

Board of Education Regular Meeting

Dakota Conference Room

Monday, June 6, 2022 @ 5:30 PM Central

Isanti Community School

Sherri Henry: Present

Mrs Stacy Johnson: Present

Anita LaPointe: Absent

Steve Moose: Present

LindaRae Starlin: Absent

Dewayne Wabasha: Present

Present: 4, Absent: 2.

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Anita LaPointe, LindaRae Starlin, **Present:** Sherri Henry, Mrs Stacy Johnson, Steve Moose, Dewayne Wabasha. Present: 4, Absent: 2.

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

It was moved by Dewayne Wabasha and seconded by Mrs Stacy Johnson to approve the Consent Agenda meeting minutes and outstanding payables and not 3D,3E.

Roll call vote: Passed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Sherri Henry: Yea, Mrs Stacy Johnson: Yea, Steve Moose: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

III.A. Approve minutes of the May 2, 2022 meeting of the whole and regular board meeting. Special board meetings May 18 and May 23, 2022

III.B. Treasurer Report

III.C. Outstanding Payables

III.D. Approve the review of board policies 5054 Student Bullying, 5034 Student Discipline, 5001 Compulsory Attendance, 5001.1 Excessive Absenteeism, 5018 Parental Involvement in Educational Practices, 5057 District Title 1 Parent and Family Engagement, and 4043 Professional Boundaries Between Employees and Students.

It was moved by Dewayne Wabasha and seconded by Mrs Stacy Johnson to Motion to to action.

Roll call vote: Passed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Sherri Henry: Yea, Mrs Stacy Johnson: Yea, Steve Moose: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

III.E. Personnel

III.E.1. Approve New Hires: Mildred Calugan, 9-12 History; Thomacina Escarga, Dakota Language/FCS - BA +8; Roin Aldan PHD +9; Soulkykha Ruth Wanawan; Joy Imayaha, Lorie Anne Science

It was moved by Sherri Henry and seconded by Mrs Stacy Johnson to to approve new hires.

Roll call vote: Passed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Sherri Henry: Yea, Mrs Stacy Johnson: Yea, Steve Moose: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

III.E.2. Resignations

III.E.2.a. Approve resignation of Tuff Larson

It was moved by Dewayne Wabasha and seconded by Mrs Stacy Johnson to accept resignation.

Roll call vote: Failed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Mrs Stacy Johnson: Nay, Steve Moose: Nay, Sherri Henry: Yea, Dewayne Wabasha: Yea

Yea: 2, Nay: 2, Absent: 2 Sherri Henry: Yea, Dewayne Wabasha: Yea

IV. REPORTS

IV.A. Superintendent

IV.A.1. Progress Plan Update

IV.A.2. Principal

IV.B. Committee Reports

V. ACTION ITEMS

V.A. Superintendent Contract - David Mrcozek

It was moved by Mrs Stacy Johnson and seconded by Sherri Henry to accept the contract for supt..

Roll call vote: Passed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Sherri Henry: Yea, Mrs Stacy Johnson: Yea, Steve Moose: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

VI. DISCUSSION ITEMS

VII. COMING EVENTS

VIII. ADJOURN

It was moved by Mrs Stacy Johnson and seconded by Sherri Henry to at 6:10.

Roll call vote: Passed

Anita LaPointe: Absent, LindaRae Starlin: Absent, Steve Moose: Nay, Sherri Henry: Yea, Mrs Stacy Johnson: Yea, Dewayne Wabasha: Yea

Yea: 3, Nay: 1, Absent: 2 Steve Moose: Nay

Board of Education Committee of the Whole Meeting

Santee Community School Library

Monday, May 2, 2022 @ 5:00 PM Central

Isanti Community School

Sherri Henry: Absent

Stacy Johnson: Present

Anita LaPointe: Present

Steve Moose: Present

LindaRae Starlin: Present

Dewayne Wabasha: Absent

Present: 4, Absent: 2.

