6,000	20,000
1141	Abatement						0	
1300	Tuition	5,638	1,085		10,000		(10,000)	
1400	Transportation Fees						0	
1500	Earnings on Investments	40,005	395,891	692,411	677,000	633,400	(231,000)	446,000
1700	Pupil Activity Fees	18,219					0	
1800	Community Services Fees						0	
19XX	Other Local Revenues	50,491	60,333	120,591	136,680	122,191	1,293,735	1,430,415
Total Local Revenues		9,460,733	9,799,726	11,450,742	11,305,182	11,238,093	1,670,970	12,976,152
Intermediate Revenue								
	Mineral Lease	5,808	26,584		9,900	9,882	0	9,900
	Other Intermediate Revenue				833,355	833,355	(47,247)	786,108
Total Intermediate Revenue		5,808	26,584	0	843,255	843,237	(47,247)	796,008
State Revenue								
	State Equalization	19,902,867	22,878,409	24,529,234	27,319,225	27,319,225	44,148	27,363,373
3235	At-Risk Funding	22,146	29,059		30,000	30,000	0	30,000
3120	Career & Technical Education	64,393	58,759	40,948	40,948	40,948	0	40,948
3130	Special Education	870,396	1,115,802	1,162,121	1,240,277	1,240,277	14,606	1,254,883
3140	English Language Proficiency	233,431	232,273	258,499	267,829	267,829	(13,713)	254,116
3141	Colorado Preschool Program					0	0	0
3150	Gifted & Talented	(49,589)		(13,834)	0	0	0	0
3160	Transportation	226,250	209,660	192,060	202,445	202,445	0	202,445
3170	Small Attendance Center					0	0	0
3230	Small & Large Rural	571,670	644,486	554,030	577,494	0	(577,494)	0
3259	Read Act				0	0	0	0
3897	Universal Preschool				114,000	0	(114,000)	
3898	On-Behalf Payment			102,521	0	0	0	0
3899	School to Work Alliance Program				0	0	0	0
	Other State Revenue	10,000	122,411	191,634	0	0	30,000	30,000
	Other State Revenue	2,539	37,484	27,318	2,783,758	0	(2,783,758)	0
	Covid Mitigation	591,377			217,295	206,955	(217,295)	0
	Other State Revenue	500		1,900	3,000	0	286,697	289,697
3205	Other State Revenue	32		3,850	176,392	176,392	(62,088)	114,304
	Other State Revenue				1,088,483	1,088,483	(1,088,483)	0
	Transportation Audit Finding				0	0	(91,391)	(91,391)
Total State Revenues		22,446,012	25,328,343	27,050,281	34,061,146	30,572,554	(4,572,771)	29,488,375
Federal Revenue								
4010	Title I				0	0	0	0
4367	Title IIA				0	0	0	0
4365	Title IIIA				0	0	0	0
4424	Title IVA				0	0	0	0
4048	Perkins				0	0	0	0
4027	Title VIb (Special Education)	746,041	685,505	848,537	791,585	791,585	0	791,585
4173	IDEA Preschool	32,732	34,181	32,997	29,035	29,035	4,999	34,034
	Other Federal Revenue	1,048,045	1,360,943	2,334,894	324,723	239,180	(324,723)	0
	Other Federal Revenue	485,763	45,379	586,184	36,739	36,739	(739)	36,000
	Other Federal Revenue		402		21,231	21,231	(21,231)	0
Total Federal Revenues		2,312,581	2,126,410	3,802,612	1,203,313	1,117,770	(341,694)	861,619
Transfers/Allocations								
5218	Insurance Reserve	(800,000)	(900,000)	(1,008,000)	(1,050,000)	(1,050,000)	250,000	(800,000)
5219	Preschool	(592,920)	(710,525)		0	0	0	0
5243	Capital Reserve	(519,000)	(519,000)	(519,000)	(519,000)	(519,000)	349	(519,000)
5221	Food Service				0	0	0	0
	Capital Financing			3,503,569	0	0	0	0
	Daycare Fund		(60,000)	(75,000)	(165,000)	(140,000)	125,000	(40,000)
Total Transfers/Allocations		(1,911,920)	(2,189,525)	1,901,569	(1,734,000)	(1,709,000)	375,349	(1,359,000)
Total Revenues		32,313,214	35,091,538	44,205,204	45,678,896	42,062,654	(2,915,393)	42,763,154

Morgan County School District RE-3

Final Supplemental Budget

General Fund Expenditures

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
Instruction (11)							
01XX Salaries	9,488,384	9,837,676	11,316,955	11,565,309	11,630,363	190,672	11,755,981
02XX Employee Benefits	3,780,500	3,855,300	4,470,985	4,720,775	4,301,745	(104,193)	4,616,582
03XX Professional Services	119	1,450	0	1,500	1,200	1,700	3,200
04XX Property Services	4,388	4,196	3,766	5,200	4,893	1,600	6,800
05XX Other Services	108,978	114,806	179,796	194,737	238,008	35,895	230,632
06XX Supplies & Materials	170,778	204,748	254,766	296,481	234,036	(69,992)	226,489
07XX Equipment	27,158	40,666	76,615	149,039	131,085	(65,937)	83,102
08XX Other Objects	35,575	34,171	32,246	68,844	53,615	(21,781)	47,063
09XX Other Uses	0	0	0	0	0	0	0
Total Instruction	13,615,880	14,093,013	16,335,129	17,001,885	16,594,945	(32,036)	16,969,849
Special Education (12)							
01XX Salaries	2,796,015	2,989,288	3,727,496	3,975,123	3,801,548	(218,425)	3,756,698
02XX Employee Benefits	1,109,722	1,159,663	1,458,463	1,576,899	1,460,026	(4,085)	1,572,814
03XX Professional Services	74,230	62,912	252,302	675,600	557,377	(5,718)	669,882
04XX Property Services	0	0	0	500	0	(500)	0
05XX Other Services	150,010	184,285	239,923	198,482	309,369	99,493	297,975
06XX Supplies & Materials	18,789	24,238	21,606	21,200	18,999	21,300	42,500
07XX Equipment	1,559	11,551	6,973	4,750	8,114	11,684	16,434
08XX Other Objects	31,999	1,667	6,682	55,650	57,341	(49,750)	5,900
09XX Other Uses	0	0	0	0	0	0	0
Total Special Education	4,182,324	4,433,604	5,713,445	6,508,204	6,212,774	(146,001)	6,362,203
Career & Technical Education (13)							
01XX Salaries	380,207	418,006	423,731	440,893	421,337	(28,276)	412,617
02XX Employee Benefits	153,653	167,447	174,937	179,183	172,402	(15,313)	163,870
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	69,623	110,420	140,097	114,298	131,458	104,602	218,900
06XX Supplies & Materials	14,395	9,932	17,399	14,250	16,234	(1,470)	12,780
07XX Equipment	955	5,434	2,599	2,200	3,500	(700)	1,500
08XX Other Objects	154	272	538	550	70	(450)	100
09XX Other Uses	0	0	0	0	0	0	0
Total Career & Technical Education	618,987	711,511	759,301	751,374	745,001	58,393	809,767
Cocurricular Education (14)							
01XX Salaries	307,295	332,258	348,334	379,372	406,785	102,337	481,709
02XX Employee Benefits	62,097	76,960	78,247	86,686	89,184	21,959	108,645
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	308	318	324	300	293	4,415	4,715
06XX Supplies & Materials	913	383	140	0	3,119	0	0
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Cocurricular Education	370,613	409,919	427,045	466,358	499,381	128,711	595,069
Other Education (19)							
01XX Salaries			0				
02XX Employee Benefits			0				
03XX Professional Services			0				
04XX Property Services			0				
05XX Other Services	8,370	17,505	7,820	4,000	8,183	(4,000)	0
06XX Supplies & Materials			0				0
07XX Equipment			0				0
08XX Other Objects	29,369	44,722	43,111	54,000	54,458	26,000	80,000
09XX Other Uses			0	0			
Total Other Education	37,739	62,227	50,931	58,000	62,641	22,000	80,000

Morgan County School District RE-3

Final Supplemental Budget

General Fund Expenditures

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budg FY 25-26
Student Support Svcs (21)							
01XX Salaries	742,178	799,956	987,690	1,286,907	1,275,887	(38,047)	1,248,860
02XX Employee Benefits	275,131	282,175	369,501	459,771	472,630	7,069	466,840
03XX Professional Services	0	101,091	75	0	500	500	500
04XX Property Services	95	0	0	0	0	0	0
05XX Other Services	4,320	2,021	18,084	8,775	5,005	1,000	9,775
06XX Supplies & Materials	6,940	12,139	24,487	16,800	11,437	39,925	56,725
07XX Equipment	802	0	0	0	0	0	0
08XX Other Objects	776	411	1,544	1,250	1,878	(835)	415
09XX Other Uses	0	0	0	0	0	0	0
Total Student Support Svcs	1,030,242	1,197,793	1,401,381	1,773,503	1,767,337	9,612	1,783,115
Instr Staff Support Svcs (22)							
01XX Salaries	765,087	1,058,865	1,227,156	1,185,992	1,174,321	169,097	1,355,089
02XX Employee Benefits	289,816	398,029	446,723	412,199	402,835	28,394	440,593
03XX Professional Services	112,073	166,492	211,059	100,719	130,000	37,481	138,200
04XX Property Services	6,501	630	0	0	0	0	0
05XX Other Services	7,498	27,337	27,021	67,550	84,054	(44,010)	23,540
06XX Supplies & Materials	356,873	1,398,386	584,303	411,779	475,294	240,514	652,293
07XX Equipment	652,536	65,557	(4,760)	5,500	9,278	(4,500)	1,000
08XX Other Objects	22,624	15,471	10,022	20,360	7,385	(101,595)	(81,235)
09XX Other Uses	0	0	0	0	0	0	0
Total Staff Support Svcs	2,213,008	3,130,767	2,501,524	2,204,099	2,283,167	325,380	2,529,479
General Administration (23)							
01XX Salaries	196,301	250,873	331,594	283,079	279,702	25,931	309,010
02XX Employee Benefits	84,460	93,609	104,322	110,173	105,242	1,581	111,754
03XX Professional Services	135,624	136,347	218,700	243,500	50,000	(62,750)	180,750
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	31,538	44,559	50,752	46,105	36,062	(8,955)	37,150
06XX Supplies & Materials	12,197	21,663	10,613	17,550	37,884	(4,250)	13,300
07XX Equipment	0	1,732	33,529	3,000	600	(1,750)	1,250
08XX Other Objects	30,166	21,299	0	25,900	25,900	4,250	30,150
09XX Other Uses	0	0	0	0	0	0	0
Total General Administration	490,286	570,082	749,510	729,307	535,390	(45,943)	683,364
School Administration (24)							
01XX Salaries	1,620,291	1,718,409	1,893,863	1,898,238	1,942,600	93,353	1,991,591
02XX Employee Benefits	551,035	626,827	698,324	670,109	726,636	55,048	725,157
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	13,951	22,103	27,961	40,475	36,524	3,855	44,330
06XX Supplies & Materials	13,516	12,125	18,457	25,230	20,303	7,978	33,208
07XX Equipment	3,623	2,816	2,378	7,250	4,700	(1,525)	5,725
08XX Other Objects	7,938	7,295	0	10,630	10,000	2,927	13,557
09XX Other Uses	0	0	0	0	0	0	0
Total School Administration	2,210,354	2,389,575	2,640,983	2,651,932	2,740,763	161,636	2,813,568

Morgan County School District RE-3

Final Supplemental Budget

General Fund Expenditures

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Business Services (25)							
01XX Salaries	434,971	391,892	446,452	507,290	496,518	(52,443)	454,847
02XX Employee Benefits	165,897	163,421	175,408	182,258	191,037	(4,042)	178,216
03XX Professional Services	148,569	117,906	184,831	251,200	251,990	(59,378)	191,822
04XX Property Services	20,804	17,645	9,286	6,000	7,242	5,500	11,500
05XX Other Services	13,401	10,600	21,576	28,200	28,200	(2,700)	25,500
06XX Supplies & Materials	76,232	39,394	22,663	53,200	42,700	(12,284)	40,916
07XX Equipment	1,951	8,157	6,952	10,225	6,996	(5,225)	5,000
08XX Other Objects	(42,394)	(40,297)	(35,390)	(27,750)	(27,999)	(750)	(28,500)
09XX Other Uses	0	0	0	0	0	0	0
Total Business Services	819,431	708,718	831,778	1,010,623	996,684	(131,322)	879,301
Maintenance & Operations (26)							
01XX Salaries	1,663,852	1,693,048	1,909,103	2,046,106	1,931,039	(73,463)	1,972,643
02XX Employee Benefits	676,571	735,851	773,857	850,939	801,947	(10,021)	840,918
03XX Professional Services	583	0	16,860	0	0	16,127	16,127
04XX Property Services	343,466	421,420	434,654	535,900	480,900	(118,256)	417,644
05XX Other Services	35,224	22,411	26,071	21,800	21,045	(2,075)	19,725
06XX Supplies & Materials	752,158	893,765	840,547	846,690	788,402	48,810	895,500
07XX Equipment	50,655	37,673	110,078	43,000	47,733	1,273,915	1,316,915
08XX Other Objects	684	648	992	1,705	500	(700)	1,005
09XX Other Uses	0	0	0	0	0	0	0
Total Maintenance & Operations	3,523,193	3,804,816	4,112,162	4,346,140	4,071,566	1,134,337	5,480,477
Student Transportation (27)							
01XX Salaries	543,605	549,644	681,644	726,185	796,464	77,664	803,849
02XX Employee Benefits	248,973	240,794	282,097	309,025	352,890	75,875	384,900
03XX Professional Services	10,114	4,153	21,247	1,075	24	(1,050)	25
04XX Property Services	16,002	21,434	0	33,000	44,466	21,500	54,500
05XX Other Services	9,212	19,701	70,029	59,225	39,886	(22,025)	37,200
06XX Supplies & Materials	157,388	172,589	154,237	138,000	156,531	(4,000)	134,000
07XX Equipment	6,781	6,076	6,984	5,000	10,000	0	5,000
08XX Other Objects	(82,543)	(79,203)	(78,931)	(62,000)	(48,546)	1,500	(60,500)
09XX Other Uses	0	0	0	0	0	0	0
Total Student Transportation	909,532	935,188	1,137,307	1,209,510	1,351,715	149,465	1,358,975
Central Services (28)							
01XX Salaries	537,104	567,580	692,391	693,837	652,939	(17,135)	676,702
02XX Employee Benefits	171,404	193,248	225,454	243,109	220,595	(11,125)	231,984
03XX Professional Services	60,823	174,921	178,599	192,100	96,260	(59,200)	132,900
04XX Property Services	46,461	136,204	175,609	160,000	160,000	(30,000)	130,000
05XX Other Services	75,685	168,125	209,415	226,950	226,950	(28,200)	198,750
06XX Supplies & Materials	79,076	155,407	195,672	221,400	221,400	(77,300)	144,100
07XX Equipment	42,187	139,132	917,083	2,305,808	2,305,808	(1,606,108)	699,700
08XX Other Objects	3,473	1,685	1,486	1,800	1,800	1,650	3,450
09XX Other Uses	0	0	0	0	0	0	0
Total Central Services	1,016,213	1,536,302	2,595,709	4,045,004	3,885,752	(1,827,418)	2,217,586

Morgan County School District RE-3

Final Supplemental Budget

General Fund Expenditures

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Community Services (33)							
01XX Salaries	50,778	55,577	59,724	62,329	61,957	19,620	81,949
02XX Employee Benefits	21,015	23,649	23,669	25,040	19,184	(4,038)	21,002
03XX Professional Services	0	0	0	0	0	5,000	5,000
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	580	0	270,529	0	28,450	0	0
06XX Supplies & Materials	0	0	80	0	0	0	0
07XX Equipment	0	402	0	0	0	0	0
08XX Other Objects	0	482	68	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Community Services	72,373	80,110	354,070	87,369	109,591	20,582	107,951
Property Services (4x)							
01XX Salaries	298	0	0	0	0	0	0
02XX Employee Benefits	66	0	0	0	0	0	0
03XX Professional Services	136,484	8,000	56,536	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	6,324	0	0	0	0	0	0
06XX Supplies & Materials	531	0	0	0	0	0	0
07XX Equipment	22,657	0	3,412,053	4,050,127	1,641,346	(3,059,322)	990,805
08XX Other Objects	100,584	2,916	215,874	144,883	144,883	29,181	174,064
09XX Other Uses	275,000	604,619	0	342,259	342,259	42,489	384,748
Total Property Services	541,944	615,535	3,684,463	4,537,269	2,128,488	(2,987,652)	1,549,617
Total Expenditures	\$31,652,119	\$34,679,160	\$43,294,738	\$47,380,577	\$43,985,195	(\$3,160,256)	\$44,220,321

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: Instruction (11)
Program Budget Manager:

Program Description:

Included in this program are the expenditures incurred in planned learning activities and experiences that provide students in schools of all levels (K-12). Non-salary and benefit accounts represent funds allocated to schools (principals) based on the student count for each school. The Superintendent determines the number of FTE for each category of position based on the unique needs of each school.

Instruction (11)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
011X Salaries	9,417,439	9,782,116	11,232,671	11,565,309	11,550,472	104,916	11,670,225
01XX Supplemental Pay & Stipends	70,945	55,560	84,284		79,891	85,756	85,756
02XX Employee Benefits	3,780,500	3,855,300	4,470,985	4,720,775	4,301,745	(104,193)	4,616,582
03XX Professional Services	119	1,450	0	1,500	1,200	1,700	3,200
04XX Property Services	4,388	4,196	3,766	5,200	4,893	1,600	6,800
05XX Other Services	108,978	114,806	179,796	194,737	238,008	35,895	230,632
06XX Supplies & Materials	170,778	204,748	254,766	296,481	234,036	(69,992)	226,489
07XX Equipment	27,158	40,666	76,615	149,039	131,085	(65,937)	83,102
08XX Other Objects	35,575	34,171	32,246	68,844	53,615	(21,781)	47,063
09XX Other Uses						0	
Total Instruction	13,615,880	14,093,013	16,335,129	17,001,885	16,594,945	(32,036)	16,969,849

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
1XX Administrators						0.00	
2XX Teachers (Licensed)	164.00	169.00	195.00	197.00	197.00	1.00	198.00
3XX Non-Teaching Professionals						0.00	
4XX Classified - Instructional	63.00	29.00	33.00	28.50	28.50	-6.50	22.00
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans						0.00	
Total FTE	227.00	198.00	228.00	225.50	225.50	-5.50	220.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program:

Instruction - Special Education (12)

Program Budget Manager:

Program Description:

This budget pays for educational services for students with disabilities and special needs. The primary expenditures for this program are the salaries and benefits costs for special education staff. Special Education expenditures in the General Fund are eligible for a partial reimbursement from the State of Colorado Special Education categorical funding as dictated by the Colorado public school finance act of 1994.

Special Education (12)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries	2,759,449	2,959,802	3,686,250
01XX Supplemental Pay & Stipends	36,566	29,486	41,246
02XX Employee Benefits	1,109,722	1,159,663	1,458,463
03XX Professional Services	74,230	62,912	
04XX Property Services			
05XX Other Services	150,010	184,285	239,923
06XX Supplies & Materials	18,789	24,238	21,606
07XX Equipment	1,559	11,551	6,973
08XX Other Objects	31,999	1,667	6,682
09XX Other Uses			
Total Special Education	4,182,324	4,433,604	5,461,143

Budget FY 24-25	Forecast FY 24-25	FY 25 Budget VS FY 26 Budget	Final Supplemental Bud FY 25-26
3,794,524	3,758,462	(149,926)	3,644,598
180,599	43,086	(68,499)	112,100
1,576,899	1,460,026	(4,085)	1,572,814
675,600	557,377	(5,718)	669,882
500		(500)	
198,482	309,369	99,493	297,975
21,200	18,999	21,300	42,500
4,750	8,114	11,684	16,434
55,650	57,341	(49,750)	5,900
	0	0	
6,508,204	6,212,774	(146,001)	6,362,203

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators	1.00	2.00	2.00
2XX Teachers (Licensed)	32.00	23.00	30.00
3XX Non-Teaching Professionals			
4XX Classified - Instructional	45.00	37.00	40.00
5XX Classified - School Admin			
6XX Classified - Maint, Oper & Trans	1.00		1.00
Total FTE	79.00	62.00	73.00

Budget FY 24-25	Forecast FY 24-25	Supplemental Budget FY 25-26
2.00	2.00	0.00
30.00	30.00	15.00
	1.00	1.00
45.00	45.00	12.00
	1.00	1.00
1.00	1.00	-1.00
78.00	80.00	28.00
		106.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 13 Instruction - Career & Technical Education (CTE)

Program Budget Manager:

Program Description:

This budget is used for students in state approved vocational programs operating in secondary schools. Expenditures made from this program are eligible for reimbursement from the Colorado Vocational Act at a rate of approximately 30%. The reimbursement revenue is a state categorical funding element from the Colorado public school finance act of 1994 and is listed in the General Fund under state revenues.

Career & Technical Education (13)

= 011X Salaries
01XX Supplemental Pay & Stipends

02XX Employee Benefits

03XX Professional Services

04XX Property Services

05XX Other Services

06XX Supplies & Materials

07XX Equipment

08XX Other Objects

09XX Other Uses

Total Career & Technical Education

Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
379,883	407,578	423,731
324	10,428	
153,653	167,447	174,937
69,623	110,420	140,097
14,395	9,932	17,399
955	5,434	2,599
154	272	538
618,987	711,511	759,301

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
409,125	420,110	2,492	411,617
31,768	1,227	(30,768)	1,000
179,183	172,402	(15,313)	163,870
		0	
		0	
114,298	131,458	104,602	218,900
14,250	16,234	(1,470)	12,780
2,200	3,500	(700)	1,500
550	70	(450)	100
	0	0	
751,374	745,001	58,393	809,767

Staff FTE:

1XX Administrators
2XX Teachers (Licensed)
3XX Non-Teaching Professionals
4XX Classified - Instructional
5XX Classified - School Admin
6XX Classified - Maint, Oper & Trans
Total FTE

Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
6.00	7.00	
6.00	7.00	0.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
	0.00	0.00	
7.00	7.00	0.00	7.00
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
7.00	7.00	0.00	7.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 14 Instruction - Co-Curricular Activities
Program Budget Manager:

Program Description:

This program supports athletic programs and competition. These programs promote student self-esteem, school spirit and physical and mental fitness. Expenditures of this program include salaries and benefits of staff, sports dues and fees, game officials, sports transportation and sports equipment.

Co-Curricular Instruction (14)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries			
01XX Supplemental Pay & Stipends	307,295	332,258	348,334
02XX Employee Benefits	62,097	76,960	78,247
03XX Professional Services			
04XX Property Services			
05XX Other Services	308	318	324
06XX Supplies & Materials	913	383	140
07XX Equipment			
08XX Other Objects			
09XX Other Uses			
Total Co-Curricular Instruction	370,613	409,919	427,045

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	inal Supplemental Bud FY 25-26
		0	
379,372	406,785	102,337	481,709
86,686	89,184	21,959	108,645
		0	
		0	
300	293	4,415	4,715
	3,119	0	
	0	0	
	0	0	
	0	0	
466,358	499,381	128,711	595,069

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators			
2XX Teachers (Licensed)			
3XX Non-Teaching Professionals			
4XX Classified - Instructional			
5XX Classified - School Admin			
6XX Classified - Maint, Oper & Trans			
Total FTE	0.00	0.00	0.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
0.00	0.00	0.00	0.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 19 Other Education

Program Budget Manager:

Program Description:

Expenses for Students outside of our District

Other Education (19)

011X Salaries
 01XX Supplemental Pay & Stipends
 02XX Employee Benefits
 03XX Professional Services
 04XX Property Services
 05XX Other Services
 06XX Supplies & Materials
 07XX Equipment
 08XX Other Objects
 09XX Other Uses
Total Co-Curricular Instruction

Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
		0
		0
8,370	17,505	7,820
		0
29,369	44,722	43,111
37,739	62,227	50,931

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
	0	0	
	0	0	
	0	0	
	0	0	
		0	
4,000	8,183	(4,000)	0
		0	
		0	
54,000	54,458	26,000	80,000
	0	0	
58,000	62,641	22,000	80,000

Staff FTE:

1XX Administrators
 2XX Teachers (Licensed)
 3XX Non-Teaching Professionals
 4XX Classified - Instructional
 5XX Classified - School Admin
 6XX Classified - Maint, Oper & Trans
Total FTE

Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
0.00	0.00	0.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
	0.00	0.00	
0.00	0.00	0.00	0.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2100 Student Support Services

Program Budget Manager:

Program Description:

Student support services include all programs and activities in schools that support students but are not directly related to instruction. Examples include school nurses, counselors, social workers and school psychologists. The majority of expenditures are salaries and benefits of staff.

Student Support Services (21)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries	738,852	790,424	983,316
01XX Supplemental Pay & Stipends	3,326	9,532	4,374
02XX Employee Benefits	275,131	282,175	369,501
03XX Professional Services		101,091	75
04XX Property Services	95		
05XX Other Services	4,320	2,021	18,084
06XX Supplies & Materials	6,940	12,139	24,487
07XX Equipment	802		
08XX Other Objects	776	411	1,544
09XX Other Uses			
Total Student Support Services	1,030,242	1,197,793	1,401,381

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Bud FY 25-26
1,280,657	1,266,911	(99,543)	1,181,114
6,250	8,976	61,496	67,746
459,771	472,630	7,069	466,840
	500	500	500
		0	
8,775	5,005	1,000	9,775
16,800	11,437	39,925	56,725
		0	
1,250	1,878	(835)	415
		0	
1,773,503	1,767,337	9,612	1,783,115

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators			
2XX Teachers (Licensed)	6.00	6.00	
3XX Non-Teaching Professionals	1.00		
4XX Classified - Instructional	4.00	2.50	
5XX Classified - School Admin	5.00	5.00	
6XX Classified - Maint, Oper & Trans			
Total FTE	16.00	13.50	0.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
		0.00	
17.00	18.00	1.00	18.00
1.00	2.00	1.00	2.00
5.00	1.00	-4.00	1.00
3.00	3.00	3.00	6.00
		0.00	
26.00	24.00	1.00	27.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2200 Instructional Staff Services

Program Budget Manager:

Program Description:

Activities associated with assisting the instructional staff with the content and process of providing learning experiences for students. These services pertain to the interaction between students and teachers, focusing on designing the curriculum training staff on training methods, assessing the student's learning and retention of the subject matter and delivering and coordinating such activities.

Instruct Support Services (22)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries	710,402	970,090	1,128,297
01XX Supplemental Pay & Stipends	54,685	88,775	98,859
02XX Employee Benefits	289,816	398,029	446,723
03XX Professional Services	112,073	166,492	211,059
04XX Property Services	6,501	630	
05XX Other Services	7,498	27,337	27,021
06XX Supplies & Materials	356,873	1,398,386	584,303
07XX Equipment	652,536	65,557	(4,760)
08XX Other Objects	22,624	15,471	10,022
09XX Other Uses			
Total Student Support Services	2,213,008	3,130,767	2,501,524

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	inal Supplemental Bud FY 25-26
1,166,964	1,083,003	188,125	1,355,089
19,028	91,318	(19,028)	
412,199	402,835	28,394	440,593
100,719	130,000	37,481	138,200
		0	
67,550	84,054	(44,010)	23,540
411,779	475,294	240,514	652,293
5,500	9,278	(4,500)	1,000
20,360	7,385	(101,595)	(81,235)
		0	
2,204,099	2,283,167	325,380	2,529,479
79,068			

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators	1.00	1.00	1.00
2XX Teachers (Licensed)	7.00	8.00	8.00
3XX Non-Teaching Professionals		1.00	4.00
4XX Classified - Instructional	6.00	4.00	3.00
5XX Classified - School Admin	1.00	1.00	1.00
6XX Classified - Maint, Oper & Trans			
Total FTE	15.00	15.00	17.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
1.00	1.00	0.00	1.00
8.00	8.00	-1.00	7.00
4.00	4.00	-1.00	3.00
3.00	3.00	2.00	5.00
1.00	1.00	0.00	1.00
		0.00	
17.00	17.00	0.00	17.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2300 General Administration

Program Budget Manager:

Program Description:

General administration is the primary central administration program of the district. This program includes the superintendent's office, Board of Education, legal fees, audit fees, and property tax collection fees. While other administrative costs show up in the 2500-2800 programs, this program is the "general" administration program that is required by the Colorado uniform chart of accounts.

		Actuals	Actuals	Actuals	Budget	Forecast	FY25 Budget v	Final Supplemental Budget
		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 24-25	FY26 Budget	FY 25-26
General Administration (23)								
011X	Salaries	194,901	249,928	329,643	282,479	277,347	(10,019)	272,460
01XX	Supplemental Pay & Stipends	1,400	945	1,951	600	2,355	35,950	36,550
02XX	Employee Benefits	84,460	93,609	104,322	110,173	105,242	1,581	111,754
03XX	Professional Services	135,624	136,347	218,700	243,500	50,000	(62,750)	180,750
04XX	Property Services						0	
05XX	Other Services	31,538	44,559	50,752	46,105	36,062	(8,955)	37,150
06XX	Supplies & Materials	12,197	21,663	10,613	17,550	37,884	(4,250)	13,300
07XX	Equipment		1,732	33,529	3,000	600	(1,750)	1,250
08XX	Other Objects	30,166	21,299		25,900	25,900	4,250	30,150
09XX	Other Uses						0	
Total General Administration		490,286	570,082	749,510	729,307	535,390	(45,943)	683,364

Staff FTE:		Actuals	Actuals	Actuals	Budget	Forecast	FY25 Budget v	Supplemental Budget
		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 24-25	FY26 Budget	FY 25-26
1XX	Administrators	1.00	1.00	1.00	1.00	1.00	0.00	1.00
2XX	Teachers (Licensed)						0.00	
3XX	Non-Teaching Professionals	1.00	1.00	1.00	1.00	1.00	0.00	1.00
4XX	Classified - Instructional						0.00	
5XX	Classified - School Admin						0.00	
6XX	Classified - Maint, Oper & Trans						0.00	
Total FTE		2.00	2.00	2.00	2.00	2.00	0.00	2.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2400

School Administration

Program Budget Manager:

Program Description:

This program is used to account for expenditures related to school administration. The program includes Principals, Asst. Principals and School Secretaries for staffing. This program also accounts for all non-instructional expenditures or expenses not included in the classroom. Non-salary and benefit accounts, with the exception of utilities and communications, are based a formula per student.

School Administration (24)

011X Salaries
01XX Supplemental Pay & Stipends
02XX Employee Benefits
03XX Professional Services
04XX Property Services
05XX Other Services
06XX Supplies & Materials
07XX Equipment
08XX Other Objects
09XX Other Uses
Total Instruction

Actuals	Actuals	Actuals
FY 21-22	FY 22-23	FY 23-24
1,551,618	1,648,205	1,802,227
68,673	70,204	91,636
551,035	626,827	698,324
13,951	22,103	27,961
13,516	12,125	18,457
3,623	2,816	2,378
7,938	7,295	
2,210,354	2,389,575	2,640,983

Budget	Forecast	FY25 Budget v	Final Supplemental Bud
FY 24-25	FY 24-25	FY26 Budget	FY 25-26
1,858,824	1,882,776	85,739	1,944,563
39,414	59,824	7,614	47,028
670,109	726,636	55,048	725,157
		0	
		0	
40,475	36,524	3,855	44,330
25,230	20,303	7,978	33,208
7,250	4,700	(1,525)	5,725
10,630	10,000	2,927	13,557
		0	
2,651,932	2,740,763	161,636	2,813,568

Staff FTE:

1XX Administrators
2XX Teachers (Licensed)
3XX Non-Teaching Professionals
4XX Classified - Instructional
5XX Classified - School Admin
6XX Classified - Maint, Oper & Trans
Total FTE

Actuals	Actuals	Actuals
FY 21-22	FY 22-23	FY 23-24
13.00	13.00	14.00
16.00	14.00	14.00
29.00	27.00	28.00

Budget	Forecast	FY25 Budget v	Supplemental Budget
FY 24-25	FY 24-25	FY26 Budget	FY 25-26
15.00	15.00	0.00	15.00
		0.00	
1.00	1.00	0.00	1.00
		0.00	
15.00	15.00	0.00	15.00
		0.00	
31.00	31.00	0.00	31.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2500 Business Services

Program Budget Manager:

Program Description:

The Business Services program records and accounts for the financial operations of the district. The primary functions include financial and General Ledger reporting, accounts payable, accounts receivable and payroll. Other functions of the Business Services program include grants accounting and most CDE compliance reporting.

Business Services (25)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
011X Salaries	433,171	391,592	444,652	505,790	493,448	(52,243)	453,547
01XX Supplemental Pay & Stipends	1,800	300	1,800	1,500	3,070	(200)	1,300
02XX Employee Benefits	165,897	163,421	175,408	182,258	191,037	(4,042)	178,216
03XX Professional Services	148,569	117,906	184,831	251,200	251,990	(59,378)	191,822
04XX Property Services	20,804	17,645	9,286	6,000	7,242	5,500	11,500
05XX Other Services	13,401	10,600	21,576	28,200	28,200	(2,700)	25,500
06XX Supplies & Materials	76,232	39,394	22,663	53,200	42,700	(12,284)	40,916
07XX Equipment	1,951	8,157	6,952	10,225	6,996	(5,225)	5,000
08XX Other Objects	(42,394)	(40,297)	(35,390)	(27,750)	(27,999)	(750)	(28,500)
09XX Other Uses						0	
Total Business Services	819,431	708,718	831,778	1,010,623	996,684	(131,322)	879,301

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
1XX Administrators	1.00	1.00	1.00	1.00	1.00	0.00	1.00
2XX Teachers (Licensed)						0.00	
3XX Non-Teaching Professionals						0.00	
4XX Classified - Instructional						0.00	
5XX Classified - School Admin	5.00	4.00	4.00	5.00	5.00	0.00	5.00
6XX Classified - Maint, Oper & Trans	2.00	1.00	1.00	2.00	2.00	0.00	2.00
Total FTE	8.00	6.00	6.00	8.00	8.00	0.00	8.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2600

Maintenance & Operations

Program Budget Manager:

Program Description:

The Maintenance & Operations program includes all of the costs of maintaining the district's facilities and grounds. The expenditures include construction, electrical, mechanical/HVAC, plumbing and grounds.

Maintenance & Operations (26)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries	1,655,145	1,684,377	1,900,914
01XX Supplemental Pay & Stipends	8,707	8,671	8,189
02XX Employee Benefits	676,571	735,851	773,857
03XX Professional Services	583		16,860
04XX Property Services	343,466	421,420	434,654
05XX Other Services	35,224	22,411	26,071
06XX Supplies & Materials	752,158	893,765	840,547
07XX Equipment	50,655	37,673	110,078
08XX Other Objects	684	648	992
09XX Other Uses			
Total Maintenance & Operations	3,523,193	3,804,816	4,112,162

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Bud FY 25-26
2,031,131	1,916,789	(277,969)	1,753,162
14,975	14,250	204,507	219,482
850,939	801,947	(10,021)	840,918
		16,127	16,127
535,900	480,900	(118,256)	417,644
21,800	21,045	(2,075)	19,725
846,690	788,402	48,810	895,500
43,000	47,733	1,273,915	1,316,915
1,705	500	(700)	1,005
		0	
4,346,140	4,071,566	1,134,337	5,480,477

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators	1.00	1.00	1.00
2XX Teachers (Licensed)			
3XX Non-Teaching Professionals			
4XX Classified - Instructional			
5XX Classified - School Admin	1.00	1.00	1.00
6XX Classified - Maint, Oper & Trans	45.00	49.50	49.00
Total FTE	47.00	51.50	51.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
1.00	1.00	0.00	1.00
		0.00	
		0.00	
		0.00	
1.00	1.00	0.00	1.00
48.00	44.00	-5.00	43.00
50.00	46.00	-5.00	45.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2700 Transportation
Program Budget Manager:

Program Description:

The Transportation program accounts for all of the expenditures to operate the district's transportation fleet. This includes bus drivers and monitors, fuel and parts for repairs. Also paid for by this program are a variety of requirements to include mobile radio support, administration of required testing, printing for safety rules and regulations and other miscellaneous expenses of operating a vehicle fleet.

Transportation (27)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
011X Salaries	495,778	498,562	595,675	726,185	729,605	(21,957)	704,228
01XX Supplemental Pay & Stipends	47,827	51,082	85,969		66,859	99,622	99,622
02XX Employee Benefits	248,973	240,794	282,097	309,025	352,890	75,875	384,900
03XX Professional Services	10,114	4,153	21,247	1,075	24	(1,050)	25
04XX Property Services	16,002	21,434		33,000	44,466	21,500	54,500
05XX Other Services	9,212	19,701	70,029	59,225	39,886	(22,025)	37,200
06XX Supplies & Materials	157,388	172,589	154,237	138,000	156,531	(4,000)	134,000
07XX Equipment	6,781	6,076	6,984	5,000	10,000	0	5,000
08XX Other Objects	(82,543)	(79,203)	(78,931)	(62,000)	(48,546)	1,500	(60,500)
09XX Other Uses						0	
Total Transportation	909,532	935,188	1,137,307	1,209,510	1,351,715	149,465	1,358,975

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
1XX Administrators	1.00	1.00	1.00	1.00	1.00	0.00	1.00
2XX Teachers (Licensed)						0.00	
3XX Non-Teaching Professionals						0.00	
4XX Classified - Instructional	2.00	1.00	1.00	1.00	1.00	0.00	1.00
5XX Classified - School Admin	2.00	1.00	1.00	1.00	1.00	0.00	1.00
6XX Classified - Maint, Oper & Trans	16.00	14.00	15.00	15.00	16.00	1.00	16.00
Total FTE	21.00	17.00	18.00	18.00	19.00	1.00	19.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 2800

Central Services/Human Resources

Program Budget Manager:

Program Description:

The Central Services program series typically account for the expenditures related to Human Resources and Information Technology. This includes the staffing, software costs and any other costs related to employee hiring, evaluation and dismissal. The Information Technology (IT) expenses are currently not accounted for in this program but foreseeably will in the future.

Central Services (28)

011X Salaries
01XX Supplemental Pay & Stipends
02XX Employee Benefits
03XX Professional Services
04XX Property Services
05XX Other Services
06XX Supplies & Materials
07XX Equipment
08XX Other Objects
09XX Other Uses
Total Central Services

Actuals	Actuals	Actuals
FY 21-22	FY 22-23	FY 23-24
491,961	502,864	627,066
45,143	64,716	65,325
171,404	193,248	225,454
60,823	174,921	178,599
46,461	136,204	175,609
75,685	168,125	209,415
79,076	155,407	195,672
42,187	139,132	917,083
3,473	1,685	1,486
1,016,213	1,536,302	2,595,709

Budget	Forecast	FY25 Budget v	inal Supplemental Budget
FY 24-25	FY 24-25	FY26 Budget	FY 25-26
693,837	631,024	(19,885)	673,952
	21,915	2,750	2,750
243,109	220,595	(11,125)	231,984
192,100	96,260	(59,200)	132,900
160,000	160,000	(30,000)	130,000
226,950	226,950	(28,200)	198,750
221,400	221,400	(77,300)	144,100
2,305,808	2,305,808	(1,606,108)	699,700
1,800	1,800	1,650	3,450
		0	
4,045,004	3,885,752	(1,827,418)	2,217,586

Staff FTE:

1XX Administrators
2XX Teachers (Licensed)
3XX Non-Teaching Professionals
4XX Classified - Instructional
5XX Classified - School Admin
6XX Classified - Maint, Oper & Trans
Total FTE

Actuals	Actuals	Actuals
FY 21-22	FY 22-23	FY 23-24
2.00	2.00	2.00
5.00	5.00	5.00
7.00	7.00	7.00

Budget	Forecast	FY25 Budget v	Supplemental Budget
FY 24-25	FY 24-25	FY26 Budget	FY 25-26
2.00	2.00	1.00	3.00
		0.00	
		0.00	
		0.00	
		0.00	
6.00	6.50	0.50	6.50
8.00	8.50	1.50	9.50

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 3300 Community Services
Program Budget Manager:

Program Description:

The community Services program accounts for the community liaisons and their expenses. These positions provide a valuable interface with the community in order to address learning barriers outside the school or classroom.

