



HR News

Gifts and Solicitation of Gifts

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As the holiday season approaches, the Division of Human Resources would like to remind all employees of policy GBEC-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 GBEC-R limits what gifts may be given or accepted in order to avoid any feelings of obligation or the appearance of impropriety.

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, either directly or indirectly. Supervisors shall not solicit any gifts from a subordinate and not accept any gifts valued over \$50.00. Policy GBEC-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 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 holding information sessions to learn how you can obtain your Colorado Teacher's License through the PEBC's Boettcher Teacher Residency. Information sessions will be held on:

Wednesday, November 14, 2018 at 6:00 PM

Wednesday, December 12, 2018 at 6:00 PM

Webinars available:

Monday November 12 at 6:00 PM

Monday December 3 at 6:00 PM

Monday January 14 at 6:00 PM

For more information and to register for an 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.



**We help teachers and school staff
buy homes.**

Problem

Homeownership is out of reach for many educators in the Denver and Boulder regions.

Solution

Down payment support with Landed. We'll co-invest to help you buy your home.



Landed

We have helped over 100 educators achieve their dream of homeownership.

We invest alongside school employees to help them achieve a 20% down payment on a home. In exchange, they share a portion of the home's future gain or loss. We also offer homebuyer education and financial wellness workshops for educators.

We serve public school employees in districts across the Denver & Boulder metro areas. Reach out to learn more about eligibility!

Start the process at landed.com

If you work at a school, we'll help you buy a home.



1

Your dream home

Cost: **\$400,000**

2

For a 20% down payment, you need

\$80,000

But you only have \$40,000 saved.

3

You can partner with Landed to get the **\$40,000** you need today.

A 20% down payment allows you to access homeownership while keeping your monthly payments low.

4

We help you find your dream home and split the down payment.

There are no monthly payments to Landed.

5

Your dream home becomes your real home.

When you're ready to end the partnership (any time before 30 years), you pay back Landed's original investment + 25% of the appreciation or depreciation in the home. You keep everything else.

Visit landed.com/referral to get started!



This November...

Focus on Gratitude

In the spirit of Thanksgiving, there's no better time to practice gratitude. An appreciative attitude could improve your sleep, help your heart, and boost your immune system. But even better, it helps lead toward a happier, more fulfilled life.

Ways to Practice Gratitude

End your day with three things you are thankful for

Start a gratitude journal.
Refer back to it on the hard days

Hand write a thank you note

Tell someone in your life that you appreciate them. And why.

Questions?

Email your employee wellness coordinator
rmphillips@aurork12.org