Linda Richards

Cindy Nagel

Jessica Crossman

Raya Nagel

Ruth Bathke

Dawn Hefner

Cody Johnson

Mary Snowdon

Amber Knight

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Sherri Henry, Dewayne Wabasha, Present: Stacy Johnson, Anita LaPointe, Steve Moose, LindaRae Starlin. Present: 4, Absent: 2. Linda Richards Cindy Nagel Jessica Crossman Raya Nagel Ruth Bathke Dawn Hefner Cody Johnson Mary Snowdon Amber Knight

It was moved by Stacy Johnson and seconded by Anita LaPointe to excuse board members absences.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Steve

Moose: Nay, Stacy Johnson: Yea, Anita LaPointe: Yea,

LindaRae Starlin: Yea

Yea: 3, Nay: 1, Absent: 2

Steve Moose: Nay

II. DISCUSSION ITEMS

II.A. Shannon Vogler presentation for Cognia and Dr. Micki Charf will be presenting Nebraska Frameworks.

II.B. Teacher Hire- Instructional Coach - Hire outside of the United States

II.C. NASB Superintendent Search

II.D. Evaluation Tool - Mrs. Nagel

II.E. Policies

II.F. Building Administrator Reports

II.F.1. Cindy Nagel - Elementary Principal

II.F.2. Jessica Crossman - Secondary Principal

II.F.3. Business Manager

III. ADJOURN

It was moved by Stacy Johnson and seconded by LindaRae Starlin to adjourn at 7:20 pm.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Yea, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 4, Nay: 0, Absent: 2

Monday, May 2, 2022 @ 5:30 PM Central

Isanti Community School

Sherri Henry: Absent

Stacy Johnson: Present

Anita LaPointe: Present

Steve Moose: Present

LindaRae Starlin: Present

Dewayne Wabasha: Absent

Present: 4, Absent: 2.

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Sherri Henry, Dewayne Wabasha, **Present:** Stacy Johnson, Anita LaPointe, Steve Moose, LindaRae Starlin. Present: 4, Absent: 2.

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

It was moved by Stacy Johnson and seconded by Anita LaPointe to approve the Consent Agenda as presented without 3E and 3F and move them to discuss these items.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Yea, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 4, Nay: 0, Absent: 2

III.A. Approve minutes of the Work Session on March 4 & 5, 2022 and the rescheduled March 16, 2022 meeting of the whole and regular board meeting. Work Session on April 2, 2022

III.B. Treasurer Report

III.C. Outstanding Payables

III.D. Isanti Community School Board authorizes Dawn Hefner to close the lunch fund account and transfer all funds to the General Fund Account.

III.E. Approve Teacher Contracts

III.E.1. Dena Wronko - Instructional Coach/Elementary Education MA Step 13

It was moved by LindaRae Starlin and seconded by Anita LaPointe to approve the hire of Deana Wronka MA step 13.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Nay, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 3, Nay: 1, Absent: 2
Stacy Johnson: Nay

III.E.2. Sara Bathke - Special Education/Secondary Education MA Step 1

It was moved by LindaRae Starlin and seconded by Anita LaPointe to hire Sara Bathke at MA step 1.

Roll call vote: Failed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Nay, Steve Moose: Nay, LindaRae Starlin: Nay, Anita LaPointe: Yea
Yea: 1, Nay: 3, Absent: 2
Anita LaPointe: Yea

III.E.3. Miranda Fuhrer - Full Time Substitute BA Step 1

It was moved by Stacy Johnson and seconded by Anita LaPointe to hire Miranda Fuhrer BA step 1.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Yea, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 4, Nay: 0, Absent: 2

III.E.4. Business Manager Work Agreement - Emily Romkema

It was moved by Anita LaPointe and seconded by LindaRae Starlin to hire Emily Romkema at \$75,000 for Business Manager position.