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
Community Services (33)							
011X Salaries	50,433	53,654	59,724	61,500	61,831	20,449	81,949
01XX Supplemental Pay & Stipends	345	1,923		829	126	(829)	
02XX Employee Benefits	21,015	23,649	23,669	25,040	19,184	(4,038)	21,002
03XX Professional Services						5,000	5,000
04XX Property Services						0	
05XX Other Services	580		270,529		28,450	0	
06XX Supplies & Materials			80			0	
07XX Equipment		402				0	
08XX Other Objects		482	68			0	
09XX Other Uses						0	
Total Community Services	72,373	80,110	354,070	87,369	109,591	20,582	107,951

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
Staff FTE:							
1XX Administrators						0.00	
2XX Teachers (Licensed)						0.00	
3XX Non-Teaching Professionals	1.00	1.00	1.00	1.00	1.00	0.00	1.00
4XX Classified - Instructional						0.00	
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans						0.00	
Total FTE	1.00	1.00	1.00	1.00	1.00	0.00	1.00

Morgan County School District RE-3

Final Supplemental Budget

General Fund Detail Budgets

FY 2025/26

Program: 4000 & 5000

Property Services & Other Uses

Program Budget Manager:

Program Description:

The Property Services (4000) program accounts for all capital construction in the General Fund. Other Uses (5000) includes Debt

Property Services (40)

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
011X Salaries	298		
01XX Supplemental Pay & Stipends	0		
02XX Employee Benefits	66		
03XX Professional Services	136,484	8,000	56,536
04XX Property Services			
05XX Other Services	6,324		
06XX Supplies & Materials	531		
07XX Equipment	22,657		3,412,053
08XX Other Objects	100,584	2,916	215,874
09XX Other Uses	275,000	604,619	
Total Property Services	541,944	615,535	3,684,463

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budget FY 25-26
		0	
		0	
		0	
		0	
		0	
		0	
4,050,127	1,641,346	(3,059,322)	990,805
144,883	144,883	29,181	174,064
342,259	342,259	42,489	384,748
4,537,269	2,128,488	(2,987,652)	1,549,617

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24
1XX Administrators			
2XX Teachers (Licensed)			
3XX Non-Teaching Professionals			
4XX Classified - Instructional			
5XX Classified - School Admin			
6XX Classified - Maint, Oper & Trans			
Total FTE	0.00	0.00	0.00

Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Budget FY 25-26
		0.00	
		0.00	
		0.00	
		0.00	
		0.00	
		0.00	
0.00	0.00	0.00	0.00

Morgan County School District RE-3

Final Supplemental Budget

Mill Levy Fund (13)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Beginning Fund Balance							
Fund Balance	777,332	643,874	702,595	417,358	417,358	19,483	436,841
Total Beginning Fund Balance	777,332	643,874	702,595	417,358	417,358	19,483	436,841
Revenues							
1XXX Local Revenue	549,875	545,364	547,899	550,000	525,000	(10,000)	540,000
3XXX State Revenue							
4XXX Federal Revenue							
Interest	2782	16,328	21,426	21,000	8,000	(500)	20,500
5210 Transfers							
Total Revenues	552,657	561,692	569,325	571,000	533,000	(10,500)	560,500
Total Resources Available	1,329,989	1,205,566	1,271,920	988,358	950,358	8,983	997,341
Expenditures							
011X Salaries		20,142	27,559	32,000	24,476	(32,000)	0
02XX Employee Benefits		5,352	6,297	7,312	5,593	(7,312)	0
03XX Professional Services	74,171	11,260	15,789	25,500	22,733	(2,500)	23,000
04XX Property Services	388,117	369,880	319,715	352,515	250,000	14,220	366,735
05XX Other Services						75,000	75,000
06XX Supplies & Materials	12,773	18,018	13,080	3,500	17,500	15,000	18,500
07XX Equipment	211,054	78,319	472,122	228,960	277,302	(180,565)	48,395
08XX Other Objects						0	
09XX Other Uses						0	
Total Expenditures	686,115	502,971	854,562	649,787	597,604	(118,156)	531,631
Surplus/(Deficit)	(133,458)	58,721	(285,237)	(78,787)	(64,604)	107,656	28,869
Fund Balances							
Fund Balance	643,874	702,595	417,358	338,571	352,754	127,139	465,710
Total Ending Fund Balance	643,874	702,595	417,358	338,571	352,754	127,139	465,710

Total Appropriation(Ending Fund Balance + Expense)

988,358

997,341

Morgan County School District RE-3

Final Budget

Daycare Fund (14)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY24 Budget v FY25 Budget	Proposed Budget FY 25-26
Beginning Fund Balance							
6724 CPP Reserve						0	0
6760 Assigned Fund Balance	200,325	10,076	154,216	111,811	111,811		119,579
Total Beginning Fund Balance	200,325	10,076	154,216	111,811	111,811	0	119,579
Revenues							
1324 Tuition	253,905	426,270	255,750	194,796	195,000	204	195,000
1510 Interest Income		372	7	7	7	8	15
1990 Misc. Revenue					117	0	
3010-3897 UPK Revenue			55,970	51,357	136,378	58,643	110,000
Other Revenue - Federal	100,145	96,974	95,079	86,815	67,025	(21,815)	65,000
Other Revenue				59,870	64,019	(5,870)	54,000
Other Revenue						0	
Other Revenue						0	
5210 Transfers From General Fund	0	60,000	75,000	165,000	75,000	(125,000)	40,000
1XXX Other Revenue	0		39,259				
Total Revenues	354,050	583,616	521,065	557,845	537,546	(93,830)	464,015
Total Resources Available	554,375	593,692	675,281	669,656	649,357	(93,830)	583,594
Daycare Expenditures							
011X Salaries	381,504	280,218	398,363	393,639	395,286	(12,578)	381,061
01XX Temp Salaries						0	
02XX Employee Benefits	143,983	117,839	149,474	145,800	156,211	9,634	155,434
03XX Purchased Services	120	612	925	50		(50)	0
04XX Purch Property Services		119		0		0	0
05XX Other Purch Svcs	150	397	(129)	400	675	(300)	100
06XX Supplies & Materials	10,163	12,228	8,963	8,450	5,800	0	8,450
07XX Equipment & Technology	0	19,608	107	11,210	2,000	(10,710)	500
08XX Other & Indirect Expenses	8,379	8,455	5,767	5,010	5,000	(1,445)	3,565
09XX Other Uses/Contingency							
Total Expenditures	544,299	439,476	563,470	564,559	564,972	(15,448)	549,111
Surplus/(Deficit)	(190,249)	144,140	(42,405)	(6,714)	(27,426)	(78,382)	(85,096)
Fund Balances							
6724 CPP Reserve	0	0	0	0		0	0
6725 UPK Reserve				0		0	0
6760 Assigned Fund Balance	10,076	154,216	111,811	105,097	84,385	(70,614)	34,483
Total Ending Fund Balance	10,076	154,216	111,811	105,097	84,385	(70,614)	34,483

Total Appropriation(Ending Fund Balance + Expense)

669,656

583,594

Staff FTE:

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY 24-25 Budget v FY 25-26 Budget	Proposed Budget FY 25-26
1XX Administrators						0.00	
2XX Teachers (Licensed)	5.00	3.00	3.00	6.00	2.00	-4.00	2.00
3XX Non-Teaching Professionals					2.00	2.00	2.00
4XX Classified - Instructional	10.00	11.00	9.00	10.00	12.00	2.00	12.00
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans						0.00	
Total FTE	15.00	14.00	12.00	16.00	16.00	0.00	16.00

Morgan County School District RE-3

Final Supplemental Budget

Capital Reserve Fund (17)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budg FY 25-26
Beginning Fund Balance							
Fund Balance	837,613	746,176	624,415	799,940	799,940	(2,964)	796,976
Total Beginning Fund Balance	837,613	746,176	624,415	799,940	799,940	(2,964)	796,976
Revenues							
1XXX Local Revenue	31,812	85,378	10,587		0	1,600	1,600
3XXX State Revenue	3				0	0	
4XXX Federal Revenue			12,293		0	0	
5210 General Fund Allocation	519,000	519,000	519,000	519,000	519,000	0	519,000
Total Revenues	550,815	604,378	541,880	519,000	519,000	1,600	520,600
Total Resources Available	1,388,428	1,350,554	1,166,295	1,318,940	1,318,940	(1,364)	1,317,576
Expenditures							
011X Salaries					0	0	
02XX Employee Benefits					0	0	
03XX Professional Services					0	0	
04XX Property Services	9,153	47,806			0	0	
05XX Other Services					0	0	
06XX Supplies & Materials					0	0	
07XX Equipment	633,099	678,333	366,355	543,547	543,547	(279,820)	263,727
08XX Other Objects					59,237	59,237	59,237
09XX Other Uses					197,636	197,636	197,636
Total Expenditures	642,252	726,139	366,355	543,547	800,420	(22,947)	520,600
Surplus/(Deficit)	(91,437)	(121,761)	175,525	(24,547)	(281,420)	24,547	0
Fund Balances							
Fund Balance	746,176	624,415	799,940	775,393	518,520	21,583	796,976
Total Ending Fund Balance	746,176	624,415	799,940	775,393	518,520	21,583	796,976

Total Appropriation(Ending Fund Balance + Expense)

\$1,318,940

\$1,317,576

Staff FTE:

1XX Administrators				0.00	0.00	
2XX Teachers (Licensed)				0.00	0.00	
3XX Non-Teaching Professionals				0.00	0.00	
4XX Classified - Instructional				0.00	0.00	
5XX Classified - School Admin				0.00	0.00	
6XX Classified - Maint, Oper & Trans				0.00	0.00	
Total FTE	0.00	0.00	0.00	0.00	0.00	0.00

Morgan County School District RE-3

Final Supplemental Budget

Insurance Reserve Fund (18)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budget FY 25-26
Beginning Fund Balance							
Fund Balance	303,207	308,484	338,368	2,076,070	2,076,070	(1,431,200)	644,870
Total Beginning Fund Balance	303,207	308,484	338,368	2,076,070	2,076,070	(1,431,200)	644,870
Revenues							
1985 Insurance Claim Revenue	3,376	13,342	1,649,466	0	0	1,508,863	1,508,863
1990 Other Local Revenue	78	1,310	1,916	1,500	22,307	5,000	6,500
5210 Allocations From General Fund	800,000	900,000	1,008,000	1,050,000	900,000	(250,000)	800,000
Total Revenues	803,454	914,652	2,659,382	1,051,500	922,307	1,263,863	2,315,363
Total Resources Available	1,106,661	1,223,136	2,997,750	3,127,570	2,998,377	(167,337)	2,960,233
Expenditures							
011X Salaries						0	
02XX Employee Benefits						0	
03XX Professional Services						0	
04XX Property Services						1,645,446	1,645,446
05XX Other Services	798,177	884,768	921,681	1,042,317	1,035,000	152,683	1,195,000
06XX Supplies & Materials						0	
07XX Equipment						0	
08XX Other Objects						0	
09XX Other Uses						0	
Total Expenditures	798,177	884,768	921,681	1,042,317	1,035,000	1,798,129	2,840,446
Surplus/(Deficit)	5,277	29,884	1,737,701	9,183	(112,693)	(534,266)	(525,083)
Fund Balances							
Fund Balance	308,484	338,368	2,076,069	2,085,253	1,963,377	(1,965,466)	119,787
Total Ending Fund Balance	308,484	338,368	2,076,069	2,085,253	1,963,377	(1,965,466)	119,787
Total Appropriation(Ending Fund Balance + Expense)				3,127,570			2,960,233

Morgan County School District RE-3

Final Supplemental Budget

Preschool Fund (19)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Supplemental Bud FY 25-26
Beginning Fund Balance							
6724 CPP Reserve						0	
6725 UPK Reserve						0	
6760 Assigned Fund Balance	70,922	153,758	(18,440)	164,731	126,766	66,652	231,383
Total Beginning Fund Balance	70,922	153,758	(18,440)	164,731	126,766	66,652	231,383
Revenues							
1324 Tuition				0	0	0	0
1510 Interest Income			69	75	0	25	100
1990 Misc. Revenue		1,756		30,250	0	(30,250)	0
3010-3897 UPK Revenue			973,796	789,000	778,455	1,000	790,000
Other Revenue	66,865	53,492	30,295	30,250	29,203	(250)	30,000
Other Revenue							0
Other Revenue							0
Other Revenue							0
5210 Transfers From General Fund	592,290	710,525					0
1XXX Other Revenue	161						0
Total Revenues	659,316	765,773	1,004,160	849,575	807,658	(29,475)	820,100
Total Resources Available	730,238	919,531	985,720	1,014,306	934,424	37,177	1,051,483
Preschool Expenditures							
011X Salaries	340,069	496,618	560,080	606,734	510,878	41,294	648,028
01XX Stipends				5,990	5,078	(5,990)	
02XX Employee Benefits	170,369	222,380	234,964	252,541	211,503	15,981	268,522
03XX Purchased Services	646	(145)				0	
04XX Purch Property Services						0	
05XX Other Purch Svcs	21,043	164,318				0	
06XX Supplies & Materials	22,130	14,244	20,583	16,500	9,529	(6,513)	9,988
07XX Equipment & Technology	5,227	33,328	3,250	3,500	1,976	(3,192)	308
08XX Other & Indirect Expenses	17,626	7,228	2,112	2,275	1,507	44	2,319
09XX Other Uses/Contingency						0	
Total Expenditures	577,110	937,971	820,989	887,540	740,471	41,625	929,165
Surplus/(Deficit)	82,206	(172,198)	183,171	(37,965)	67,187	(71,100)	(109,065)
Fund Balances							
6724 CPP Reserve	0	0	0	0	0	0	0
6725 UPK Reserve				0	0	0	0
6760 Assigned Fund Balance	153,758	(18,440)	164,731	126,766	193,953	(4,448)	122,318
Total Ending Fund Balance	153,758	(18,440)	164,731	126,766	193,953	(4,448)	122,318

Total Appropriation(Ending Fund Balance + Expense)

1,014,306

1,051,483

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forcasst FY 24-25	FY 25Budget v FY 26 Budget	Proposed Budget FY 25-26
Staff FTE:							
1XX Administrators						0.00	
2XX Teachers (Licensed)	5.00	3.00	8.00	8.00	8.00	1.00	9.00
3XX Non-Teaching Professionals						0.00	
4XX Classified - Instructional	10.00	11.00	10.00	11.00	11.00	-1.00	10.00
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans						0.00	
Total FTE	15.00	14.00	18.00	19.00	19.00	0.00	19.00

Morgan County School District RE-3

Final Supplemental Budget

Food Service Fund (21)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26ial Supplemental Budge Budget	FY 25-26
Beginning Fund Balance							
Unspendable (Inventory)	29,303	66,855	66,855	29,303	29,303	79,839	109,142
Restricted Fund Balance	689,666	930,250	731,748	589,501	589,501	17,229	606,730
Total Beginning Fund Balance	718,969	997,105	798,603	618,804	618,804	97,068	715,872
Revenues							
1XXX Local Revenue	29,534	355,574	92,615	30,000	367,056	28,700	58,700
3XXX State Revenue	14,835	34,349	535,488	515,000	33,458	(176,401)	338,599
4XXX Federal Revenue	2,205,581	1,662,594	1,923,451	2,035,000	2,255,368	809,131	2,844,131
5210 Allocation from General Fund						0	
Total Revenues	2,249,950	2,052,517	2,551,554	2,580,000	2,655,882	661,430	3,241,430
Total Resources Available	2,968,919	3,049,622	3,350,157	3,198,804	3,274,686	758,498	3,957,302
Expenditures							
011X Salaries	649,384	703,270	820,083	741,515	863,145	171,450	912,965
02XX Employee Benefits	313,155	337,007	368,801	365,606	374,850	(2,560)	363,046
03XX Professional Services	2,961	4,117	5,793	9,010	7,000	3,500	12,510
04XX Property Services	1,238	34,790	23,130	20,000	34,170	15,170	35,170
05XX Other Services	4,238	2,126	3,427	2,050	349	200	2,250
06XX Supplies & Materials	1,020,313	1,062,294	1,457,547	1,398,000	1,495,845	310,400	1,708,400
07XX Equipment	10,069	125,689	66,154	117,500	106,067	105,300	222,800
08XX Other Objects	(29,543)	(18,274)	(13,582)	(24,732)	(8,033)	11,587	(13,145)
09XX Other Uses						0	
Total Expenditures	1,971,815	2,251,019	2,731,353	2,628,949	2,873,394	615,047	3,243,996
Surplus/(Deficit)	278,135	(198,502)	(179,799)	(48,949)	(217,512)	46,383	(2,566)
Fund Balances							
Unspendable (Inventory)	29,303	66,855	66,855	29,303	29,303	79,839	109,142
Restricted Fund Balance	967,801	731,748	551,949	540,552	371,989	63,612	604,164
Total Fund Balance	997,104	798,603	618,804	569,855	401,292	143,451	713,306
Total Appropriation(Ending Fund Balance + Expense)				3,198,804			3,957,302

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	FY 24-25 Budget	FY 24-25 Forecast	FY 24-25 Budget v FY 25-26 Budget	Proposed Budget FY 25-26
Staff FTE:							
1XX Administrators	1.00	1.00	1.00	1.00	1.00	0.00	1.00
2XX Teachers (Licensed)						0.00	
3XX Non-Teaching Professionals						0.00	
4XX Classified - Instructional						0.00	
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans	32.00	32.00	32.00	31.00	43.00	12.00	43.00
Total FTE	33.00	33.00	33.00	32.00	44.00	12.00	44.00

Morgan County School District RE-3

Final Supplemental Budget

Designated Purpose Grants Fund (22)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Beginning Fund Balance							
Other Fund Balance	273,688	303,302	331,983	364,767			373,701
Total Beginning Fund Balance	273,688	303,302	331,983	364,767	0	0	373,701
Revenues							
1XXX Local Revenue	65,318	23,311	51,446	48,071	113,475	18,489	66,560
3XXX State Revenue	777,947	758,477	812,264	618,097	713,342	259,050	877,147
3XXX State Library Grant	4,750	4,719	4,871	5,000	5,000	0	5,000
Total State and Local Revenue	848,015	786,507	868,581	671,168	831,817	277,538	948,706
Federal Revenue							
4010 Title I	461,081	598,034	549,514	651,174	600,000	(44,548)	606,626
4367 Title IIA	96,164	100,647	96,545	169,666	108,500	(30,788)	138,878
4365 Title IIIA			104,331	69,847	14,571	5,422	75,269
4424 Title IVA	49,620	34,484	34,175	52,958	46,520	31,729	84,687
4048 Perkins	23,022	31,459	34,513	39,733	39,733	(1,590)	38,143
4027 Title VIb (Special Education)						0	
4173 IDEA Preschool						0	
Other Federal Grants	233,214	197,405	272,792	863,146	172,914	(295,248)	567,898
Other Federal Grants						0	
Other Federal Grants						0	
Total Federal Funds	863,101	962,029	1,091,870	1,846,524	982,238	(335,023)	1,511,501
5210 Allocation from General Fund	49,589		13,834			0	
Total Revenues	1,760,705	1,748,536	1,974,285	2,517,692	1,814,055	(57,484)	2,460,208
Expenditures							
011X Salaries	1,024,695	925,017	1,088,625	1,023,546	926,027	(127,441)	896,105
02XX Employee Benefits	395,972	350,976	421,126	370,939	377,992	(36,866)	334,073
03XX Professional Services	49,474	170,004	116,304	212,537	144,882	49,911	262,448
04XX Property Services						0	0
05XX Other Services	39,362		63,509	73,699	74,562	71,069	144,768
06XX Supplies & Materials	160,333	238,531	218,153	282,555	160,509	371,945	654,500
07XX Equipment	45,912	10,006	15,032	29,254	33,553	41,880	71,134
08XX Other Objects	15,343	25,321	18,752	525,162	63,629	(427,982)	97,180
09XX Other Uses						0	
Total Expenditures	1,731,091	1,719,855	1,941,501	2,517,692	1,781,154	(57,484)	2,460,208
Surplus/(Deficit)	29,614	28,681	32,784	0	32,901	(0)	(0)
Fund Balances							
Fund Balance	303,302	331,983	364,767	364,767	32,901	8,934	373,701
Total Ending Fund Balance	303,302	331,983	364,767	364,767	32,901	8,934	373,701

Total Appropriation(Ending Fund Balance + Expense)

2,882,459

2,833,909

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	FY 24-25 Budget	FY 24-25 Forecast	FY 24-25 Budget v FY 25-26 Budget	Proposed Budget FY 25-26
Staff FTE:							
1XX Administrators			1.00	1.00	1.00	-1.00	0.00
2XX Teachers (Licensed)	15.00	10.00	8.00	9.00	9.00	0.00	9.00
3XX Non-Teaching Professionals	4.00	3.00	2.00	1.00	1.00	0.00	1.00
4XX Classified - Instructional	1.00	11.50	13.00	13.00	13.00	0.00	13.00
5XX Classified - School Admin						0.00	
6XX Classified - Maint, Oper & Trans						0.00	
Total FTE	20.00	24.50	24.00	24.00	24.00	-1.00	23.00

Morgan County School District RE-3

Final Supplemental Budget

Pupil Activity Fund (23)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Beginning Fund Balance							
Fund Balance	626,290	652,164	629,594	625,541	625,541	(49,373)	576,168
Total Beginning Fund Balance	626,290	652,164	629,594	625,541	625,541	(49,373)	576,168
Revenues							
1XXX Local Revenue	509,031	563,769	553,331	531,516	476,474	465,484	997,000
3XXX State Revenue						0	
4XXX Federal Revenue						0	
5210 Allocations from General Fund						0	
Total Revenues	509,031	563,769	553,331	531,516	476,474	465,484	997,000
Total Resources Available	1,135,321	1,215,933	1,182,925	1,157,057	1,102,015	416,111	1,573,168
Expenditures							
011X Salaries						0	
02XX Employee Benefits						0	
03XX Professional Services	36,841	35,314	79,293	77,761	67,404	97,239	175,000
04XX Property Services	1,300	640	0			0	
05XX Other Services	99,921	109,017	107,329	100,102	122,683	(38,602)	61,500
06XX Supplies & Materials	294,050	379,093	308,083	294,580	248,343	460,245	754,825
07XX Equipment	13,563	19,147	26,781	26,781	4,717	(26,781)	0
08XX Other Objects	37,482	43,128	35,898	32,292	33,327	(26,617)	5,675
09XX Other Uses						0	
Total Expenditures	483,157	586,339	557,384	531,516	476,474	465,484	997,000
Surplus/(Deficit)	25,874	(22,570)	(4,053)	0	0	0	0
Fund Balances							
Fund Balance	652,164	629,594	625,541	625,541	625,541	(49,373)	576,168
Ending Fund Balances	652,164	629,594	625,541	625,541	625,541	(49,373)	576,168
Total Appropriation(Ending Fund Balance + Expense)				1,157,057			1,573,168

Morgan County School District RE-3

Final Supplemental Budget

Bond Redemption Fund (31)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v al Supplemental Budg FY26 Budget	FY 25-26
Beginning Fund Balance							
Fund Balance	2,905,459	2,604,422	2,600,962	2,777,143	2,777,143	81,314	2,858,457
Total Beginning Fund Balance	2,905,459	2,604,422	2,600,962	2,777,143	2,777,143	81,314	2,858,457
Revenues							
1110 Local Property Taxes	2,846,379	2,734,209	2,803,515	2,812,053	2,700,000	(114,714)	2,697,339
1120 Specific Ownership (if Applicable)					0	0	
1140 Delinquent Taxes & Interest	15,760		523		(57)	0	
1141 Abatement				(77,370)	0	77,370	
1500 Interest Income	8,128	48,271	83,622	6,000	71,160	14,000	20,000
1900 Other Local	21	3,231	18		0	0	
Total Revenues	2,870,288	2,785,711	2,887,678	2,740,683	2,771,103	(23,344)	2,717,339
Total Resources Available	5,775,747	5,390,133	5,488,640	5,517,826	5,548,246	57,970	5,575,796
Expenditures							
03XX Professional Services	6,000	6,249	8,000	6,000	7,000	500	6,500
04XX Property Services					0	0	
05XX Other Services					0	0	
06XX Supplies & Materials					0	0	
07XX Equipment					0	0	
08XX Other Objects					0	0	
5100-0830 Debt Service/Interest	620,325	847,922	783,497	749,647	713,915	(98,808)	650,839
09XX Other Uses							
5100-0910 Debt Service/Principal	2,545,000	1,935,000	1,920,000	1,985,000	1,985,000	75,000	2,060,000
Total Expenditures	3,171,325	2,789,171	2,711,497	2,740,647	2,705,915	(23,308)	2,717,339
Surplus/(Deficit)	(301,037)	(3,460)	176,181	36	65,188	(36)	0
Fund Balances							
Fund Balance	2,604,422	2,600,962	2,777,143	2,777,179	2,842,331	81,278	2,858,457
Total Ending Fund Balance	2,604,422	2,600,962	2,777,143	2,777,179	2,842,331	81,278	2,858,457
Total Appropriation(Ending Fund Balance + Expense)				\$5,517,826			\$5,575,796

Morgan County School District RE-3

Final Supplemental Budget

Building Fund (41)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	Final Supplemental Budg FY 25-26
Beginning Fund Balance							
Fund Balance	3,580,005	9,142,858	9,485,641	6,090,932	6,090,932	(5,449,012)	641,920
Total Beginning Fund Balance	3,580,005	9,142,858	9,485,641	6,090,932	6,090,932	(5,449,012)	641,920
Revenues							
1XXX Local Revenue	12,950,000					158,837	158,837
3XXX State Revenue	1,870,910			3,487,806	3,487,806	(3,487,806)	
Interest	23,346	368,921	392,386	175,000	175,000		15,000
4XXX Federal Revenue	934,568						69,000
5210 Transfers							
Total Revenues	15,778,824	368,921	392,386	3,662,806	3,662,806	(3,328,969)	242,837
Total Resources Available	19,358,829	9,511,779	9,878,027	9,753,738	9,753,738	(8,777,981)	884,757
Expenditures							
011X Salaries							
02XX Employee Benefits							
03XX Professional Services	186,898						
04XX Property Services							
05XX Other Services							
06XX Supplies & Materials							
07XX Equipment	3,112,462	26,138	3,787,095	9,395,377	9,395,377	(9,153,923)	241,454
08XX Other Objects							
09XX Other Uses	6,916,611						
Total Expenditures	10,215,971	26,138	3,787,095	9,395,377	9,395,377	(9,153,923)	241,454
Surplus/(Deficit)	5,562,853	342,783	(3,394,709)	(5,732,571)	(5,732,571)	5,824,954	1,383
Fund Balances							
Fund Balance	9,142,858	9,485,641	6,090,932	358,361	358,361	375,942	643,303
Total Ending Fund Balance	9,142,858	9,485,641	6,090,932	358,361	358,361	375,942	643,303

Total Appropriation(Ending Fund Balance + Expense) **9,753,738** **884,757**

Staff FTE:

1XX Administrators							
2XX Teachers (Licensed)							
3XX Non-Teaching Professionals							
4XX Classified - Instructional							
5XX Classified - School Admin							
6XX Classified - Maint, Oper & Trans							
Total FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Morgan County School District RE-3

Final Supplemental Budget

Private Purpose Trust Fund (72)

FY 2025/26

	Actuals FY 21-22	Actuals FY 22-23	Actuals FY 23-24	Budget FY 24-25	Forecast FY 24-25	FY25 Budget v FY26 Budget	al Supplemental Budg FY 25-26
Beginning Fund Balance							
Fund Balance	138,904	140,026	172,279	160,868	160,868	575	161,443
Total Beginning Fund Balance	138,904	140,026	172,279	160,868	160,868	575	161,443
Revenues							
Local Revenue	227,373	321,550	352,757	250,000	360,250	14,750	375,000
State Revenue					0	0	
Federal Revenue					0	0	
Other Revenue		873			0	0	
Total Revenues	227,373	322,423	352,757	250,000	360,250	14,750	375,000
Total Resources Available	366,277	462,449	525,036	410,868	521,118	15,325	536,443
Expenditures							
011X Salaries							
02XX Employee Benefits							
03XX Professional Services							
04XX Property Services		46	560				
05XX Other Services							
06XX Supplies & Materials							
07XX Equipment							
08XX Other Objects	226,251	290,124	363,608	250,000	370,150	4,850	375,000
09XX Other Uses							
Total Expenditures	226,251	290,170	364,168	250,000	370,150	4,850	375,000
Surplus/(Deficit)	1,122	32,253	(11,411)	0	(9,900)	9,900	0
Fund Balances							
Fund Balance	140,026	172,279	160,868	160,868	150,968	575	161,443
Total Ending Fund Balance	140,026	172,279	160,868	160,868	150,968	575	161,443

Total Appropriation(Ending Fund Balance + Expense) 410,868

536,443

District Title I Parent and Family Engagement

Pursuant to federal law, the District and the parents of students participating in Title I District programs have jointly developed the following parent and family engagement policy to establish the District's expectations and objectives for meaningful parent and family engagement. The policy will be implemented by the superintendent or designee according to the timeline set forth in the policy and incorporated into the District's Title I plan.

Engagement with Title I Planning

The District will hold an annual meeting for parents and families of students in Title I programs, as well as school Title I staff, principals of schools receiving Title I funds and other interested persons to discuss the Title I program plan, review implementation of the Title I plan, discuss how Title I funds allotted for parent and family engagement activities shall be used, and invite suggestions for improvement.

District Support for Parent and Family Engagement

The District will provide coordination, technical assistance, and other support necessary to assist participating schools in building the capacity for effective parent and family engagement activities to improve student academic achievement and school performance.

This coordination, assistance, and support shall include:

- creation of a District Parent Advisory Council to provide advice on all matters related to parent and family engagement in programs supported by Title I funds
- allocating District resources to parent and family engagement activities, beyond minimum legal requirements
- providing professional development regarding parent and family engagement strategies, which will be provided jointly to teachers, principals, other school leaders, specialized instructional support personnel, paraprofessionals, early childhood educators, and parents and family members
- engaging in activities and strategies to promote student achievement and learning at home, such as positive phone calls home and weekly data sharing folders
- supporting programs that reach parents and family members at home, in the community and at school
- disseminating information on best practices focused on parent and family engagement, especially best practices for increasing the engagement of economically disadvantaged parents and family members

Coordination of Parent and Family Engagement Activities with Other District Programs

The District will, to the extent feasible and appropriate, coordinate and integrate parent and family engagement programs and activities with other relevant federal, state, and local laws and programs (including public preschools), and conduct other activities, such as parent resource centers, that encourage and support parents and family members in more fully participating in

the education of their students. The District will accomplish this through requiring annual meetings of staff involved in these programs, coordination of written materials to parents regarding these programs.

Student Learning

The District will coordinate and integrate Title I parent and family engagement strategies with those of other educational programs in the District. The purpose of this coordination will ~~shall~~ be to improve the academic quality of the schools served, including identifying challenges to greater participation by parents and families in activities authorized by law, particularly by parents and family members who:

- are economically disadvantaged
- have disabilities
- have limited English proficiency
- have limited literacy
- are of any racial or ethnic minority background
- are parents of migratory children

The District will provide to parents and families, as appropriate, information to help them understand the District's academic standards, state and District academic assessments, the requirements of Title I, how to monitor students' academic progress and how to work with school staff to improve the achievement of students. The District will develop written materials and training for staff to help parents and families work with students to improve student achievement.

The District will provide support for school-level training for parents in literacy, using technology, and other areas that will foster parent and family engagement.

School-Based Parent and Family Engagement Activities

Parents and families will be encouraged to support student learning at home and become involved in the activities of schools with Title I programs, including building accountability committees, parent-teacher organizations and volunteering.

Method of Communicating with Parents and Families

All information related to school and parent programs, meetings and other activities will be sent to parents and family members in a format and, to the extent practicable, in a language the parents and family members can understand.

Annual Evaluation

The District will conduct, with the meaningful engagement of parents and family members, an annual evaluation of the content and effectiveness of this policy. Effectiveness will be measured in part by improvements in student academic achievement and in school performance.

The evaluation will address the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers and strategies to support successful school and family interactions. The evaluation will specifically address challenges to greater participation by parents and family members in activities authorized by law, particularly by parents and family members who:

- are economically disadvantaged
- have disabilities
- have limited English proficiency
- have limited literacy
- are of any racial or ethnic minority background
- are parents of migratory children

The District will use the findings of the evaluation to design evidence-based strategies for more effective parent and family engagement and to revise, if necessary, this policy.

The District will provide such other reasonable support for parent and family engagement activities as parents may request.

Development of School-Level Title I Parent Engagement Policy

Each school receiving Title I funds shall jointly develop with, agree on, and distribute to parents and family members of students participating in the Title I program (hereafter referred to as "parents") a written School-Level Title I Parent and Family Engagement Policy establishing the District's expectations and objectives for meaningful parent and family engagement in accordance with the requirements of federal law.

The policy will contain a school-parent compact or agreement that outlines how parents, school staff and students will share the responsibility of improved student academic achievement and the means by which the school and parents will build and develop a partnership to help students.

Adopted July 2018

Revised August 17, 2026

LEGAL REFS.: 20 U.S.C. 6301 et seq. (Elementary and Secondary Education Act of 1965 as amended by the Every Student Succeeds Act)
Title I, Part A, Section 1112 (a) (parent role in the development of district Title I plan)
Title I, Part A, Section 1112 (e) (information for parents concerning teacher qualifications, assessments and language instruction)
Title I, Part A, Section 1114 (b)(2) (eligible school that desires to operate a schoolwide program must develop a comprehensive plan with involvement of parents and other community members)
Title I, Part A, Section 1115 (b)(2)(E) (Targeted Assistance Program must include parent involvement strategies)
Title I, Part A, Section 1116 (a) (parent and family engagement policy)

Title I, Part C, Section 1304 (c)(3) (parent involvement in projects and programs for the education of migratory children)
C.R.S. 22-11-101 et seq. (Education Accountability Act of 2009)

CROSS REFS.: ADA, School District Educational Objectives
AE, Accountability/Commitment to Accomplishment
AEA, Standards Based Education
IHBIB, Primary/Preprimary Education
IKA, Grading/Assessment Systems
KD, Public Information and Communications

Use of Physical Intervention and Restraint

To maintain a safe learning environment, District employees may, within the scope of their employment and consistent with state law, use physical intervention and restraint with students in accordance with this policy and accompanying regulation. Such actions shall not be considered child abuse or corporal punishment if performed in good faith and in compliance with this policy **and accompanying regulation**.

Physical Intervention

Corporal punishment shall not be administered to any student by any District employee or volunteer in accordance with state law.

Within the scope of their employment, District employees may use reasonable and appropriate physical intervention with a student, **which** ~~that~~ does not constitute restraint as defined by this policy, to accomplish the following:

1. To quell a disturbance threatening physical injury to the student or others.
2. To obtain possession of weapons or other dangerous objects within the control of **the** ~~a~~ student.
3. For the purpose of self-defense.
4. For the protection of persons against physical injury or to prevent the destruction of property which could lead to physical injury to the student or others.

Under no circumstances shall a student be physically held for more than one minute unless the provisions regarding restraint contained in this policy **and accompanying regulation** are followed.

Restraint

For purposes of this policy and accompanying regulation, restraint is defined as any method or device used to involuntarily limit a student's freedom of movement, including but not limited to bodily physical force, **mechanical devices, chemicals**, and seclusion.

If property damage may be involved, restraint may only be used when the destruction of property **would** ~~could possibly~~ result in **a serious, probable, imminent threat of** bodily harm to the individual or another person **and there is the present ability to effect such bodily harm**. Restraint shall not include the holding of a student for less than one minute by a District employee for the protection of the student or others and other actions excluded from the definition of restraint in state law.

~~If a student is physically restrained for a period of time longer than one minute, but less than five minutes, the student's parent(s) are required to be notified. The notice must be given in writing on the same day the restraint occurs, and must include the date of restraint, student's name, and the number of times that day that the student was restrained.~~

~~If a student is physically restrained for a period of time longer than five minutes, the school administration shall verbally notify the parent or guardian as soon as possible, but not later than the end of the school day that the restraint was used. Additionally, the school administration shall mail, fax, or e-mail a written report of the incident, including all information required by law, to the parent or legal guardian of the student not more than five calendar days after the use of the restraint on the student.~~

District employees shall not use restraint as a form of discipline, ~~or to control or gain compliance from a student.~~ **as part of a treatment or behavior modification plan, or in retaliation.** District employees are also prohibited from restraining a student by use of a prone restraint, mechanical restraint, or chemical restraint, as those terms are defined by applicable state law and this policy's accompanying regulation.

~~If a student is placed in a seclusion room, the student must be continually monitored. The seclusion room must have at least one window to monitor students when the door is closed. If it is not feasible to utilize a room with a window, monitoring by video camera must be possible. The seclusion room must be a safe space free from injurious items and must not be a space used by school staff for offices, storage, or custodial purposes.~~

Restraint shall only be administered by District employees trained in accordance with applicable State Board of Education rules.

Use of Mechanical or Prone Restraints

~~The prohibition on the use of mechanical or prone restraints in this policy and accompanying regulation shall not apply to:~~

- 1. A school officer or law enforcement officer acting in the officer's official capacity on District grounds, in a school vehicle, or at a school activity or sanctioned event shall not use mechanical restraints (e.g., handcuffs), physical restraints, or prone restraints on any student unless there is a danger to the student or others or during a custodial arrest that requires transport.**

~~1. Certified peace officers or armed security officers working in a school and who meet the legal requirements of C.R.S. 26-20-111 (3), however, no law enforcement officer or armed security official shall use handcuffs on any student unless the student poses an immediate danger to themselves or others or if handcuffs are solely used during a custodial arrest requiring transport.~~

- 2. The prohibition on the use of mechanical or prone restraints in this policy and regulation shall not apply:**

~~2. When the student is openly displaying a deadly weapon, as defined in C.R.S. 18-1-901(3)(c).~~

- a. to certified peace officers or armed security officers working in a District school when (a) an emergency exists as defined by this policy**

and its accompanying regulation; (b) after the failure of less restrictive alternatives or a determination that less restrictive alternatives would be inappropriate or ineffective; (c) the officer has received documented training in defensive tactics utilizing handcuffing procedures and in restraint tactics utilizing prone restraint; and (d) has made a referral to a law enforcement agency and is making an arrest or is referring to law enforcement to make an arrest; and

b. when a student is openly displaying a deadly weapon.

3. Nothing in this policy or accompanying regulation prohibits transportation provided by the District from having seat belts, harnesses, car seats, or other devices for passenger safety.

Complaint Procedures and Regulations

A student, a parent or legal guardian, or a third party on behalf of a student or the student's parent or legal guardian may file a complaint regarding the use of restraint or seclusion used by an employee or volunteer of a school or charter school of the District by using the procedures established under 1 CCR 301-45 section 2.07.

The complaint must allege a violation that occurred not more than one (1) year prior to the date that the complaint was filed and must contain the following information:

1. A statement that the employee or volunteer has violated a requirement regarding the use of restraints, including the relevant statute, rule, or regulation alleged to have been violated, if known by the complainant;
2. The facts on which the complaint is based, including the names and positions or titles of persons involved, the date of the alleged violation, the location where the alleged violation took place, and a description of what happened;
3. The name and the residential address of the child against whom the alleged violation occurred;
4. The name of the school that the child was attending when the alleged violation occurred;
5. The proposed resolution of the problem, if the complainant has a suggestion;
6. The signature and contact information (minimally, address and telephone number) for the complainant; and
7. Written verification in a cover letter accompanying the complaint that a complete copy of the Complaint and any attachments have been mailed, hand-delivered, or delivered by other secure method to the District.

The complaint, including any attachments, must be mailed, hand-delivered, or delivered by other secure method to the IDEA State Complaints Officer:

State Complaints Officer Colorado Department of Education
Office of Special Education, Dispute Resolution

201 East Colfax Avenue
Denver, Colorado 8020

Additionally, a complete copy of the Complaint, including any attachments, must also be mailed, hand-delivered, or delivered by other secure method to the District.

