



# HR News

## Gifts and Solicitation of Gifts

### Featured Articles:

- Gifts and Solicitation of Gifts 1
- Tobacco-Free Schools Reminder 2
- Boettcher Teacher Residency 3
- Sprint Offer 4

As the holiday season approaches, the Division of Human Resources would like to remind all employees of policy GBEB-C-R: Gifts and Solicitation of Gifts.

Students, parents and supervisors may want to reward your hard work and dedication with the giving of gifts, gift cards or gift certificates. Regulation GBEB-C-R limits what gifts may be given or accepted in order to avoid any feelings of obligation or the appearance of impropriety.

Remember, district employees shall not solicit nor accept any gift valued over the amount of \$25 from any student, student's parent or person doing business with the district. Individual employees shall refrain from giving gifts to employees who exercise any administrative or supervisory authority over them. Supervisors shall not accept or solicit any gifts from a subordinate. Policy GBEB-C-R prohibits the giving of gift cards or gift certificates purchased with district funds to or from students and staff. The writing of letters by students to staff members to express gratitude and appreciation is considered to be more welcome and more appropriate

If an employee has a question as to whether a situation is in violation of this regulation, the employee should report the matter to her/his supervisor.





## Tobacco-Free Schools Reminder

We would like to remind staff that in accordance with Colorado statute, APS policy ADC—Tobacco-Free Schools, prohibits smoking, chewing or other use of any tobacco products by teachers, staff, students and members of the public on all school district property.

“Tobacco product” means:

- A. Any product that contains nicotine or tobacco or is derived from tobacco and is intended to be ingested or inhaled by or applied to the skin of an individual, including but not limited to cigarettes, cigars, pipe tobacco, snuff and chewing tobacco; and
- B. Any electronic device that can be used to deliver nicotine to the person inhaling from the device, including but not limited to an electronic cigarette, cigar, cigarillo or pipe.
- C. “Tobacco product” does not include any product that has been approved by the appropriate federal agency as a tobacco use cessation product.

The ban on the use of tobacco products shall also apply to the buildings, vehicles and grounds of the educational service centers, information technology, transportation facilities, and all other support sites. Any violation of district policy may subject employees to disciplinary action.

## Boettcher Teacher Residency

Are you interested in becoming a teacher, or know someone who would make a great teacher? If so, the Boettcher Teacher Residency is recruiting for the 2018-19 cohort. They welcome new college graduates and those interested in career changes alike. An information session will be held on

**Wednesday, November 29, 2017 at 6:00 PM**

For more information and to register for the information session, visit the Boettcher [website](#).

### Why Boettcher Teacher Residency?

The Boettcher Teacher Residency prepares people to have exceptional teaching careers through a hands-on Master's degree program. We are looking for outstanding candidates who want to become teachers in Colorado, and need your help identifying them.

### Teachers enter the classroom prepared

The program offers:

- Master's degree in Education
- Full year apprenticeship in a classroom under the guidance of a Mentor Teacher who provides feedback and coaching
- Opportunity to work in a variety of Colorado school districts
- A collaborative cohort of learners that provide professional support throughout one's teaching career
- Colorado Teaching License

### Teachers are continually supported

This comprehensive program provides unparalleled professional development support over five years, connecting academic theory to classroom practice.

### Teachers stay in the profession

Eighty-eight percent of Boettcher Teachers remain in education since the program's inception.

### Our teachers make a lasting impact

Graduates leave the program with the skills, knowledge, confidence and support needed to ensure that their students reach the highest possible levels of achievement.



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