Roll call vote: Failed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Nay, Anita LaPointe: Nay, Steve Moose: Nay, LindaRae Starlin: Yea
Yea: 1, Nay: 3, Absent: 2
LindaRae Starlin: Yea

III.E.5. Bookkeeper Work Agreement - Dawn Hefner

It was moved by Stacy Johnson and seconded by Anita LaPointe to offer contract for Dawn Hefner as Bookkeeper at \$48,000.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Yea, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 4, Nay: 0, Absent: 2

III.F. Resignations - Sam Matzke, Tashina Denney, Karley Zoucha, Lisa Jurries, Amber Knight, Kent Adelung, Nancy Crosley

It was moved by Anita LaPointe and seconded by LindaRae Starlin to accept the resignations as presented.

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Nay, Anita LaPointe: Yea, Steve Moose: Yea,

LindaRae Starlin: Yea

Yea: 3, Nay: 1, Absent: 2

Stacy Johnson: Nay

III.G. Approve Review of Policies 3016 Smoking, 3017 Press Release, 3018 Denial of Access to School Property, 3019 Sale or Disposal of School Property, 2020 Copy Right Complainece, 3021 Operation of School Business office, 3022 Volunteers.

IV. ACTION ITEMS

IV.A. Pursuing the employment of foreign hires

After discussion, concerns about their understanding and adapting to our community and the cost of \$5500 per person to be hired for our district. No motion was made.

IV.A.1. Cyrine Ignacio, Dynalene Lopez, Cenado Bodanio, Maribel Cepeda

V. REPORTS

V.A. Superintendent

V.A.1. Progress Plan Update

V.A.2. Principal

V.B. Committee Reports

VI. DISCUSSION ITEMS

VI.A. NASB Superintendent Search

President Steve Moose shared information with the board that NASB has two interim applicants for the Superintendent. After discussion interviews will be May 18, 2022 at 1:00 p.m.

VII. COMING EVENTS

VIII. ADJOURN

It was moved by Stacy Johnson and seconded by Anita LaPointe to at 8:08 p.m..

Roll call vote: Passed

Sherri Henry: Absent, Dewayne Wabasha: Absent, Stacy Johnson: Yea, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea
Yea: 4, Nay: 0, Absent: 2

Isanti Community School

Sherri Henry: Absent

Stacy Johnson: Present

Anita LaPointe: Absent

Steve Moose: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 4, Absent: 2.

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Sherri Henry, Anita LaPointe, **Present:** Stacy Johnson, Steve Moose, LindaRae Starlin, Dewayne Wabasha. Present: 4, Absent: 2.

It was moved by Stacy Johnson and seconded by LindaRae Starlin to call meeting to order at 1:02pm.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

II. BOARD TO INTERVIEW INTERIM SUPERINTENDENT CANDIDATES

II.A. interview the candidates

II.B. discuss strengths and weaknesses (the board may go into closed session for ths)

II.C. discuss compensations/benefits/contract (may go into closed session for this)

II.D. the board may make a motion to negotiate with one of them

III. ACTION ITEMS

IV. ADJOURN

It was moved by Stacy Johnson and seconded by LindaRae Starlin to adjourn at 1:30pm.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

Monday, May 23, 2022 @ 12:00 PM Central

Isanti Community School

Sherri Henry: Absent

Stacy Johnson: Absent

Anita LaPointe: Present

Steve Moose: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 4, Absent: 2.

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Sherri Henry, Stacy Johnson, **Present:** Anita LaPointe, Steve Moose, LindaRae Starlin, Dewayne Wabasha. Present: 4, Absent: 2.

II. DISCUSSION of Interim Superintendent Interviews

III. ACTION ITEMS

It was moved by Dewayne Wabasha and seconded by Anita LaPointe to authorize President Moose to negotiate salary between \$145,000 to \$155,000, housing, possibility of golf package at Tatanka.

Roll call vote: Passed

Sherri Henry: Absent, Stacy Johnson: Absent, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

III.A. Motion to authorize Board President to negotiate with the candidate for Interim Superintendent.

III.B. Motion to authorize with additional candidates to negotiate if necessary.

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It was moved by Dewayne Wabasha and seconded by LindaRae Starlin to negotiate with the other applicant as Business Manager.

Roll call vote: Passed

Sherri Henry: Absent, Stacy Johnson: Absent, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

IV. ADJOURN

It was moved by LindaRae Starlin and seconded by Dewayne Wabasha to adjourn at 12:20 p.m.