Adopted: June 23, 1980

Revised: October 1993; January 2011; October 2017; April 17, 2023; October 2, 2023;
July 13, 2026

LEGAL REFS.: C.R.S. § 18-1-703 (use of physical force by those supervising minors)
C.R.S. § 18-1-901 (3)(e) (definition of a deadly weapon)
C.R.S. § 18-6-401 (1) (definition of child abuse)
C.R.S. § 19-1-103 (1) (definition of abuse and neglect)
C.R.S. § 22-1-140 (definition of corporal punishment, and prohibition against volunteers or employees from imposing corporal punishment on a child)
C.R.S. § 22-32-109.1 (2)(a) (adoption and enforcement of discipline code)
C.R.S. § 22-32-109.1 (2)(a)(I)(D) (policy required as part of safe schools plan)
C.R.S. § 22-15.5-101 *et seq.* (Protection of Students from Restraint and Seclusion Act)
C.R.S. § 22-32-109.1 (2)(a)(D) (prohibition against corporal punishment shall be included in student conduct and discipline code)
C.R.S. § 22-32-109.1 (9) (immunity provisions in safe schools law)
C.R.S. § 22-32-147 (use of restraints on students)
1 CCR 301-45 (State Board of Education rules for the Administration of the Protection of Students from Restraint and Seclusion Act)

Use of Physical Intervention and Restraint

A. Definitions

In accordance with state law and the State Board of Education rules governing the Administration of the Protection of ~~Persons~~ **Students** from Restraint **and Seclusion** Act, the following definitions apply for purposes of this regulation and accompanying policy.

1. "Restraint" means any method or device used to involuntarily limit **a student's** freedom of movement, ~~including but not limited to bodily physical force and seclusion.~~ **Restraint includes seclusion, chemical restraint, mechanical restraint, and physical restraint. With certain exceptions, physical, prone, mechanical, and chemical restraints shall not be used.**
2. "Physical restraint" means the use of bodily, physical force to involuntarily limit an individual's freedom of movement **for more than one minute.** "Physical restraint" does not include:
 - a. holding a student for less than one minute by a staff person for the protection of the student or others; **a physical intervention administered on a student that lasts one minute or less for the protection of a student, others, or property, except nothing in this policy may be interpreted to permit the holding of a student in a prone position, except as described below;**
 - b. brief holding of a student by one adult for the purpose of calming or comforting the student;
 - c. minimal physical contact for the purpose of safely escorting a student from one area to another;
 - d. minimal physical contact for the purpose of assisting the student in completing a task or response.
3. "Mechanical restraint" means a physical device used to involuntarily restrict the movement of a student or the movement or normal function of ~~the student's~~ **a portion of their** body. "Mechanical restraint" does not include:
 - a. devices recommended by a physician, occupational therapist or physical therapist; ~~and agreed to by a student's~~ **for use by the student's Individualized Education Program (IEP) team or, by the student's Section 504 team, or by the student's parent (if the student does not have an IEP or Section 504 team);** and used in accordance with the student's Individualized Education Program (IEP) or Section 504 plan;

- b. a protective device (such as a helmet or mitts, and similar devices) that is used to prevent self-harm self-injury; is agreed to for use by the student's IEP team, a the student's Section 504 team plan, or by the student's parent (if the student does not have an IEP or Section 504 team); and is used in accordance with the student's IEP or Section 504 plan;
 - c. an adaptive device devices that is used to facilitate instruction or therapy for the student that is recommended for the student by a physician, occupational therapist, or physical therapist; is agreed to for use by the student, by the student's IEP team, or by the student's Section 504 team; and is used in accordance and consistent with the student's IEP or Section 504 plan; or
 - d. a positioning or securing device devices that is used to facilitate the student's medical treatment allow treatment of a student's medical needs. that is recommended for the student by a physician, occupational therapist, or a physical therapist; is agreed to for use by the student, by the student's IEP team, or Section 504 team; and is used in accordance with the student's IEP or Section 504 plan.
4. "Chemical restraint" means the involuntary administration administering of medication to a student for the purpose of restraining the student. (including medications prescribed by the student's physician) on an as-needed basis for the sole purpose of involuntarily limiting the student's freedom of movement. "Chemical restraint" does not include:
- a. administering prescription medication that is regularly administered to the student for medical treatment reasons other than to restrain the student's freedom of movement (e.g., asthma-corticosteroid, Asthma-cort medications used to treat mood disorders, insulin, ADHD or Glucagon); or
 - b. administering the administration of medication for voluntary or life-saving medical procedures (e.g. EpiPens, Diazepam Diastat).
5. "Prone restraint" means a restraint in which the student being restrained is secured in a prone (i.e., face-down) position.
6. "Seclusion" is a form of restraint and means the placement of a student alone in a room from which egress is involuntarily prevented. "Seclusion" does not mean:
- a. placement of a student in residential services in the student's room for the night; or
 - b. "time-out," which means the removal of a student from a potentially rewarding situation or from a situation that would

otherwise produce negative reinforcement. In time-out, the student is not physically prevented from leaving the designated time-out area and is effectively monitored by staff.

- ~~7. "Time-out" is the removal of a student from potentially rewarding people or situations. A time-out is not used primarily to confine the student, but to limit accessibility to reinforcement. In time-out, the student is not physically prevented from leaving the designated time-out area and is effectively monitored by staff.~~
- ~~7. 8. "Emergency" means serious, probable, imminent threat of bodily injury to self or others with the present ability to effect such bodily injury. Emergency includes situations in which the student creates such a threat by abusing or destroying property.~~
- ~~9. "Bodily injury" means physical pain, illness or any impairment of physical or mental condition as defined in C.R.S. 18-1-901(3)(c).~~
- ~~8. 10. "State Board Rules" mean the State Board of Education rules governing the Administration of the Protection of Students from Restraint and Seclusion Act, 1 CCR 301-45.~~
- ~~9. "Parent" means the student's parent or legal guardians as defined by the State Board rules.~~
- ~~10. "Local Education Provider" means a school district, a charter school authorized by a school district pursuant to Article 30 of Title 22, C.R.S., a charter school authorized by the state Charter School Institute pursuant to Article 30.5 of Title 22, C.R.S., or a Board of Cooperative Services (BOCES) created and operating pursuant to Article 5 of Title 22, C.R.S. that operates one or more public schools.~~

B. Basis for use of restraint by staff

Restraint shall not be used as a form of punishment or disciplinary sanction, or to gain compliance, as part of a treatment plan or behavior modification plan, or as a form of retaliation.

Chemical restraints shall not be used.

Mechanical, physical, and prone restraints shall not be used when the student is on the property of the District or is participating in an off-campus activity or event sponsored by the District, except in the limited circumstances permitted by state law.

Restraints shall only be used:

1. In an emergency and with extreme caution; and
2. After:

- a. the failure of less restrictive alternatives (such as Positive Behavior Supports, constructive and non-physical de-escalation, and restructuring the environment); or
 - b. a determination that such alternatives would be inappropriate or ineffective under the circumstances.
- ~~3. Restraints shall never be used as a form of discipline or control or gain compliance of a student.~~
- ~~4. School personnel shall:~~
- ~~a. use restraints only for the period of time necessary and using no more force than necessary; and~~
 - ~~b. prioritize the prevention of harm to the student.~~

If property damage might be involved, restraint may only be used when the destruction would result in a serious, probable, imminent threat of bodily harm to self or others and there is the present ability to effect such bodily harm.

School personnel shall use restraints only for the period of time necessary to accomplish its purpose and, in the case of physical restraint, use no more force than necessary to limit the student's freedom of movement.

C. Duties relating to the use of restraint – general requirements

When restraints are used, District **staff** shall ensure that:

- 1. restraints are administered by District staff who have received training in accordance with the State Board rules;
- 2. ~~1.~~ no restraint is administered in such a way that the student is inhibited or impeded from breathing; ~~or communicating;~~
- 3. ~~2.~~ no restraint is administered in such a way that places excess pressure on the student's chest, back, or causes positional asphyxia;
- ~~3. restraints are only administered by District staff who have received training in accordance with the State Board rules;~~
- 4. opportunities to have the restraint removed are provided to the student who indicates **they** ~~he/she~~ are willing to cease the violent or dangerous behavior;
- 5. when it is determined by trained District staff that the restraint is no longer necessary to protect the student or others (i.e., the emergency no longer exists), the restraint shall be removed and **in the case of seclusion, staff shall reintegrate the student or clearly communicate to the student that they are free to leave the seclusion area.**
- ~~6. the student is reasonably monitored to ensure the student's physical safety.~~

~~Additionally, in the case of seclusion, staff shall reintegrate the student or clearly communicate to the student that the student is free to leave the area used to seclude the student.~~

D. Proper administration of specific restraints

1. Chemical restraints shall not be used.
2. Mechanical and prone restraints shall not be used, except in the limited circumstances permitted by state law and described as exceptions in the accompanying policy.
3. Physical restraint
 - a. A person administering the physical restraint shall only use the amount of force necessary to stop the dangerous or violent actions of the student.
 - b. A restrained student shall be continuously monitored to ensure that the breathing of the student in such physical restraint is not compromised.
 - c. A student shall be released from physical restraint within fifteen minutes after the initiation of the restraint, except when **it would be unsafe to do so.** ~~precluded for safety reasons.~~
4. Seclusion
 - a. Relief periods from seclusion shall be provided for reasonable access to toilet facilities. ~~;~~ ~~and~~
 - b. Any space in which a student is secluded shall have adequate lighting, ventilation and size and shall not be any space used by school staff for storage, custodial purposes, or office space.
 - c. Any space used for student seclusion must have at least one window to monitor students when the door is closed. If an adequate space with a window is not feasible, video camera monitoring must be possible. Continuous monitoring is required throughout the time a student is secluded.
 - d. The space must be a safe space free of injurious items.

E. Notification requirements

1. If there is a reasonable probability that **physical** restraint **or seclusion** might be used with a particular student, appropriate school staff shall notify, in writing, the student's parents, and, if appropriate, the student of:
 - a. the restraint **and seclusion** procedures (including types of restraints) that might be used;

- b. specific circumstances in which restraint might be used; and
 - c. staff **that may be** involved.
2. ~~For students with disabilities,~~ If the parents request a meeting with school personnel to discuss the notification, school personnel shall ensure that the meeting is convened.
 3. The required notification may occur at the meeting where the student's behavior plan or IEP is developed/reviewed.

F. Documentation requirements

Notification & Documentation of Brief Physical Restraints (This process does not include seclusions, which shall be documented as outlined below.)

1. For physical restraints lasting more than one (1) minute, but less than five (5) minutes, the school shall provide the parent or legal guardian with written notice on the day of the restraint, which shall include:
 - a. The name of the student;
 - b. The date; and
 - c. The number of restraints used that day that lasted between one (1) and five (5) minutes.
1. ~~If restraints are used, a written report shall be submitted within one school day to school administration.~~
2. **Within one (1) school day, the staff involved shall submit a written report regarding the incident to the school administration.**
2. ~~The school principal or designee shall verbally notify the parents as soon as possible but no later than the end of the school day that the restraint was used.~~
3. **A copy of the written notice to parents and the staff written report shall be placed in the student's educational record.**
3. ~~If a student is restrained for more than one, but less than five minutes, written notice must be given to the student's parent or legal guardian on the day of the restraint. The written notice shall include the date of restraint, student's name, and the number of times the student was restrained that day.~~
4. ~~If a student is restrained for five minutes or more, a written report based on the findings of the staff review required by paragraph G. below shall be emailed, faxed or mailed to the student's parent within five calendar days of the use of restraint. The written report of the use of restraint shall include:~~
 - a. ~~the antecedent to the student's behavior if known;~~
 - b. ~~a description of the incident;~~

File: JKA-R Morgan County School District Re-3, Fort Morgan, Colorado Page 6 of 7

- ~~c. efforts made to de-escalate the situation;~~
- ~~d. alternatives that were attempted;~~
- ~~e. the type and duration of the restraint used;~~
- ~~f. injuries that occurred, if any; and~~
- ~~g. the staff present and staff involved in administering the restraint.~~

~~5. A copy of the written report on the use of restraint shall be placed in the student's confidential file.~~

G. Notification & Documentation of Seclusions and other Restraints

1. The staff member who used any restraint or seclusion shall submit a written report of the incident to the school administration within one school day after the incident occurred.
2. For any use of seclusion and physical restraints lasting five (5) minutes or more, the school principal or designee shall verbally notify the student's parents as soon as possible, but no later than the end of the school day, that the restraint or seclusion was used.
3. Within one (1) school day, the staff involved shall submit a written report regarding the incident to the school administration.
4. Within four (4) school days, appropriate school staff shall meet to review the incident. This review shall include, but not be limited to:
 - a. review of the incident, including review of the written report submitted by the staff involved and any related documentation to ensure the use of alternative strategies;
 - b. recommendations for adjustment of procedures, if appropriate; and
 - c. ensure follow-up communication with the student and student's family.
5. A written report based on the findings of the staff review shall be e-mailed, faxed, or mailed to the student's parent within five (5) calendar days of the use of restraint and placed in the student's educational file. The written report on the use of restraint or seclusion shall include:
 - a. the antecedent of the student's behavior, if known;
 - b. a description of the incident;
 - c. any efforts made to de-escalate the situation;
 - d. any alternatives to the use of restraint that were attempted;
 - e. the type and duration of the restraint used;
 - f. any injuries that occurred;
 - g. the names of the staff present and staff involved in administering the restraint;
 - h. the start and end time of the restraint;
 - i. information concerning the notification provided to the parent; and

- j. for incidents of seclusion, information concerning whether the door was opened or closed.
- 6. If requested by the District or the student's parents, the District shall convene a meeting with parents to review the incident. For students with IEPs or Section 504 plans, such review may occur through the IEP or Section 504 process.

H. Review of specific incidents of restraint

- 1. The District shall ensure that a review process is established and conducted for each incident of **physical restraint** ~~used; lasting five (5) minutes or more and any incident of seclusion.~~ The purpose of this review shall be to ascertain that appropriate procedures were followed and to minimize future use of restraint.
- 2. The review shall include, but is not limited to:
 - a. **ensuring that there is follow up communication with the student and their parent;** ~~staff review of the incident;~~
 - b. **considering whether there were alternative strategies that could have been used; and follow up communication with the student and the student's family;**
 - c. **recommending adjustment of procedures, if appropriate.** ~~review of the documentation to ensure use of alternative strategies; and~~
 - d. ~~recommendations for adjustment of procedures, if appropriate.~~
- 3. If requested by the District or the student's parents, the District shall convene a meeting to review the incident. For students with IEPs or Section 504 plans, such review may occur through the IEP or Section 504 process.

I. General review process

- 1. The District shall ensure that a general review process is established, conducted and documented in writing at least annually. The purpose of the general review is to ascertain that the District is properly administering restraint, identifying additional training needs, minimizing and preventing the use of restraint by increasing the use of positive behavior interventions, and reducing the incidence of injury to students and staff.
- 2. The review shall include, but is not limited to:
 - a. analysis of incident reports, including, **but not limited to, all reports prepared to fulfill the documentation requirements outlined in the policy, procedures used during the restraint, the preventative or alternative techniques tried, and staff compliance with documentation and review requirements;** ~~pursuant to~~

~~paragraphs F.1 and F.3 above and including, but not limited to, procedures used during the restraint, preventative or alternative techniques tried, documentation, and follow up;~~

- b. training needs of staff;
- c. staff to student ratio; and
- d. environmental conditions, including physical space, student seating arrangements and noise levels.

3. Data from the annual review must be submitted to the Colorado Department of Education beginning no later than June 30, 2026, and every June 30 thereafter. That data includes:

- a. the total number of physical restraints lasting more than one minute but less than five minutes;
- b. the total number of physical restraints lasting five minutes or more;
- c. the total number of students who experienced at least one physical restraint lasting more than one minute but less than five minutes;
- d. the total number of students who experienced at least one physical restraint lasting five minutes or more;
- e. the total number of students who experienced at least one seclusion;
- f. the total number of seclusions;
- g. the total number of mechanical restraints;
- h. the number of mechanical restraints that involved the use of handcuffs; and
- i. the total number of prone restraints.

J. Staff training

- 1. The District shall ensure that staff utilizing restraint in schools are trained in accordance with the State Board rules.
- 2. Training shall include:
 - a. the appropriate use of restraint (including, a continuum of prevention techniques, environmental management, and continuum of de-escalation techniques); ~~a continuum of prevention techniques;~~
 - b. an understanding of the impact of adverse childhood events or trauma on students and their behavior and how to respond appropriately to avoid further harm or trauma through the use of restraint or seclusion; ~~environmental management;~~
 - c. methods to explain the use of restraint to the student who is to be restrained and to the student's family; ~~a continuum of de-escalation techniques;~~

- d. nationally recognized physical management and restraint practices, including, but not limited to, techniques that allow restraint in an upright or sitting position and information about the dangers created by prone restraint; and
 - e. appropriate documentation and notification procedures (including monitoring and recording the time duration of a restraint or seclusion). ~~methods to explain the use of restraint to the student who is to be restrained and to the student's family; and~~
 - ~~f. appropriate documentation and notification procedures.~~
3. Retraining shall occur at a frequency of at least every two years.

Adopted: May 4, 2013

Revised: October 16, 2017; April 17, 2023; July 13, 2026

Harassment and Discrimination Investigation Procedures for Students

The District prohibits discrimination against any District student. It is a violation of policy for any student or staff member to harass students, or to retaliate against those who report harassment or discrimination or those who participate in a harassment investigation. For the purposes of this regulation, **"harassment"** is unwelcome conduct or communication directed at a student based on their protected class, as described in Policy AC, that is objectively offensive to a reasonable individual who is a member of the same protected class. The conduct or communication must meet at least one of the following: (i) submission to the conduct or communication is made a term or condition of access to educational services, (ii) submission to, objection to, or rejection of the conduct or communication is used or threatened to be used as a basis for educational decisions affecting the student; or (iii) the conduct or communication interferes with a student's ability to participate in the District's educational services, or creates an intimidating, hostile, or offensive educational environment.

Harassment under Colorado law also includes the knowing or intentional use of a name other than a student's chosen name, or the refusal to use a student's chosen name. (See Policy ACA.)

The District has adopted the below grievance procedures to encourage reporting and ensure that the investigation and resolution of complaints of harassment and discrimination against students are fair, impartial, and prompt.

Allegations of sexual discrimination or sex-based harassment arising under Title IX must follow the procedures specifically outlined in Policy AC-R-3.

Investigation Process

Throughout the investigation, the District will keep information related to the investigation confidential to the extent possible. The investigation will be fair, impartial, and prompt. The District will make a good faith effort to complete an investigation within sixty days after the complaint, with an additional thirty-day extension possible for good cause. The compliance officer will attempt to adhere to all timelines. If the compliance officer needs more time with regard to any aspect of the investigation, they will notify the parties in writing as to the reason for the extension.

Promptly after receiving a complaint, the compliance officer will offer the complainant and respondent supportive measures and inform the parties that they may request additional supportive measures throughout the investigation by contacting the compliance officer. If a student with a disability is a party, the compliance officer will collaborate with the student's 504/IEP team to determine appropriate supportive measures and will discuss these options with the student. Supportive measures may include but are not limited to: counseling; extensions of deadlines or other course-related adjustments; extra time for homework or tests; the opportunity to resubmit homework or retake a test; remedying an impacted grade; excused absences; the opportunity for home instruction; modifications to class schedules; and restrictions on contact between the parties to a report of harassment or discrimination.

During the investigation, all parties will be treated equitably and will be provided with equal opportunity to present evidence. Any questions that arise during the investigation should be directed to or forwarded to the compliance officer. The compliance officer will provide regular written updates about the status of the investigation to both parties and their parents/legal guardians at the end of each stage of the investigation, but at least every fifteen business days.

1. Making a Complaint

Any person who witnesses or experiences bullying on the basis of protected class, harassment, discrimination, or retaliation against students are encouraged to report the conduct to school staff by making a complaint with the District's compliance officer.

Any staff member who receives information about an incident or who witnesses harassment, discrimination, or retaliation must report the incident to the compliance officer.

Complaints may be made by phone, by email, in person, or through an online form and should include a detailed description of the alleged event(s), the date(s) the alleged event(s) occurred, and name(s) of the party/parties involved, including any witnesses. The complaint should be made as soon as possible after the incident.

- **Compliance Officer:**

Superintendent of Schools
Morgan County School District Re-3
715 West Platte Avenue
Fort Morgan, Colorado 80701
superintendent@fortmorgank12.com

- **Complaint Form Link:** www.fortmorgank12.com

No person can serve as the compliance officer in a matter in which they have a bias or conflict of interest with regard to the parties and/or the underlying conduct, or if they are alleged to have participated in prohibited conduct. If the compliance officer is alleged to have participated in prohibited conduct, complaints may be made to the following District employee.

- **Assistant Superintendent of Human Resources**

Morgan County School District Re-3
715 West Platte Avenue
Fort Morgan, Colorado 80701
hr@fortmorgank12.com

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

2. Evaluation by Compliance Officer

The compliance officer will review the complaint to determine whether the alleged conduct constitutes harassment or discrimination. The compliance officer will refer the matter back to the building principal or appropriate administrative department if the conduct alleged does not implicate a protected class or otherwise fit the characteristics of harassment or discrimination.

The compliance officer will refer any potential criminal charges to law enforcement. Upon the request of law enforcement, the compliance officer will delay action on a complaint for a reasonable amount of time to allow law enforcement to investigate the matter and will notify the parties of the delay. The compliance officer will not rely solely on a criminal investigation by a law enforcement agency in lieu of responding to a report of harassment or discrimination but may consider any evidence shared by law enforcement in making any determinations.

The compliance officer may assign any or all aspects of the investigation to a qualified alternate for any reason, including conflict of interest, bias concerns and/or insufficient capacity due to other matters.

As used in this regulation, the term "compliance officer" refers to the compliance officer or their designee.

3. Initial Meetings with the Parties

The following details actions to be taken by the compliance officer upon the determination that the underlying allegations, if proved to be true, constitute harassment or discrimination.

- a. *Initial meeting with Reporting Party, if any, and Complainant:* Within five school days following receipt of the complaint, the compliance officer will meet with the complainant and any reporting party and their parents or guardians.

The purpose of the initial meeting is for the compliance officer to:

- i. provide the complainant with the information detailed in paragraph (c) below; and
- ii. collect any additional information necessary to complete the complaint and determine whether the allegations, if proven to be true, constitute prohibited discrimination or harassment.

If the compliance officer determines there is no merit to the allegations, the compliance officer may dismiss the complaint and will notify the complainant in writing. If the complaint is dismissed at this stage, the compliance officer may meet with the respondent to advise them of the allegations and offer supportive measures.

If the complainant does not want to proceed with the next steps of the investigation, the compliance officer may elect to proceed with the investigation if necessary to stop any harassment or discrimination and otherwise ensure the safety of the school environment.

- b. *Initial Meeting with Respondent:* As soon as possible after meeting with the complainant and any reporting party, the compliance officer will meet with the respondent and, if this individual is a student, their parents/guardians, in order to obtain a response to the complaint. At the initial meeting, the compliance officer will advise the respondent as to the allegations against them and give the respondent a chance to respond to those allegations.
- c. *Information Provided at the Initial Meetings:* The compliance officer will provide to both the complainant and respondent the same basic information, including:
 - i. available supportive measures;
 - ii. copies of Board Policy AC and this regulation;
 - iii. timeline for the investigation process and the District's legal obligations;
 - iv. the possibility of resolving the complaint informally upon agreement of all parties;
 - v. that the information collected is confidential, so long as confidentiality does not prevent the District from responding effectively to prohibited conduct and preventing future prohibited conduct;
 - vi. all parties have a right to have an advisor present during all stages of the investigation; and
 - vii. parties will be granted excused absences for any therapy, medical, legal, or victim's services appointment associated with the report.

4. Informal Complaint Resolution

When the compliance officer deems it appropriate, an informal resolution process may be instituted. Informal resolution is not appropriate in all circumstances. It may only be used if both parties are students and both parties agree, with agreement voluntary, non-coerced, and documented in writing. Informal resolution may not be used if the underlying offense involves sexual assault or other act of violence. No party will be forced to participate in informal resolution and either party may request an end to an informal process at any time.

If both parties feel a resolution has been achieved through informal resolution, no further action need be taken to resolve the complaint. However, within [*six - seven*] school days following the conclusion of the informal resolution process, the compliance officer must prepare a written report for the parties detailing the process and any agreed upon corrective or restorative measures provided, including any steps the District will take to prevent future discrimination or harassment. A copy of the report will be shared with the Board of Education.

5. Formal Complaint Resolution

If informal resolution is inappropriate, unavailable, or unsuccessful, the compliance officer will engage in formal complaint resolution.

- a. *Collect Evidence:* The compliance officer will collect evidence. Evidence may be collected by interviews with parties and witnesses, reviewing any available physical or documentary information, requesting written statements, or other appropriate methods at the compliance officer's discretion. Evidence may include but is not limited to: evidence about the credibility of the parties involved; evidence about whether the respondent has engaged in other incidents of misconduct; evidence of the complainant and respondent's respective reactions or changes in behavior following the incident; and evidence regarding whether the complainant took action to protest the conduct.
- b. *Determination:* No later than fifty school days following receipt of the complaint, the compliance officer must prepare a written report which determines whether discrimination or harassment occurred. The compliance officer will apply the preponderance of the evidence standard, which means that it is more likely than not that the conduct occurred. In making this decision, all relevant circumstances must be considered by the compliance officer, including:
 - i. the degree to which the conduct affected the complainant's ability to participate in or benefit from the school environment;
 - ii. the type, frequency and duration of the conduct, recognizing that a single incident may rise to the level of harassment;
 - iii. the identity of and relationship between the respondent and the complainant;
 - iv. the context of the incident, including school size and location of the incident and/or other incidents at the school;
 - v. whether the conduct was threatening;
 - vi. the use of epithets, slurs or other conduct that is humiliating or degrading;
 - vii. whether the conduct or communication reflects stereotypes about an individual or group of individuals in a protected class;
 - viii. ages and number of respondents and complainants involved;
 - ix. patterns of misconduct of the respondent;
 - x. real or perceived power differentials between the parties;
 - xi. any other relevant circumstances.

The decision must include a written determination regarding responsibility, explain how and why the compliance officer reached the conclusions outlined in the report, detail any supportive measures or disciplinary sanctions already taken, and recommendations for future disciplinary measures.

If the compliance officer is not the superintendent, the compliance officer's report is advisory and must not bind the superintendent or the District to any particular course of action or remedial measure.

If the compliance officer is the superintendent, the report will include the determination of any sanctions or other actions deemed appropriate, including suspension or expulsion, pursuant to Policy JKD/JKE and/or other appropriate corrective or restorative actions.

6. Disciplinary Measures and Outcome

As soon as practicable after receiving the compliance officer's findings and recommendations, the superintendent or designee must determine any sanctions or other actions deemed appropriate, including suspension or expulsion, pursuant to Policy JKD/JKE and/or other appropriate corrective or restorative actions.

Students will not be disciplined for any of the following acts, if they are connected to the reported incident: truancy, late arrival, drug or alcohol use, consensual sexual activity, expressing a trauma symptom, unauthorized access to facilities, reasonable self-defense against the respondent, or talking publicly about the reported harassment or discrimination.

To the extent permitted by federal and state law, all parties, including the parents/guardians of all students involved, must be concurrently notified in writing of the final outcome of the investigation and any corrective or restorative action taken by the District within five school days following the superintendent's determination.

A copy of the compliance officer's report, and any corrective, disciplinary or restorative actions shall be provided to the Board of Education.

Resources

Throughout the investigation, or after the investigation concludes, affected individuals may choose to use the following resources:

National Domestic Violence Hotline: 1-800-799-SAFE (7233)
National Sexual Assault Hotline: 1-800-656-4673
Violence Free Colorado: <https://www.violencefreecolorado.org/>
The Crisis Center 24/7 Hotline: 303-688-8484
Any local resources for use by students

Section 504 Hearing Procedure

For allegations under Section 504 regarding a student's identification, evaluation, or educational placement, and as otherwise required by law, the student, parent, or legal guardian may request a hearing in writing to the Compliance Officer. This hearing procedure will not address guilt or innocence or disciplinary consequences, which are instead governed by the District's discipline policies and procedures.

The District must appoint a person to serve as the impartial hearing officer, who must be knowledgeable about Section 504 and/or the ADA, if applicable. The District-appointed hearing officer will schedule a due process hearing to occur as soon as reasonably practicable for the

family and the District. The hearing must be informal and must be recorded. Formal rules of evidence do not apply. A student is entitled to be represented by their parent/legal guardian or by an attorney at their expense. The student or parent/legal guardian may appear at the hearing and is entitled to present testimony and other evidence. A District representative is likewise entitled to present testimony and other evidence. The hearing must be closed to the public.

Within ten (10) school days after the hearing, the hearing officer must issue a written decision based upon evidence presented at the administrative hearing, including any remedial or corrective action deemed appropriate. Remedial actions include measures designed to stop the unlawful discrimination, correct its negative impact on the affected individual, ensure that the conduct does not recur, and restore lost educational opportunities. Any action taken by the hearing officer will be final.

After the hearing officer has issued the decision, the recording of the hearing, all physical and documentary evidence, and all other items comprising the record of the hearing must be returned to the district.

Either party may seek review of the hearing officer's decision in a court of competent jurisdiction, in accordance with applicable law and applicable timelines for requesting such review.

Nothing contained herein may be interpreted to confer upon any person the right to a hearing independent of a District policy, administrative procedure, statute, rule, regulation, or agreement expressly conferring such right.

Outside Agencies

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

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

Federal Office of Equal Employment Opportunity Commission (EEOC)
303 E. 17th Avenue, Suite 410, Denver, CO 80203
Telephone: 800-669-4000
Fax: 303-866-1085
TTY: 800-669-6820
ASL Video Phone: 844-234-5122
Website: <https://publicportal.eeoc.gov/portal/>

Colorado Civil Rights Division (CCRD)
1560 Broadway, Suite 825, Denver, CO 80202
Telephone: 303-894-2997 or 800-886-7675
Fax: 303-894-7830
Email: DORA_CCRD@state.co.us (general inquiries),
DORA_CCRDIntake@state.co.us (intake unit)

Adopted November 1, 2010

Revised October 15, 2018; July 17, 2020; September 16, 2024; September 15, 2025

2025-2026 School Year Student Calendar - Tuesday through Friday

Morgan County School District Re-3

Fort Morgan, Colorado

JULY 2025						
S	M	T	W	T	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

DAILY START AND END TIMES

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

JANUARY 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

START DATES

Classes begin for 1 st - 8 th & Lincoln	August 12
FMHS 9 th Grade classes begin	August 12
FMHS 10 th -12 th Grade classes begin	August 13
Kindergarten begins	August 19
Sherman Preschool begins	September 2

FEBRUARY 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

END DATES

Sherman Preschool ends	May 22
Kindergarten through 11 th Grade ends	May 28

MARCH 2027						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OCTOBER 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

GRADUATION

Lincoln High School Graduation	May 8
High School Graduation	May 17
Fort Morgan Middle School Continuation	May 26

QUARTERS/SEMESTERS

First Quarter - 35.5 days	August 12 - October 10
Second Quarter - 36 days	October 14 - December 19
Third Quarter - 36 days	January 6 - March 6
Fourth Quarter - 42 days	March 17 - May 28
Total Days of School for Students	149.5 Days

APRIL 2027						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

PARENT/TEACHER CONFERENCES - Scheduled by Schools

HOLIDAY BREAKS/NO SCHOOL FOR STUDENTS/STAFF

Mondays are no school days for students	
Thanksgiving Break	November 25-28
Winter Break	December 23 - January 2
Spring Break (Same as MCC)	March 10-13
The Schools and District are Closed	April 3

MAY 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DISTRICT PHONE NUMBERS

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
Green Acres Elementary School	970-867-5460
Pioneer Elementary School	970-867-2080
Fort Morgan Middle School	970-867-8253
Fort Morgan High School	970-867-5648
Lincoln High School	970-867-2924
The Children's Center	970-542-0731
Transportation Department	970-867-2263

DECEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

BOE APPROVED 03.24.2025

Infinite Campus



School Supply Lists



District Website



Athletics



Social Media Links



This calendar may be adjusted in the event school is cancelled because of inclement weather or other emergencies.

Calendario Escolar para Estudiantes 2025-2026 - Martes a Viernes

Distrito Escolar del Condado de Morgan Re-3 Fort Morgan, Colorado

JULIO 2025						
D	L	M	M	J	V	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

HORAS DIARIAS DE INICIO Y FINALIZACIÓN

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

ENERO 2026						
D	L	M	M	J	V	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AGOSTO 2025						
D	L	M	M	J	V	S
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FECHAS DE INICIO

Inicio de Clases – Grados 1 al 8 & Lincoln	Agosto 13
Inicio de Clases FMHS Grado 9	Agosto 13
Inicio de Clases FMHS Grados 10-12	Agosto 14
Inicia Kinder	Agosto 20
Inicio de Clases - Preschool	Septiembre 3

FEBRERO 2026						
D	L	M	M	J	V	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

SEPTIEMBRE 2025						
D	L	M	M	J	V	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

FECHAS DE FINALIZACIÓN

Termina Sherman Preschool	Mayo 23
Termina - Grados K al 11	Mayo 30

GRADUACIÓN

Graduación de Lincoln High School	Mayo 9
Graduación de Fort Morgan High School	Mayo 18
Continuación de la Fort Morgan Middle School	Mayo 29

MARZO 2026						
D	L	M	M	J	V	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OCTUBRE 2025						
D	L	M	M	J	V	S
				1	2	3
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

TRIMESTRES

Primer Trimestre	Agosto 13 - Octubre 11
Segundo Trimestre	Octubre 15 - Diciembre 20
Tercer Trimestre	Enero 7 - Marzo 7
Cuarto Trimestre	Marzo 18 - Mayo 30
Total de días de escuela para estudiantes	151 días

ABRIL 2026						
D	L	M	M	J	V	S
				1	2	3
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

CONFERENCIAS PADRES/MAESTROS - Programado por escuelas

NO HAY CLASES PARA ESTUDIANTES

Los lunes no son días escolares para los estudiantes	
Día de Acción de Gracias	Noviembre 25 - 29
Descanso de Invierno	Diciembre 23 - Enero 6
Descanso de Primavera	Marzo 10 - 14
No clases. Cerrado!	Abril 18

MAYO 2026						
D	L	M	M	J	V	S
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVIEMBRE 2025						
D	L	M	M	J	V	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

NÚMEROS DE TELÉFONO DEL DISTRITO

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
Green Acres Elementary School	970-867-5460
Pioneer Elementary School	970-867-2080
Fort Morgan Middle School	970-867-8253
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Lincoln High School	970-867-2924
The Children's Center	970-542-0731
Transportation Department	970-867-2263

DICIEMBRE 2025						
D	L	M	M	J	V	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNIO 2026						
D	L	M	M	J	V	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

APROBADO POR BOE 03.24.2025

Infinite Campus



Lista de Útiles



Sitio Web del Distrito



Atletismo



Enlaces de Redes Sociales



Este calendario se podría modificar en caso de que se cancelen las clases debido a las inclemencias del clima o a otra emergencia.

Kalendharka qoyska ee Sanadka 2025-26 - Talaado ilaa Jimcaha

Morgan County School District Re-3

Fort Morgan, Colorado

JULIYO 2025						
A	I	T	A	K	J	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

MAALINTA BILOWGA IYO DHAMMAAN

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

JAANAAYO 2026						
A	I	T	A	K	J	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

OGOSTO 2025						
A	I	T	A	K	J	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

TAARIKHDA BILLOWGA

Fasalada waxay bilaabmaan fasalka 1aad ilaa 8aad iyo dugsiga Lincoln	Ogosto 13
Fasalada FMHS ee fasalka 9-aad waxay bilaabanayaan	Ogosto 13
Fasalada FMHS ee fasalka 10-12aad wuxuu bilaabmayaa	Ogosto 14
Kindergarten waxay bilaabanayaan	Ogosto 20
Sherman Preschool Waxay bilaabanaysaa	Sebtembar 3

FEBRAAYO 2026						
A	I	T	A	K	J	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

SEBTEMBAR 2025						
A	I	T	A	K	J	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

TAARIKHDA DHAMAADKA

Sherman Preschool wuu Dambaysay	Meey 23
K-11 Maalintii u Dambaysay	Meey 30

MAARSO 2026						
A	I	T	A	K	J	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OKTOOBAR 2025						
A	I	T	A	K	J	S
				1	2	3
				4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

QALINJABIN

Qalinjabinta Lincoln High School	Meey 9
Qalinjabinta Fort Morgan High School	Meey 18
Sii Wad Fort Morgan Middle School	Meey 29

QUARTERS/SIMISTARKA

Quarter 1aad	Ogosto 13 - Oktoobar 11
Quarter 2aad	Oktoobar 15 - Disembar 20
Quarter 3aad	Jaanaayo 7 - Maarso 7
Quarter 4aad	Maarso 18 - Meey 30
Wadarta Maalmaha Dugsiga ee Ardayda	151

ABRIIL 2026						
A	I	T	A	K	J	S
					1	2
					3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

NOOFAMBAR 2025						
A	I	T	A	K	J	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

SHIRARKA WAALIDIINTA IYO MACALIMIINTA - by Dugsiyada

MA JIRO DUGSI AY ARDAY DHIGTAAN MAALMAHAN

Isniinta ma aha maalmo dugsiyeedka ardayda.

