

**BOARD OF EDUCATION  
JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1**

**ORDER OF DISMISSAL**

The Board of Education of the Jefferson County School District No. R-1, acting pursuant to the Colorado Teacher Employment, Compensation, and Dismissal Act of 1990, C.R.S. §22-63-302(9), enters the following written order in the matter of the teacher dismissal proceeding of Elaine Moe:

1. The Board of Education has received and reviewed the Findings of Fact and Recommendation set forth in the Decision dated August 30, 2006, as submitted by Hearing Officer Robert N. Spencer in the matter of the Elaine Moe dismissal proceeding.

2. The Board of Education adopts and incorporates by reference herein the Hearing Officer's evidentiary Findings of Fact.

4. The Board of Education has determined that the evidentiary Findings of Fact support the Hearing Officer's conclusion that Elaine Moe's conduct constitutes neglect of duty, insubordination and other good and just cause within the meaning of the Teacher Employment, Compensation, and Dismissal Act of 1990, C.R.S. §22-63-301.

5. The Board of Education has further determined that each and all of such statutory grounds warrant Ms. Moe's dismissal from employment.

6. The Board of Education agrees with the Hearing Officer's recommendation that Elaine Moe be dismissed. The Board of Education therefore orders that Ms. Moe be dismissed from employment with the Jefferson County School District R-1.

I certify that the foregoing Order of Dismissal was adopted by the Board of Education of Jefferson County School District No. R-1 at a regular Board meeting on September 14, 2006, by a roll call vote of 5-0.

ATTEST:

JEFFERSON COUNTY SCHOOL  
DISTRICT NO. R-1:

By: \_\_\_\_\_  
Scott D. Benefield  
Secretary, Board of Education

By: \_\_\_\_\_  
Jane Barnes  
President, Board of Education