Roll call vote: Passed

Sherri Henry: Absent, Stacy Johnson: Absent, Anita LaPointe: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 0, Absent: 2

Payment Vendor - June 6 2022 BOE mtg	Invoice Description	Invoice Total
Blick Art Materials	art supplies	\$7.41
Boller Printing	Envelopes and special recognition	\$20.50
Bomgaars	Bulk grass seed	\$249.50
Bright White Paper Co.	ink and paper for Big poster maker	\$1,479.64
Cash-Wa Distributing		\$11,574.48
Century Business Products Inc		\$694.91
CHS		\$3,190.80
Country Market		\$76.69
CPI	Switch from Matzke to Hajek	\$200.00
Crofton Journal	Board Meeting Posting	\$178.68
Dakota Computing		\$1,409.61
Eakes Office Plus		\$504.48
Eakes Office Plus		\$2,483.28
Ecolab Pest Elimination		\$163.11
Education Service Unit 9	Laserfiche Unplanned Emergency Upgrade	\$115.92
EMC Insurance Companies		\$1,750.00
First National Bank - Paid Online	Field Trips, Senior Trip, renewals	\$18,779.01
Great Plains Communications		\$666.76
Harris School Solutions	AA-Web and AptaFund & Ess	\$5,174.41
Hefner Hardware	supplies for cleaning rooms	\$377.32
Hefner Hardware	A/C Checks for 9 houses	\$942.52
Hefner, Dawn		\$381.58
Hometown Leasing	lease	\$137.86
Jostens2	Graduation caps/gowns/stoles, tassles	\$1,218.88
Kopetskys Ace Hardware	Bike repairs - Poverty	\$1,079.97
KSB School Law	Feb statement	\$1,122.50
KSB School Law	March statement	\$325.00
KSB School Law	April statement	\$3,744.87
Kuchar Electric	dust collector	\$734.46
Lindsay Water Conditioning		\$2,852.55
McGlone, Patricia M		\$23.70
Menards - Norfolk Location	Tech	\$309.98
Menards-Yankton		\$2,082.08
Moody Motor Company Inc	Ford employer services	\$1,205.19
NE Association Of School Board	conference	\$315.00
NE Department of Health and Human Services	Daycare license fee	\$50.00
Norfolk Daily News	Yearly subscription	\$180.00
North Central Public Power		\$2,710.03
Oetken, Emily T	to yankton to pick up juice for kitchen	\$58.50
Omaha World-herald	BOE advertising	\$1,396.74
Pease General Store	maint dept	\$131.97
Pitney Bowes Inc.	Postage machine lease	\$164.55

Quill Corporation	supplies for cupboard	\$1,060.12
Rasmussen Mechanical Services	Installment for prementative maintenance agreement	\$13,693.37
Redwing, Redina	postings and meals	\$45.05
Romkema, Emily	LAN Manager Mtg ESU #1	\$104.13
SANTANDER LEASING LLC		\$4,896.78
Santee Community School Petty Cash Account		\$1,622.49
Santee Grocery		\$870.11
Special Ts And More	staff appreciation	\$595.00
Tangeman Plumbing		\$1,933.25
Victors Service		\$503.39
Wells Fargo Vendor Fin Serv	copier leases	\$399.87
Yankton Daily Press and Dakotan	advertisement for BOE meetings and job openings for A	\$3,121.19
	TOTALS	\$99,109.19

4043

Professional Boundaries Between Employees and Students

School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, Instagram, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or through social media) on a matter that does not pertain to school. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related and

inappropriate for persons other than the individual student to receive (i.e. grades).

- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

An employee is required to make a report to the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the Board of Education President.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, the Title IX coordinator, or other school employee with whom she or he feels comfortable.

Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with law enforcement officials, and filing a report with the Commissioner of Education.

Adopted on: 09/09/19

Revised on: _____

Reviewed on: 07/12/21

5057

District Title I Parent and Family Engagement Policy

The school district will jointly develop with parents a School-Parent-Student Compact that outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.