Fasaxa Thanksgiving	Noofambar 25 - 29
Fasaxa christmaska	Diseembar 23 - Janaayo 6
Fasaxa spring break	Maarso 10 - 14
Ma jiraan fasallo xiran	Abriil 18

MEEY 2026						
A	I	T	A	K	J	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

DISEEMBAR 2025						
A	I	T	A	K	J	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

LAMBARKA TALEEFANKA DEGMADA

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
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Pioneer Elementary School	970-867-2080
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Lincoln High School	970-867-2924
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Transportation Department	970-867-2263

JUUN 2026						
A	I	T	A	K	J	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

APPROVED BY BOE 03.24.2025

Infinite Campus



Liisaska Sahayda Dugsiga



Mareegta Degmada



Ciyaaraha Fudud



Xiriirinta Baraha Bulshada





Morgan County School District Re-3
 715 West Platte Avenue
 Fort Morgan, Colorado 80701
 Phone 970-867-5633 Fax 970-867-0262
 www.morgan.k12.co.us



CERTIFIED SALARY SCHEDULE 2025-2026 SCHOOL YEAR

	ADJUNCT	BA	BA+15	BA+30	MA	MA+15	MA+30	Ed.S	
A	\$ 43,750	\$ 50,000	\$ 51,500	\$ 53,000	\$ 54,500	\$ 56,000	\$ 57,500	\$ 59,000	A
B	\$ 43,750	\$ 50,400	\$ 51,950	\$ 53,500	\$ 55,000	\$ 56,575	\$ 58,075	\$ 59,600	B
C	\$ 43,750	\$ 50,800	\$ 52,400	\$ 54,000	\$ 55,500	\$ 57,150	\$ 58,650	\$ 60,200	C
D	\$ 43,750	\$ 51,200	\$ 52,850	\$ 54,500	\$ 56,000	\$ 57,725	\$ 59,225	\$ 60,800	D
E	\$ 43,750	\$ 51,600	\$ 53,300	\$ 55,000	\$ 56,500	\$ 58,300	\$ 59,800	\$ 61,400	E
F	\$ 43,750	\$ 52,000	\$ 53,750	\$ 55,500	\$ 57,000	\$ 58,875	\$ 60,375	\$ 62,000	F
G			\$ 54,200	\$ 56,000	\$ 57,500	\$ 59,450	\$ 60,950	\$ 62,600	G
H			\$ 54,650	\$ 56,500	\$ 58,000	\$ 60,025	\$ 61,525	\$ 63,200	H
I			\$ 55,100	\$ 57,000	\$ 58,500	\$ 60,600	\$ 62,100	\$ 63,800	I
J			\$ 55,550	\$ 57,500	\$ 59,000	\$ 61,175	\$ 62,675	\$ 64,400	J
K				\$ 58,000	\$ 59,500	\$ 61,750	\$ 63,250	\$ 65,000	K
L				\$ 58,500	\$ 60,000	\$ 62,325	\$ 63,825	\$ 65,600	L
M				\$ 59,000	\$ 60,500	\$ 62,900	\$ 64,400	\$ 66,200	M
N					\$ 61,000	\$ 63,475	\$ 64,975	\$ 66,800	N
O					\$ 61,500	\$ 64,050	\$ 65,550	\$ 67,400	O
P					\$ 62,000	\$ 64,625	\$ 66,125	\$ 68,000	P
Q					\$ 62,500	\$ 65,200	\$ 66,700	\$ 68,600	Q
R						\$ 65,775	\$ 67,275	\$ 69,200	R
S	Full-time in district experience with a state teaching license:					\$ 66,350	\$ 67,850	\$ 69,800	S
T	a. District will honor all years of in-district experience.					\$ 66,925	\$ 68,425	\$ 70,400	T
U	Full-time out-of-district experience with a state teaching license:						\$ 69,000	\$ 71,000	U
V	a. 0 - 3 Years = Level A Placement						\$ 69,575	\$ 71,600	V
W	b. 4 - 6 Years = Level B Placement						\$ 70,150	\$ 72,200	W
X	c. 7 - 9 Years = Level C Placement						\$ 70,725	\$ 72,800	X
Y	d. 10 - 15 Years = Level D Placement						\$ 73,400		Y
Z	e. 16+ Years = Max Placement is the midpoint of the respective lane range for beyond B+15 lanes.						\$ 74,000		Z

STIPENDS

STEP	LVL ONE	LVL TWO	LVL THREE	LVL FOUR	LVL FIVE	LVL SIX	LVL SEVEN	LVL EIGHT	LVL NINE	LVL TEN	STEP
1	\$ 6,500.00	\$ 6,000.00	\$ 4,700.00	\$ 3,750.00	\$ 2,800.00	\$ 2,600.00	\$ 1,900.00	\$ 1,650.00	\$ 950.00	\$ 700.00	1
2	\$ 6,825.00	\$ 6,300.00	\$ 4,935.00	\$ 3,937.50	\$ 2,940.00	\$ 2,730.00	\$ 1,995.00	\$ 1,732.50	\$ 997.50	\$ 735.00	2
3	\$ 7,150.00	\$ 6,600.00	\$ 5,170.00	\$ 4,125.00	\$ 3,080.00	\$ 2,860.00	\$ 2,090.00	\$ 1,815.00	\$ 1,045.00	\$ 770.00	3
4	\$ 7,475.00	\$ 6,900.00	\$ 5,405.00	\$ 4,312.50	\$ 3,220.00	\$ 2,990.00	\$ 2,185.00	\$ 1,897.50	\$ 1,092.50	\$ 805.00	4
5	\$ 7,800.00	\$ 7,200.00	\$ 5,640.00	\$ 4,500.00	\$ 3,360.00	\$ 3,120.00	\$ 2,280.00	\$ 1,980.00	\$ 1,140.00	\$ 840.00	5

OTHER

AP / CONCURRENT

AP - \$300/SEM

Con-\$500/SEM

LONGEVITY BONUS

YEARS	\$	Based on latest hire date as of the end of August. Paid in September.
3	\$ 1,000	
7	\$ 1,500	
14	\$ 3,000	
21	\$ 4,500	
28	\$ 6,000	
Annual appropriation by the BOE		

\$3,000.00 Differentiation Salary

- Physical Therapist Assistant
- Speech Language Pathologist Asst.
- Special Education

Special Ed Signing Bonus \$2,000

\$5,500.00 Differentiation Salary

- Speech Language Pathologist
- Psychologist
- Social Worker
- Physical Therapist
- Nurse



Morgan County School District Re-3
715 West Platte Avenue
Fort Morgan, Colorado 80701
Phone 970-867-5633 Fax 970-867-0262
www.fortmorgank12.com



CLASSIFIED SALARY SCHEDULE
Effective July 1, 2025 through June 30, 2026

	II / 2	III / 3	IV / 4	V / 5	VI / 6	VII / 7	VIII / 8	IX / 9	X / 10	XI / 11	XII / 12	XIII / 13	
1	\$ 15.36	\$ 15.68	\$ 16.30	\$ 17.28	\$ 17.73	\$ 18.31	\$ 19.05	\$ 20.36	\$ 24.01	\$ 23.59	\$ 27.65	\$ 31.30	1
2	\$ 15.56	\$ 15.88	\$ 16.50	\$ 17.48	\$ 17.93	\$ 18.51	\$ 19.25	\$ 20.56	\$ 24.21	\$ 24.59	\$ 27.85	\$ 31.50	2
3	\$ 15.76	\$ 16.08	\$ 16.70	\$ 17.68	\$ 18.13	\$ 18.71	\$ 19.45	\$ 20.76	\$ 24.41	\$ 25.59	\$ 28.05	\$ 31.70	3
4	\$ 15.96	\$ 16.28	\$ 16.90	\$ 17.88	\$ 18.33	\$ 18.91	\$ 19.65	\$ 20.96	\$ 24.61	\$ 26.59	\$ 28.25	\$ 31.90	4
5	\$ 16.16	\$ 16.48	\$ 17.10	\$ 18.08	\$ 18.53	\$ 19.11	\$ 19.85	\$ 21.16	\$ 24.81	\$ 27.59	\$ 28.45	\$ 32.10	5
6	\$ 16.36	\$ 16.68	\$ 17.30	\$ 18.28	\$ 18.73	\$ 19.31	\$ 20.05	\$ 21.36	\$ 25.01	\$ 28.59	\$ 28.65	\$ 32.30	6
7	\$ 16.56	\$ 16.88	\$ 17.50	\$ 18.48	\$ 18.93	\$ 19.51	\$ 20.25	\$ 21.56	\$ 25.21	\$ 29.59	\$ 28.85	\$ 32.50	7
8	\$ 16.76	\$ 17.08	\$ 17.70	\$ 18.68	\$ 19.13	\$ 19.71	\$ 20.45	\$ 21.76	\$ 25.41		\$ 29.05	\$ 32.70	8
9	\$ 16.96	\$ 17.28	\$ 17.90	\$ 18.88	\$ 19.33	\$ 19.91	\$ 20.65	\$ 21.96	\$ 25.61		\$ 29.25	\$ 32.90	9
10	\$ 17.16	\$ 17.48	\$ 18.10	\$ 19.08	\$ 19.53	\$ 20.11	\$ 20.85	\$ 22.16	\$ 25.81		\$ 29.45	\$ 33.10	10
11	\$ 17.36	\$ 17.68	\$ 18.30	\$ 19.28	\$ 19.73	\$ 20.31	\$ 21.05	\$ 22.36	\$ 26.01		\$ 29.65	\$ 33.30	11
12	\$ 17.56	\$ 17.88	\$ 18.50	\$ 19.48	\$ 19.93	\$ 20.51	\$ 21.25	\$ 22.56	\$ 26.21		\$ 29.85	\$ 33.50	12
13	\$ 17.76	\$ 18.08	\$ 18.70	\$ 19.68	\$ 20.13	\$ 20.71	\$ 21.45	\$ 22.76	\$ 26.41		\$ 30.05	\$ 33.70	13
14	\$ 17.96	\$ 18.28	\$ 18.90	\$ 19.88	\$ 20.33	\$ 20.91	\$ 21.65	\$ 22.96	\$ 26.61		\$ 30.25	\$ 33.90	14
15	\$ 18.16	\$ 18.48	\$ 19.10	\$ 20.08	\$ 20.53	\$ 21.11	\$ 21.85	\$ 23.16	\$ 26.81		\$ 30.45	\$ 34.10	15
16	\$ 18.36	\$ 18.68	\$ 19.30	\$ 20.28	\$ 20.73	\$ 21.31	\$ 22.05	\$ 23.36	\$ 27.01		\$ 30.65	\$ 34.30	16
17	\$ 18.56	\$ 18.88	\$ 19.50	\$ 20.48	\$ 20.93	\$ 21.51	\$ 22.25	\$ 23.56	\$ 27.21		\$ 30.85	\$ 34.50	17
18	\$ 18.76	\$ 19.08	\$ 19.70	\$ 20.68	\$ 21.13	\$ 21.71	\$ 22.45	\$ 23.76	\$ 27.41		\$ 31.05	\$ 34.70	18
19	\$ 18.96	\$ 19.28	\$ 19.90	\$ 20.88	\$ 21.33	\$ 21.91	\$ 22.65	\$ 23.96	\$ 27.61		\$ 31.25	\$ 34.90	19
20	\$ 19.16	\$ 19.48	\$ 20.10	\$ 21.08	\$ 21.53	\$ 22.11	\$ 22.85	\$ 24.16	\$ 27.81		\$ 31.45	\$ 35.10	20
21	\$ 19.36	\$ 19.68	\$ 20.30	\$ 21.28	\$ 21.73	\$ 22.31	\$ 23.05	\$ 24.36	\$ 28.01		\$ 31.65	\$ 35.30	21
22	\$ 19.56	\$ 19.88	\$ 20.50	\$ 21.48	\$ 21.93	\$ 22.51	\$ 23.25	\$ 24.56	\$ 28.21		\$ 31.85	\$ 35.50	22
23	\$ 19.76	\$ 20.08	\$ 20.70	\$ 21.68	\$ 22.13	\$ 22.71	\$ 23.45	\$ 24.76	\$ 28.41		\$ 32.05	\$ 35.70	23
24	\$ 19.96	\$ 20.28	\$ 20.90	\$ 21.88	\$ 22.33	\$ 22.91	\$ 23.65	\$ 24.96	\$ 28.61		\$ 32.25	\$ 35.90	24
25	\$ 20.16	\$ 20.48	\$ 21.10	\$ 22.08	\$ 22.53	\$ 23.11	\$ 23.85	\$ 25.16	\$ 28.81		\$ 32.45	\$ 36.10	25
26	\$ 20.36	\$ 20.68	\$ 21.30	\$ 22.28	\$ 22.73	\$ 23.31	\$ 24.05	\$ 25.36	\$ 29.01		\$ 32.65	\$ 36.30	26
27	\$ 20.56	\$ 20.88	\$ 21.50	\$ 22.48	\$ 22.93	\$ 23.51	\$ 24.25	\$ 25.56	\$ 29.21		\$ 32.85	\$ 36.50	27
28	\$ 20.76	\$ 21.08	\$ 21.70	\$ 22.68	\$ 23.13	\$ 23.71	\$ 24.45	\$ 25.76	\$ 29.41		\$ 33.05	\$ 36.70	28
29	\$ 20.96	\$ 21.28	\$ 21.90	\$ 22.88	\$ 23.33	\$ 23.91	\$ 24.65	\$ 25.96	\$ 29.61		\$ 33.25	\$ 36.90	29
30	\$ 21.16	\$ 21.48	\$ 22.10	\$ 23.08	\$ 23.53	\$ 24.11	\$ 24.85	\$ 26.16	\$ 29.81		\$ 33.45	\$ 37.10	30
31	\$ 21.36	\$ 21.68	\$ 22.30	\$ 23.28	\$ 23.73	\$ 24.31	\$ 25.05	\$ 26.36	\$ 30.01		\$ 33.65	\$ 37.30	31
32	\$ 21.56	\$ 21.88	\$ 22.50	\$ 23.48	\$ 23.93	\$ 24.51	\$ 25.25	\$ 26.56	\$ 30.21		\$ 33.85	\$ 37.50	32
33	\$ 21.76	\$ 22.08	\$ 22.70	\$ 23.68	\$ 24.13	\$ 24.71	\$ 25.45	\$ 26.76	\$ 30.41		\$ 34.05	\$ 37.70	33
34	\$ 21.96	\$ 22.28	\$ 22.90	\$ 23.88	\$ 24.33	\$ 24.91	\$ 25.65	\$ 26.96	\$ 30.61		\$ 34.25	\$ 37.90	34
35	\$ 22.16	\$ 22.48	\$ 23.10	\$ 24.08	\$ 24.53	\$ 25.11	\$ 25.85	\$ 27.16	\$ 30.81		\$ 34.45	\$ 38.10	35
36	\$ 22.36	\$ 22.68	\$ 23.30	\$ 24.28	\$ 24.73	\$ 25.31	\$ 26.05	\$ 27.36	\$ 31.01		\$ 34.65	\$ 38.30	36
37	\$ 22.56	\$ 22.88	\$ 23.50	\$ 24.48	\$ 24.93	\$ 25.51	\$ 26.25	\$ 27.56	\$ 31.21		\$ 34.85	\$ 38.50	37
38	\$ 22.76	\$ 23.08	\$ 23.70	\$ 24.68	\$ 25.13	\$ 25.71	\$ 26.45	\$ 27.76	\$ 31.41		\$ 35.05	\$ 38.70	38
39	\$ 22.96	\$ 23.28	\$ 23.90	\$ 24.88	\$ 25.33	\$ 25.91	\$ 26.65	\$ 27.96	\$ 31.61		\$ 35.25	\$ 38.90	39
40	\$ 23.16	\$ 23.48	\$ 24.10	\$ 25.08	\$ 25.53	\$ 26.11	\$ 26.85	\$ 28.16	\$ 31.81		\$ 35.45	\$ 39.10	40

RETIRE MORGAN COUNTY SCHOOL DISTRICT RE-3**NOTICE OF PERSONNEL ACTION****DATE:** _____

Name: _____ **Address:** _____
Date Of Employment: _____ **Social Security #:** _____ **Telephone Number:** _____

TYPE OF ACTION

_____ **New Employee Hired** Complete Sections B & C
 _____ **Change of Position** A, B & C
 _____ **Change Department or Location** A, B & C
 _____ **Increment Increase** A & B
 _____ **New Salary Schedule** A & B

_____ **Leave of Absence (no pay)** Complete Sections A & C
 _____ **Layoff** A & C
 _____ **Resignation** A & C
 _____ **Retirement** A & C
 _____ **Death** A, B & C
 _____ **Other**

(A) – PRESENT STATUS

Job 1 Title: Hrs.: _____ Days: _____ Months: _____ Budget 1 _____ Code: _____
Job 2 Title: Hrs.: _____ Days: _____ Months: _____ Budget 2 _____ Code: _____
Job 3 Title: Hrs.: _____ Days: _____ Months: _____ Budget 3 _____ Code: _____
Grade Level: _____
Location: _____
Base Pay Rate: _____

Stipends:	LV	ST	Amount:

Last Day Worked Present Status: _____**(B) – PROPOSED STATUS**

Job 1 Title: Hrs.: _____ Days: _____ Months: _____ Budget 1 _____ Code: _____
Job 2 Title: Hrs.: _____ Days: _____ Months: _____ Budget 2 _____ Code: _____
Job 3 Title: Hrs.: _____ Days: _____ Months: _____ Budget 3 _____ Code: _____
Grade Level: _____
Location: _____
Base Pay Rate: _____

Stipends:	LV	ST	Amount:

First Day Worked Proposed Status: _____**(C) Reason for Action or Remarks:**

This form will be prepared by the appropriate administrator or supervisor for all personnel actions and distributed as follows:
 White-Central Personnel File Yellow-Bookkeeping Dept. Pink-Employee Copy Goldenrod-Financial Dept.

Federal Procurement

NOTE: Colorado school districts that receive federal funds are required by federal law to adopt procurement procedures and the law contains specific direction as to the content or language. This sample policy and its accompanying regulation contain the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

This policy and its accompanying regulation (**DJB-R**) applies to the purchase of services, supplies, equipment, or other property with federal funds that are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy or its accompanying regulation conflict or are otherwise inconsistent with mandatory provisions of the UGG, EDGAR, or other applicable federal law, the mandatory provisions of such laws control.

District **E**mployees must follow Board policy concerning **E**mployee purchasing authority when making any purchase with federal funds and must obtain prior Board approval in those instances when it is required by Board policy. District **E**mployees must also follow applicable state law and Board policy concerning competitive bidding, to the extent state law and/or Board policy establish additional requirements or procedures--including conducting criminal background checks for any person providing direct services to students pursuant to a written contract--that do not conflict with this policy and its accompanying regulation.

Federal Micro-Purchases (less than \$10,000) FEDERAL MICRO-PURCHASES (LESS THAN \$15,000)

NOTE: While the federal micro-purchase threshold will remain at \$15,000, Districts may have a lower threshold or may self-certify a micro-purchase threshold up to \$50,000. This self-certification must be done annually and include a justification, clear indication of the new threshold, and supporting documentation of any of the following: (1) a qualification as a low-risk auditee in accordance with the criterion in 2 CFR 200.520 or (2) an annual internal institutional risk assessment to identify, mitigate, and manage financial risk.

A "**M**icro-**P**urchase" is a purchase of supplies or services using simplified acquisition procedures, the aggregate amount of which does not exceed the micro-purchase threshold.

Micro-purchases may be made or awarded without soliciting competitive price or rate quotations if District **S**taff considers the price to be reasonable based on research, experience, purchase history, or other information and documents its files accordingly.

To the extent practicable, the District may distribute micro-purchases equitably among qualified suppliers when the same or materially interchangeable products are identified and such suppliers offer effectively equivalent rates, prices, and other terms.

~~**Federal Simplified Acquisition Threshold (\$10,000 to under \$250,000)**~~ **FEDERAL SIMPLIFIED ACQUISITION THRESHOLD (\$15,000 TO UNDER \$350,000)**

"Simplified Acquisition Threshold" means the dollar amount below which a non-Federal entity may purchase property or services using small purchase methods. Non-Federal entities adopt small purchase procedures in order to expedite the purchase of items costing less than the simplified acquisition threshold.

For small purchases, price or rate quotes must be obtained in advance from a reasonable number of qualified sources, as detailed in this policy's accompanying regulation, unless:

1. ~~A~~a valid basis exists under the federal Uniform Grant Guidance for relying on procurement by a noncompetitive proposal (i.e., "single source" procurement); or
2. ~~T~~he District elects to use a more formal competitive bid or request for proposal process.

~~**Competitive Bidding Threshold (\$250,000 or more)**~~ **COMPETITIVE BIDDING THRESHOLD (\$350,000 OR MORE)**

The District must conduct a cost or price analysis for purchases that exceed the ~~S~~simplified ~~A~~acquisition ~~T~~hreshold. At a minimum, this must include making an independent estimate before receiving bids or proposals (including noncompetitive proposals). A ~~C~~ost ~~A~~analysis means evaluating the separate cost elements that make up the price. A ~~P~~rice ~~A~~analysis means evaluating the total price, without looking at the individual cost elements.

Whenever appropriate and relevant to the specific transaction, the cost analysis may include life-cycle cost estimates which must then be incorporated into any solicitations of bids or proposals.

~~**Unnecessary or Duplicative Items**~~ **UNNECESSARY OR DUPLICATIVE ITEMS**

The District must avoid the acquisition of unnecessary or duplicative items.

Consideration must also be given to consolidating or breaking out purchases to obtain a more economical purchase.

~~**Recordkeeping**~~ **RECORDKEEPING**

The District must maintain records sufficient to detail the history of procurements made with federal funds. These records may include, but not necessarily be limited to, the following: rationale for the method of procurement, contractor selection or rejection, and the basis for the contract price (including a cost or price analysis).

Retention of such procurement records must be in accordance with applicable law and Board policy.

Adopted June 5, 2017

Revised September 30, 2020; February 28, 2022; **TBD**

LEGAL REFERENCES.: 2 C.F.R. Part 200 Subpart D (*post-award requirements under the federal Uniform Grant Guidance*)
 2 C.F.R. 200.318 (*general standards for procurement supported by federal funds*)
 2 C.F.R. 200.319 (*written procurement standards required*)
 2 C.F.R. 200.320 (*methods of procurement to be followed*)
 2 C.F.R. 200.323 (*cost or price analysis*)
 2 C.F.R. 200.333 (*record retention requirements*)
 2 C.F.R. 200.336 (*access to records*)
 7 C.F.R. 226 (*USDA procurement thresholds*)
 7 C.F.R. 3016.36 (*USDA's procurement standards*)
 7 C.F.R. 3016.37 (*USDA's procurement requirements for subgrants*)
 34 C.F.R. Parts 75, 76 (*EDGAR - Education Department General Administrative Regulations*)
 48 C.F.R. Subpart 2.1 (*micro-purchase and competitive bidding thresholds*)
 C.R.S. 22-32-144 (4) (*background check provision required in service contracts*)

CROSS REFERENCES.: BCB, School Board Member Conflict of Interest
 DAC*, Federal Fiscal Compliance
 DJ/DJA, Purchasing/Purchasing Authority
 DJE, Bidding Procedures
 DKC, Expense Authorization/Reimbursement (Mileage and Travel)
 EHB, Records Retention
 GBEA, Staff Ethics/Conflict of Interest

NOTE: The federal government periodically adjusts the threshold amounts for federal procurement. See ~~USDA Memo SP02CACFP03SFSP01-2022 (December 15, 2021)~~. This table lists the amounts effective as of ~~November 2020~~ **October 2025**:

<i>Procurement Method</i>	<i>Amount</i>
Micro Purchase Threshold	\$10,000 15,000 or less
Simplified Acquisition Threshold (for small purchases)	\$150,000 - \$250,000 350,000
Competitive Bidding Threshold	\$35250,000 or more
*Districts may self-certify a M micro- P urchase T hreshold up to \$50,000	

Federal Procurement Procedures

NOTE: Colorado school districts that receive federal funds are required by federal law to adopt procurement procedures and the law contains some specific direction as to the content or language. This sample regulation and the accompanying policy contain the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

SINGLE SOURCE PROCUREMENT ~~“Single Source” Procurement~~

One or more of the following conditions justify procurement of a small or large purchase pursuant to a noncompetitive proposal (i.e., “single source” procurement):

1. The item is only available from a single source;
2. A public exigency or emergency exists and does not permit the delay that would result from a competitive solicitation;
3. After solicitation of a number of sources, the District determines that competition is inadequate; or
4. The federal awarding agency or the state as the pass-through entity has expressly authorized noncompetitive proposals in response to a written request from the District.

The District **must** ~~shall~~ document the grounds for using a single source procurement process in lieu of an otherwise-required competitive method of procurement.

STANDARDS FOR OBTAINING PRICE OR RATE QUOTATIONS ~~Standards for Obtaining Price or Rate Quotations~~

The following standards apply to District procurement decisions that include the consideration of price or rate quotations:

1. Obtain at least two price or rate quotations that represent acceptable procurement options~~;-~~;
2. Price or rate quotations may be obtained from an online search, publicly advertised prices, written quotations prepared upon request or by documenting verbal quotations~~;-~~;
3. The specific price or rate quotation need not be the sole determining factor in the procurement decision if:
 - a. ~~O~~ther relevant and material differences exist among the quotations (e.g., quality, functionality, vendor-supplied support services, life-cycle cost estimates, vendor experience in connection with the purchase of services, etc.); and

- b. ~~S~~such differences predominate over a strict cost comparison.

4.If the District determines that it is in the District's best interests to not select the lowest price or rate quotation based upon the criteria listed in the above paragraph, the reason for deviating from using cost as the determining factor ~~must~~ ~~shall~~ be documented.

ADDITIONAL STANDARDS APPLICABLE TO PROCUREMENTS UNDER THE FEDERAL UNIFORM GRANT GUIDANCE

~~Additional Standards Applicable to Procurements under the Federal Uniform Grant Guidance~~

Unless expressly authorized by the federal Uniform Grant Guidance and/or other applicable federal law, the following standards ~~will~~ ~~shall~~ apply to District purchases made in whole or in part with federal funds:

1. The District ~~will~~ ~~shall~~ take affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible. These affirmative steps include, but are not limited to, placing qualified small and minority businesses and women's business enterprises on solicitation lists and ensuring the small and minority businesses and women's business enterprises are solicited whenever they are potential sources~~;-~~
2. A time and materials contract may be used only after a determination that no other contract is suitable and if the contract includes a ceiling price that the contractor exceeds at its own risk~~;-~~
3. District procurement supported by federal funds may be subject to the federal Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The general requirements include procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative program for procurement of recovered materials as identified in Environment Protection Agency (EPA) guidelines.

Adopted June 5, 2017

Revised ~~TBD~~

Criminal History Record Information

NOTE: Colorado school districts are required by law to adopt a policy on this subject and the law contains some specific direction as to the content or language. This sample contains the content/language that CASB believes best meets the majority of the requirements for handling criminal history record information (CHRI), but districts must ensure that they have written, district-specific procedures in place regarding the district's specific incident response plan. The district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

The Board of Education of Morgan County School District RE-3 is committed to ensuring the protection of the Criminal Justice Information (CJI) and its subset of Criminal History Record Information (CHRI). CHRI will be retained for a period of three years, at which point the information will be purged or destroyed in accordance with applicable record retention rules.

NOTE: CASB recommends that districts retain Criminal History Record Information for a three-year retention period, but there is no legal requirement for the length of time a district must retain this information. However, the length of the retention period must be specifically included in policy. Therefore, in this Policy, CASB has included a three-year retention period, because it is consistent with the retention schedule for personnel job records, as outlined in the Colorado School District Record Management Manual Schedule No. 15 - Personnel Records. However, districts may choose an alternate retention period as appropriate or as best meets the district's local needs and circumstances.

Accordingly, this policy applies to any electronic or physical media containing Federal Bureau of Investigation (FBI) or Colorado Bureau of Investigation (CBI) Criminal Justice Information while being stored, accessed, or physically moved from a secure location within the Morgan County School District RE-3. This policy also applies to any authorized person who accesses, stores, and/or transports electronic or physical media containing Criminal History Record Information.

Criminal Justice Information (CJI) and Criminal History Record Information (CHRI) DEFINITIONS

Criminal Justice Information (CJI) refers to all of the FBI Criminal Justice Information Services (CJIS) provided data necessary for law enforcement and civil agencies to perform their missions including, but not limited to biometric, identity history, biographic, property, and case/incident history data.

Criminal History Record Information (CHRI) means information collected by criminal justice agencies on individuals consisting of identifiable descriptions and notations of arrests, detentions, indictments, information, or other formal criminal charges, and any disposition arising therefrom, including acquittal, sentencing, correctional supervision,

and release. The term does not include identification information such as fingerprint records if such information does not indicate the individual's involvement with the criminal justice system. CHRI is a subset of CJI and for the purposes of this document is considered interchangeable. Due to its comparatively sensitive nature, additional controls are required for the access, use, and dissemination of CHRI.

PROPER ACCESS, USE, AND DISSEMINATION OF CHRI ~~Proper Access, Use, and Dissemination of CHRI~~

CHRI must only be used for an authorized purpose consistent with the purpose for which it was accessed or requested and cannot be disseminated outside the receiving departments, related agencies, or other authorized entities. Dissemination to another agency is authorized if (1a) the other agency is an Authorized Recipient of such information and is being serviced by the accessing agency, or (2b) the other agency is performing noncriminal justice administrative functions on behalf of the authorized recipient and the outsourcing of said functions has been approved by Colorado Bureau of Investigation (CBI) officials with applicable agreements in place.

PERSONNEL SECURITY SCREENING ~~Personnel Security Screening~~

Access to CJI and/or CHRI is restricted to Aauthorized Ppersonnel. Authorized Ppersonnel areis defined as an individuals, or a group of individuals, who have completed security awareness training and have been granted access to CJI data.

SECURITY AWARENESS TRAINING ~~Security Awareness Training~~

Provide security and privacy literacy training to system users (including managers, senior executives, and contractors): as part of initial training for new users prior to accessing CJI and annually thereafter; and when required by system changes or within 30 days of any security event for individuals involved in the event.

~~Basic security awareness training is required within six months of initial assignment, and biennially thereafter, for all personnel with access to said confidential information.~~

PHYSICAL SECURITY ~~Physical Security~~

All CJI and CHRI information must be securely stored. The Morgan County School District RE-3 will maintain a current list of Aauthorized Ppersonnel. Authorized Ppersonnel will take necessary steps to prevent and protect the Morgan County School District RE-3 from physical, logical, and electronic breaches.

~~Media Protection~~ **MEDIA PROTECTION**

Controls must be in place to protect electronic and physical media containing CJI while at rest, stored, or actively being accessed. Electronic media includes memory devices in laptops and computers (hard drives) and any removable, transportable digital memory media, such as magnetic tape or disk, backup medium, optical disk, flash drives, external hard drives, or digital memory card. Physical media includes printed documents and imagery that contain CJI.

Physical Copies must be stored in a locking, fireproof, cabinet. All records must be stored in a locked records room with access only by Morgan County School District RE-3 employees designated by the Superintendent of schools.

NOTE: The following paragraphs contain optional language in brackets, choose the language that best applies to how your district stores and protects CJI; delete any language that does not apply.

The **Morgan County School District RE-3** must securely store ~~electronic and~~ physical media within physically secure locations. The **Morgan County School District RE-3** restricts access to ~~electronic and~~ physical media to authorized individuals. If physical and personnel restrictions are not feasible then the data must be encrypted. When no longer usable, information and related processing items must be properly disposed of to ensure confidentiality.

To protect CJI, Morgan County School District RE-3 Personnel will:

1. Securely store physical media within a physically secure or controlled area. A secured area includes a locked drawer, cabinet, or room.
2. Restrict access to physical media to authorized individuals.
3. Ensure that only authorized users remove printed form from the CJI.
4. Not use personally owned information system to access, process, store, or transmit CJI, unless the Morgan County School District RE-3 has established and documented the specific terms and conditions for personally owned information system use.
5. Not utilize publicly accessible computers to access, process, store, or transmit CJI.
 - a. Publicly accessible computers include, but are not limited to, hotel business center computers, convention center computers, public library computers, public kiosk computers, etc.
6. Store all hard copy CJI printouts maintained by the Morgan County School District RE-3 in a secure area accessible to only those employees whose job function require them to handle such documents.
7. Take appropriate action when in possession of CJI while not in a secure area: (1) CJI must not leave the employee's immediate control, (2) Precautions must be

taken to obscure CJI from public view, such as by means of an opaque file folder or envelope for hard copy printouts.

For electronic devices like laptops, use session lock use and/or privacy screens.

CJI will not be left in plain view.

8. Lock or log off computer when not in immediate vicinity of work area to protect CJI. Not all Morgan County School District RE-3 Personnel have same CJI access permissions and need to keep CJI protected on a need-to-know basis.
9. Establish appropriate administrative, technical, and physical safeguards to ensure the security and confidentiality of CJI.

MEDIA SANITATION AND DISPOSAL ~~Media Sanitization and Disposal~~

When no longer usable, ~~hard drives, diskettes, tape cartridges, CDs, ribbons,~~ hard copies, printouts, and other similar items used to process, store, and/or transmit FBI or CBI CJI must be properly disposed of in accordance with measures established by the **Morgan County School District RE-3**.

Physical media (printouts and other physical media) must be disposed of by one of the following methods:

1. ~~S~~shredding using District-issued shredders; or
2. ~~P~~laced in locked shredding bins for a private contractor to come on-site and shred, witnessed by District ~~P~~ersonnel throughout the entire process.

~~Electronic media (hard drives, tape cartridge, CDs, printer ribbons, flash drives, printer and copier hard drives, etc.) must be disposed of by one of the following methods:~~

- ~~1. Overwriting (at least 3 times) — an effective method of clearing data from magnetic media. As the name implies, overwriting uses a program to write (1s, 0s, or a combination of both) onto the location of the media where the file to be sanitized is located.~~
- ~~2. Degaussing — a method to magnetically erase data from magnetic media. Two types of degaussing exist: strong magnets and electric degausses. Note that common magnets (e.g., those used to hang a picture on a wall) are fairly weak and cannot effectively degauss magnetic media.~~
- ~~3. Destruction — a method of destroying magnetic media. As the name implies, destruction of magnetic media is to physically dismantle by methods of crushing, disassembling, etc., ensuring that the platters have been physically destroyed so that no data can be pulled.~~

~~IT systems that have been used to process, store, or transmit FBI or CBI CJI and/or sensitive and classified information must not be released from the District's control until the equipment has been sanitized and all stored information has been cleared using one of the above methods.~~

ACCOUNT MANAGEMENT ~~Account Management~~

The District must manage information system accounts, including establishing, activating, modifying, reviewing, disabling, and removing accounts. The **Morgan County School District RE-3** must validate information systems accounts at least annually and must document the validation process.

All accounts must be reviewed at least annually by the designated CJIS ~~P~~point of ~~C~~contact or their designee to ensure that access and account privileges commensurate with job functions, need-to-know, and employment status on systems that contain CJI. The CJIS ~~P~~point of ~~C~~contact may also conduct periodic reviews.

REPORTING INFORMATION SECURITY EVENTS ~~Reporting Information Security Events~~

The **Morgan County School District RE-3** must promptly report incident information to appropriate authorities to include the CBI's Information Security Officer (ISO). Information security events and weaknesses associated with information systems must be communicated in a manner allowing timely corrective action to be taken. Formal event reporting and escalation procedures must be in place. Wherever feasible, the **Morgan County School District RE-3** must employ automated mechanisms to assist in the reporting of security incidents.

All employees, contractors, and third-party users must be made aware of the procedures for reporting the different types of events and weakness that might have an impact on the security of **Morgan County School District RE-3** assets and are required to report any information security events and weaknesses as quickly as possible to the designated ~~P~~point of ~~C~~contact.

POLICY VIOLATION AND MISUSE NOTIFICATION ~~Policy Violation/Misuse Notification~~

Violation of this policy or misuse of CHRI by any **Morgan County School District RE-3** ~~P~~personnel can result in significant disciplinary action, up to and including loss of access privileges, civil and criminal prosecution, and/or termination.

Likewise, violation of this policy or misuse of CHRI by any visitor can result in similar disciplinary action against the sponsoring employee and can also result in termination of

services with any associated consulting organization or prosecution in the case of criminal activity.

In the event of a violation of this policy by Morgan County School District RE-3 Personnel or any visitor, notification to the Colorado Bureau of Investigation is required.

Adopted September 30, 2020

Revised February 28, 2022; August 12, 2024; TBD

LEGAL REFERENCES: P.L. 92-544 (*authorizes the FBI to exchange CHRI with officials of state and local governmental agencies for licensing and employment purposes*)
28 C.F.R. 20.33 (b) (*limited dissemination of criminal history record information*)
28 C.F.R. 50.12 (b) (*notification requirements regarding fingerprints*)
C.R.S. 22-2-119.3 (6)(d) (*name-based judicial record check – definition*)
C.R.S. 22-32-109.8 (*non-licensed personnel – submittal of fingerprints and name-based judicial record check*)
C.R.S. 22-32-109.9 (*licensed personnel – submittal of fingerprints and name-based judicial record check*)
C.R.S. 24-72-302 (*definition of criminal justice information*)

CROSS REFERENCES: GBEB, Staff Conduct (and Responsibilities)
GCE/GCF, Professional Staff Recruiting/Hiring
GDE/GDF, Support Staff Recruiting/Hiring

Immunization of Students

NOTE: While Colorado school districts are not required by law to adopt a policy on this subject, some content in this sample reflects legal requirements school districts must follow. This sample contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

The Board directs the Superintendent or designee(s) to annually provide parents/guardians of each student enrolled in the District a copy of the standardized immunization document developed by the Colorado Department of Public Health and Environment. The standardized immunization document includes a list of required and recommended immunizations and the age at which each immunization should be given; *the school's specific immunization and exemption rates for the measles, mumps, and rubella vaccine [optional: the school may also include immunization and vaccination rates for any other vaccine] for the school's enrolled student population for the previous school year compared to the vaccinated children standard, and a statement that the school is required to collect and report the information, but the school does not control the school's specific immunization rates or establish the vaccinated children standard.*

No student is permitted to attend or continue to attend any school in this District without meeting the legal requirements of immunization against disease unless the student has a valid exemption for health, religious, personal or other reasons as provided by law.

1. *A certificate of medical exemption;*
2. *A certificate of nonmedical exemption.*

Students who do not submit an up-to-date certificate of immunization ~~or a written authorization signed by one parent/guardian requesting local health officials to administer the immunizations~~ or a valid exemption will be suspended and/or expelled from school according to regulation (JLCB-R).

All information distributed to parents by the District will inform them of their rights to seek an exemption from immunization requirements.

Proposed July 7, 1997

Adopted August 18, 1997

Revised October 20, 1997; April 1998; June 2010; June 2014; June 2018; **TBD**

LEGAL REFERENCES: C.R.S. 22-32-140 (*annual distribution of standardized immunization document required*)
C.R.S. 22-33-106 (*grounds for suspension, expulsion and denial of admission*)
C.R.S. 25-4-901 *et. seq.* (*school entry immunizations*)
6 CCR 1009-2 (*school immunization requirements*)

CROSS REFERENCES:

JF, Admission and Denial of Admission
JFABE*, Students in Foster Care
JKD/JKE, Suspension/Expulsion of Students
JRA/JRC, Student Records/Release of Information on Students
JLCB-R, Immunizations of Students Regulation

NOTE 1: In accordance with state law, the Colorado Department of Public Health and Environment (CDPHE) has developed and provided to the Colorado Department of Education (CDE) a standardized immunization document regarding childhood immunizations. CDE shall post an updated standardized immunization document on its website on or before January 15th annually. C.R.S. 25-4-902.

NOTE 2: Districts may determine the method of distribution for the standardized immunization document. Solely posting the document on the school district's website or in a central area of the school is not sufficient to satisfy the notice requirement, however, each school district is encouraged to post a copy of the document on its website. C.R.S. 22-32-140.

NOTE 3: State law requires schools to make the immunization and exemption rates of their enrolled student population "publicly available upon request." C.R.S. 25-4-903 (5). The CDPHE has created a worksheet to assist schools in determining their immunization and exemption rates. To access this worksheet and related information, visit the CDPHE's website, <https://www.colorado.gov/cdphe>.

NOTE 4: State law also requires schools, on or by February 15, 2021 and every year thereafter, to include on the standardized immunization document the school's specific immunization and exemption rates for the measles, mumps, and rubella vaccine for the school's enrolled student population for the previous school year compared to the vaccinated children standard of 95%. C.R.S. 25-4-902 (4)(b).

Immunization of Students

NOTE: While Colorado school districts are not required by law to adopt a regulation on this subject, this regulation reflects legal requirements school districts must follow. This sample regulation contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate procedures that meet local circumstances and needs.

1. No student may attend school in the District unless the student has presented to the school : (1) an up-to-date certificate of immunization, (2) a valid certificate of medical exemption, or (3) a completed certificate of nonmedical exemption. ~~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.)~~

NOTE: Please refer to current standardized immunization documents and 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:

Medical Exemptions. ~~a. A completed certificate of medical exemption signed by certification from~~ a licensed physician, qualified physician assistant, or advanced practice nurse ~~that the student's~~ that the physical condition of the child is such that immunization would endanger the student's child's life or health or is otherwise medically contraindicated due to other medical conditions. A medical exemption can be for:

1. Permanent Conditions, which requires the form to be submitted only once to the school; or
2. Temporary Conditions, which only last for the duration of the condition and will expire after the "temporary until" date, which is determined by the authorized immunizing provider who signed the form.

NOTE: The expiration date must be monitored by each school in the District to determine when the student is eligible to receive the required immunization. Additionally, all Medical Exemption Forms (temporary or permanent) must be maintained in the student's file at each new school the student attends.

Nonmedical Exemptions. A completed certificate of nonmedical exemption signed by one parent/guardian or an emancipated student. The certificate of nonmedical exemption must also include either:

1. The signature from a licensed physician, qualified physician assistant, advanced practice nurse, or pharmacist; or

2. Confirmation of completion of the Colorado Department of Public Health and Environment's Online Immunization Education Module.

~~a. Certificates of Nonmedical Exemption must be submitted once per school year. 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.~~

~~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 **any communicable** disease ~~against~~ **for** which immunization is required, no exemption will be recognized, and those students will be excluded from school.

~~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.~~

~~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.~~

DUTIES RELATED TO IMMUNIZATIONS

Each school in the District annually provides the school's specific immunization and exemption rates for the measles, mumps, and rubella vaccine [optional: the school may also include immunization and vaccination rates for any other vaccine] for the school's enrolled student population for the previous school year compared to the vaccinated children standard.

The District will provide upon request an immunization reporting form. The **[appropriate school official, e.g., school nurse, principal]** is responsible for seeing that required information is included on the form and transferred to an official certificate of immunization as required.

