



# HR News

## Gifts and Solicitation of Gifts

### Featured Articles:

- Gifts and Solicitation of** 1
- Tobacco-Free Schools Reminder** 2
- Boettcher Teacher Residency** 3
- Teacher Loan Forgiveness** 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.

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 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 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:

- Tuesday, November 12, 2019 at 4:00 PM Eagle Valley Middle School**
- Wednesday, November 13, 2019 at 4:30 PM Clayton Early Learning Center**
- Wednesday, November 13, 2019 at 5:30 PM Durango High School Library**
- Wednesday, November 13, 2019 at 4:00 PM Battle Mountain High School**
- Tuesday December 3, 2019 at 4:00 PM Virtual Zoom Meeting**

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.

## Teacher Loan Forgiveness

### Did you know that you can qualify for student loan forgiveness for your service as a teacher?

If you teach full– time for five consecutive years in a low-income school, you could be eligible for student loan forgiveness up to \$17,500, under the Teacher Loan Forgiveness Program.



#### Quick Points

- Must have taught full time as a highly qualified teacher for five consecutive years at a qualifying low-income school and at least one of those years must have been after the 1997-1998 school year.
- The maximum forgiveness amount is \$17,500 or \$5,000 depending on the subject area that was taught.
- Plus loans and Perkins loans are not eligible under this program
- You can apply after you have completed your five year teaching requirement.
- You could receive forgiveness under both the Teacher Loan Forgiveness Program and the Public Service Loan Forgiveness Program

Learn about the eligibility requirements, how much loan forgiveness you can receive and how to apply by vising

[StudentAid.gov/teach-forgive](https://studentaid.gov/teach-forgive).