The written District Parent and Family Engagement Policy will be jointly developed and distributed to parents and family members of participating children and the local community in an understandable format and to the extent practicable, in a language the parents can understand. An annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy will be used to design evidence-based strategies for more effective parental involvement, to revise the Parent and Family Engagement Policy and to remove barriers to participation.

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination and integration with other Federal, State, and district programs, and evaluations of progress.
3. Opportunities for participation in parent involvement activities such as training to help parents work with their children to improve achievement. A goal of parent activities is to provide

parents with opportunities to participate in decisions relating to the education of their students, where appropriate.

4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.
5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.
6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.
7. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

This policy shall be reviewed annually at the annual meeting where concerned parties can have a conversation about possible changes to the Parent and Family Engagement Policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5054 Student Bullying

Definition of Bullying. The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The District’s administrators are authorized to use both of these definitions to determine whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors.

Bullying Prohibited. Students are prohibited from engaging in any form of bullying behavior.

Disciplinary Consequences. The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the educational environment, the district’s day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

Bullying Based on Protected Class Status. Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district’s antidiscrimination policies.

Support for Students Who Have Experienced Bullying. Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational

impact and, if appropriate, will refer those students to the district's student assistance team.

Bullying Prevention and Education. Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

Policy Review. The school district shall review this policy annually.

Adopted on: 09/09/19

Revised on: _____

Reviewed on: 07/12/21

5035 Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes

with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: student or parent/guardian request work to be completed.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Students may be disciplined for the possession of weapons and/or firearms pursuant to the board's separate policy on weapons and firearms or state law.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such

suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the*

- breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant);*
7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
 8. Engaging in bullying as defined in section 79-2,137 and in these policies;
 9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
 10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
 11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
 - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
 - b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
 - c. Violating school bus rules as set by the school district or district staff;
 - d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
 - e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the

- actual substance possessed is a controlled substance by Nebraska law;
- f. Possession of pornography;
 - g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);
 - h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;
 - i. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
 - j. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion;
 - k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
 - l. Using any object to simulate possession of a weapon; and
 - m. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

Due Process Afforded to Students Facing Long-term Suspension or Expulsion

The following procedures shall be followed regarding any long-term suspension, expulsion or mandatory reassignment

1. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:
 - a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
 - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student has a right to a hearing, upon request, on the specified charges;
 - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
 - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such

parties and delivered to the principal or superintendent in person or by registered or certified mail.

3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below.
6. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below, except that the time constraints set forth may differ as provided by law and this policy. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
7. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294). The school district will provide parents with copies of the relevant statutes upon request.

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;
4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;
5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5018

Parent and Guardian Involvement In Education Practices

The school district recognizes the importance of parental and guardian involvement in the education of their children. The school district will take the following steps to ensure that the rights of parents and guardians to participate in the education of their children are preserved.

1. Parents/Guardians will be provided access, as described in district procedures, to district-approved textbooks and other curricular materials and tests used in the district upon request.
 - a. A parental request to review specific approved textbooks and other district- or building-approved curricular materials (written, visual, and audio) should be made to the principal of the building where the textbooks and curriculum materials are used.
 - b. Parents may check out textbooks and may review curricular materials such as video and audio recordings within a time frame determined by the building principal to prevent disruption of the instructional process.
 - c. A parental request to review specific standardized and criterion-referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide NeSA assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.
2. Parents/Guardians will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
 - a. Parents/guardians are invited to make appointments with the building principal to visit classes, assemblies and other instructional activities. The principal shall give permission after determining that parental/guardian observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.

- b. Parents/guardians may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents/guardians will be permitted, within district procedures, to ask that their children be excused from school experiences that parents find objectionable.
 - a. Building principals may excuse a student from any single school experience at the parent's written request.
 - b. When appropriate, alternative experiences will be provided for the student by the school.
4. Parents/guardians will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents/guardians will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.
6. Parents/guardians will be informed of the circumstances under which they may opt-out of state and federal assessments.
 - a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents/guardians of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.