If there is a failure to comply with the immunization requirements, the **[appropriate school official]** ~~school nurse~~ will personally notify the parent/guardian or emancipated student. Such notification will be accomplished either by telephone, **e-mail**, or in person. If this is not possible, contact will be by **physical** 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:

1. ~~a. That~~ up-to-date immunizations are required under Colorado law.
2. ~~b. That within thirty (30) days of notification,~~ the parent/guardian must submit **one of the following: (1) a completed certificate of medical exemption (either temporary or permanent), (2) a completed certificate of nonmedical exemption or, (3)**

documentation to the school showing that the next required immunization has been given and a written plan for completion of all required immunizations. ~~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.~~

3. e. 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 ~~S~~uperintendent 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 ~~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 ~~14~~ **14** ~~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; **TBD**

Staff Conduct ~~(a~~And Responsibilities)

NOTE: Colorado school districts are required by law to adopt a policy that requires screening of new and current employees for criminal activities. The screening provisions have been included in this sample policy. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

All ~~S~~staff members have a responsibility to make themselves familiar with and abide by federal and state laws ~~as these affect their work~~, and the policies and regulations of the District.

As representatives of the District and role models for students, all staff ~~must~~ shall demonstrate and uphold high professional, ethical and moral standards. Staff ~~M~~members ~~must~~ shall conduct themselves in a manner that is consistent with the educational mission of the District and ~~must~~ shall maintain professional boundaries with students at all times in accordance with this policy's accompanying regulation. Interactions between ~~S~~staff ~~M~~members must be based on mutual respect and any disputes will be resolved in a professional manner.

RULES OF CONDUCT ~~Rules of Conduct~~

Each staff member shall observe rules of conduct established in law which specify that a ~~S~~school ~~E~~mployee ~~must~~ shall not:

1. Disclose or use confidential information acquired in the course of employment to further substantially the ~~District E~~mployee's personal financial interests.
2. Accept a gift of substantial value or substantial economic benefit tantamount to a gift of substantial value which would tend to improperly influence a reasonable person in the position to depart from the faithful and impartial discharge of the ~~S~~staff ~~M~~member's duties, or which the ~~S~~staff ~~M~~member knows or should know is primarily for the purpose of a reward for action taken.
3. Engage in a substantial financial transaction for private business purposes with a person whom the ~~S~~staff ~~M~~member supervises.
4. Perform an action which directly and substantially confers an economic benefit tantamount to a gift of substantial value on a business or other undertaking in which the ~~S~~staff ~~M~~member has a substantial financial interest or is engaged as counsel, consultant, representative or agent.
- ~~5. Perform any action in which the staff member has discretionary authority which directly and substantially confers an economic benefit on a business or other~~

~~undertaking in which the staff member has a substantial financial interest or is engaged as a counsel, consultant, representative or agent.~~

~~The phrase "economic benefit tantamount to a gift of substantial value" includes a loan at a rate of interest substantially lower than the prevailing commercial rate and compensation received for private services rendered at a rate substantially exceeding the fair market value.~~

It **is** shall not be considered a breach of conduct for a **S**staff **M**member to:

1. Use school facilities and equipment to communicate or correspond with constituents, family members or business associates on an occasional basis.
2. Accept or receive a benefit as an indirect consequence of transacting **S**school **D**istrict business.

General Work Rules

~~These work rules are intended to be examples and are not all inclusive.~~

~~Inappropriate conduct such as, but not limited to, the following examples are cause for disciplinary action which could include dismissal from employment.~~

Essential to the success of ongoing school operations and the instructional program are the following specific responsibilities which are required of all District Personnel:

1. **Faithfulness and promptness in attendance at work.** ~~Dishonesty, theft, cheating, or fraud~~
2. **Support and enforcement of policies of the Board and regulations of the school administration in regard to students.** ~~Support misuse or unauthorized disclosure of confidential information, including unauthorized access, copying, removal, or falsification of facility records, and unauthorized recording of District business.~~
3. **Diligence in submitting required reports promptly at the times specified.** ~~Threatening, intimidating, coercing, or physical assault directed at others.~~
4. **Care and protection of school property.** ~~Unsatisfactory work performance, including negligence or inattention to duty and failure to perform assigned duties in an acceptable or productive manner, or at assigned times.~~
5. **Concern and attention toward the safety and welfare of students.** ~~Willful conduct detrimental to property or the operations of the District.~~
6. **Insubordination, including willful refusal to obey reasonable and lawful instructions of supervisors or other administrative personnel, which do not compromise health or safety.**

- ~~7. Faithfulness and promptness in attendance at work. Excessive unexcused absences or tardiness, or failure to report to a scheduled work assignment without complying with absence notification procedures.~~
- ~~8. An employee who fails to report to work and fails to notify his/her supervisor of the reason for absence from work for four (4) consecutive workdays will be considered to have abandoned his/her job. The employee is deemed to have quit and will be terminated immediately.~~
- ~~9. Violation of published District safety rules or safety practices.~~
- ~~10. Unauthorized possession of weapon(s), firearm(s), or explosive(s) on District premises.~~
- ~~11. Omitting information that is not of a minor nature or providing false, misleading, or inaccurate information on any employment document.~~
- ~~12. Failure to plan for and implement the District's prescribed curriculum and adopted curricular materials.~~
- ~~13. Failure to comply with and enforce published policies and regulations of the Board.~~
- ~~14. Failure to provide for the safety and welfare of students including the need to ensure that students are appropriately supervised.~~

Maintaining Professional Staff/Student Boundaries

~~In a professional staff/student relationship, school employees maintain boundaries with District students that are consistent with their professional code of conduct and obligations whenever they act within their job capacity.~~

~~A boundary invasion is an act or omission by a school employee that violates professional staff/student boundaries and has the potential to abuse the staff/student relationship. An inappropriate boundary invasion means an act, omission, or pattern of such behavior by a District employee that does not have an educational purpose; and results in abuse of the staff/student professional relationship.~~

Unacceptable Boundary Invasions

~~Examples of inappropriate boundary invasions by staff members include but are not limited to the following:~~

- ~~• Any type of inappropriate physical contact with a student or any other conduct that might be considered harassment under District policy;~~
- ~~• Showing or distributing pornography to a student;~~
- ~~• Singling out a particular student or students for friendship beyond the professional staff student relationship;~~

- ~~After judication and/or admittance to guilt where students are consuming alcohol, drugs, or tobacco provided by the District employee;~~
- ~~For non-guidance/counseling staff, encouraging students to confide or reveal their personal or family problems and/or relationships;~~
- ~~Sending students on personal errands unrelated to any educational purpose;~~
- ~~Banter, allusions, jokes, or innuendos of a sexual nature with students;~~
- ~~Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;~~
- ~~Addressing students, or permitting students to address staff members with personalized terms of endearment, pet names, or otherwise in an overly familiar manner;~~
- ~~Maintaining personal contact with a student outside of school, beyond homework or other legitimate school business, by phone, text messages, email, Instant Messenger or Internet chat rooms, social networking websites, or letters without including the parent/guardian and approval from the appropriate administrator;~~
- ~~Giving or exchanging inappropriate personal gifts, cards or letters with an individual student;~~
- ~~Socializing or spending time with individual students who are not relatives of the staff member (including but not limited to activities such as going out for beverages, meals or movies, shopping, traveling, and recreational activities) outside of school-sponsored events, except as participants in organized community activities or as invited guests of the student's parents or guardians who are also present at the activity;~~
- ~~Giving a student a ride alone in a vehicle in a non-emergency situation; and/or~~
- ~~Unnecessarily invading a student's privacy, (e.g. walking in on the student in the restroom).~~

Appearances of Impropriety

The following activities are possible examples of boundary invasions and can create an actual impropriety or the appearance of impropriety:

- ~~Being alone with an individual student out of the view of others or in any room with the door closed;~~
- ~~Inviting or allowing individual students to visit the staff member's home;~~
- ~~Visiting a student's home for personal or other reasons unrelated to school business or activities and when a parent or guardian is not present; and/or~~
- ~~Social networking with students for non-educational purposes or with these characteristics:~~
 - ~~is hidden and/or secretive~~
 - ~~is loosely connected or has no connection to school~~
 - ~~supervisor has no knowledge of it~~
 - ~~parents or guardians are not aware of it taking place~~

CHILD ABUSE ~~Child Abuse~~

All District ~~E~~mployees who have reasonable cause to know or suspect that any child is subjected to abuse, neglect, or unlawful sexual contact, or who has observed any child being subjected to conditions which would reasonably result in abuse or neglect, as defined by state law, must make a report in accordance with Board policy JLF and JLF-R. ~~or to conditions that might result in abuse or neglect must immediately upon receiving such information report such fact in accordance with Board policy and state law.~~

The ~~S~~uperintendent is authorized to conduct an internal investigation or to take any other necessary steps if information is received from a county department of social services or a law enforcement agency that a suspected child abuse perpetrator is a school ~~D~~istrict ~~E~~mployee. Such information shall remain confidential except that the ~~S~~uperintendent **must** ~~shall~~ notify the Colorado Department of Education of the child abuse investigation.

POSSESSION OF DEADLY WEAPONS ~~Possession of Deadly Weapons~~

The Board's policy regarding public possession of deadly weapons on ~~S~~school ~~P~~roperty or in ~~S~~school ~~B~~uildings shall ~~applies~~ to District ~~E~~mployees. However, the restrictions ~~do~~ shall not apply to ~~District E~~mployees who are required to carry or use deadly weapons in order to perform their necessary duties and functions.

FELONY AND MISDEMEANOR CONVICTIONS ~~Felony/Misdemeanor Convictions~~

If, subsequent to beginning employment with the District, the District ~~learns or~~ has good cause to believe that any ~~S~~taff ~~M~~ember has been convicted of, pled *nolo contendere* to, or received a deferred or suspended sentence for any felony or misdemeanor other

than a misdemeanor traffic offense or infraction, the District **must** ~~shall~~ make inquiries to the Department of Education for purposes of screening the **E**mployee.

In addition, the District **must** ~~shall~~ require the **E**mployee to submit a complete set of fingerprints taken by a qualified law enforcement agency **an authorized District or BOCES Employee**, or any third party approved by the Colorado Bureau of Investigation. Fingerprints must be submitted within 20 days after receipt of written notification. The fingerprints **must** ~~shall~~ be forwarded to the Colorado Bureau of Investigation for the purpose of conducting a state and national fingerprint-based criminal history record check utilizing the records of the Colorado Bureau of Investigation and the Federal Bureau of Investigation. When the results of the fingerprint-based criminal history record check reveal a record of arrest without a disposition, the District **must** ~~shall~~ require the **E**mployee to submit to a name-based criminal history record check. **Criminal history record information must be used solely for the purpose requested and cannot be disseminated outside the receiving departments, related agencies, or other authorized entities.**

Disciplinary action, which could include dismissal from employment, may be taken against **P**ersonnel if the results of fingerprint processing and/or name-based criminal history record check provide relevant information. Non-licensed **E**mployees **must** ~~shall~~ be terminated if the results of the fingerprint-based or name-based criminal history record check disclose a conviction for certain felonies, as provided in law.

Employees must not be charged fees for processing fingerprints under these circumstances.

Employee Disclosure Obligation/Criminal Charges

~~An employee charged with any crime involving violence, abuse, or children will report such charge to the Assistant Superintendent of Human Resources within 24 hours so that District can determine whether it is appropriate for the employee to continue in his/her current position, especially if that position includes direct contact with students. The matter shall be otherwise be treated as confidential, and with recognition that a criminal charge is not equivalent to a criminal conviction.~~

UNLAWFUL BEHAVIOR INVOLVING CHILDREN ~~Unlawful Behavior Involving Children~~

The District may make an inquiry with the Department of Education concerning whether any current **E**mployee of the **School** District has been convicted of, pled *nolo contendere* to, or received a deferred or suspended sentence or deferred prosecution for a felony or misdemeanor crime involving unlawful sexual behavior **an allegation of a sexual act involving a student who is eighteen years of age or older, regardless of whether the student consented to the sexual act**, or unlawful behavior involving children. Disciplinary

action, including termination, may be taken if the inquiry discloses information relevant to the **E**mployee's fitness for employment.

NOTE: The following paragraph is optional and requires employees to notify the district when they are arrested for specific crimes, in accordance with this policy's accompanying regulation. CASB believes requiring employee notification of arrests reflects "best practices," as it assists the district in becoming aware of potential criminal charges against a district employee that may necessitate employee disciplinary action and parent notification. See, C.R.S. [22-1-130](#).

NOTIFICATION CONCERNING ARRESTS

District Employees must notify the District when they are arrested for specific criminal offenses, in accordance with this policy's accompanying regulation.

The District must notify students' parents/guardians when District Employees are charged with specific criminal offenses, as required by state law and in accordance with applicable Board policy.

Parental Notification Requirement

~~If the District receives notice from a criminal justice agency of an employee's arrest or charge for an offense for which parental notification is required, the District shall notify the parents/guardians of the students currently enrolled in the school of the employee's arrest or charge. The District's duty to notify shall apply to employees whose employment requires them to be in contact with students. The District may also notify parents/guardians of other employee matters at the District's discretion, consistent with federal and state law.~~

PERSONNEL ADDRESSING HEALTH CARE TREATMENT FOR BEHAVIOR ISSUES ~~Personnel Addressing Health Care Treatment for Behavior Issues—~~

School **P**ersonnel are prohibited under state law from recommending or requiring the use of psychotropic drugs for students. They are also prohibited from testing or requiring testing for a student's behavior without giving notice to the parent/guardian describing the recommended testing and how any test results will be used and obtaining prior written permission from the student or from the student's parent/guardian. See the Board's policy concerning survey, assessment, analysis or evaluation of students. School **P**ersonnel are encouraged to discuss concerns about a student's behavior with the parent/guardian and such discussions may include a suggestion that the parent/guardian speak with an appropriate health care professional regarding any behavior concerns.

Adopted March 1996

Revised October 1999; October 2011; April 2013; December 4, 2017; November 5, 2018; March 2, 2020; January 6, 2025; **TBD**

LEGAL REFERENCES:

28 C.F.R.

50.12 (b) (*notification requirements regarding fingerprints*)
C.R.S. 18-12-105.5 (*unlawful carrying/possession of weapons on school grounds*)
C.R.S. 18-12-214 (3)(b) (*school security officers may carry concealed handgun pursuant to valid permit*)
C.R.S. 19-3-308 (5.7) (*child abuse reporting*)
C.R.S. 22-1-130 (*parent notification of employee criminal charges*)
C.R.S. 22-2-119.3 (6)(d) (*name-based criminal history record check – definition*)
C.R.S. 22-32-109 (1)(ee) (*duty to adopt policy prohibiting personnel from recommending certain drugs for students or ordering behavior tests without parent permission*)
C.R.S. 22-32-109 (1)(pp) (*annual employee notification requirement regarding federal student loan repayment programs and student loan forgiveness programs*)
C.R.S. 22-32-109.1 (8) (*policy requiring inquiries upon good cause to department of education for purpose of ongoing screening of employees*)
C.R.S. 22-32-109.7 (*duty to make inquiries prior to hiring*)
C.R.S. 22-32-109.8 (*non-licensed personnel – submittal of fingerprints and name-based criminal history record check*)
C.R.S. 22-32-109.8 (6)(a) (*requirement to terminate non-licensed employees for certain felony offenses*)
C.R.S. 22-32-109.9 (*licensed personnel – submittal of fingerprints and name-based criminal history record check*)
C.R.S. 22-32-110 (1)(k) (*power to adopt conduct rules*)
C.R.S. 24-18-104 (*government employee rules of conduct*)
C.R.S. 24-18-109 (*local government employee rules of conduct*)
C.R.S. 24-18-110 (*voluntary disclosure*)

CROSS REFERENCES:

JLC,

Student Health Services and Records
JLDAC, Screening/Testing of Students (aAnd Treatment of Mental Disorders)
JLF, Reporting Child Abuse/Child Protection
KDBA*, Parent Notification of Employee Criminal Charges
KFA, Public Conduct on District Property

NOTE 1: State law defines "economic benefit tantamount to a gift of substantial value" to include: 1. A loan at a rate of interest substantially lower than the prevailing commercial rate; 2. Compensation received for private services rendered at a rate substantially

exceeding the fair market value; and 3. Goods or services for the district employee's personal benefit offered by a person who is at the same time providing goods or services to the district under a contract or other means by which the person receives payment or other compensation from the district. C.R.S. [24-18-104](#) (2). However, state law permits a district employee to receive such goods or services if the "totality of the circumstances" indicates the transaction is legitimate, the terms are fair to both parties, the transaction is supported by full and adequate consideration, and the employee does not receive any substantial benefit resulting from the employee's status that is unavailable to members of the public generally. C.R.S. [24-18-104](#) (2)(b).

NOTE 2: State law lists the type of items that are not considered "gifts of substantial value or substantial economic benefit tantamount to a gift of substantial value" and are therefore permissible for a district employee to receive. See, C.R.S. [24-18-104](#) (3). Such items include campaign contributions or contributions in kind that are reported in accordance with the Fair Campaign Practices Act; an unsolicited item of trivial value (i.e. currently less than \$75), "such as a pen, calendar, plant, book, notepad or similar item;" and an unsolicited token or award of appreciation in the form of a plaque, trophy, desk item, wall memento or similar item. Id.; see also, Colo. Const. Art. XXIX, Section 3.

NOTE 3: The amount of the gift limit (\$75) is identical to the gift limit under section 3 of Article XXIX of the state constitution. This amount is adjusted for inflation contemporaneously with any adjustment to the constitutional gift limit. C.R.S. [24-6-203](#) (8). The state constitution requires an adjustment for inflation every four years. The next adjustment must occur in the first quarter of 2027. Colo. Const. Art. XXIX, Section 3 (6).

NOTE 4: Federal law requires school districts to notify employees fingerprinted pursuant to this policy that the fingerprints will be used to check the criminal history records of the Federal Bureau of Investigation (FBI). Districts must also notify fingerprinted employees about the opportunity to challenge the accuracy of the information contained in the FBI identification record and the procedure to obtain a change, correction, or update of an FBI identification record. 28 C.F.R. 50.12(b). Districts must retain documentation that this notification was provided.

NOTE 5: State law requires school districts to annually distribute to employees "informational materials related to federal student loan repayment and student loan forgiveness programs, including updated materials received from the department of education." C.R.S. [22-32-109](#) (1)(pp). Distribution to employees may be made via email "or as part of a mailing or regular communication to employees" Id.

Reporting Child Abuse and Child Protection

NOTE: While Colorado school districts are not required by law to adopt a policy on this subject, this policy reflects legal requirements school districts must follow. This sample policy contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

It is the policy of the Board of Education that this ~~Sschool~~ ~~District~~ **comply** ~~complies~~ with the Child Protection Act.

To that end, any ~~Sschool~~ ~~O~~fficial or ~~E~~mployee who has reasonable cause to know or suspect that **any** child has been subjected to abuse or neglect, **unlawful sexual contact**, or who has observed **any** the child being subjected to ~~circumstances or~~ conditions which would reasonably result in abuse or neglect, as defined by **state law** statute, ~~shall immediately upon receiving such information~~ **must** report or cause a report to be made to the appropriate county department of social services or local law enforcement agency **in accordance with the accompanying regulation to this policy (JLF-R)**. Failure to report promptly may result in civil and/or criminal liability. A person who reports child abuse or neglect in good faith is immune from civil or criminal liability.

Reports of child abuse or neglect, the name and address of the child, family, ~~or~~ informant, or any other identifying information in the report **are considered** ~~shall be~~ confidential and **are** ~~shall not be~~ public information.

The Board **must** ~~shall~~ provide periodic in-service programs for all teachers in order to provide them with information about the Child Protection Act, to assist them in recognizing and reporting instances of child abuse, and to instruct them on how to assist victims and their families.

School ~~E~~mployees and ~~O~~fficials **will** ~~shall~~ not contact the child's family or any other persons to determine the cause of the suspected abuse or neglect. It is not the responsibility of the ~~Sschool~~ ~~O~~fficial or ~~E~~mployee to prove that the child has been abused or neglected.

The ~~S~~uperintendent **will** ~~shall~~ submit such procedures as are necessary to the Board for approval to accomplish the intent of this policy.

Adopted June 23, 1980

Revised January 28, 1985

Revised to conform with practice: date of manual adoption

Revised April, 2000; November 2015, **TBD**

LEGAL REFERENCES:

(definition of child abuse or neglect)

C.R.S. 19-3-102 & 103 (definition of neglected or dependent child)

C.R.S. 19-3-304 (persons required to report abuse)

C.R.S. 19-3-307 (reporting procedures)

C.R.S. 19-1-103 (1)

C.R.S. 19-3-309 (immunity from liability for persons reporting)
C.R.S. 22-32-109 (1)(z) (providing in-service for teachers)

CROSS REFERENCES:

GBGB, Staff Personal Security and Safety

GBFB, Staff Personal Security and Safety

~~Reporting Child Abuse/Child Protection~~

NOTE: While Colorado school districts are not required by law to adopt a regulation on this subject, some content in this sample reflects legal requirements school districts must follow. This sample contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

Reporting Child Abuse and Child Protection Procedures

~~1. Definition of Abuse or Neglect~~

Child ~~A~~abuse or ~~N~~eglect is defined in law as “an act or omission which seriously threatens the health or welfare of a child.” Specifically, this refers to:

1. ~~a.~~ Evidence of skin bruising, bleeding, malnutrition, failure to thrive, burns, fracture of any bone, subdural hematoma, soft tissue swelling or death and such condition or death which is not justifiably explained, or where the history given concerning such condition or death is at variance with the condition or the circumstances indicate that the condition may not be the product of an accidental occurrence.
2. ~~b.~~ Any case in which a child is subject to unlawful sexual behavior as defined in state law;-
3. ~~c.~~ Any case in which a child is in need of services because the child’s parents, legal guardians, or custodians fail to take the same actions to provide adequate food, clothing, shelter, medical care, or supervision that a prudent parent would take;-
4. ~~d.~~ Any case in which a child is subjected to emotional abuse, which means an identifiable and substantial impairment of the child’s intellectual or psychological functioning or development or a substantial risk or impairment of the child’s intellectual or psychological functioning or development;-
5. ~~e.~~ Any act or omission described as ~~N~~eglect in state law as follows:
 - a. i) A parent, guardian, or legal custodian has abandoned the child or has subjected him or her to mistreatment or abuse or allowed another to mistreat or abuse the child without taking lawful means to stop such mistreatment or abuse and prevent it from recurring;-
 - b. ii) The child lacks proper parental care through the actions or omissions of the parent, guardian or legal custodian;-
 - c. iii) The child’s environment is injurious to his or her welfare;-
 - d. iv) A parent, guardian, or legal custodian fails or refuses to provide the child with proper or necessary subsistence, education, medical care or any other care necessary for his or her health, guidance, or well-being;-

- e. ~~v)~~ The child is homeless, without proper care or not domiciled with his or her parent, guardian, or legal custodian through no fault of such parent, guardian or legal custodian;-
- f. ~~vi)~~ The child has run away from his home or is otherwise beyond the control of his or her parent, guardian or legal custodian;-
- g. ~~vii)~~ A parent, guardian, or legal custodian has subjected another child or children to an identifiable pattern of habitual abuse and the parent, guardian or legal custodian has been the respondent in another proceeding in which a court has adjudicated another child to be neglected or dependent based upon allegations of sexual or physical abuse or has determined that such parent's, guardian's, or legal custodian's abuse or neglect caused the death of another child; and the pattern of habitual abuse and the type of abuse pose a current threat to the child.

REPORTING REQUIREMENTS ~~2. Reporting Requirements~~

Any ~~District school~~ ~~E~~mployee who has reasonable cause to know or suspect that any child is subjected to abuse , neglect, unlawful sexual contact, or who has observed any child being subjected or to conditions that might result in abuse or neglect , as defined by state law, must immediately upon receiving such information report or cause a report to be made as soon as reasonably possible, but no later than twenty-four hours after receiving the information. ~~such fact to the~~ The report should be made to the Morgan County Department of Social Services, the Fort Morgan Police Department or through the statewide child abuse reporting hotline system. The ~~E~~mployee must follow any oral report with a written report sent to the appropriate agency. The obligation to report suspected abuse or neglect only applies to incidents of abuse or neglect that an individual learns about while acting in their official capacity.

No report of abuse or neglect will be made due to a family or child's race, ethnicity, socio-economic status, or disability status. Additionally, no report is required if the basis for the report arises from concerns due solely to any of the following criteria:

1. Socioeconomic status, which includes factors such as inadequate housing, furnishings, income, clothing; or
2. Disability.

In cases where the suspected or known perpetrator is a ~~S~~chool ~~E~~mployee, the report should be made to the law enforcement agency. (Reports made to social services will be referred to law enforcement.)

If a child is in immediate danger, the ~~E~~mployee should call 911. "Immediate" refers to abuse that occurs in the ~~E~~mployee's presence or has just occurred.

The **E**mployee reporting suspected abuse/neglect to social services or law enforcement officials must inform the **S**chool **P**rincipal as soon as possible orally or with a written memo. The ultimate responsibility for seeing that the oral and written reports are made to social services or law enforcement agencies lies with the **S**chool **O**fficial or **E**mployee who had the original concern.

NOTE: The Colorado Child Abuse and Neglect Hotline is 1-844-CO-4-kids or 1-844-264-5437. The main purpose of the hotline is to quickly route callers to the appropriate county. To ensure proper routing through the hotline, each county must have a dedicated line for child abuse and neglect reporting. Calls made directly to a county's dedicated line will also be routed through the hotline for data collection purposes.

CONTENTS OF THE REPORT ~~3. Contents of the Report~~

The following information should be included to the extent possible in the initial report:

1. ~~a.~~ Name, age, address, sex, and race of the child;-
2. ~~b.~~ Name and address of the child's parents, guardians, and/or persons with whom the ~~student~~ **child** lives;-
3. ~~c.~~ Name and address of the person, if known, believed responsible for the suspected abuse or neglect;-
4. ~~d.~~ The nature and extent of the child's injury or condition as well as any evidence of previous instances of known or suspected abuse or neglect of the child or the child's siblings-all with dates as appropriate;-
5. ~~e.~~ The family composition, if known;-
6. ~~f.~~ Any action taken by the person making the report;-
7. ~~g.~~ Any other information that might be helpful in establishing the cause of the injuries or the condition observed.

It is helpful if the person reporting suspected abuse/neglect is prepared to give documentation. Thus, noting details of observations is important. It is permissible for the **S**chool **O**fficial or **E**mployee to conduct a preliminary non-investigative inquiry of any injury or injuries under the following circumstances:

1. ~~a.~~ School personnel may inquire of the child how an injury occurred. Leading and/or suggestive questions should be avoided. School **P**ersonnel may not contact the child's family or any other person suspected of causing the injury or abuse to determine the cause of the suspected abuse or neglect;-
2. ~~b.~~ A **S**chool **E**mployee's reasonable cause to suspect that the child has been subjected to abuse or neglect may arise from a child's vague or inconsistent response to such an inquiry or from an explanation which does not fit the injury;-

3. e. All efforts must be made to avoid duplicate or numerous interviews of the victim.

AFTER FILING A REPORT ~~4. After Filing Reports~~

After the report is made to the agency, ~~D~~istrict and ~~S~~chool ~~S~~taff members will cooperate with social services and law enforcement in the investigation of alleged abuse or neglect. The school will report any further incidents of abuse to the agency's representative.

As the case is being investigated, the school will provide supportive aid and counseling services for the child.

Once a report of child abuse is given to the agency, the responsibility for investigation and follow-up lies with the agency. It is not the responsibility of the ~~S~~chool ~~S~~taff to investigate the case. Therefore, the ~~S~~chool ~~S~~taff will not engage in the following activities:

1. a. Make home visits for investigative purposes;-
2. b. Take the child for medical treatment;- (This does not preclude taking action in an emergency situation.)
3. e. Convey messages between the agency and the parents/guardian.

Authorized ~~S~~chool and ~~D~~istrict ~~P~~ersonnel may make available to agency personnel assigned to investigate instances of child abuse the health of other records of a student for such investigative purposes.

GUIDELINES FOR CONSIDERATION ~~5. Guidelines for Consideration~~

1. a. If any ~~S~~chool ~~E~~mployee has questions about reasonable cause of child abuse and the need for making a report, the ~~E~~mployee may consult with the building ~~P~~rincipal. If the building ~~P~~rincipal is not available, a direct call to the county department of social services about concerns is advisable.

Note that consultation with another ~~S~~chool ~~O~~fficial or ~~E~~mployee will not absolve the ~~S~~chool ~~O~~fficial or ~~E~~mployee of the responsibility for reporting child abuse.

2. b. In an emergency situation requiring retention of the child at the school **building** due to fear that if released, the child's health or welfare might be in danger, it should be observed that only law enforcement officials have the legal authority to hold a child at school. Otherwise, a court order must be obtained to legally withhold a child from his parent or guardian.

Approved July 1996

Revised April 2000; November 2015; **TBD**

LEGAL REFERENCE:

C.R.S. 18-3-412.5(1)(b) (definition of unlawful sexual behavior)

Concurrent Enrollment

The Board believes that students who wish to pursue postsecondary level work while in high school should be permitted to do so. In accordance with this policy and accompanying regulation, high school students may receive course credit toward the fulfillment of high school graduation requirements for successful completion of approved postsecondary courses offered by institutions of higher education.

This policy and accompanying regulation do not apply to students seeking to enroll in postsecondary courses pursuant to the Accelerating Students through Concurrent Enrollment (ASCENT) program or a "dropout recovery program" pursuant to the Concurrent Enrollment Programs Act (the Act). Students seeking to enroll in the ASCENT program or a drop recovery program will work with District administrators and meet the Act's applicable requirements.

Definitions

For purposes of this policy and accompanying regulation, the following definitions will apply.

"Concurrent enrollment" means the simultaneous enrollment of a qualified student in a District high school and in one or more postsecondary courses at an institution of higher education. Concurrent enrollment does not include a student's simultaneous enrollment in: a District high school and in one or more secondary career and technical education courses, advanced placement courses, or international baccalaureate courses; an early college course and a postsecondary course; a p-tech school and a postsecondary course; or a District high school and a postsecondary course that does not fall within the definition of concurrent enrollment.

"Qualified student" means a person who is less than 21 years of age and is enrolled in the ninth grade or higher grade level.

"Postsecondary course" means a course offered by an institution of higher education and includes coursework resulting in the acquisition of a certificate; an associate degree of applied sciences, general studies, arts, or science; and all baccalaureate degree programs.

"Institution of higher education" means:

- a. A state university or college, community college, junior college, or area vocational school as described in Title 23, C.R.S.;

- b. A postsecondary career and technical education program that offers postsecondary courses and is approved by the state board for community colleges and occupational education pursuant to applicable state law; and
- c. An educational institution operating in Colorado that meets the Act's specified criteria.

Eligibility

Qualified students seeking to enroll in postsecondary courses at the District's expense and receive high school credit for such courses must follow the procedure accompanying this policy, including but not limited to timely submitting an application and establishing an academic plan of study. Qualified students must meet the minimum prerequisites and academic readiness for the postsecondary courses in which they seek to enroll, **Option 1 (adding to first paragraph):** including a retake of a previously failed concurrent enrollment course.

The Board determines the manner in which it provides opportunities for concurrent enrollment. However, the District may not unreasonably deny approval for concurrent enrollment or limit the number of postsecondary courses in which a qualified student may enroll unless the District is unable to provide access due to technological capacity.

Option 2 (adding to second paragraph): It shall not be unreasonable to deny a student approval to retake a previously failed concurrent enrollment course, unless the student either has either established extenuating circumstances for the grade or demonstrated sufficient academic readiness for the course through subsequent coursework and/or assessments.

Option 3 (adding a new third paragraph):

The Board recognizes that a student may want to retake a previously failed concurrent enrollment course, and such a grade may have resulted from a lack of diligence, a lack of academic readiness, and/or other factors. If a student seeks to retake a previously failed concurrent enrollment course, the student must provide a written explanation of the grade, including any extenuating circumstances the student believes impacted the grade, and the District must determine that the student has sufficient academic readiness before approving a retake.

Academic Credit

Academic credit granted for postsecondary courses successfully completed by a qualified student will count as high school credit toward the Board's graduation requirements, unless such credit is denied.

High school credit will be denied if a qualified student does not receive a passing grade

for the postsecondary course. High school credit will be denied for postsecondary courses that do not meet or exceed the District's academic standards. High school credit will also be denied for a postsecondary course substantially similar to a course offered by the District, unless the qualified student's enrollment in the postsecondary course is approved due to a scheduling conflict or other reason deemed legitimate by the District. Concurrent enrollment is not available for summer school.

Agreement with Institution of Higher Education

When a qualified student seeks to enroll in postsecondary courses at an institution of higher education and receive high school credit for such courses, the District and the participating institution will enter into a written cooperative agreement in accordance with the Act. The institution of higher education maintains an academic probation and suspension protocol which the District cannot overrule. A qualified student in a concurrent enrollment course will be expected to comply with the institution of higher education's policies and procedures.

Payment of Tuition and Additional Costs

The District will pay the tuition for postsecondary courses in accordance with the Act and the District's cooperative agreement with the institution of higher education.

The qualified student and the student's parent/guardian will be responsible for the cost of textbooks and fees for postsecondary courses.

Transportation

The District will not provide or pay for the qualified student's transportation to the institution of higher education.

Notice

Information about concurrent enrollment options will be made available to high school students and their parents/guardians on an annual basis. In addition, at least six weeks prior to the beginning of the enrollment period for postsecondary concurrent enrollment courses, written notice (which may be sent electronically) will be provided to high school students and their parents/guardians of the postsecondary courses offered at no tuition cost to qualified students at the District and at an institution of higher education, any anticipated costs of textbooks and fees to the qualified student for those courses, and the number and transferability of course credits that a qualified student may earn by enrolling in and successfully completing a concurrent enrollment course.

Information about concurrent enrollment options and the benefits of participating in concurrent enrollment during high school will be provided to middle school students and their parents/guardians electronically at least once during the school year and at least once during the summer.

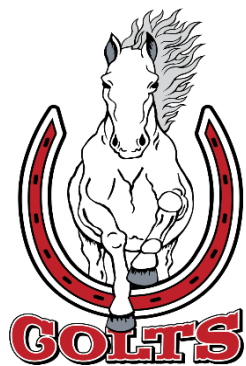
Adopted September 1990

Revised to conform with practice: date of manual adoption

Revised June 1996; June 2012; August 20, 2012; July 11, 2016; April 6, 2020; June 30, 2020; August 31, 2022

LEGAL REFS.: C.R.S. 22-32-109 (1)(nn) (*discussion of the requirements for and benefits of concurrent enrollment must be part of ICAP process*)
C.R.S. 22-35-101 *et seq.* (*Concurrent Enrollment Programs Act*)
C.R.S. 23-60-202.7 (*requirement to provide information concerning concurrent enrollment to parents of middle school students*)
1 CCR 301-86 (*State Board of Education rules regarding the Administration of the Concurrent Enrollment Program*)

CROSS REFS.: IHBK*, Preparation for Postsecondary and Workforce Success
IJNDAB*, Instruction through Online Courses
IKF, Graduation Requirements
JFC, Student Withdrawal from School/Dropouts



Fort Morgan Middle School

Student Handbook Changes

2026-2027

TO: Rob Sanders and the Board of Education

FROM: Chad Unrein, Principal

DATE: June 15th, 2027

RE: Student Handbook

Below is a listing of the changes to our handbook. Please let me know if you have any questions.

Respectfully,

Chad Unrein, Principal

- Cover - Updated school year to 2024-2025.
- Page 5 - Attendance Procedures (2) - Added Submit an excuse through Infinite Campus
- Page 6 - Make-up work added Students may access homework through Canvas
- Page 8 - Dates to Remember: Updated Calendar
- Page 9 - Updated Dates to Remember
- Page 13 - Electronic Devices - Added Meta Glasses
 - 1st offense Deleted returned to parent of guardian, replaced with returned to student at the end of the day.
 - 2nd offense - deleted 1 hour after school detention.
 - 3rd offense - deleted assigned ISS for one day. Added - will receive a 1 hour after school detention.
 - 4th offense added ISS or OSS

- Page 14 – Updated Extra-Curricular Events/Activities to include Soccer Club
- Page 23 – Tardy to school: Added #1 -
 - If students have excessive tardies (7 or more in a semester), administration will work with families on trying to get students to school on time.
 - Deleted: ~~Students are allowed 5 morning tardies **per semester**. Students will be informed once they have reached this limit.~~
 - ~~Students who receive 6 morning tardies, and each tardy thereafter, will receive one **sixty-minute (60 minute)** 30-minute detention from 3:50–4:20.~~
 - ~~Students who accumulate 5 detentions will be placed in ISS until the student shows progress in fulfilling detention time.~~



Student Handbook
~~2025-2026~~
2026-2027

Fort Morgan Middle School
605 Education Ave.
Ft. Morgan, CO 80701

970-867-8253

FORT MORGAN MIDDLE SCHOOL

PARENT/STUDENT HANDBOOK

Contents

Introduction	3
Mission Statement	3
Administrative Protocol	4
Advance Program	4
Altered Schedule	4
Asbestos Notification	4
Attendance	4
Attendance Procedures	5
Absence Categories	6
Alcohol, Tobacco and, Drugs	6
Bad Weather Consideration	7
Behavior Expectations	7
Breakfast/Lunch Program	7
Bullying	7
Candy and Snacks	8
Change of Address	8
Child Abuse Law	8
Children Leaving the Building	8
Commitments to Excellence	8
Community Service/Restitution	8
Daily Schedule	8
Dates to Remember	9
Detention	9
Eighth Grade Continuation Ceremony	12
Elective Classes	12
Electronic Devices	13
Culturally and Linguistically Diverse (CLD) Programming	15
Extra-Curricular Events/Activities	16
Extra-Curricular Events/Activities Eligibility Requirements	16
Fighting	17
Gang Behavior	17
General Behavior	18
Grading System	18
Homebound Instruction	18
Homework	18
Immunization of Students	18
In-School Suspension/Social Skills Intervention	19



Key Terminology	19
Legal Name	20
Lunch/Breakfast Program	20
IM.A.S.H. (Immediate Mandatory After School Help)	21
Mandatory Reporting Policy	21
Medication Policy	21
Parent Notification	21
Parents Right to Know	22
Parents Role	22
Parent Portal Instructions	22
Retention Policy	22
Riding the Bus	22
School Within A School	22
Sexual Harassment	23
Student Lockers	23
Students with Food Allergies	23
Student ID	23
Student Responsibility for Successful (95%) Attendance	23
Substance Policy	24
Suspension/Expulsion from School	24
Tardy Policy	24
Tardy to Classroom	24
Tardy to School (Morning Tardy)	24
Teams	24
Telephone	25
Testing Information	25
Textbooks / Chromebooks	25
Vandalism	25
Visitors	25
Weapons in School	25
Web Site	26



Introduction

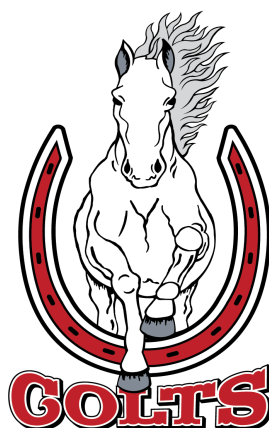
This handbook belongs to:

Name _____

Address _____

City _____ **Zip Code** _____

Phone _____



Mission Statement

MISSION STATEMENT

The mission of Morgan County School District Re-3 is to inspire creative thinking, high achievement, and lifelong learning.



Administrative Protocol

CONVERSATIONS INVOLVING SENSITIVE MATTERS

The administration of Fort Morgan Middle School makes every effort to handle difficult situations appropriately, and to not make any individual feel unnecessarily uncomfortable, un-easy, or awkward.

If a student approaches an Administrator to discuss a topic that the Administrator determines is of a sexual or sensitive nature, that Administrator will conclude the discussion until a second Administrator or Counselor of the same gender as the student is available to be present for the discussion. Administrators will take steps to ensure that such discussions are minimally obtrusive and conducted in accordance with Board policy and applicable law.

Teachers will report any such conversations to building administration immediately.

CRIMINAL INVESTIGATIONS

Under Colorado law, Administrators may be required to report incidents of a criminal nature to the school resource officer.

Advance Program

This program exists as a support program and disciplinary alternative. It is located in the southwest corner of Lincoln School and features a computer-based learning system (Edgenuity), tutors, counselor and teacher. Referrals are made through the FMMS Administration.

Altered Schedule

FMMS believes the best education is one obtained within the academic team area and with student peers, but should a student have excessive compliance issues with FMMS and school district policy, his/her actions may require an altered schedule and in a more restricted environment. If a student is placed on an altered schedule, it may consist of the Advance Program, School within a School, or Homebound Instruction or a combination of these programs. Placing a student on an altered schedule can only occur through an administrative recommendation with input provided from FMMS staff members.

Asbestos Notification

Please see District Policy information on our website - fortmorgank12.com

Attendance

The purpose of this section is to outline parent and student responsibilities relative to Fort Morgan School District Attendance Policy and Procedures and Colorado State Statues.



Every child who has attained the age of six (6) years on or before August 1 of each year and is under the age of seventeen (17) is required to attend public school with such exceptions as provided by law. It is the parents' responsibility to ensure attendance.

If a student is absent without an excuse signed by the parent/guardian or if the student leaves school or a class without permission of the teacher or administrator in charge, the student shall be considered truant. A "habitually truant" shall be defined as a student of compulsory attendance age who has four total days of unexcused absences in any one month or 10 total days of unexcused absences during any school year. Absences due to suspension or expulsion shall not be counted in the total of unexcused absences for purposes of defining a student as a "habitual truant."

***If a child is absent for the day, he/she may not attend school functions for that day unless given permission from school administration.

Attendance Procedures

All absences are to be explained by a note which may be required to excuse the absence. If a note is not given to the office, it will be considered unexcused and potential consequences could be administered, i.e. SSI or Advance Time.

Attendance is the responsibility of the student, the parents, and the school. The importance of regular, daily attendance as a basis for academic achievement cannot be over-emphasized. Absences have a negative effect upon instructional continuity, regardless of the attempts to make up work. The school cannot teach pupils who are not present. The regular contact of the pupils with one another in the classroom and their participation in a well-planned instructional activity under the tutelage of a competent teacher are vital.

The following attendance procedures are established to accomplish the 95% attendance goal.

1. Attendance will be taken in each individual class throughout the day.
2. If students must be absent, the parent/guardian should call or **submit an excuse through Infinite Campus** to the school each day of the absence by 8:00 a.m.
3. Students may be required to bring a note with an explanation of the absence.
4. Students whose absences are at or are approaching unacceptable levels will be contacted by FMMS. Initial notification of a student's high absentee rate is simply intended to inform parents and students of their attendance status. Further absences and additional contacts should be construed as more severe in nature and may require additional documentation for future absences.



Absence Categories

EXCUSED ABSENCE

An excused absence is one deemed legitimate by the school and appropriately excused by the parent/guardian. Examples of excused absences include those caused by the following:

1. Illness or injury accompanied by a doctor's note
2. Court appearance or temporary custody of the court or law enforcement officials through no fault of the student
3. Religious observances
4. Reasons deemed appropriate by the school administration and appropriately excused by the parent/guardian

UNEXCUSED ABSENCES

Examples of unexcused absences include:

1. absences beyond normal or excessive.
2. without approval of the parent/guardian.
3. without pre-approval of the building administrator (only if excessive limits have been reached).
4. with no information pertaining to the absence. This absence is always treated as a truancy or unexcused until it is classified, so long as the matter is handled in a timely manner.
5. without a note or written documentation.
6. not pre-approved in the event of an extended vacation/event during school time.
7. continual or excessive appointments without administrative approval.
8. that occur if a child is absent during the day and attempts to attend an after-school function.

MAKE-UP WORK

Make-up work will be provided if the student is to miss three or more days of school. Parent/guardian and/or student are to contact the school to provide one (1) days' notice for teachers to collect assignments to be picked up in the office or **students may access their homework through Canvas**. Two days make-up time for each school day missed is the normal amount of time given for make-up work to be returned to teachers.

Alcohol, Tobacco and, Drugs

There is no tolerance for students who either possess or consume alcohol or drugs or possess drug paraphernalia at school, on school grounds, or at school activities. We cooperate with the police in enforcing all state and local laws. Whenever a student violates school and/or district policies relative to alcohol and drug use, expect very serious repercussions. Law enforcement officials will be contacted in any drug possession or use at school.

Students using or in possession of tobacco products or paraphernalia will be suspended and face other possible consequences. Possession and the use of tobacco products is not part of



the school curriculum and are illegal for people under the age of 18. Paraphernalia includes (but not limited to) matches, pipes, lighters, hookah pens, e-cigarettes, tobacco storage devices, vape pens, THC edibles, and CBD oil. Law enforcement officials will be contacted in the event of a tobacco possession.

Bad Weather Consideration

Please see District Policy information on our website - fortmorgank12.com

Behavior Expectations

POSITIVE BEHAVIOR INTERVENTIONS & SUPPORT (P.B.I.S) PROGRAM

Improving student academic and behavior outcomes is about ensuring all students have access to the most effective and accurately implemented instructional and behavioral practices and interventions possible. PBIS provides an operational framework for achieving these outcomes.

More importantly PBIS is NOT a curriculum, intervention, or practice, but IS a decision-making framework that guides selection, integration, and implementation of the best evidence-based academic and behavioral practices for improving important academic and behavior outcomes for all students.

Expectations: **Integrity; Effort; Respect; Responsibility**

Mission Statement: ***I control my attitude and effort.***

Breakfast/Lunch Program

Please see District Policy information on our website - fortmorgank12.com

Bullying

FMMS will not tolerate any form of “Bully Behavior”. *The textbook definition of bullying is: A person is being bullied or victimized when he/she is exposed repeatedly and over time, to negative actions on the part of one or more persons.* This is a partial list of bully behaviors. It is by no means to be a complete list:

1. Shoving or pushing in a way to cause harm or intending to cause harm to others.
2. Name calling, words including vulgar words or racial slurs and others intended to cause harm.
3. Verbal threats, things like: “You watch your back” or “I’ll get you after school.”
4. Physical abuse, hitting, kicking, punching of people who cannot or will not fight back.
5. Rumor spreading, “messenger behavior” or spreading information to promote conflict and bully behavior.
6. Note writing and slam books, writing statements that are untrue or intended to hurt others and cause conflict.
7. Internet bullying through social media.



Candy and Snacks

Students are not permitted to chew, eat, distribute, candy, sunflower seeds, pop, flavored water, and/or other similar items **on school grounds**. This is an effort to keep carpets, furniture, lockers, and facilities presentable and clean. Items in possession by students will be confiscated and thrown away by staff. Teachers may permit students to have such items for special classroom activities, but only with preapproval of the Principal.

Change of Address

Students are requested to report a change of address, telephone number, or change of family status to the main office. The office needs to keep an accurate record of each student.

Child Abuse Law

Please see District Policy information on our website - fortmorgank12.com

Children Leaving the Building

When you must leave the campus anytime during school hours, including lunch, you must check out in the attendance office. If you do not check out, whether the absence is excused by your parent/guardian, the absence will not be excused.

Commitments to Excellence

Please see District Policy information on our website - fortmorgank12.com

Community Service/Restitution

Service work within the school is utilized as a disciplinary tool. Students are assigned responsibilities related to building cleanliness or improvement that offer the opportunity to produce a positive result for the student's effort.

Daily Schedule

Classes begin at 7:50 a.m. and are dismissed at 3:50 p.m. daily. The first bell of the day will ring at **7:43** am allowing students into the building and participate in Breakfast After the Bell and transition to class. Breakfast opens at 7:00 daily.



Dates to Remember

Quarter Dates	Progress Report Dates	Report Card Dates	Parent Teacher Conference Dates
1st Quarter: Aug 11th - 9th	September 10 th	October 12 th	October 12th
2nd Quarter: OCT. 13 th – Dec. 18 th	November 12 th	January 6 th	
3rd Quarter: Jan. 5 th – March 12 th	February 1st	March 24 th	February 1 st
4th Quarter: Mar. 23 rd – May 27 th	April 29 th	* June 1st - June 4 th	

***Parents must stop in to receive report cards as they will not be mailed to your residence.**

Detention

One of the discipline tools at Fort Morgan Middle School is a detention system. Students may earn detention time for violating school or team rules. Detention is served in the team areas with assigned staff members. Students that ride the bus are allowed 24 hours' notice before serving. Any student failing to serve detention time will have 30 minutes of additional time added to his/her total. Refusal to serve detention time can ultimately lead to the alteration of a student's schedule.

Student Dress Code

A safe and disciplined learning environment is essential to a quality educational program. District-wide standards on student attire are intended to help students concentrate on schoolwork, reduce discipline problems, and improve school order and safety. The Board recognizes that students have a right to express themselves through dress and personal appearance; however, students must not wear apparel that is deemed disruptive or potentially disruptive to the classroom environment or to the maintenance of a safe and orderly school.

Minimum requirements: The administration at each school reserves the right to determine what constitutes appropriate dress. Students who do not adhere to these guidelines will not be allowed to attend class. Parents will be called if appropriate clothing is not available or if the student refuses dress-code appropriate clothing.



1) Clothing must cover areas from one armpit across to the other armpit, all shirts must have 1 inch shoulder straps and extend to the top of pants. All clothing must cover all undergarments and private areas.

2) Shoes must be worn at all times and must be safe for the school environment. Slippers shall not be worn, except for school activities approved by the principal.

3) Apparel, jewelry, accessories, tattoos, or manner of grooming that, by virtue of its color, arrangement, trademark or any other attribute, denotes membership in a gang that advocates illegal or disruptive behavior is prohibited.

4) See through, mesh, or undergarments must be worn with appropriate coverage underneath that meets the minimum dress code requirements.

Any inappropriate or disruptive clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that are not allowed:

- Refer to drugs, tobacco, alcohol, or weapons
- Are of a sexual nature
- By virtue of color, arrangement, trademark, or other attribute denote affiliation with gangs or gang-like behavior or groups which advocate drug use, violence, or disruptive behavior
- Are obscene, profane, vulgar lewd, or legally libelous
- Threaten the safety or welfare of any person
- Promote any activity prohibited by the student code of conduct
- Otherwise disrupt the teaching-learning environment

Board Policy: File: JICA

Dress Code Infraction Procedure

If a student wears clothing that does not meet the school dress code, the following steps will be taken:



First Offense

Student may do one of the following – a) If the student has alternative clothing to put on that meets the dress code, s/he may do so, OR b) S/he may call a parent to bring in alternative clothing, OR c) the student can put on clothing provided by the school.

Second Offense

Student may do one of the following – a) If the student has alternative clothing to put on that meets the dress code, s/he may do so, OR b) S/he may call a parent to bring in alternative clothing, OR c) the student can put on clothing provided by the school.

Third Offense

The student is considered to be defiant. As a result, the student may be suspended (out of school) for the rest of the school day. The student will be allowed to return the next day if his/her clothing meets the dress code.

Unacceptable Items

The following items are not acceptable in school buildings, on school grounds, or at school activities:

- 1. Shorts, dresses, skirts or other similar clothing shorter than mid-thigh length*
- 2. Sunglasses worn inside the building*
- 3. Inappropriately sheer, tight or low-cut clothing (e.g., midriffs, halter tops, backless clothing, tube tops, garments made of fishnet, mesh or similar material, muscle tops, etc.) that bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and chest.*
- 4. Tank tops or other similar clothing with narrow straps may be addressed. Schools may set more stringent limits as appropriate.*
- 5. Any inappropriate or disruptive clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that:*
 - Refer to drugs, tobacco, alcohol, or weapons*
 - Are of a sexual nature*
 - By virtue of color, arrangement, trademark, or other attribute denote affiliation with gangs or gang-like behavior or groups which advocate drug use, violence, or disruptive behavior*

Morgan County School District Re-3, Fort Morgan, Colorado Page 3 of 4

- Are obscene, profane, vulgar, lewd, or legally libelous*
- Threaten the safety or welfare of any person*
- Promote any activity prohibited by the student code of conduct*
- Otherwise disrupt the teaching-learning process*



Graduation Adornments

Graduating students are expected to wear the attire customarily worn for the graduation ceremony at their school, with the specific exceptions outlined below.

A student may adorn or replace the cap, gown, or stole customarily worn at their school with traditional objects of tribal regalia and/or objects of cultural or religious significance.

Adornments are something worn in addition to, but not replacing, graduation attire, and are not limited to decorating graduation caps. Tribal regalia or objects of cultural or religious significance means formal attire used in recognized practices and traditions of a certain group of people. Adornments cannot include any alphabetical letters other than the student's name or numerals other than the graduating class (e.g. Class of 2022).

Other written statements, phrases, or slogans are not permitted.

Students may be required to request permission to wear an adornment in advance, and the District reserves the right to prohibit any adornments that are obscene, defamatory, fraudulent, profane, threatening, inappropriate, or disruptive or violate the dress code in any other manner. If it is determined that the adornment would cause a substantial disruption based on reliable evidence, the student's request may be denied. Students who wear adornments that have not been approved may be required to remove the adornment if the adornment is substantially disruptive.

Exceptions

Appropriate athletic clothing may be worn in physical education classes. Clothing normally worn when participating in school-sponsored extra-curricular or sports activities (such as cheerleading uniforms and the like) may be worn to school when approved by the sponsor or coach.

Building principals, in conjunction with the school accountability committee, may develop and adopt school-specific dress codes that are consistent with this policy.

***Staff and administration will handle additional situations and interpretations on an individual basis.*

Eighth Grade Continuation Ceremony

FMMS believes that one of our primary purposes is to provide the educational skills to guarantee your success at Fort Morgan High School and beyond. Students who are full time students, have at least a **2.5 Cumulative Grade Point Average**, and have demonstrated acceptable behavior throughout their time at FMMS will be considered to attend an 8th Grade Continuation Ceremony near the end of the academic year. The conclusion of the middle school years warrants a celebration and we, as a school, would like to publicly recognize those deserving students.



Elective Classes

Our middle school continues to offer a wide variety of unified arts classes. When student interest and qualified staff are available, the following classes are offered:

BAND	ORCHESTRA
DLI SPANISH (FULL YEAR)	PHYSICAL EDUCATION
FINANCIAL LITERACY	SPANISH
HEALTH	STEM
HEALTHY CHOICES	STUDENT LEADERSHIP
HUMAN ANATOMY	VISUAL ARTS
INDUSTRIAL TECHNOLOGY	VOCAL MUSIC
MODERN BAND	

Electronic Devices

CELL PHONES / PERSONAL LISTENING DEVICES/METAGLASSES

To support a focused and uninterrupted learning environment, students are expected to keep their cell phones turned off and stored in their backpacks throughout the school day. **Students who are feeling ill must report to the nurse before contacting their parents. Any student who uses their cell phone to call or text a parent during school hours—regardless of the reason—will be considered in violation of this policy.** All communication during school hours must follow proper school procedures.

Policy Guidelines:

Cell phones must be turned off and stored in backpacks from the 7:45 AM bell until the 3:50 PM bell.

Phones may not be used in classrooms, hallways, restrooms, or any other area of campus during this time unless given explicit permission by a staff member for educational purposes.

Consequences for Violations:

1. **First Offense:**
 - Student will receive an office referral.
 - Phone will be confiscated and **returned to student at the end of day.**
2. **Second Offense:**
 - Student will receive an office referral.
 - ~~Student will serve a 1-hour after-school detention.~~
 - Phone will be returned to a parent or guardian.
3. **Third Offense:**
 - Student will receive an office referral.
 - ~~Student will be assigned In-School Suspension (ISS) for one day.~~
 - **Students will serve a 1-hour after-school detention**



- Phone will be returned to a parent or guardian.
- 4. **Fourth Offense:**
 - Student will receive an office referral.
 - Student will receive a one-day of **ISS or** Out-of-School Suspension (OSS).
 - This offense will be classified as a Habitually Disruptive Student, in accordance with Board Policies JK and JK-R.
 - Phone will be returned to a parent or guardian.

WIRELESS EARBUDS / WIRED EARBUDS / HEADPHONES

Earbuds and headphones may be used when deemed appropriate by the teacher for instructional purposes. All other times, the earbuds and headphones are to be treated the same as the cell phone policy above.

ELECTRONIC LITERATURE DEVICES

~~Electronic literature devices such as Nooks and Kindles will be allowed at FMMS, and the use of the devices will be at the discretion of the teachers. These devices are to be used for educational purposes only. The devices are the responsibility of the student, and FMMS is not responsible for lost or stolen items.~~

OTHER ELECTRONIC DEVICES

- ❖ Cameras on cell phones or Metaglasses capable of taking and transmitting electronic images (photo, etc.) are not to be used on the FMMS campus. Violations of privacy rights using such devices will result in severe consequences and may lead to criminal charges.
- ❖ Cameras and metaglasses are not permitted on campus unless given pre-approval by administration.
- ❖ Laser pointers are not permitted on campus and will be confiscated.
- ❖ Any personal video game will be confiscated and will follow the same procedure as other electronic equipment/phones.

Staff members are to confiscate prohibited equipment. The same process will be followed (as listed above) for repeated infractions of this rule. If an appropriate educational need exists for a student(s) to bring such electronic device to school, the student must receive advance administrative approval. Such devices are easy to lose, damage, or have stolen. **FMMS IS NOT RESPONSIBLE FOR LOST OR STOLEN DEVICES.**



Culturally and Linguistically Diverse (CLD) Programming

Morgan County School District Re-3 serves the needs of many English language learners. All buildings provide the services of an CLD teacher along with support from one or more teacher assistants.

Students may qualify for CLD programming if their Home Language Questionnaire indicates a Primary Home Language Other Than English (PHLOTE). Such students are evaluated using the WIDA ACCESS Placement Test (W-APT) to determine language proficiency. Instructional programming is then designed to support the student's language proficiency level. Instructional services may include "pull-out" support during which time students participate in small group instruction with the CLD teacher. "Structured Immersion" in the regular classroom is another means of serving English Language Learners whose needs are better served in this fashion. All instruction is conducted in English with translation support as needed and appropriate. Depending upon intensity of need, some students receive support from a teacher assistant during content area instruction.

Staff in all buildings is provided information from the CLD teachers outlining each student's language profile and teaching strategies appropriate for English language instruction. Extended learning opportunities are also available at all buildings which may include tutoring; supplemental and intervention instruction throughout the regular day; and/or summer school.

Extra-Curricular Events/Activities

Gifted/Talented	Brain Bowl	Field Trips
SADD Club	Craft Club	Music
Scrapbooking Club	Creative Club	Quarter Rewards
Spanish Spelling Bee	Partnership Programs	Science Fair
Spelling Bee	School Dances	Traditional Sports
Soccer Club	Yearbook	

Extra-Curricular Events/Activities Eligibility Requirements

Interscholastic activity — Any activity that involves a competition with another school(s).

Intramural activity — Any activity that involves only FMMS students.

Interscholastic Eligibility:

The eligibility requirements pertain to only the interscholastic activities provided by the Fort Morgan Middle School. Interscholastic activities are **any** activities which compete or participate with other school(s) that may or may not involve travel. All teachers report students' classroom



grades from which a student eligibility report is created. The eligibility status begins on Tuesday and ends on Monday of the following week. Eligibility reports are created every week.

A student who appears on the “F” list two or more times will be ineligible for that week. A participant has one week to improve his/her grades. It is the responsibility of the teacher, coach, sponsor of the activity, parent, and the student to stay current with the eligibility list. (It is not possible for a student to become “eligible” in the middle of the week by handing in late work.)



Reward / School Activity Qualifications:

Students at FMMS can qualify for rewards and extra-curricular activities that are not governed through eligibility criteria (i.e., FMMS athletics). Reward criteria will be based on a quarterly basis and may have a shorter time as set by individual academic teams. All reward criteria will be communicated to the students so that they are aware of what criteria they need to meet for the reward / school activity. Student behavior resulting in an office referral with consequences will affect all reward / school activities that occur within each individual quarter. The following expectations may be, but are not limited to, qualifications for a rewards and school activities:

- Office referrals resulting in consequences for behavior – Including cell phone violations
- Refocus forms
- Grades
- GPAs
- Attendance / Tardy
- Library fines
- Overdue library books
- Student fines / fees
- Team specific expectations

*** If a child is absent for the day, he/she may not attend school functions for that day unless given permission from school administration.

Fighting

Fighting is inappropriate and not allowed on school district property or at school sponsored activities. If a student is involved in a fight with the intent to physically harm another, he/she will be suspended from school and possibly an expulsion hearing. Law enforcement officials will be contacted in the event of any fight.

Gang Behavior

Gangs are a public perception and real danger to schools. In the promotion of safe schools, the RE-3 Board of Education has established a policy of “zero tolerance.” Fort Morgan Middle School has the following guidelines. Students will sign a cease-and-desist order detailing the inappropriate behavior and future consequences for the behaviors.

1. **A student promoting gangs may be suspended or recommended for expulsion on the first offense.**
2. **If gang promotion continues a second time during the year, the student will be recommended for expulsion.**



A gang is any group or individuals who interact at a high rate among themselves to the exclusion of others or groups, have a group name, claim a neighborhood or other territory, and engage in criminal and other antisocial behavior on a regular basis.

General Behavior

To ensure the safety of all students and welcoming learning environment, the following items or behaviors will not be allowed at Fort Morgan Middle School.

1. Skateboards are not allowed on school grounds. In the case that they are brought to school, the student will be asked to leave the item in the school office.
2. Public Display of Affection (PDA) is not appropriate in the educational setting. Students will be expected to be mature in their actions and behaviors--no holding hands, hugging, kissing, or similar behaviors will be allowed on school grounds.
3. Snowballs and ice are not allowed to be thrown on school grounds for the safety of all students. All snow should remain on the ground at all times.

Grading System

100% - 90%	= A
89% - 80%	= B
79% - 70%	= C
69% - 60%	= D
59% and below	= F

Teachers and the teams will establish and clearly communicate the grading scale to be used at the start of the school year. Parents are notified in advance and before a student can receive a failing grade, and the grade is to be permanently recorded in the student's record.

Homebound Instruction

In isolated incidents, a student may receive the assistance of a specified tutor. Arrangements will be made when and where the tutor and student can meet on a consistent basis. The core of instruction will center on a computer-based learning system (A+).

Homework

Often there is not enough time during the day for students to complete their required work. In these instances, students are expected to take the work home for completion. It is an expectation at FMMS to complete and turn in all assignments to the best of their abilities.

Immunization of Students

Please see District Policy information on our website - fortmorgank12.com



In-School Suspension/Social Skills Intervention

Social Skills Intervention is the temporary exclusion of a student from classes and all school activities. **During the period of his/her suspension, the student will not be allowed to attend or participate in any school activities** (pending administrative/coach/supervisor approval). During the school day the student will be placed in a supervised classroom. The following guidelines will be in effect:

1. Mandatory attendance.
2. Bring all textbooks, library books, and other schoolwork.
3. Complete schoolwork or be assigned work.
4. Supervised lunch.
5. No food or drink in room.
6. Stay seated.
7. No talking/visiting.
8. No sleeping.
9. No electronic devices.
10. Supervised, scheduled restroom breaks.
11. No participation in school activities before, during, or after school on SSI days. If absent, you must report to the SSI room to complete assigned intervention.

Key Terminology

ASSAULT:

Recklessness causing physical injury to another, intentionally placing another person in reasonable threat or imminent physical injury; touching another person with intent to injure, insult, or provoke.

DANGEROUS WEAPONS:

Dangerous weapons will include knives, guns, chains, clubs, brass knuckles, or any other similar articles which could be used to inflict or threaten harm.

EXTORTION:

Obtaining money or property by threat, force, or illegal use of authority.

FIGHTING:

Mutual or forced combat with potential for physical injury while at a Fort Morgan School District facility or event.

FIREWORKS:

Any item designed to burn, smoke, explode, or release fumes due to impact or other ignition.

INSUBORDINATION:



Willful refusal of a student to comply with a reasonable request of a staff member.

SUSPENSION:

Temporary removal of a student from a class, school, and/or school activities by an administrator.

THEFT:

Taking of property belonging to one person by another with the intent to keep it for him/herself.

THREAT/INTIMIDATION:

Use of disrespectful and/or profane verbal or non-verbal behavior to threaten, harass, or intimidate another person(s).

VANDALISM:

Willful or ignorant destruction or damage of property.

Legal Name

The school record is a legal document. To ensure the integrity of Fort Morgan Middle School records, correct and legal information must be used. The name on the school record is to match the name on the bona fide birth certificate.

Lunch/Breakfast Program

Please see District Policy information on our website - fortmorgank12.com

Eating Of School Lunches

**** ALL STUDENTS ARE EXPECTED TO HAVE THEIR STUDENT ID WITH THEM EACH DAY *****

1. Students may bring a cold lunch if they so choose.
2. Students will be provided a school lunch, if they choose to eat at school.
3. Students should not eat school provided lunch items off of other student's trays.

EXCLUDED LUNCH OPTION (INCLUDING BUT NOT LIMITED TO):

1. Large bags of potato chips (or similar items) – individual/single servings will be permitted
2. Outside food delivered by parents during lunch (i.e.: McDonalds, Subway, Taco Bell, etc.)
3. Bags of candy
4. Suckers
5. Gum
6. Candy bars
7. Pop
8. Energy drinks
9. Selling of food items on school grounds / during lunch



CONFISCATION OF EXCLUDED LUNCH ITEMS:

1. Items will be taken to the office and available for pick up at the end of the school day by the student or parent.
2. Items not claimed will be discarded at the end of the week.

IM.A.S.H. (Immediate Mandatory After School Help)

FMMS is committed to ensure that all students remain in good academic standing. In order to give you, the students of FMMS every opportunity to succeed, we may mandate after-school attendance for extra attention to lack of academic progress. Certainly, all students are welcome any days before and after school, but some afternoons will be specifically set aside for academic assistance in order to improve your grades. Students who do not turn in their homework on the due date, will be expected to stay for IMASH. An email will be sent to parents/guardians that day, stating that their student did not turn in their homework, and they will be staying after school to complete the assignment. As soon as the assignment is completed, the students is free to go. Parents have the right to opt their student out of IMASH, by contacting the school.

Mandatory Reporting Policy

Please see District Policy information on our website - fortmorgank12.com

Medication Policy

Please see District Policy information on our website - fortmorgank12.com

Parent Notification

DETENTION

1. Possible teacher call to the parent/guardian.
2. Student calls to his/her parent/guardian.
3. Detention receipt

SOCIAL SKILLS INTERVENTION/IN-SCHOOL SUSPENSION (ISS)

1. Possible administrators call to the parent/guardian.
2. Possible letter sent home with the student regarding the concern/event.
3. Letter sent home through the postal service about the concern/event.

OUT-SCHOOL SUSPENSION (OSS)

1. Administrator or building designee will attempt to contact parent/guardian.
2. Possible letter sent home with the student and/or parent/guardian about the concern/event.
3. Letter sent home through the postal service about the concern/event.



EXCESSIVE TARDIES

1. Conference with student and parent/guardian with administration.

ALTERED SCHEDULE

1. Conference with student and parent/guardian with administration.

Parents Right to Know

Please see District Policy information on our website - fortmorgank12.com

Parents Role

Although this information is specifically designed for students attending FMMS, as teachers, administrators, staff, and as a community, we greatly appreciate your involvement in the educational process of your child. We simply cannot complete the educational process without your efforts. FMMS would like to welcome you to attend/join our Building Accountability Committee or any other suggestions that you may have to improve our existing building or policies. As always, your efforts and support are most appreciated.

Parent Portal Instructions

Please see District Policy information on our website - fortmorgank12.com

Retention Policy

Please see District Policy information on our website - fortmorgank12.com

Riding the Bus

Proper student control on buses is essential to the safety and well-being of all bus riders. Unruly riders cannot be tolerated and shall be dealt with in the following manner:

- First Offense - Notification of parent and principal
- Second Offense - Parent-Transportation Supervisor Conference and one day exclusion from riding.
- Third Offense - Suspension from transportation on school buses and a conference.
- After the third offense, the student may be permanently excluded from riding on buses.

School Within A School

This program occurs within FMMS campus grounds and is directed by the ISS coordinator. Students are placed on a computer-based learning system (Edgenuity) and monitored accordingly by the ISS instructor.

Sexual Harassment

Sexual harassment as defined above may include but is not limited to:

1. Sex-oriented verbal "kidding," abuse or harassment



2. Pressure for sexual activity
3. Repeated remarks to a person with sexual or demeaning implications
4. Unwelcome touching, such as patting, pinching or constant brushing against another's body
5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades or similar personal concerns

Students with Food Allergies

Please see District Policy information on our website - fortmorgank12.com

Student ID

All students are expected to have their student ID for library book check out and daily lunch. Failure to have their student ID will result in not being allowed to check out books at that time, or go to the end of the lunch line.

Student Responsibility for Successful (95%) Attendance

1. Attend school every day of the established school calendar.
2. Arrive to each class **on time** with the appropriate tools, prepared to participate, and to learn.
3. Contact your teachers immediately upon your return from an absence to arrange for work that can be made up. It will be the students' responsibility to turn in your completed make-up work within the time limits established (Two days for make-up work are normally allowed for each day absent.).
4. If you are aware of a potential future absence, contact your teachers and complete the work prior to your absence.

Substance Policy

Please see District Policy information on our website - fortmorgank12.com

Suspension/Expulsion from School

Please see District Policy information on our website - fortmorgank12.com

Tardy Policy

Please see District Policy information on our website - fortmorgank12.com

Tardy to Classroom

If the student arrives to any class (with exception to the first class; see morning tardy) after the passing time of five (5) minutes has lapsed, the student will be considered tardy. Excusing the late arrival is done during that class block with the instructor. Excessive unexcused tardies will be handled on an individual basis and may include detention.



- Parents may also follow and view student tardies by viewing the Parent **Portal**.

Tardy to School (Morning Tardy)

If the student arrives late to school and is unable to be in class by the tardy bell at 7:50 a.m., the student will be considered tardy to school.

1. If students have excessive tardies (7 or more in a semester), administration will work with families on trying to get students to school on time.
- ~~1. Students are allowed 5 morning tardies **per semester**. Students will be informed once they have reached this limit.~~
- ~~2. Students who receive 6 morning tardies, and each tardy thereafter, will receive one **sixty minute (60 minute) 30 minute detention from 3:50–4:20.**~~
- ~~3. Students who accumulate 5 detentions will be placed in ISS until the student shows progress in fulfilling detention time.~~

- Parents may also follow and view student tardies by viewing **Parent Portal**.
- Excessive tardies may result in suspensions by the building administrators.

Teams

Students are grouped by grade levels into teams. Once students are placed on a team, they will remain with that team throughout the school year. There are two teams at each grade level. Teams allow students to be in smaller class groupings fostering an environment that is student centered. There are approximately 125 students per team. Core subjects taught include math, science, language arts, literacy, and social studies.

Sixth Grade Teams	Seventh Grade Teams	Eighth Grade teams
SHARKS	COUGARS	HAWKS
STINGRAYS	WOLVES	EAGLES

Telephone

Students are encouraged not to use the office counter phone except in case of emergency or to call parents only and/or with office approval to notify about serving a detention or school related issues. Cell phones may be utilized during appropriate hours.

Testing Information

Tests are a necessary component of any schooling. Students are expected to be knowledgeable and be able to provide evidence of mastery of the content for which they will be tested. In most cases this may entail necessary study outside of school hours.



Textbooks / Chromebooks

When cases of misuse or mistreatment of books or Chromebooks occur, students will be assessed a fine. Students are to pay replacement costs for lost books and Chromebook. We urge students to exercise care in handling their books and Chromebook.

Please see District Policy information on our website - fortmorgank12.com

Vandalism

Vandalism to Fort Morgan Middle School is intolerable. Perpetrators will be prosecuted. When there is any destruction of school property/equipment, ***the individual(s) will pay for all damages*** and be suspended from school. In addition, law enforcement officials may be contacted in the event of a vandalism incident.

Visitors

Students may have adult visitors with them during the day upon pre-approval of administration. Local and visiting young friends or relatives will not be allowed to attend school with FMMS students.

*****All building visitors are required to register in the main office to sign in and to receive their visitor pass. Visitors must have administrative approval before permission is given to attend classrooms and/or class activities.***

Weapons in School

Please see District Policy information on our website - fortmorgank12.com



Web Site

The Fort Morgan School District RE-3 website is found at www.fortmorgank12.com You may find helpful information regarding lunch schedules, district calendar, activities throughout the district, and other related items essential to the community and school district.

All District Policies are found at fortmorgank12.com



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
00001079	CAPITAL ONE N.A.	JULY 9, 2026 AP CHECK RUN FY26	R	W		07/09/2026	06/29/2026	18,980.96
00001080	CLEARING ACCT PERA	JULY 9, 2026 AP CHECK RUN FY26	R	W		07/09/2026	06/29/2026	790.32
00001081	CAPITAL ONE N.A.	JULY 9, 2026 AP CHECK RUN	R	W		07/09/2026	07/09/2026	122.84
00001082	BANK OF COLORADO (VISA CARD)	JULY 16, 2026 AP RUN FY26	R	W		07/16/2026	06/29/2026	41,740.56
00001083	WEX BANK	JULY 16, 2026 AP RUN FY26	R	W		07/16/2026	06/29/2026	6,053.76
00001084	BANK OF COLORADO (VISA CARD)	JULY 16, 2026 AP CHECK RUN	R	W		07/16/2026	07/16/2026	5,765.00
00001085	WCF SELECT INSURANCE COMPANY	JULY 16, 2026 AP CHECK RUN	R	W		07/16/2026	07/16/2026	14,075.03
00001086	CAPITAL ONE N.A.	JULY 23, 2026 AP CHECK RUN	R	W		07/23/2026	07/23/2026	4,138.66
00010210	ADVANCED CLASSROOM TECHNOLOGIES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,120.00
00010211	AFFILIATED BENEFITS CONSULTANTS, INC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	2,281.00
00010212	ALLO COMMUNICATIONS	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,209.42
00010213	AMAZON CAPITAL SERVICES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	7.47
00010214	AUTOZONE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	155.31
00010215	BIMBO BAKERIES USA	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,030.80
00010216	BLOEDORN LUMBER	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	414.43
00010217	CASH-WA DISTRIBUTING	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	3,134.85
00010218	CENTENNIAL BOCES ATTN: PATTI GREENLEE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	3,822.00
00010219	CITY OF FORT MORGAN - SRO	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	120,981.77
00010220	CITY OF FORT MORGAN - UTILITIES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	84,840.44
00010221	COLORADO WEST EQUIPMENT INC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,499.93

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
00010222	OUT ON THE TOWN ENTERTAINMENT, INC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	399.00
00010223	DOUBLE R EMBROIDERY COMPANY	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	48.25
00010224	ENVIROPEST	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	118.00
00010225	HEATHER D FERGUSON-PRICE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	57.50
00010226	FORT MORGAN ACKLEY ACE LLC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	275.46
00010227	FORT MORGAN CULLIGAN	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	15.50
00010228	GENERAL FUND - PRINTING	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	62.12
00010229	GENERAL FUND - PRINTING SUPPLIES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	60.78
00010230	GENERAL FUND - WAREHOUSE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	830.65
00010231	GOLDEN MUSIC CENTER	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	6,051.00
00010232	GREAT COPIER SERVICE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	3,108.24
00010233	HAJOCA CORPORATION	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	6.81
00010234	K&S DISTRIBUTING INC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	510.00
00010235	MCCANDLESS TRUCK CENTER, LLC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	337.12
00010236	MEADOW GOLD DAIRIES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	25,487.55
00010237	MIDWESTERN MILLWRIGHT OF F.M. INC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	3,273.38
00010238	UNIVERSITY AUTO PARTS INC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	285.10
00010239	NORTHEAST COLO HEALTH DEPT	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	169.00
00010240	OVERDRIVE, INC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	345.00

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
00010241	Peak to Peak Foods LLC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,970.10
00010242	PERFORMANCE SERVICES	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	670,768.16
00010243	PRYOR HOME MAINTENANCE, INC.	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	58,728.00
00010244	ALL AMERICAN SPORTS CORP	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	1,081.80
00010245	RIVAL SERVICES LLC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	150.00
00010246	SHAMROCK FOODS COMPANY	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	9,044.89
00010247	SHERWIN WILLIAMS	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	93.19
00010248	SINGLEPOINT, LLC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	975.60
00010249	UNITED PARCEL SERVICE	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	272.37
00010250	WELLABLE LLC	JULY 9, 2026 AP CHECK RUN FY26	R	R		07/09/2026	06/29/2026	915.00
00010251	AMAZON CAPITAL SERVICES	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	39.99
00010252	BLOEDORN LUMBER	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	524.73
00010253	CASH-WA DISTRIBUTING	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	7,094.50
00010254	COLORADO DEPT OF LABOR AND EMPLOYMENT	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	30.00
00010255	DOUBLE R EMBROIDERY COMPANY	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	4,069.01
00010256	EQUIFAX WORKFORCE SOLUTIONS	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	60.85
00010257	FLOWPATH CORPORATION, INC.	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	11,905.00
00010258	FORT MORGAN ACKLEY ACE LLC	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	2.93
00010259	FORT MORGAN ROTARY CLUB	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	370.00
00010260	HAJOCA CORPORATION	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	366.06
00010261	INTEGRATED SYSTEMS CORPORATION	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	7,302.00

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
00010262	LEAVITT GROUP OF COLORADO	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	5,190.00
00010263	EMS LINQ, INC.	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	20,808.53
00010264	UNIVERSITY AUTO PARTS INC	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	155.64
00010265	SHAMROCK FOODS COMPANY	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	30,925.01
00010266	SKYWARD ACCOUNTING DEPT	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	20,767.00
00010267	WEBSTER BANK - LOAN OPS	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	271,268.06
00010268	YAHWEH'S LLC	JULY 9, 2026 AP CHECK RUN	R	R		07/09/2026	07/09/2026	5,964.00
00010269	1000BULBS.COM	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	401.33
00010270	AUTOZONE	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	0.00
00010271	BLOEDORN LUMBER	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	68.67
00010272	EDWARDS RIGHT PRICE MARKET	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	36.05
00010273	ENVIROPEST	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	382.00
00010274	GENERAL FUND - WAREHOUSE	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	156.20
00010275	GREAT COPIER SERVICE	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	3,327.23
00010276	GREENLAWN SOD & TURF	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	394.00
00010277	ROSA E MERAZ	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	26.10
00010278	SIMPLOT GROWER SOLUTIONS	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	3,984.25
00010279	SLICK SPOT FARM TRUCK AND AUTO CORP	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	1,426.59
00010280	THE PAGER CLINIC LLC	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	636.44
00010281	VIAERO WIRELESS	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	802.38
00010282	WESTEK RENTALS, LLC	JULY 16, 2026 AP RUN FY26	R	R		07/16/2026	06/29/2026	178.50
00010283	1000BULBS.COM	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	286.91
00010284	ARIZONA STATE UNIVERSITY	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	2,500.00
00010285	BLOEDORN LUMBER	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	225.84
00010286	CENTENNIAL BOCES	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	59,268.50

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
00010287	CASB	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	18,649.00
00010288	COLORADO STATE UNIVERSITY	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	6,500.00
00010289	CREATIVE LEARNING SYSTEMS	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	7,000.00
00010290	ELV COLORADO ALLIANCE	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	100.00
00010291	FAIRBANK EQUIPMENT, INC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	37.76
00010292	ACTIVE INTERNET TECHNOLOGIES LLC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	15,666.00
00010293	FORT MORGAN ACKLEY ACE LLC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	89.16
00010294	FRONTLINE TECHNOLOGIES GROUP, LLC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	55,472.27
00010295	GENERAL FUND - PRINTING	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	1,574.78
00010296	HAJOCA CORPORATION	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	116.70
00010297	INFINITE CAMPUS INC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	87,015.35
00010298	INSTRUCTURE, INC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	20,787.00
00010299	ROSA E MERAZ	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	10.44
00010300	MILLER'S LANDSCAPING MATERIAL	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	538.64
00010301	MONTANA STATE UNIVERSITY	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	2,500.00
00010302	NATIONAL CENTER FOR CIVIC INNOVATION, INC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	744.00
00010303	NEWCO, INC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	170.80
00010304	NEWSELA, INC.	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	15,945.00
00010305	NOCO COMMERCIAL LLC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	3,033.00