- b. State Assessments

The District cannot approve requests to opt out of state assessments. Approval of such requests is contrary to state law.

- c. National Assessment of Educational Progress

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national

level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents/guardians of eligible students with reasonable notice prior to the exam being administered. Parents/guardians wishing to opt their students out of the NAEP assessment must notify the district in writing at least three days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.

7. Parents/guardians will be notified of their right to remove their children from surveys prior to district participation in surveys.
 - a. The principal must approve all surveys intended to gather information from students before they are administered to students.
 - b. Students' participation in surveys is voluntary. Parents/guardians may restrict their child from participating in any survey.

Adopted on: 09/09/19

Revised on: _____

Reviewed on: 07/12/21

5001 Compulsory Attendance and Excessive Absenteeism

Required Attendance

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

Mandatory Attendance Age

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

Exceptions

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the temporary illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request and to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Excused Absences

The following absences will be considered excused if they are confirmed by communication to the school from the student's parent/guardian:

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe weather
3. Medical appointments for the student
4. Death or serious illness of the student's family member

5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

Excessive Absenteeism

When a student receives 3 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow the attached procedure for addressing barriers to the student's attendance.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may/must file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 23 days of excused absences due to documented illness and is tardy one time, the Attendance Officer may file a report with the appropriate county attorney.

Adopted on: 09/09/19

Revised on: _____

Reviewed on: 07/12/21

5001.1

Procedures For Addressing Excessive Absenteeism

Purpose: The purpose of Policy 5001.1 is to insure students who have absences in excess of ten (10) absences in any given semester will be provided interventions to address their absences, and to insure the student is receiving an appropriate education.

IEP & 504 Plans: -Students with disabilities who have an IEP or a 504 plan will have their absences addressed by the IEP team or the 504 committee. The team/committee will ascertain whether the student's absences are a manifestation of the student's disability. If the absences do have a direct and substantial relationship to the student's disability, the team will consider changes to the students IEP/plan to address the attendance. If the absences are not a manifestation of the student's disability, the student will be subject to the remaining procedures outlined in this policy.

COVID 19 or other serious infectious diseases: Absences of a student caused by exposure to a positive case of COVID 19, or who have tested positive for COVID 19 or any other serious infections disease, will not have those absences counted toward the cumulative number of absences, addressed in this policy. Students and their families must provide documentation by a licensed health care provider.

Excused Absence

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe Weather
3. Medical appointments for the students
4. Death or serious illness of the student's family member
5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious or cultural holidays or events of the student's culture or faith
 - a. Whenever possible the student will make the principal aware of the cultural and/or religious event and have assignments made up in advance. The student will be required to write a paper or make an oral report to a class concerning the event.
8. College planning visits
9. Any absence deemed an excused absence by the Superintendent in consultation with the building principal and counselor.

Unexcused Absence

1. Any absence that is not an excused absence

Procedures for dealing with absences:

1. The building principal/or designee will contact the student's parent/guardian on any absence.
 - a. If contact cannot be made by phone the principal/or designee will visit the parent/guardian at home to determine the cause of the absences.
 - b. A determination will be made of the cause of the absence, and if the absences become chronic the principal/or designee will convene a team to develop a strategy to rectify the issue. (ex. provide transportation if needed)
2. After three (3) unexcused absences or ten (10) total absences in a semester, the principal/or designee will write a letter to the parent documenting the absences, and setting up a meeting with the parent/guardian, students, principal, counselor and first responder to develop a plan to:
 - a. Discover the reasons for the absences
 - b. Identify those individuals who can have a positive impact on student's attendance
 - c. Set a goal for future attendance
 - d. Develop strategies to deal with any future attendance issues
 - e. Set up additional meetings to address attendance issues
3. After ten (10) unexcused or 15 total absences in a semester the parent and child will meet with the Superintendent to determine:
 - a. If they should receive credit, as a high school student for classes
 - b. If time should be made up after school or on weekends
 - c. Develop consequences if attendance issues continue
 - d. To determine if a letter should be written to the tribal court outlining attendance issues.
 - e. Any other consequences or remedies the superintendent feels would be appropriate to address the attendance issues.
4. If, after meeting with the Superintendent, the parent is not happy with the determination made, the parent/guardian may appeal the decision to the full Isanti Community Schools Board of Education.

Adopted on 10/04/21

Revised on _____

Reviewed on _____

**June Board Report
Elementary
Report Completed By: Cindy Nagel**

Preschool - We are looking at enrollment for Early Learning Childhood. We will need an Early Learning Childhood certified teacher to replace Miss Denney. Mrs. Beeson will be the new Early Childhood Director.

- We are organizing files and making sure all requirements for each applicant are completed and in their file.

Achievement

- Math curriculum - Curriculum mapping will continue over the summer months
- State Testing - using to update SIP Plan goals, strategies, and action steps
- Staff continue their PD through the summer with Math Curriculum Maps, Essential Learnings, and updating ELA Curriculum Maps

Attendance -

- Early attendance
 - PK - 86% - 3yr old room was very low attendance - 82%
 - K-5 - 88%

June Summer School hours - 8:30 - 12:30 Mon - Thurs - Last day is June 23

State Review Powerpoint - Presented to State Board of Education Committee

https://docs.google.com/presentation/d/1YW5AS1Ccsetcg8c212RdvcBV5O_daPtpTQ9S_tzeKWM/edit?pli=1#slide=id.gde23e90fb7_1_39

June Board Report
Middle School/ High School
Completed By: Jessica Crossman

Staffing: Advertising in papers, Teach Nebraska, Indeed.com, website, Facebook, colleges.

- 1 applicant from New Mexico in 60 days, the other applicant's referrals from in-house staff. We have 5 special education positions to fill, 9-12 History, 6-8 Science, 6-8 Social Studies, Family Consumer Science, K-12 Music, PK-3yr

- a. SPED teachers- We need to maintain our district's number of special education teachers, which will impact our maintenance of effort reports, and the money we get to sustain year to year. EOY we have 66 students on IEP's, we are required to serve them for 3720 Minutes a day served by 3 teachers this last year, 1240 minutes a teacher, not including paperwork.
- b. J1- Visa applicants, **no cost to the district** but limited slots in the state of Nebraska or H1B Visa option for **\$25,000**, teaching and servicing students in person. J1- Free but teachers can stay for 18 months, H1B- 3-6 years can remain in the district.
- c. Virtual Learning- students would have to be taught via a computer with a proctor. Cost is 270 per student, per class, per semester. ***Please note that in the past, our students have not performed well with virtual learning. They are much more motivated in an environment where they can interact in person with a teacher and develop a positive relationship.*
 - i. History cost: \$34,000 a year + \$33,000 for para proctor= **\$67,560**
 - ii. 6-8 Science cost: \$18,360 a year + \$33,000 for para proctor= **\$51,360**
 - iii. Add in the cost of special education teachers- set price per student + individual to carry out students= **TBD**
 - iv. **FCS, Social Studies to be added**
 - v. Total for 2 courses: **\$118,920 for students to obtain credit, no actual teacher in the building.**

Achievement

- Math curriculum - Curriculum mapping will continue over the summer months
- State Testing - using to update SIP Plan goals, strategies, and action steps
- Staff continue their PD through the summer with Math Curriculum Maps, Essential Learnings, and updating ELA Curriculum Maps

Attendance / Summer School

- Credit Recovery is offered Monday through Thursday from 1:00-3:00, with 2 students in attendance. Reminders are placed on Facebook -
- Families of students who have failed courses for credit this spring were contacted weekly starting April 23, 2022. Families were contacted via principal, counselor, and certified mail. The counselor took a sheet to be signed by the parent/guardian at the start of summer school, so parents and students were aware of the options and consequences regarding eligibility first semester.

State Review Powerpoint - Presented to State Board of Education Committee

https://docs.google.com/presentation/d/1YW5AS1Ccsetcg8c212RdvcBV5O_daPtpTQ9S_tzeKW_M/edit?pli=1#slide=id.gde23e90fb7_1_39