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
00010306	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	54,537.50
00010307	POWERSCHOOL GROUP LLC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	6,851.32
00010308	SHERWIN WILLIAMS	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	656.55
00010309	TEACHING STRATEGIES	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	3,112.50
00010310	UNIVERSITY OF COLORADO BOULDER	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	3,500.00
00010311	UNIVERSITY OF NORTHERN COLORADO	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	7,000.00
00010312	VIAERO WIRELESS	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	582.80
00010313	WELCH EQUIPMENT COMPANY, INC	JULY 16, 2026 AP CHECK RUN	R	R		07/16/2026	07/16/2026	130.64
00010314	BUCKEYE WELDING SUPPLY CO.,INC	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	54.42
00010315	ENVIROPEST	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	520.00
00010316	FLOWER PETALER	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	100.00
00010317	GENERAL FUND - WAREHOUSE	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	148.80
00010318	GRAINGER	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	345.11
00010319	GREAT COPIER SERVICE	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	1,515.19
00010320	GREAT PLAINS GLASS COMPANY	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	320.00
00010321	MURDOCHS FARM AND RANCH	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	336.23
00010322	UNIVERSITY AUTO PARTS INC	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	1.89
00010323	Peak to Peak Foods LLC	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	2,134.00
00010324	VICTORIA ROSE RYAN	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	99.18
00010325	SEMPLE, FARRINGTON, EVERALL & CASE, P.C.	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	920.70
00010326	GAIL WINDSHEIMER	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	99.18
00010327	XESI XEROGRAPHIC EQUIPMENT SYSTEM, INC.	JULY 23, 2026 AP RUN FY26	R	R		07/23/2026	06/29/2026	2,022.66

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
00010328	21ST CENTURY EQUIPMENT LLC.	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	752.78
00010329	AEGIS LIFE AND FIRE SAFETY COMPANY	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	27,429.64
00010330	ARBITERSPORTS LLC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	1,250.00
00010331	BLOEDORN LUMBER	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	251.93
00010332	BRADY INDUSTRIES	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	12,262.80
00010333	BSN SPORTS, LLC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	193.98
00010334	COLORADO RURAL SCHOOLS ALLIANCE	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	4,200.00
00010335	FAIRBANK EQUIPMENT, INC.	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	155.01
00010336	FORT MORGAN ROTARY CLUB	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	210.00
00010337	GENERAL FUND - PRINTING	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	10.80
00010338	HAJOCA CORPORATION	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	53.43
00010339	HIGH PLAINS GYMNASTICS, LLC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	1,070.00
00010340	INTERSTATE ALL BATTERY CENTER	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	159.95
00010341	K&S DISTRIBUTING INC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	717.58
00010342	L.L. JOHNSON DISTRIBUTING CO	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	340.00
00010343	MILLER'S LANDSCAPING MATERIAL	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	354.67
00010344	MURDOCHS FARM AND RANCH	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	279.99
00010345	UNIVERSITY AUTO PARTS INC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	132.96
00010346	Peak to Peak Foods LLC	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	7,205.00

Checks Issued

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Check Number	Name on Check	Run Description	Run Type	Check Type	Statement Date	Check Date	Cash Post Date	Amount
00010347	SHERWIN WILLIAMS	JULY 23, 2026 AP CHECK RUN	R	R		07/23/2026	07/23/2026	1,283.26
00010348	CENTENNIAL BOCES	JULY 30, 2026 AP RUN FY26	R	R		07/30/2026	06/29/2026	4,200.00
00010349	FLOWER PETALER	JULY 30, 2026 AP RUN FY26	R	R		07/30/2026	06/29/2026	128.45
00010350	GLOBAL VENDING GROUP INC	JULY 30, 2026 AP RUN FY26	R	R		07/30/2026	06/29/2026	8,065.00
00010351	INFINITE CAMPUS INC	JULY 30, 2026 AP RUN FY26	R	R		07/30/2026	06/29/2026	132.00
00010352	REBECCA R SCHMIDT	JULY 30, 2026 AP RUN FY26	R	R		07/30/2026	06/29/2026	1,025.62
00010353	AMAZON CAPITAL SERVICES	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	11,973.67
00010354	SOURCENOW LLC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	375.26
00010355	DOUBLE R EMBROIDERY COMPANY	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	822.36
00010356	ELEVATOR INSPECTION & CERTIFICATION SERVICES Inc.	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	1,100.00
00010357	ENVIROPEST	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	172.00
00010358	FLESHER HINTON MUSIC CO.	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	13,644.45
00010359	HUDL	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	19,600.00
00010360	K&S DISTRIBUTING INC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	8,690.57
00010361	L.L. JOHNSON DISTRIBUTING CO	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	461.00
00010362	VOYAGER SOPRIS LEARNING	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	6,877.80
00010363	McINTIRE BUSINESS PRODUCTS	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	114.95
00010364	NOREDINK CORP.	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	11,274.02
00010365	REM-PRO LLC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	104,595.00
00010366	RIVAL SERVICES LLC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	150.00

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
00010367	SINGLEPOINT, LLC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	3,801.07
00010368	SMARTPASS INC.	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	6,908.60
00010369	UNITED PARCEL SERVICE	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	220.20
00010370	USA CLEAN BY JON-DON	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	373.62
00010371	XAP LLC	JULY 30, 2026 AP CHECK RUN	R	R		07/30/2026	07/30/2026	300.00
Grand Totals: 170 Total Checks								2,142,806.41

**MORGAN COUNTY SCHOOL DISTRICT RE-3
PERSONNEL ACTION REPORT
BOARD MEETING: **AUGUST 17, 2026****

CERTIFIED HIRING FOR 2026-2027 SCHOOL YEAR

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
William Donaghy	Teacher	BA-B	Fort Morgan High School	08/04/2026
Rebekah Froehlich	Teacher	BA-D	Fort Morgan High School	08/04/2026
Asianna Shepherd	Teacher	PERM LTS	Fort Morgan Middle School	08/04/2026
Lauren Hall	Teacher	TBD	Fort Morgan High School	08/04/2026
Gary Davies	Teacher	BA-A	Fort Morgan High School	08/04/2026
Ray Garza	Teacher	MA+30-R	Fort Morgan Middle School	08/04/2026

CLASSIFIED HIRING FOR THE 2026-2027 SCHOOL YEAR

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
Madison Cruz	Cook	III-1	Columbine Elementary	08/10/2026
Ani Heistermann	Cook	III-1	Fort Morgan Middle School	08/10/2026
Nichole Ortega	Cook	III-5	Fort Morgan High School	08/10/2026
Jilliam Spradlin	Paraprofessional	IV-1	Green Acres	08/10/2026
Vera Stalker	Paraprofessional	V-8	Fort Morgan Middle School	08/10/2026
Brenda Perez	Paraprofessional	IV-1	Fort Morgan High School	08/10/2026
Laura Streeter	Paraprofessional	V-1	Pioneer Elementary	08/10/2026
Ismael Mosqueda	Administrative Assistant	VII-5	Baker Elementary	07/28/2026
Cesar Madera	Facilities/Grounds Tech	X-11	Facilities	08/12/2026
Gale Osburn	Irrigation Tech	X-1	Facilities	08/11/2026
Danielle Ford	Non-CDL Driver	XI-1	Transportation	08/03/2026
Kendra Flores	Paraprofessional	IV-1	Fort Morgan Middle School	08/12/2026
Valerie Mundell	Paraprofessional	IV-1	Columbine Elementary	08/12/2026
Maria Johnston	Paraprofessional	IV-1	Sherman Preschool	08/18/2026
Casey Rodriguez	Paraprofessional	IV-1	Sherman Preschool	08/12/2026

Recommend
for Action

Assistant Superintendent of Human
Resources

Recommend
for Action

Superintendent of Schools

CERTIFIED SUBSTITUTE HIRING

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
Alea Hardesty	Certified Substitute	1-year License	District Wide	08/04/2026

CLASSIFIED SUBSTITUTE HIRING

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
Madison Helton	Substitute Cook	II-1	District Wide	08/10/2026
Katy Baltzar Juan	Substitute Cook	II-1	District Wide	08/10/2026
Rebecca Bernal	Substitute Cook	II-1	District Wide	08/10/2026
Kim Henderson	Substitute Cook	II-1	District Wide	08/10/2026
Anita Lutz	Substitute Cook	II-1	District Wide	08/10/2026
Jadin Schiers	Substitute Cook	II-1	District Wide	08/10/2026

CERTIFIED DECLINED JOB OFFER 2026-2027 SCHOOL YEAR

NAME	POSITION	LOCATION	EFFECTIVE DATE
Josue Mora	Teacher	Fort Morgan High School	07/15/2026
Jeric Pediglorio	Teacher	Sherman Language School	07/17/2026

CERTIFIED RESCINDED JOB OFFER 2026-2027 SCHOOL YEAR

NAME	POSITION	LEVEL/STEPS	LOCATION	EFFECTIVE DATE
Jared Gallow	Teacher	MA-D	Fort Morgan Middle School	08/07/2026

CERTIFIED RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Kristy Hoffman	Teacher	Sherman Language School	05/29/2026

CERTIFIED SUBSTITUTE RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Heidi Guggisberg Deal	Certified Substitute	District Wide	05/29/2026

CERTIFIED SUBSTITUTE RETIREMENT

NAME	POSITION	LOCATION	EFFECTIVE DATE
Mike Severin	Certified Substitute	District Wide	05/29/2026

CLASSIFIED RETIREMENT

NAME	POSITION	LOCATION	EFFECTIVE DATE
Robert Blackstun	Irrigation Lead	Facilities	08/10/2026

CLASSIFIED RESIGNATION

NAME	POSITION	LOCATION	EFFECTIVE DATE
Kristyn Schneider	Cook	Fort Morgan Middle School	07/09/2026
Dalton Griffin	Paraprofessional	Green Acres Elementary	05/29/2026

Dallanara Stewart-March	Paraprofessional	Sherman Preschool	05/29/2026
Carissa Holbeck	Paraprofessional	Sherman Language School	08/05/2026
Leslie Gonzalez	Paraprofessional	Sherman Preschool	07/29/2026
Logan Cooley	Paraprofessional	Sherman Preschool	08/14/2026
Leresa Atwood	Bus Driver	Transportation	08/05/2026

RESOLUTION

A RESOLUTION APPROPRIATING ADDITIONAL SUMS OF MONEY FOR THE 2025-2026 BUDGET YEAR TO DEFRAY EXPENSES IN EXCESS OF AMOUNTS BUDGETED FOR MORGAN COUNTY SCHOOL DISTRICT RE-3, FORT MORGAN, COLORADO.

WHEREAS, Morgan County School District Re-3 has received additional revenues not from property taxes and has completed additional Fund operational expenditures and ongoing construction expenditures pursuant to approved construction contracts and related construction grants.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Morgan County School District Re-3, Fort Morgan, Colorado, that the 2025-2026 appropriations for the following Funds be increased as follows:

	Final Appropriation <u>Jan. 31, 2026</u>	Supplemental <u>Appropriation</u>	Total Supplemental <u>Appropriation</u>
General Funds:			
General Fund	43,439,213	781,108	44,220,321
Insurance Fund	2,800,446	20,000	2,820,446
Building Fund	229,454	12,000	241,454

APPROVED AND ADOPTED this 17th day of August, 2026.

BOARD OF EDUCATION
MORGAN COUNTY SCHOOL DISTRICT RE-3
FORT MORGAN, COLORADO

BY: _____
PRESIDENT, BOARD OF EDUCATION

ATTEST: _____
SECRETARY, BOARD OF EDUCATION

cc: Toni Miller, CPA, Chief Financial Officer
Minutes, Board of Education

District Title I Parent and Family Engagement

Pursuant to federal law, the District and the parents of students participating in Title I District programs have jointly developed the following parent and family engagement policy to establish the District's expectations and objectives for meaningful parent and family engagement. The policy will be implemented by the superintendent or designee according to the timeline set forth in the policy and incorporated into the District's Title I plan.

Engagement with Title I Planning

The District will hold an annual meeting for parents and families of students in Title I programs, as well as school Title I staff, principals of schools receiving Title I funds and other interested persons to discuss the Title I program plan, review implementation of the Title I plan, discuss how Title I funds allotted for parent and family engagement activities shall be used, and invite suggestions for improvement.

District Support for Parent and Family Engagement

The District will provide coordination, technical assistance, and other support necessary to assist participating schools in building the capacity for effective parent and family engagement activities to improve student academic achievement and school performance.

This coordination, assistance, and support shall include:

- creation of a District Parent Advisory Council to provide advice on all matters related to parent and family engagement in programs supported by Title I funds
- allocating District resources to parent and family engagement activities, beyond minimum legal requirements
- providing professional development regarding parent and family engagement strategies, which will be provided jointly to teachers, principals, other school leaders, specialized instructional support personnel, paraprofessionals, early childhood educators, and parents and family members
- engaging in activities and strategies to promote student achievement and learning at home, such as positive phone calls home and weekly data sharing folders
- supporting programs that reach parents and family members at home, in the community and at school
- disseminating information on best practices focused on parent and family engagement, especially best practices for increasing the engagement of economically disadvantaged parents and family members

Coordination of Parent and Family Engagement Activities with Other District Programs

The District will, to the extent feasible and appropriate, coordinate and integrate parent and family engagement programs and activities with other relevant federal, state, and local laws and programs (including public preschools), and conduct other activities, such as parent resource centers, that encourage and support parents and family members in more fully participating in

the education of their students. The District will accomplish this through requiring annual meetings of staff involved in these programs, coordination of written materials to parents regarding these programs.

Student Learning

The District will coordinate and integrate Title I parent and family engagement strategies with those of other educational programs in the District. The purpose of this coordination will ~~shall~~ be to improve the academic quality of the schools served, including identifying challenges to greater participation by parents and families in activities authorized by law, particularly by parents and family members who:

- are economically disadvantaged
- have disabilities
- have limited English proficiency
- have limited literacy
- are of any racial or ethnic minority background
- are parents of migratory children

The District will provide to parents and families, as appropriate, information to help them understand the District's academic standards, state and District academic assessments, the requirements of Title I, how to monitor students' academic progress and how to work with school staff to improve the achievement of students. The District will develop written materials and training for staff to help parents and families work with students to improve student achievement.

The District will provide support for school-level training for parents in literacy, using technology, and other areas that will foster parent and family engagement.

School-Based Parent and Family Engagement Activities

Parents and families will be encouraged to support student learning at home and become involved in the activities of schools with Title I programs, including building accountability committees, parent-teacher organizations and volunteering.

Method of Communicating with Parents and Families

All information related to school and parent programs, meetings and other activities will be sent to parents and family members in a format and, to the extent practicable, in a language the parents and family members can understand.

Annual Evaluation

The District will conduct, with the meaningful engagement of parents and family members, an annual evaluation of the content and effectiveness of this policy. Effectiveness will be measured in part by improvements in student academic achievement and in school performance.

The evaluation will address the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers and strategies to support successful school and family interactions. The evaluation will specifically address challenges to greater participation by parents and family members in activities authorized by law, particularly by parents and family members who:

- are economically disadvantaged
- have disabilities
- have limited English proficiency
- have limited literacy
- are of any racial or ethnic minority background
- are parents of migratory children

The District will use the findings of the evaluation to design evidence-based strategies for more effective parent and family engagement and to revise, if necessary, this policy.

The District will provide such other reasonable support for parent and family engagement activities as parents may request.

Development of School-Level Title I Parent Engagement Policy

Each school receiving Title I funds shall jointly develop with, agree on, and distribute to parents and family members of students participating in the Title I program (hereafter referred to as "parents") a written School-Level Title I Parent and Family Engagement Policy establishing the District's expectations and objectives for meaningful parent and family engagement in accordance with the requirements of federal law.

The policy will contain a school-parent compact or agreement that outlines how parents, school staff and students will share the responsibility of improved student academic achievement and the means by which the school and parents will build and develop a partnership to help students.

Adopted July 2018

Revised August 17, 2026

LEGAL REFS.: 20 U.S.C. 6301 et seq. (Elementary and Secondary Education Act of 1965 as amended by the Every Student Succeeds Act)
Title I, Part A, Section 1112 (a) (parent role in the development of district Title I plan)
Title I, Part A, Section 1112 (e) (information for parents concerning teacher qualifications, assessments and language instruction)
Title I, Part A, Section 1114 (b)(2) (eligible school that desires to operate a schoolwide program must develop a comprehensive plan with involvement of parents and other community members)
Title I, Part A, Section 1115 (b)(2)(E) (Targeted Assistance Program must include parent involvement strategies)
Title I, Part A, Section 1116 (a) (parent and family engagement policy)

Title I, Part C, Section 1304 (c)(3) (parent involvement in projects and programs for the education of migratory children)
C.R.S. 22-11-101 et seq. (Education Accountability Act of 2009)

CROSS REFS.: ADA, School District Educational Objectives
AE, Accountability/Commitment to Accomplishment
AEA, Standards Based Education
IHBIB, Primary/Preprimary Education
IKA, Grading/Assessment Systems
KD, Public Information and Communications

2025-2026 School Year Student Calendar - Tuesday through Friday

Morgan County School District Re-3

Fort Morgan, Colorado

JULY 2025						
S	M	T	W	T	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

DAILY START AND END TIMES

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

JANUARY 2026						
S	M	T	W	T	F	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2025						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

START DATES

Classes begin for 1 st - 8 th & Lincoln	August 12
FMHS 9 th Grade classes begin	August 12
FMHS 10 th -12 th Grade classes begin	August 13
Kindergarten begins	August 19
Sherman Preschool begins	September 2

FEBRUARY 2026						
S	M	T	W	T	F	S
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22	23	24	25	26	27	28

SEPTEMBER 2025						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

END DATES

Sherman Preschool ends	May 22
Kindergarten through 11 th Grade ends	May 28

MARCH 2027						
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22	23	24	25	26	27	28
29	30	31				

OCTOBER 2025						
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19	20	21	22	23	24	25
26	27	28	29	30	31	

GRADUATION

Lincoln High School Graduation	May 8
High School Graduation	May 17
Fort Morgan Middle School Continuation	May 26

QUARTERS/SEMESTERS

First Quarter - 35.5 days	August 12 - October 10
Second Quarter - 36 days	October 14 - December 19
Third Quarter - 36 days	January 6 - March 6
Fourth Quarter - 42 days	March 17 - May 28
Total Days of School for Students	149.5 Days

APRIL 2027						
S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
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26	27	28	29	30		

PARENT/TEACHER CONFERENCES - Scheduled by Schools

HOLIDAY BREAKS/NO SCHOOL FOR STUDENTS/STAFF

Mondays are no school days for students	
Thanksgiving Break	November 25-28
Winter Break	December 23 - January 2
Spring Break (Same as MCC)	March 10-13
The Schools and District are Closed	April 3

MAY 2026						
S	M	T	W	T	F	S
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2025						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DISTRICT PHONE NUMBERS

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
Green Acres Elementary School	970-867-5460
Pioneer Elementary School	970-867-2080
Fort Morgan Middle School	970-867-8253
Fort Morgan High School	970-867-5648
Lincoln High School	970-867-2924
The Children's Center	970-542-0731
Transportation Department	970-867-2263

DECEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
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JUNE 2026						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

BOE APPROVED 03.24.2025

Infinite Campus



School Supply Lists



District Website



Athletics



Social Media Links



This calendar may be adjusted in the event school is cancelled because of inclement weather or other emergencies.

Calendario Escolar para Estudiantes 2025-2026 - Martes a Viernes

Distrito Escolar del Condado de Morgan Re-3 Fort Morgan, Colorado

JULIO 2025						
D	L	M	M	J	V	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

HORAS DIARIAS DE INICIO Y FINALIZACIÓN

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

ENERO 2026						
D	L	M	M	J	V	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

AGOSTO 2025						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FECHAS DE INICIO

Inicio de Clases – Grados 1 al 8 & Lincoln	Agosto 13
Inicio de Clases FMHS Grado 9	Agosto 13
Inicio de Clases FMHS Grados 10-12	Agosto 14
Inicia Kinder	Agosto 20
Inicio de Clases - Preschool	Septiembre 3

FEBRERO 2026						
D	L	M	M	J	V	S
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22	23	24	25	26	27	28

SEPTIEMBRE 2025						
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21	22	23	24	25	26	27
28	29	30				

FECHAS DE FINALIZACIÓN

Termina Sherman Preschool	Mayo 23
Termina - Grados K al 11	Mayo 30

GRADUACIÓN

Graduación de Lincoln High School	Mayo 9
Graduación de Fort Morgan High School	Mayo 18
Continuación de la Fort Morgan Middle School	Mayo 29

MARZO 2026						
D	L	M	M	J	V	S
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22	23	24	25	26	27	28
29	30	31				

OCTUBRE 2025						
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19	20	21	22	23	24	25
26	27	28	29	30	31	

TRIMESTRES

Primer Trimestre	Agosto 13 - Octubre 11
Segundo Trimestre	Octubre 15 - Diciembre 20
Tercer Trimestre	Enero 7 - Marzo 7
Cuarto Trimestre	Marzo 18 - Mayo 30
Total de días de escuela para estudiantes	151 días

ABRIL 2026						
D	L	M	M	J	V	S
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

CONFERENCIAS PADRES/MAESTROS - Programado por escuelas

NO HAY CLASES PARA ESTUDIANTES

Los lunes no son días escolares para los estudiantes	
Día de Acción de Gracias	Noviembre 25 - 29
Descanso de Invierno	Diciembre 23 - Enero 6
Descanso de Primavera	Marzo 10 - 14
No clases. Cerrado!	Abril 18

MAYO 2026						
D	L	M	M	J	V	S
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31						

NOVIEMBRE 2025						
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23	24	25	26	27	28	29
30						

NÚMEROS DE TELÉFONO DEL DISTRITO

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
Green Acres Elementary School	970-867-5460
Pioneer Elementary School	970-867-2080
Fort Morgan Middle School	970-867-8253
Fort Morgan High School	970-867-5648
Lincoln High School	970-867-2924
The Children's Center	970-542-0731
Transportation Department	970-867-2263

DICIEMBRE 2025						
D	L	M	M	J	V	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNIO 2026						
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21	22	23	24	25	26	27
28	29	30				

APROBADO POR BOE 03.24.2025

Infinite Campus



Lista de Útiles



Sitio Web del Distrito



Atletismo



Enlaces de Redes Sociales



Este calendario se podría modificar en caso de que se cancelen las clases debido a las inclemencias del clima o a otra emergencia.

Kalendharka qoyska ee Sanadka 2025-26 - Talaado ilaa Jimcaha

Morgan County School District Re-3

Fort Morgan, Colorado

JULIYO 2025						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

MAALINTA BILOWGA IYO DHAMMAAN

Kindergarten	7:45 am - 3:15 pm
Sherman Preschool	8:00 - 11:00 am or 12:00 - 3:00 pm
Elementary Schools	7:45 am - 3:30 pm
Fort Morgan Middle School	7:50 am - 3:50 pm
Fort Morgan High School	8:00 am - 4:00 pm
Lincoln High School	7:45 am - 3:45 pm

JAANAAYO 2026						
A	I	T	A	K	J	S
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18	19	20	21	22	23	24
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OGOSTO 2025						
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						2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

TAARIKHDA BILLOWGA

Fasalada waxay bilaabmaan fasalka 1aad ilaa 8aad iyo dugsiga Lincoln	Ogosto 13
Fasalada FMHS ee fasalka 9-aad waxay bilaabanayaan	Ogosto 13
Fasalada FMHS ee fasalka 10-12aad wuxuu bilaabmayaa	Ogosto 14
Kindergarten waxay bilaabanayaan	Ogosto 20
Sherman Preschool Waxay bilaabanaysaa	Sebtembar 3

FEBRAAYO 2026						
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22	23	24	25	26	27	28

SEBTEMBAR 2025						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

TAARIKHDA DHAMAADKA

Sherman Preschool wuu Dambaysay	Meey 23
K-11 Maalintii u Dambaysay	Meey 30

MAARSO 2026						
A	I	T	A	K	J	S
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22	23	24	25	26	27	28
29	30	31				

OKTOOBAR 2025						
A	I	T	A	K	J	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

QALINJABIN

Qalinjabinta Lincoln High School	Meey 9
Qalinjabinta Fort Morgan High School	Meey 18
Sii Wad Fort Morgan Middle School	Meey 29

QUARTERS/SIMISTARKA

Quarter 1aad	Ogosto 13 - Oktoobar 11
Quarter 2aad	Oktoobar 15 - Disembar 20
Quarter 3aad	Jaanaayo 7 - Maarso 7
Quarter 4aad	Maarso 18 - Meey 30
Wadarta Maalmaha Dugsiga ee Ardayda	151

ABRIIL 2026						
A	I	T	A	K	J	S
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

NOOFAMBAR 2025						
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						2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

SHIRARKA WAALIDIINTA IYO MACALIMIINTA - by Dugsiyada

MA JIRO DUGSI AY ARDAY DHIGTAAN MAALMAHAN

Isniinta ma aha maalmo dugsiyeedka ardayda.

Fasaxa Thanksgiving	Noofambar 25 - 29
Fasaxa christmaska	Diseembar 23 - Janaayo 6
Fasaxa spring break	Maarso 10 - 14
Ma jiraan fasallo xiran	Abriil 18

MEEY 2026						
A	I	T	A	K	J	S
						1
						2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

DISEEMBAR 2025						
A	I	T	A	K	J	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

LAMBARKA TALEEFANKA DEGMADA

Sherman Early Childhood Center	970-867-2998
Baker Elementary School	970-867-8422
Columbine Elementary School	970-867-7418
Green Acres Elementary School	970-867-5460
Pioneer Elementary School	970-867-2080
Fort Morgan Middle School	970-867-8253
Fort Morgan High School	970-867-5648
Lincoln High School	970-867-2924
The Children's Center	970-542-0731
Transportation Department	970-867-2263

JUUN 2026						
A	I	T	A	K	J	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

APPROVED BY BOE 03.24.2025

Infinite Campus



Liisaska Sahayda Dugsiga



Mareegta Degmada



Ciyaaraha Fudud



Xiriirinta Baraha Bulshada





Morgan County School District Re-3
 715 West Platte Avenue
 Fort Morgan, Colorado 80701
 Phone 970-867-5633 Fax 970-867-0262
 www.morgan.k12.co.us



CERTIFIED SALARY SCHEDULE 2025-2026 SCHOOL YEAR

	ADJUNCT	BA	BA+15	BA+30	MA	MA+15	MA+30	Ed.S	
A	\$ 43,750	\$ 50,000	\$ 51,500	\$ 53,000	\$ 54,500	\$ 56,000	\$ 57,500	\$ 59,000	A
B	\$ 43,750	\$ 50,400	\$ 51,950	\$ 53,500	\$ 55,000	\$ 56,575	\$ 58,075	\$ 59,600	B
C	\$ 43,750	\$ 50,800	\$ 52,400	\$ 54,000	\$ 55,500	\$ 57,150	\$ 58,650	\$ 60,200	C
D	\$ 43,750	\$ 51,200	\$ 52,850	\$ 54,500	\$ 56,000	\$ 57,725	\$ 59,225	\$ 60,800	D
E	\$ 43,750	\$ 51,600	\$ 53,300	\$ 55,000	\$ 56,500	\$ 58,300	\$ 59,800	\$ 61,400	E
F	\$ 43,750	\$ 52,000	\$ 53,750	\$ 55,500	\$ 57,000	\$ 58,875	\$ 60,375	\$ 62,000	F
G			\$ 54,200	\$ 56,000	\$ 57,500	\$ 59,450	\$ 60,950	\$ 62,600	G
H			\$ 54,650	\$ 56,500	\$ 58,000	\$ 60,025	\$ 61,525	\$ 63,200	H
I			\$ 55,100	\$ 57,000	\$ 58,500	\$ 60,600	\$ 62,100	\$ 63,800	I
J			\$ 55,550	\$ 57,500	\$ 59,000	\$ 61,175	\$ 62,675	\$ 64,400	J
K				\$ 58,000	\$ 59,500	\$ 61,750	\$ 63,250	\$ 65,000	K
L				\$ 58,500	\$ 60,000	\$ 62,325	\$ 63,825	\$ 65,600	L
M				\$ 59,000	\$ 60,500	\$ 62,900	\$ 64,400	\$ 66,200	M
N					\$ 61,000	\$ 63,475	\$ 64,975	\$ 66,800	N
O					\$ 61,500	\$ 64,050	\$ 65,550	\$ 67,400	O
P					\$ 62,000	\$ 64,625	\$ 66,125	\$ 68,000	P
Q					\$ 62,500	\$ 65,200	\$ 66,700	\$ 68,600	Q
R						\$ 65,775	\$ 67,275	\$ 69,200	R
S	Full-time in district experience with a state teaching license:					\$ 66,350	\$ 67,850	\$ 69,800	S
T	a. District will honor all years of in-district experience.					\$ 66,925	\$ 68,425	\$ 70,400	T
U	Full-time out-of-district experience with a state teaching license:						\$ 69,000	\$ 71,000	U
V	a. 0 - 3 Years = Level A Placement						\$ 69,575	\$ 71,600	V
W	b. 4 - 6 Years = Level B Placement						\$ 70,150	\$ 72,200	W
X	c. 7 - 9 Years = Level C Placement						\$ 70,725	\$ 72,800	X
Y	d. 10 - 15 Years = Level D Placement						\$ 73,400		Y
Z	e. 16+ Years = Max Placement is the midpoint of the respective lane range for beyond B+15 lanes.						\$ 74,000		Z

STIPENDS

STEP	LVL ONE	LVL TWO	LVL THREE	LVL FOUR	LVL FIVE	LVL SIX	LVL SEVEN	LVL EIGHT	LVL NINE	LVL TEN	STEP
1	\$ 6,500.00	\$ 6,000.00	\$ 4,700.00	\$ 3,750.00	\$ 2,800.00	\$ 2,600.00	\$ 1,900.00	\$ 1,650.00	\$ 950.00	\$ 700.00	1
2	\$ 6,825.00	\$ 6,300.00	\$ 4,935.00	\$ 3,937.50	\$ 2,940.00	\$ 2,730.00	\$ 1,995.00	\$ 1,732.50	\$ 997.50	\$ 735.00	2
3	\$ 7,150.00	\$ 6,600.00	\$ 5,170.00	\$ 4,125.00	\$ 3,080.00	\$ 2,860.00	\$ 2,090.00	\$ 1,815.00	\$ 1,045.00	\$ 770.00	3
4	\$ 7,475.00	\$ 6,900.00	\$ 5,405.00	\$ 4,312.50	\$ 3,220.00	\$ 2,990.00	\$ 2,185.00	\$ 1,897.50	\$ 1,092.50	\$ 805.00	4
5	\$ 7,800.00	\$ 7,200.00	\$ 5,640.00	\$ 4,500.00	\$ 3,360.00	\$ 3,120.00	\$ 2,280.00	\$ 1,980.00	\$ 1,140.00	\$ 840.00	5

OTHER

AP / CONCURRENT

AP - \$300/SEM

Con-\$500/SEM

LONGEVITY BONUS

YEARS	\$	Based on latest hire date as of the end of August. Paid in September.
3	\$ 1,000	
7	\$ 1,500	
14	\$ 3,000	
21	\$ 4,500	
28	\$ 6,000	
Annual appropriation by the BOE		

\$3,000.00 Differentiation Salary

- Physical Therapist Assistant
- Speech Language Pathologist Asst.
- Special Education

Special Ed Signing Bonus \$2,000

\$5,500.00 Differentiation Salary

- Speech Language Pathologist
- Psychologist
- Social Worker
- Physical Therapist
- Nurse



Morgan County School District Re-3
715 West Platte Avenue
Fort Morgan, Colorado 80701
Phone 970-867-5633 Fax 970-867-0262
www.fortmorgank12.com



CLASSIFIED SALARY SCHEDULE
Effective July 1, 2025 through June 30, 2026

	II / 2	III / 3	IV / 4	V / 5	VI / 6	VII / 7	VIII / 8	IX / 9	X / 10	XI / 11	XII / 12	XIII / 13	
1	\$ 15.36	\$ 15.68	\$ 16.30	\$ 17.28	\$ 17.73	\$ 18.31	\$ 19.05	\$ 20.36	\$ 24.01	\$ 23.59	\$ 27.65	\$ 31.30	1
2	\$ 15.56	\$ 15.88	\$ 16.50	\$ 17.48	\$ 17.93	\$ 18.51	\$ 19.25	\$ 20.56	\$ 24.21	\$ 24.59	\$ 27.85	\$ 31.50	2
3	\$ 15.76	\$ 16.08	\$ 16.70	\$ 17.68	\$ 18.13	\$ 18.71	\$ 19.45	\$ 20.76	\$ 24.41	\$ 25.59	\$ 28.05	\$ 31.70	3
4	\$ 15.96	\$ 16.28	\$ 16.90	\$ 17.88	\$ 18.33	\$ 18.91	\$ 19.65	\$ 20.96	\$ 24.61	\$ 26.59	\$ 28.25	\$ 31.90	4
5	\$ 16.16	\$ 16.48	\$ 17.10	\$ 18.08	\$ 18.53	\$ 19.11	\$ 19.85	\$ 21.16	\$ 24.81	\$ 27.59	\$ 28.45	\$ 32.10	5
6	\$ 16.36	\$ 16.68	\$ 17.30	\$ 18.28	\$ 18.73	\$ 19.31	\$ 20.05	\$ 21.36	\$ 25.01	\$ 28.59	\$ 28.65	\$ 32.30	6
7	\$ 16.56	\$ 16.88	\$ 17.50	\$ 18.48	\$ 18.93	\$ 19.51	\$ 20.25	\$ 21.56	\$ 25.21	\$ 29.59	\$ 28.85	\$ 32.50	7
8	\$ 16.76	\$ 17.08	\$ 17.70	\$ 18.68	\$ 19.13	\$ 19.71	\$ 20.45	\$ 21.76	\$ 25.41		\$ 29.05	\$ 32.70	8
9	\$ 16.96	\$ 17.28	\$ 17.90	\$ 18.88	\$ 19.33	\$ 19.91	\$ 20.65	\$ 21.96	\$ 25.61		\$ 29.25	\$ 32.90	9
10	\$ 17.16	\$ 17.48	\$ 18.10	\$ 19.08	\$ 19.53	\$ 20.11	\$ 20.85	\$ 22.16	\$ 25.81		\$ 29.45	\$ 33.10	10
11	\$ 17.36	\$ 17.68	\$ 18.30	\$ 19.28	\$ 19.73	\$ 20.31	\$ 21.05	\$ 22.36	\$ 26.01		\$ 29.65	\$ 33.30	11
12	\$ 17.56	\$ 17.88	\$ 18.50	\$ 19.48	\$ 19.93	\$ 20.51	\$ 21.25	\$ 22.56	\$ 26.21		\$ 29.85	\$ 33.50	12
13	\$ 17.76	\$ 18.08	\$ 18.70	\$ 19.68	\$ 20.13	\$ 20.71	\$ 21.45	\$ 22.76	\$ 26.41		\$ 30.05	\$ 33.70	13
14	\$ 17.96	\$ 18.28	\$ 18.90	\$ 19.88	\$ 20.33	\$ 20.91	\$ 21.65	\$ 22.96	\$ 26.61		\$ 30.25	\$ 33.90	14
15	\$ 18.16	\$ 18.48	\$ 19.10	\$ 20.08	\$ 20.53	\$ 21.11	\$ 21.85	\$ 23.16	\$ 26.81		\$ 30.45	\$ 34.10	15
16	\$ 18.36	\$ 18.68	\$ 19.30	\$ 20.28	\$ 20.73	\$ 21.31	\$ 22.05	\$ 23.36	\$ 27.01		\$ 30.65	\$ 34.30	16
17	\$ 18.56	\$ 18.88	\$ 19.50	\$ 20.48	\$ 20.93	\$ 21.51	\$ 22.25	\$ 23.56	\$ 27.21		\$ 30.85	\$ 34.50	17
18	\$ 18.76	\$ 19.08	\$ 19.70	\$ 20.68	\$ 21.13	\$ 21.71	\$ 22.45	\$ 23.76	\$ 27.41		\$ 31.05	\$ 34.70	18
19	\$ 18.96	\$ 19.28	\$ 19.90	\$ 20.88	\$ 21.33	\$ 21.91	\$ 22.65	\$ 23.96	\$ 27.61		\$ 31.25	\$ 34.90	19
20	\$ 19.16	\$ 19.48	\$ 20.10	\$ 21.08	\$ 21.53	\$ 22.11	\$ 22.85	\$ 24.16	\$ 27.81		\$ 31.45	\$ 35.10	20
21	\$ 19.36	\$ 19.68	\$ 20.30	\$ 21.28	\$ 21.73	\$ 22.31	\$ 23.05	\$ 24.36	\$ 28.01		\$ 31.65	\$ 35.30	21
22	\$ 19.56	\$ 19.88	\$ 20.50	\$ 21.48	\$ 21.93	\$ 22.51	\$ 23.25	\$ 24.56	\$ 28.21		\$ 31.85	\$ 35.50	22
23	\$ 19.76	\$ 20.08	\$ 20.70	\$ 21.68	\$ 22.13	\$ 22.71	\$ 23.45	\$ 24.76	\$ 28.41		\$ 32.05	\$ 35.70	23
24	\$ 19.96	\$ 20.28	\$ 20.90	\$ 21.88	\$ 22.33	\$ 22.91	\$ 23.65	\$ 24.96	\$ 28.61		\$ 32.25	\$ 35.90	24
25	\$ 20.16	\$ 20.48	\$ 21.10	\$ 22.08	\$ 22.53	\$ 23.11	\$ 23.85	\$ 25.16	\$ 28.81		\$ 32.45	\$ 36.10	25
26	\$ 20.36	\$ 20.68	\$ 21.30	\$ 22.28	\$ 22.73	\$ 23.31	\$ 24.05	\$ 25.36	\$ 29.01		\$ 32.65	\$ 36.30	26
27	\$ 20.56	\$ 20.88	\$ 21.50	\$ 22.48	\$ 22.93	\$ 23.51	\$ 24.25	\$ 25.56	\$ 29.21		\$ 32.85	\$ 36.50	27
28	\$ 20.76	\$ 21.08	\$ 21.70	\$ 22.68	\$ 23.13	\$ 23.71	\$ 24.45	\$ 25.76	\$ 29.41		\$ 33.05	\$ 36.70	28
29	\$ 20.96	\$ 21.28	\$ 21.90	\$ 22.88	\$ 23.33	\$ 23.91	\$ 24.65	\$ 25.96	\$ 29.61		\$ 33.25	\$ 36.90	29
30	\$ 21.16	\$ 21.48	\$ 22.10	\$ 23.08	\$ 23.53	\$ 24.11	\$ 24.85	\$ 26.16	\$ 29.81		\$ 33.45	\$ 37.10	30
31	\$ 21.36	\$ 21.68	\$ 22.30	\$ 23.28	\$ 23.73	\$ 24.31	\$ 25.05	\$ 26.36	\$ 30.01		\$ 33.65	\$ 37.30	31
32	\$ 21.56	\$ 21.88	\$ 22.50	\$ 23.48	\$ 23.93	\$ 24.51	\$ 25.25	\$ 26.56	\$ 30.21		\$ 33.85	\$ 37.50	32
33	\$ 21.76	\$ 22.08	\$ 22.70	\$ 23.68	\$ 24.13	\$ 24.71	\$ 25.45	\$ 26.76	\$ 30.41		\$ 34.05	\$ 37.70	33
34	\$ 21.96	\$ 22.28	\$ 22.90	\$ 23.88	\$ 24.33	\$ 24.91	\$ 25.65	\$ 26.96	\$ 30.61		\$ 34.25	\$ 37.90	34
35	\$ 22.16	\$ 22.48	\$ 23.10	\$ 24.08	\$ 24.53	\$ 25.11	\$ 25.85	\$ 27.16	\$ 30.81		\$ 34.45	\$ 38.10	35
36	\$ 22.36	\$ 22.68	\$ 23.30	\$ 24.28	\$ 24.73	\$ 25.31	\$ 26.05	\$ 27.36	\$ 31.01		\$ 34.65	\$ 38.30	36
37	\$ 22.56	\$ 22.88	\$ 23.50	\$ 24.48	\$ 24.93	\$ 25.51	\$ 26.25	\$ 27.56	\$ 31.21		\$ 34.85	\$ 38.50	37
38	\$ 22.76	\$ 23.08	\$ 23.70	\$ 24.68	\$ 25.13	\$ 25.71	\$ 26.45	\$ 27.76	\$ 31.41		\$ 35.05	\$ 38.70	38
39	\$ 22.96	\$ 23.28	\$ 23.90	\$ 24.88	\$ 25.33	\$ 25.91	\$ 26.65	\$ 27.96	\$ 31.61		\$ 35.25	\$ 38.90	39
40	\$ 23.16	\$ 23.48	\$ 24.10	\$ 25.08	\$ 25.53	\$ 26.11	\$ 26.85	\$ 28.16	\$ 31.81		\$ 35.45	\$ 39.10	40

RETIRE MORGAN COUNTY SCHOOL DISTRICT RE-3**NOTICE OF PERSONNEL ACTION****DATE:** _____

Name: _____ **Address:** _____
Date Of Employment: _____ **Social Security #:** _____ **Telephone Number:** _____

TYPE OF ACTION

☐ New Employee Hired	Complete Sections B & C	☐ Leave of Absence (no pay)	Complete Sections A & C
☐ Change of Position	A, B & C	☐ Layoff	A & C
☐ Change Department or Location	A, B & C	☐ Resignation	A & C
☐ Increment Increase	A & B	☐ Retirement	A & C
☐ New Salary Schedule	A & B	☐ Death	A, B & C
		☐ Other	

(A) – PRESENT STATUS

Job 1 Title:			
Hrs.:	Days:	Months:	Code:
Budget 1			
Job 2 Title:			
Hrs.:	Days:	Months:	Code:
Budget 2			
Job 3 Title:			
Hrs.:	Days:	Months:	Code:
Budget 3			
Grade Level:			
Location:			
Base Pay		Rate:	

Stipends:	LV	ST	Amount:

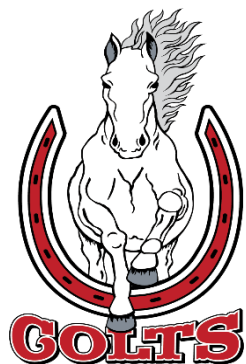
Last Day Worked Present Status: _____**(B) – PROPOSED STATUS**

Job 1 Title:			
Hrs.:	Days:	Months:	Code:
Budget 1			
Job 2 Title:			
Hrs.:	Days:	Months:	Code:
Budget 2			
Job 3 Title:			
Hrs.:	Days:	Months:	Code:
Budget 3			
Grade Level:			
Location:			
Base Pay		Rate:	

Stipends:	LV	ST	Amount:

First Day Worked Proposed Status: _____**(C) Reason for Action or Remarks:**

This form will be prepared by the appropriate administrator or supervisor for all personnel actions and distributed as follows:
 White-Central Personnel File Yellow-Bookkeeping Dept. Pink-Employee Copy Goldenrod-Financial Dept.



Fort Morgan Middle School

Student Handbook Changes

2026-2027

TO: Rob Sanders and the Board of Education

FROM: Chad Unrein, Principal

DATE: June 15th, 2027

RE: Student Handbook

Below is a listing of the changes to our handbook. Please let me know if you have any questions.

Respectfully,

Chad Unrein, Principal

- Cover - Updated school year to 2024-2025.
- Page 5 - Attendance Procedures (2) - Added Submit an excuse through Infinite Campus
- Page 6 - Make-up work added Students may access homework through Canvas
- Page 8 - Dates to Remember: Updated Calendar
- Page 9 - Updated Dates to Remember
- Page 13 - Electronic Devices - Added Meta Glasses
 - 1st offense Deleted returned to parent of guardian, replaced with returned to student at the end of the day.
 - 2nd offense - deleted 1 hour after school detention.
 - 3rd offense - deleted assigned ISS for one day. Added - will receive a 1 hour after school detention.
 - 4th offense added ISS or OSS

- Page 14 – Updated Extra-Curricular Events/Activities to include Soccer Club
- Page 23 – Tardy to school: Added #1 -
 - If students have excessive tardies (7 or more in a semester), administration will work with families on trying to get students to school on time.
 - Deleted: ~~Students are allowed 5 morning tardies **per semester**. Students will be informed once they have reached this limit.~~
 - ~~Students who receive 6 morning tardies, and each tardy thereafter, will receive one **sixty-minute (60 minute) 30-minute detention from 3:50–4:20.**~~
 - ~~Students who accumulate 5 detentions will be placed in ISS until the student shows progress in fulfilling detention time.~~



Student Handbook
~~2025-2026~~
2026-2027

Fort Morgan Middle School
605 Education Ave.
Ft. Morgan, CO 80701

970-867-8253

FORT MORGAN MIDDLE SCHOOL

PARENT/STUDENT HANDBOOK

Contents

Introduction	3
Mission Statement	3
Administrative Protocol	4
Advance Program	4
Altered Schedule	4
Asbestos Notification	4
Attendance	4
Attendance Procedures	5
Absence Categories	6
Alcohol, Tobacco and, Drugs	6
Bad Weather Consideration	7
Behavior Expectations	7
Breakfast/Lunch Program	7
Bullying	7
Candy and Snacks	8
Change of Address	8
Child Abuse Law	8
Children Leaving the Building	8
Commitments to Excellence	8
Community Service/Restitution	8
Daily Schedule	8
Dates to Remember	9
Detention	9
Eighth Grade Continuation Ceremony	12
Elective Classes	12
Electronic Devices	13
Culturally and Linguistically Diverse (CLD) Programming	15
Extra-Curricular Events/Activities	16
Extra-Curricular Events/Activities Eligibility Requirements	16
Fighting	17
Gang Behavior	17
General Behavior	18
Grading System	18
Homebound Instruction	18
Homework	18
Immunization of Students	18
In-School Suspension/Social Skills Intervention	19



Key Terminology	19
Legal Name	20
Lunch/Breakfast Program	20
IM.A.S.H. (Immediate Mandatory After School Help)	21
Mandatory Reporting Policy	21
Medication Policy	21
Parent Notification	21
Parents Right to Know	22
Parents Role	22
Parent Portal Instructions	22
Retention Policy	22
Riding the Bus	22
School Within A School	22
Sexual Harassment	23
Student Lockers	23
Students with Food Allergies	23
Student ID	23
Student Responsibility for Successful (95%) Attendance	23
Substance Policy	24
Suspension/Expulsion from School	24
Tardy Policy	24
Tardy to Classroom	24
Tardy to School (Morning Tardy)	24
Teams	24
Telephone	25
Testing Information	25
Textbooks / Chromebooks	25
Vandalism	25
Visitors	25
Weapons in School	25
Web Site	26



Introduction

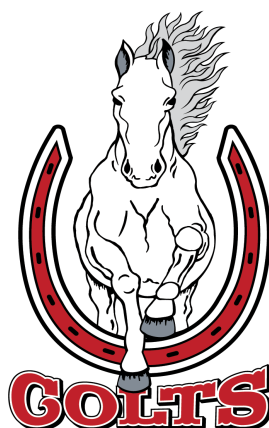
This handbook belongs to:

Name _____

Address _____

City _____ **Zip Code** _____

Phone _____



Mission Statement

MISSION STATEMENT

The mission of Morgan County School District Re-3 is to inspire creative thinking, high achievement, and lifelong learning.



Administrative Protocol

CONVERSATIONS INVOLVING SENSITIVE MATTERS

The administration of Fort Morgan Middle School makes every effort to handle difficult situations appropriately, and to not make any individual feel unnecessarily uncomfortable, un-easy, or awkward.

If a student approaches an Administrator to discuss a topic that the Administrator determines is of a sexual or sensitive nature, that Administrator will conclude the discussion until a second Administrator or Counselor of the same gender as the student is available to be present for the discussion. Administrators will take steps to ensure that such discussions are minimally obtrusive and conducted in accordance with Board policy and applicable law.

Teachers will report any such conversations to building administration immediately.

CRIMINAL INVESTIGATIONS

Under Colorado law, Administrators may be required to report incidents of a criminal nature to the school resource officer.

Advance Program

This program exists as a support program and disciplinary alternative. It is located in the southwest corner of Lincoln School and features a computer-based learning system (Edgenuity), tutors, counselor and teacher. Referrals are made through the FMMS Administration.

Altered Schedule

FMMS believes the best education is one obtained within the academic team area and with student peers, but should a student have excessive compliance issues with FMMS and school district policy, his/her actions may require an altered schedule and in a more restricted environment. If a student is placed on an altered schedule, it may consist of the Advance Program, School within a School, or Homebound Instruction or a combination of these programs. Placing a student on an altered schedule can only occur through an administrative recommendation with input provided from FMMS staff members.

Asbestos Notification

Please see District Policy information on our website - fortmorgank12.com

Attendance

The purpose of this section is to outline parent and student responsibilities relative to Fort Morgan School District Attendance Policy and Procedures and Colorado State Statues.



Every child who has attained the age of six (6) years on or before August 1 of each year and is under the age of seventeen (17) is required to attend public school with such exceptions as provided by law. It is the parents' responsibility to ensure attendance.

If a student is absent without an excuse signed by the parent/guardian or if the student leaves school or a class without permission of the teacher or administrator in charge, the student shall be considered truant. A "habitually truant" shall be defined as a student of compulsory attendance age who has four total days of unexcused absences in any one month or 10 total days of unexcused absences during any school year. Absences due to suspension or expulsion shall not be counted in the total of unexcused absences for purposes of defining a student as a "habitual truant."

***If a child is absent for the day, he/she may not attend school functions for that day unless given permission from school administration.

Attendance Procedures

All absences are to be explained by a note which may be required to excuse the absence. If a note is not given to the office, it will be considered unexcused and potential consequences could be administered, i.e. SSI or Advance Time.

Attendance is the responsibility of the student, the parents, and the school. The importance of regular, daily attendance as a basis for academic achievement cannot be over-emphasized. Absences have a negative effect upon instructional continuity, regardless of the attempts to make up work. The school cannot teach pupils who are not present. The regular contact of the pupils with one another in the classroom and their participation in a well-planned instructional activity under the tutelage of a competent teacher are vital.

The following attendance procedures are established to accomplish the 95% attendance goal.

1. Attendance will be taken in each individual class throughout the day.
2. If students must be absent, the parent/guardian should call or **submit an excuse through Infinite Campus** to the school each day of the absence by 8:00 a.m.
3. Students may be required to bring a note with an explanation of the absence.
4. Students whose absences are at or are approaching unacceptable levels will be contacted by FMMS. Initial notification of a student's high absentee rate is simply intended to inform parents and students of their attendance status. Further absences and additional contacts should be construed as more severe in nature and may require additional documentation for future absences.



Absence Categories

EXCUSED ABSENCE

An excused absence is one deemed legitimate by the school and appropriately excused by the parent/guardian. Examples of excused absences include those caused by the following:

1. Illness or injury accompanied by a doctor's note
2. Court appearance or temporary custody of the court or law enforcement officials through no fault of the student
3. Religious observances
4. Reasons deemed appropriate by the school administration and appropriately excused by the parent/guardian

UNEXCUSED ABSENCES

Examples of unexcused absences include:

1. absences beyond normal or excessive.
2. without approval of the parent/guardian.
3. without pre-approval of the building administrator (only if excessive limits have been reached).
4. with no information pertaining to the absence. This absence is always treated as a truancy or unexcused until it is classified, so long as the matter is handled in a timely manner.
5. without a note or written documentation.
6. not pre-approved in the event of an extended vacation/event during school time.
7. continual or excessive appointments without administrative approval.
8. that occur if a child is absent during the day and attempts to attend an after-school function.

MAKE-UP WORK

Make-up work will be provided if the student is to miss three or more days of school. Parent/guardian and/or student are to contact the school to provide one (1) days' notice for teachers to collect assignments to be picked up in the office or **students may access their homework through Canvas**. Two days make-up time for each school day missed is the normal amount of time given for make-up work to be returned to teachers.

Alcohol, Tobacco and, Drugs

There is no tolerance for students who either possess or consume alcohol or drugs or possess drug paraphernalia at school, on school grounds, or at school activities. We cooperate with the police in enforcing all state and local laws. Whenever a student violates school and/or district policies relative to alcohol and drug use, expect very serious repercussions. Law enforcement officials will be contacted in any drug possession or use at school.

Students using or in possession of tobacco products or paraphernalia will be suspended and face other possible consequences. Possession and the use of tobacco products is not part of



the school curriculum and are illegal for people under the age of 18. Paraphernalia includes (but not limited to) matches, pipes, lighters, hookah pens, e-cigarettes, tobacco storage devices, vape pens, THC edibles, and CBD oil. Law enforcement officials will be contacted in the event of a tobacco possession.

Bad Weather Consideration

Please see District Policy information on our website - fortmorgank12.com

Behavior Expectations

POSITIVE BEHAVIOR INTERVENTIONS & SUPPORT (P.B.I.S) PROGRAM

Improving student academic and behavior outcomes is about ensuring all students have access to the most effective and accurately implemented instructional and behavioral practices and interventions possible. PBIS provides an operational framework for achieving these outcomes.

More importantly PBIS is NOT a curriculum, intervention, or practice, but IS a decision-making framework that guides selection, integration, and implementation of the best evidence-based academic and behavioral practices for improving important academic and behavior outcomes for all students.

Expectations: **Integrity; Effort; Respect; Responsibility**

Mission Statement: ***I control my attitude and effort.***

Breakfast/Lunch Program

Please see District Policy information on our website - fortmorgank12.com

Bullying

FMMS will not tolerate any form of “Bully Behavior”. *The textbook definition of bullying is: A person is being bullied or victimized when he/she is exposed repeatedly and over time, to negative actions on the part of one or more persons.* This is a partial list of bully behaviors. It is by no means to be a complete list:

1. Shoving or pushing in a way to cause harm or intending to cause harm to others.
2. Name calling, words including vulgar words or racial slurs and others intended to cause harm.
3. Verbal threats, things like: “You watch your back” or “I’ll get you after school.”
4. Physical abuse, hitting, kicking, punching of people who cannot or will not fight back.
5. Rumor spreading, “messenger behavior” or spreading information to promote conflict and bully behavior.
6. Note writing and slam books, writing statements that are untrue or intended to hurt others and cause conflict.
7. Internet bullying through social media.



Candy and Snacks

Students are not permitted to chew, eat, distribute, candy, sunflower seeds, pop, flavored water, and/or other similar items **on school grounds**. This is an effort to keep carpets, furniture, lockers, and facilities presentable and clean. Items in possession by students will be confiscated and thrown away by staff. Teachers may permit students to have such items for special classroom activities, but only with preapproval of the Principal.

Change of Address

Students are requested to report a change of address, telephone number, or change of family status to the main office. The office needs to keep an accurate record of each student.

Child Abuse Law

Please see District Policy information on our website - fortmorgank12.com

Children Leaving the Building

When you must leave the campus anytime during school hours, including lunch, you must check out in the attendance office. If you do not check out, whether the absence is excused by your parent/guardian, the absence will not be excused.

Commitments to Excellence

Please see District Policy information on our website - fortmorgank12.com

Community Service/Restitution

Service work within the school is utilized as a disciplinary tool. Students are assigned responsibilities related to building cleanliness or improvement that offer the opportunity to produce a positive result for the student's effort.

Daily Schedule

Classes begin at 7:50 a.m. and are dismissed at 3:50 p.m. daily. The first bell of the day will ring at **7:43** am allowing students into the building and participate in Breakfast After the Bell and transition to class. Breakfast opens at 7:00 daily.



Dates to Remember

Quarter Dates	Progress Report Dates	Report Card Dates	Parent Teacher Conference Dates
1st Quarter: Aug 11th - 9th	September 10 th	October 12 th	October 12th
2nd Quarter: OCT. 13 th – Dec. 18 th	November 12 th	January 6 th	
3rd Quarter: Jan. 5 th – March 12 th	February 1st	March 24 th	February 1 st
4th Quarter: Mar. 23 rd – May 27 th	April 29 th	* June 1st - June 4 th	

***Parents must stop in to receive report cards as they will not be mailed to your residence.**

Detention

One of the discipline tools at Fort Morgan Middle School is a detention system. Students may earn detention time for violating school or team rules. Detention is served in the team areas with assigned staff members. Students that ride the bus are allowed 24 hours' notice before serving. Any student failing to serve detention time will have 30 minutes of additional time added to his/her total. Refusal to serve detention time can ultimately lead to the alteration of a student's schedule.

Student Dress Code

A safe and disciplined learning environment is essential to a quality educational program. District-wide standards on student attire are intended to help students concentrate on schoolwork, reduce discipline problems, and improve school order and safety. The Board recognizes that students have a right to express themselves through dress and personal appearance; however, students must not wear apparel that is deemed disruptive or potentially disruptive to the classroom environment or to the maintenance of a safe and orderly school.

Minimum requirements: The administration at each school reserves the right to determine what constitutes appropriate dress. Students who do not adhere to these guidelines will not be allowed to attend class. Parents will be called if appropriate clothing is not available or if the student refuses dress-code appropriate clothing.



1) Clothing must cover areas from one armpit across to the other armpit, all shirts must have 1 inch shoulder straps and extend to the top of pants. All clothing must cover all undergarments and private areas.

2) Shoes must be worn at all times and must be safe for the school environment. Slippers shall not be worn, except for school activities approved by the principal.

3) Apparel, jewelry, accessories, tattoos, or manner of grooming that, by virtue of its color, arrangement, trademark or any other attribute, denotes membership in a gang that advocates illegal or disruptive behavior is prohibited.

4) See through, mesh, or undergarments must be worn with appropriate coverage underneath that meets the minimum dress code requirements.

Any inappropriate or disruptive clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that are not allowed:

- Refer to drugs, tobacco, alcohol, or weapons
- Are of a sexual nature
- By virtue of color, arrangement, trademark, or other attribute denote affiliation with gangs or gang-like behavior or groups which advocate drug use, violence, or disruptive behavior
- Are obscene, profane, vulgar lewd, or legally libelous
- Threaten the safety or welfare of any person
- Promote any activity prohibited by the student code of conduct
- Otherwise disrupt the teaching-learning environment

Board Policy: File: JICA

Dress Code Infraction Procedure

If a student wears clothing that does not meet the school dress code, the following steps will be taken:



First Offense

Student may do one of the following – a) If the student has alternative clothing to put on that meets the dress code, s/he may do so, OR b) S/he may call a parent to bring in alternative clothing, OR c) the student can put on clothing provided by the school.

Second Offense

Student may do one of the following – a) If the student has alternative clothing to put on that meets the dress code, s/he may do so, OR b) S/he may call a parent to bring in alternative clothing, OR c) the student can put on clothing provided by the school.

Third Offense

The student is considered to be defiant. As a result, the student may be suspended (out of school) for the rest of the school day. The student will be allowed to return the next day if his/her clothing meets the dress code.

Unacceptable Items

The following items are not acceptable in school buildings, on school grounds, or at school activities:

- 1. Shorts, dresses, skirts or other similar clothing shorter than mid-thigh length*
- 2. Sunglasses worn inside the building*
- 3. Inappropriately sheer, tight or low-cut clothing (e.g., midriffs, halter tops, backless clothing, tube tops, garments made of fishnet, mesh or similar material, muscle tops, etc.) that bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and chest.*
- 4. Tank tops or other similar clothing with narrow straps may be addressed. Schools may set more stringent limits as appropriate.*
- 5. Any inappropriate or disruptive clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that:*
 - Refer to drugs, tobacco, alcohol, or weapons*
 - Are of a sexual nature*
 - By virtue of color, arrangement, trademark, or other attribute denote affiliation with gangs or gang-like behavior or groups which advocate drug use, violence, or disruptive behavior*

Morgan County School District Re-3, Fort Morgan, Colorado Page 3 of 4

- Are obscene, profane, vulgar, lewd, or legally libelous*
- Threaten the safety or welfare of any person*
- Promote any activity prohibited by the student code of conduct*
- Otherwise disrupt the teaching-learning process*



Graduation Adornments

Graduating students are expected to wear the attire customarily worn for the graduation ceremony at their school, with the specific exceptions outlined below.

A student may adorn or replace the cap, gown, or stole customarily worn at their school with traditional objects of tribal regalia and/or objects of cultural or religious significance.

Adornments are something worn in addition to, but not replacing, graduation attire, and are not limited to decorating graduation caps. Tribal regalia or objects of cultural or religious significance means formal attire used in recognized practices and traditions of a certain group of people. Adornments cannot include any alphabetical letters other than the student's name or numerals other than the graduating class (e.g. Class of 2022).

Other written statements, phrases, or slogans are not permitted.

Students may be required to request permission to wear an adornment in advance, and the District reserves the right to prohibit any adornments that are obscene, defamatory, fraudulent, profane, threatening, inappropriate, or disruptive or violate the dress code in any other manner. If it is determined that the adornment would cause a substantial disruption based on reliable evidence, the student's request may be denied. Students who wear adornments that have not been approved may be required to remove the adornment if the adornment is substantially disruptive.

Exceptions

Appropriate athletic clothing may be worn in physical education classes. Clothing normally worn when participating in school-sponsored extra-curricular or sports activities (such as cheerleading uniforms and the like) may be worn to school when approved by the sponsor or coach.

Building principals, in conjunction with the school accountability committee, may develop and adopt school-specific dress codes that are consistent with this policy.

***Staff and administration will handle additional situations and interpretations on an individual basis.*

Eighth Grade Continuation Ceremony

FMMS believes that one of our primary purposes is to provide the educational skills to guarantee your success at Fort Morgan High School and beyond. Students who are full time students, have at least a **2.5 Cumulative Grade Point Average**, and have demonstrated acceptable behavior throughout their time at FMMS will be considered to attend an 8th Grade Continuation Ceremony near the end of the academic year. The conclusion of the middle school years warrants a celebration and we, as a school, would like to publicly recognize those deserving students.



Elective Classes

Our middle school continues to offer a wide variety of unified arts classes. When student interest and qualified staff are available, the following classes are offered:

BAND	ORCHESTRA
DLI SPANISH (FULL YEAR)	PHYSICAL EDUCATION
FINANCIAL LITERACY	SPANISH
HEALTH	STEM
HEALTHY CHOICES	STUDENT LEADERSHIP
HUMAN ANATOMY	VISUAL ARTS
INDUSTRIAL TECHNOLOGY	VOCAL MUSIC
MODERN BAND	

Electronic Devices

CELL PHONES / PERSONAL LISTENING DEVICES/METAGLASSES

To support a focused and uninterrupted learning environment, students are expected to keep their cell phones turned off and stored in their backpacks throughout the school day. **Students who are feeling ill must report to the nurse before contacting their parents. Any student who uses their cell phone to call or text a parent during school hours—regardless of the reason—will be considered in violation of this policy.** All communication during school hours must follow proper school procedures.

Policy Guidelines:

Cell phones must be turned off and stored in backpacks from the 7:45 AM bell until the 3:50 PM bell.

Phones may not be used in classrooms, hallways, restrooms, or any other area of campus during this time unless given explicit permission by a staff member for educational purposes.

Consequences for Violations:

1. **First Offense:**
 - Student will receive an office referral.
 - Phone will be confiscated and **returned to student at the end of day.**
2. **Second Offense:**
 - Student will receive an office referral.
 - ~~Student will serve a 1-hour after-school detention.~~
 - Phone will be returned to a parent or guardian.
3. **Third Offense:**
 - Student will receive an office referral.
 - ~~Student will be assigned In-School Suspension (ISS) for one day.~~
 - **Students will serve a 1-hour after-school detention**



- Phone will be returned to a parent or guardian.
- 4. **Fourth Offense:**
 - Student will receive an office referral.
 - Student will receive a one-day of **ISS or** Out-of-School Suspension (OSS).
 - This offense will be classified as a Habitually Disruptive Student, in accordance with Board Policies JK and JK-R.
 - Phone will be returned to a parent or guardian.

WIRELESS EARBUDS / WIRED EARBUDS / HEADPHONES

Earbuds and headphones may be used when deemed appropriate by the teacher for instructional purposes. All other times, the earbuds and headphones are to be treated the same as the cell phone policy above.

ELECTRONIC LITERATURE DEVICES

~~Electronic literature devices such as Nooks and Kindles will be allowed at FMMS, and the use of the devices will be at the discretion of the teachers. These devices are to be used for educational purposes only. The devices are the responsibility of the student, and FMMS is not responsible for lost or stolen items.~~

OTHER ELECTRONIC DEVICES

- ❖ Cameras on cell phones or Metaglasses capable of taking and transmitting electronic images (photo, etc.) are not to be used on the FMMS campus. Violations of privacy rights using such devices will result in severe consequences and may lead to criminal charges.
- ❖ Cameras and metaglasses are not permitted on campus unless given pre-approval by administration.
- ❖ Laser pointers are not permitted on campus and will be confiscated.
- ❖ Any personal video game will be confiscated and will follow the same procedure as other electronic equipment/phones.

Staff members are to confiscate prohibited equipment. The same process will be followed (as listed above) for repeated infractions of this rule. If an appropriate educational need exists for a student(s) to bring such electronic device to school, the student must receive advance administrative approval. Such devices are easy to lose, damage, or have stolen. **FMMS IS NOT RESPONSIBLE FOR LOST OR STOLEN DEVICES.**



Culturally and Linguistically Diverse (CLD) Programming

Morgan County School District Re-3 serves the needs of many English language learners. All buildings provide the services of an CLD teacher along with support from one or more teacher assistants.

Students may qualify for CLD programming if their Home Language Questionnaire indicates a Primary Home Language Other Than English (PHLOTE). Such students are evaluated using the WIDA ACCESS Placement Test (W-APT) to determine language proficiency. Instructional programming is then designed to support the student's language proficiency level. Instructional services may include "pull-out" support during which time students participate in small group instruction with the CLD teacher. "Structured Immersion" in the regular classroom is another means of serving English Language Learners whose needs are better served in this fashion. All instruction is conducted in English with translation support as needed and appropriate. Depending upon intensity of need, some students receive support from a teacher assistant during content area instruction.

Staff in all buildings is provided information from the CLD teachers outlining each student's language profile and teaching strategies appropriate for English language instruction. Extended learning opportunities are also available at all buildings which may include tutoring; supplemental and intervention instruction throughout the regular day; and/or summer school.

Extra-Curricular Events/Activities

Gifted/Talented	Brain Bowl	Field Trips
SADD Club	Craft Club	Music
Scrapbooking Club	Creative Club	Quarter Rewards
Spanish Spelling Bee	Partnership Programs	Science Fair
Spelling Bee	School Dances	Traditional Sports
Soccer Club	Yearbook	

Extra-Curricular Events/Activities Eligibility Requirements

Interscholastic activity — Any activity that involves a competition with another school(s).

Intramural activity — Any activity that involves only FMMS students.

Interscholastic Eligibility:

The eligibility requirements pertain to only the interscholastic activities provided by the Fort Morgan Middle School. Interscholastic activities are **any** activities which compete or participate with other school(s) that may or may not involve travel. All teachers report students' classroom



grades from which a student eligibility report is created. The eligibility status begins on Tuesday and ends on Monday of the following week. Eligibility reports are created every week.

A student who appears on the “F” list two or more times will be ineligible for that week. A participant has one week to improve his/her grades. It is the responsibility of the teacher, coach, sponsor of the activity, parent, and the student to stay current with the eligibility list. (It is not possible for a student to become “eligible” in the middle of the week by handing in late work.)



Reward / School Activity Qualifications:

Students at FMMS can qualify for rewards and extra-curricular activities that are not governed through eligibility criteria (i.e., FMMS athletics). Reward criteria will be based on a quarterly basis and may have a shorter time as set by individual academic teams. All reward criteria will be communicated to the students so that they are aware of what criteria they need to meet for the reward / school activity. Student behavior resulting in an office referral with consequences will affect all reward / school activities that occur within each individual quarter. The following expectations may be, but are not limited to, qualifications for a rewards and school activities:

- Office referrals resulting in consequences for behavior – Including cell phone violations
- Refocus forms
- Grades
- GPAs
- Attendance / Tardy
- Library fines
- Overdue library books
- Student fines / fees
- Team specific expectations

*** If a child is absent for the day, he/she may not attend school functions for that day unless given permission from school administration.

Fighting

Fighting is inappropriate and not allowed on school district property or at school sponsored activities. If a student is involved in a fight with the intent to physically harm another, he/she will be suspended from school and possibly an expulsion hearing. Law enforcement officials will be contacted in the event of any fight.

Gang Behavior

Gangs are a public perception and real danger to schools. In the promotion of safe schools, the RE-3 Board of Education has established a policy of “zero tolerance.” Fort Morgan Middle School has the following guidelines. Students will sign a cease-and-desist order detailing the inappropriate behavior and future consequences for the behaviors.

1. **A student promoting gangs may be suspended or recommended for expulsion on the first offense.**
2. **If gang promotion continues a second time during the year, the student will be recommended for expulsion.**



A gang is any group or individuals who interact at a high rate among themselves to the exclusion of others or groups, have a group name, claim a neighborhood or other territory, and engage in criminal and other antisocial behavior on a regular basis.

General Behavior

To ensure the safety of all students and welcoming learning environment, the following items or behaviors will not be allowed at Fort Morgan Middle School.

1. Skateboards are not allowed on school grounds. In the case that they are brought to school, the student will be asked to leave the item in the school office.
2. Public Display of Affection (PDA) is not appropriate in the educational setting. Students will be expected to be mature in their actions and behaviors--no holding hands, hugging, kissing, or similar behaviors will be allowed on school grounds.
3. Snowballs and ice are not allowed to be thrown on school grounds for the safety of all students. All snow should remain on the ground at all times.

Grading System

100% - 90%	= A
89% - 80%	= B
79% - 70%	= C
69% - 60%	= D
59% and below	= F

Teachers and the teams will establish and clearly communicate the grading scale to be used at the start of the school year. Parents are notified in advance and before a student can receive a failing grade, and the grade is to be permanently recorded in the student's record.

Homebound Instruction

In isolated incidents, a student may receive the assistance of a specified tutor. Arrangements will be made when and where the tutor and student can meet on a consistent basis. The core of instruction will center on a computer-based learning system (A+).

Homework

Often there is not enough time during the day for students to complete their required work. In these instances, students are expected to take the work home for completion. It is an expectation at FMMS to complete and turn in all assignments to the best of their abilities.

Immunization of Students

Please see District Policy information on our website - fortmorgank12.com



In-School Suspension/Social Skills Intervention

Social Skills Intervention is the temporary exclusion of a student from classes and all school activities. **During the period of his/her suspension, the student will not be allowed to attend or participate in any school activities** (pending administrative/coach/supervisor approval). During the school day the student will be placed in a supervised classroom. The following guidelines will be in effect:

1. Mandatory attendance.
2. Bring all textbooks, library books, and other schoolwork.
3. Complete schoolwork or be assigned work.
4. Supervised lunch.
5. No food or drink in room.
6. Stay seated.
7. No talking/visiting.
8. No sleeping.
9. No electronic devices.
10. Supervised, scheduled restroom breaks.
11. No participation in school activities before, during, or after school on SSI days. If absent, you must report to the SSI room to complete assigned intervention.

Key Terminology

ASSAULT:

Recklessness causing physical injury to another, intentionally placing another person in reasonable threat or imminent physical injury; touching another person with intent to injure, insult, or provoke.

DANGEROUS WEAPONS:

Dangerous weapons will include knives, guns, chains, clubs, brass knuckles, or any other similar articles which could be used to inflict or threaten harm.

EXTORTION:

Obtaining money or property by threat, force, or illegal use of authority.

FIGHTING:

Mutual or forced combat with potential for physical injury while at a Fort Morgan School District facility or event.

FIREWORKS:

Any item designed to burn, smoke, explode, or release fumes due to impact or other ignition.

INSUBORDINATION:



Willful refusal of a student to comply with a reasonable request of a staff member.

SUSPENSION:

Temporary removal of a student from a class, school, and/or school activities by an administrator.

THEFT:

Taking of property belonging to one person by another with the intent to keep it for him/herself.

THREAT/INTIMIDATION:

Use of disrespectful and/or profane verbal or non-verbal behavior to threaten, harass, or intimidate another person(s).

VANDALISM:

Willful or ignorant destruction or damage of property.

Legal Name

The school record is a legal document. To ensure the integrity of Fort Morgan Middle School records, correct and legal information must be used. The name on the school record is to match the name on the bona fide birth certificate.

Lunch/Breakfast Program

Please see District Policy information on our website - fortmorgank12.com

Eating Of School Lunches

**** ALL STUDENTS ARE EXPECTED TO HAVE THEIR STUDENT ID WITH THEM EACH DAY *****

1. Students may bring a cold lunch if they so choose.
2. Students will be provided a school lunch, if they choose to eat at school.
3. Students should not eat school provided lunch items off of other student's trays.

EXCLUDED LUNCH OPTION (INCLUDING BUT NOT LIMITED TO):

1. Large bags of potato chips (or similar items) – individual/single servings will be permitted
2. Outside food delivered by parents during lunch (i.e.: McDonalds, Subway, Taco Bell, etc.)
3. Bags of candy
4. Suckers
5. Gum
6. Candy bars
7. Pop
8. Energy drinks
9. Selling of food items on school grounds / during lunch



CONFISCATION OF EXCLUDED LUNCH ITEMS:

1. Items will be taken to the office and available for pick up at the end of the school day by the student or parent.
2. Items not claimed will be discarded at the end of the week.

IM.A.S.H. (Immediate Mandatory After School Help)

FMMS is committed to ensure that all students remain in good academic standing. In order to give you, the students of FMMS every opportunity to succeed, we may mandate after-school attendance for extra attention to lack of academic progress. Certainly, all students are welcome any days before and after school, but some afternoons will be specifically set aside for academic assistance in order to improve your grades. Students who do not turn in their homework on the due date, will be expected to stay for IMASH. An email will be sent to parents/guardians that day, stating that their student did not turn in their homework, and they will be staying after school to complete the assignment. As soon as the assignment is completed, the students is free to go. Parents have the right to opt their student out of IMASH, by contacting the school.

Mandatory Reporting Policy

Please see District Policy information on our website - fortmorgank12.com

Medication Policy

Please see District Policy information on our website - fortmorgank12.com

Parent Notification

DETENTION

1. Possible teacher call to the parent/guardian.
2. Student calls to his/her parent/guardian.
3. Detention receipt

SOCIAL SKILLS INTERVENTION/IN-SCHOOL SUSPENSION (ISS)

1. Possible administrators call to the parent/guardian.
2. Possible letter sent home with the student regarding the concern/event.
3. Letter sent home through the postal service about the concern/event.

OUT-SCHOOL SUSPENSION (OSS)

1. Administrator or building designee will attempt to contact parent/guardian.
2. Possible letter sent home with the student and/or parent/guardian about the concern/event.
3. Letter sent home through the postal service about the concern/event.



EXCESSIVE TARDIES

1. Conference with student and parent/guardian with administration.

ALTERED SCHEDULE

1. Conference with student and parent/guardian with administration.

Parents Right to Know

Please see District Policy information on our website - fortmorgank12.com

Parents Role

Although this information is specifically designed for students attending FMMS, as teachers, administrators, staff, and as a community, we greatly appreciate your involvement in the educational process of your child. We simply cannot complete the educational process without your efforts. FMMS would like to welcome you to attend/join our Building Accountability Committee or any other suggestions that you may have to improve our existing building or policies. As always, your efforts and support are most appreciated.

Parent Portal Instructions

Please see District Policy information on our website - fortmorgank12.com

Retention Policy

Please see District Policy information on our website - fortmorgank12.com

Riding the Bus

Proper student control on buses is essential to the safety and well-being of all bus riders. Unruly riders cannot be tolerated and shall be dealt with in the following manner:

- First Offense - Notification of parent and principal
- Second Offense - Parent-Transportation Supervisor Conference and one day exclusion from riding.
- Third Offense - Suspension from transportation on school buses and a conference.
- After the third offense, the student may be permanently excluded from riding on buses.

School Within A School

This program occurs within FMMS campus grounds and is directed by the ISS coordinator. Students are placed on a computer-based learning system (Edgenuity) and monitored accordingly by the ISS instructor.

Sexual Harassment

Sexual harassment as defined above may include but is not limited to:

1. Sex-oriented verbal "kidding," abuse or harassment



2. Pressure for sexual activity
3. Repeated remarks to a person with sexual or demeaning implications
4. Unwelcome touching, such as patting, pinching or constant brushing against another's body
5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades or similar personal concerns

Students with Food Allergies

Please see District Policy information on our website - fortmorgank12.com

Student ID

All students are expected to have their student ID for library book check out and daily lunch. Failure to have their student ID will result in not being allowed to check out books at that time, or go to the end of the lunch line.

Student Responsibility for Successful (95%) Attendance

1. Attend school every day of the established school calendar.
2. Arrive to each class **on time** with the appropriate tools, prepared to participate, and to learn.
3. Contact your teachers immediately upon your return from an absence to arrange for work that can be made up. It will be the students' responsibility to turn in your completed make-up work within the time limits established (Two days for make-up work are normally allowed for each day absent.).
4. If you are aware of a potential future absence, contact your teachers and complete the work prior to your absence.

Substance Policy

Please see District Policy information on our website - fortmorgank12.com

Suspension/Expulsion from School

Please see District Policy information on our website - fortmorgank12.com

Tardy Policy

Please see District Policy information on our website - fortmorgank12.com

Tardy to Classroom

If the student arrives to any class (with exception to the first class; see morning tardy) after the passing time of five (5) minutes has lapsed, the student will be considered tardy. Excusing the late arrival is done during that class block with the instructor. Excessive unexcused tardies will be handled on an individual basis and may include detention.



- Parents may also follow and view student tardies by viewing the Parent **Portal**.

Tardy to School (Morning Tardy)

If the student arrives late to school and is unable to be in class by the tardy bell at 7:50 a.m., the student will be considered tardy to school.

1. If students have excessive tardies (7 or more in a semester), administration will work with families on trying to get students to school on time.
 - ~~1. Students are allowed 5 morning tardies **per semester**. Students will be informed once they have reached this limit.~~
 - ~~2. Students who receive 6 morning tardies, and each tardy thereafter, will receive one **sixty-minute (60-minute) 30-minute detention from 3:50–4:20.**~~
 - ~~3. Students who accumulate 5 detentions will be placed in ISS until the student shows progress in fulfilling detention time.~~
- Parents may also follow and view student tardies by viewing **Parent Portal**.
 - Excessive tardies may result in suspensions by the building administrators.

Teams

Students are grouped by grade levels into teams. Once students are placed on a team, they will remain with that team throughout the school year. There are two teams at each grade level. Teams allow students to be in smaller class groupings fostering an environment that is student centered. There are approximately 125 students per team. Core subjects taught include math, science, language arts, literacy, and social studies.

Sixth Grade Teams	Seventh Grade Teams	Eighth Grade teams
SHARKS	COUGARS	HAWKS
STINGRAYS	WOLVES	EAGLES

Telephone

Students are encouraged not to use the office counter phone except in case of emergency or to call parents only and/or with office approval to notify about serving a detention or school related issues. Cell phones may be utilized during appropriate hours.

Testing Information

Tests are a necessary component of any schooling. Students are expected to be knowledgeable and be able to provide evidence of mastery of the content for which they will be tested. In most cases this may entail necessary study outside of school hours.



Textbooks / Chromebooks

When cases of misuse or mistreatment of books or Chromebooks occur, students will be assessed a fine. Students are to pay replacement costs for lost books and Chromebook. We urge students to exercise care in handling their books and Chromebook.

Please see District Policy information on our website - fortmorgank12.com

Vandalism

Vandalism to Fort Morgan Middle School is intolerable. Perpetrators will be prosecuted. When there is any destruction of school property/equipment, ***the individual(s) will pay for all damages*** and be suspended from school. In addition, law enforcement officials may be contacted in the event of a vandalism incident.

Visitors

Students may have adult visitors with them during the day upon pre-approval of administration. Local and visiting young friends or relatives will not be allowed to attend school with FMMS students.

*****All building visitors are required to register in the main office to sign in and to receive their visitor pass. Visitors must have administrative approval before permission is given to attend classrooms and/or class activities.***

Weapons in School

Please see District Policy information on our website - fortmorgank12.com



Web Site

The Fort Morgan School District RE-3 website is found at www.fortmorgank12.com You may find helpful information regarding lunch schedules, district calendar, activities throughout the district, and other related items essential to the community and school district.

All District Policies are found at fortmorgank12.com

