

PARENT STUDENT HANDBOOK

2025/2026

FORT CALHOUN JUNIOR-SENIOR HIGH SCHOOL



HOME OF THE PIONEERS

Gateway to the Past, Pioneers of the Future

Where we:

Foster Learning in an inspiring, caring and safe environment, provide

Opportunities for all students to be successful, instill the attributes of

Respect and responsibility among staff and students alike, and present students with the

Tools to succeed in life.

After reading the handbook and the notice printed below, please sign this form and return it to the homeroom teacher by August 22, 2025

**PARENT/GUARDIAN & STUDENT REVIEW
OF STUDENT HANDBOOK**

This is to verify that we parent/guardian, and student, have received and read the 2025/2026 student handbook, which includes the policies and other rules and regulations of the Fort Calhoun Junior-Senior High School.

(**PRINT** Parent/Guardian Name) (Parent/Guardian Signature) (Date)

(**PRINT** Student Name) (Student Signature) (Date)

WAIVER OF EMERGENCY RESPONSE TO LIFE THREATENING ASTHMA OR SYSTEMIC ALLERGIC REACTIONS (ANAPHYLAXIS)
(See, page 31)

Student Name _____ Date of Birth: _____ Grade _____

I am aware of school policy 5048 that provides a protocol for school personnel to administer EpiPen/Albuterol to a student when it is determined that the student is suffering a life-threatening asthma or systemic allergic reaction while school is in session.

After reading the school policy (See, page 31) and in the best interests of my child, _____, I do not wish to have him/her administered Albuterol or medication from an EpiPen by school personnel under any circumstances for the 2025/2026 school year.

(Signature of Parent/Legal Guardian/Custodian of Child)

(Date)

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JUNIOR-SENIOR HIGH SCHOOL DIRECTORY

Board of Education

Josh Christensen	President	Ted Welchert	Treasurer
Amanda Schrum	Vice-President	Tony Dowling	Member
Cassie Kelly	Secretary	Ryan Sevcik	Member

Administration

Jerry Green	Superintendent
Nick Wemhoff	Principal
Jamie Schleifer	Assistant Principal, Activities Director

Certificated Instructional/Support Staff

Miranda Adams	School Psychologist, Special Education Director, Pioneer Learning Center
Jackie Beckman	Pioneer Learning Center
Mark Bouwman	Mathematics, Seventh Grade Sponsor, JRH Basketball, JRH Track
Delaney Bruening	Special Education, Unified Director, Unified Track, JRH XC, Cheerleading Sponsor
Marliyn Byrd	English
Zach Byrd	Sciences, NHS, Science Fair, Head Football, Assistant Basketball
Lara Caruso	JAG
James Cody	Director of Technology

Breana Dobesh	Sciences
Samantha Erickson	Vocal Music, Show Choir, Musical
Jacque Fischer	Junior High Counselor
Jennifer Gepson	Technology Coordinator Assistant
Sara Gross	English, Quiz Bowl
Bo Hansen	Computer Sciences, E-Sports, JRH HAL
Micki Hernadez	High school Counselor
Sheri Homolka	Librarian, Yearbook
Paul High Horse	Art, Art Club
Dustin Humphrey	Industrial Education, Skills USA, Head Golf
Amy Husk	Mathematics, JRH Volleybal
Eric Jones	Social Studies, Physical Education, Head Girls Basketball
Mark Jones	Instrumental Music, Jazz Band, Pep Band, Eighth Grade Sponsor
Karli Johnson	Social Studies, Eleventh Grade Sponsor
Cassidy Knust	Assistant Volleyball
Gina Krambeck	Business, FBLA, JRH Volleyball
Jolene Lengfelder	Special Education
Mike Mallette	Assistant Golf
Tara Mueller	Assistant Volleyball
Ashlie Nelson	Head Girls Track Coach, Data Steward
Marty Plum	Social Studies, Senior Class Sponsor
Roy Prauner	Industrial Education, Skills USA, Head Baseball, JRH Football
Veleka Prunty	Speech Pathologist
Ali Romans	JRH Cross Country
Anita Saalfeld	Spanish, Spanish Club, Ninth Grade Sponsor
Allie Schleifer	Assistant Girls Basketball
Maggie Schmidt	Assistant Girls Softball, Assistant Girls Basketball
Beau Schwenka	Science, Head Boys Basketball Coach, Tenth Grade Sponsor
Mandy Taylor	Mathematics, Head Softball
Hunter Thomas	Physical Education, Strength Training, Head Boys Track
Alaina Wallick	English, Speech
Miranda Weigaretner	Dance Sponsor
Sara Wellman	English, Student Council, Eleventh Grade Sponsor
Jill Weyer	Special Education
Amy Wilson	Special Education, Unified Bowling Sponsor

Support Staff

Office

Tara Greenough	Secretary-Principal /Assistant Principal/AD	Rose Tinkham	Secretary-Superintendent
Derrick Bloomstedt	Business Director	Becky Buckner	Clerical Aide-Office
Shelly Nourse	Human Resources/Payroll	Greg Byelick	School Resource Officer

Food Service

Rachel Mattison	Food Service Director	Nicole Heaton	Food Service
Isabel Caruso	Food Service	Connie Scott	Food Service
Amy Diggins	Food Service		

Para-educators

Pam Benne	Para-professional	Cassi Lewis	Para-professional
Michelle Doyle	Para-professional	Cassie King	Para-professional
Jami Hanford	Para-professional	Sam Krussel	Para-professional
Maverick Harrold	Accompanist, Para-professional	Lynette Wemhoff	Para-professional, PLC
Nancy Johnson	Para-professional	TBA	Media Center Aide

Maintenance/Custodial

Bruce Mattison	Head of Maintenance	Gary Bowser	Maintenance
Kathy Masloskie	Day Custodian	Rodney Christensen	Night Custodian

Nurse

Chriss Lloyd, RN	Nurse, Medical Careers Club
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Other Assignments

Bria Bench	JRH Assistant Track	Chris Lopez	Drama
Scott Bowen	Assistant HS Cross-Country	Tim Martens	Assistant HS Track
Greg Byelick	JRH Boys & Girls Basketball	Kyle McMahon	Head HS Cross-Country
Tom Byrd	Assistant HS Football	Rebecca McMahon	Assistant HS Cross-Country
Joe DeMilt	Assistant HS Football, Assistant HS Track	Kris Richardson	Assistant HS Volleyball
Kristin Dworak	Assistant JH Volleyball	Zach Ryan	Assistant HS Baseball
Chris Eastman	Assistant HS Basketball	Zane Schwarz	Assistant HS Football
Tyler Eastman	JRH Boys Basketball	Liz Sevcik	Head HS Volleyball
Jason Elofson	Assistant HS Boys Basketball	Jason Thomas	Assistant HS Football, Strength & Conditioning
Gary Ewart	Assistant HS Football	Dara Waters	JRH Track, Assistant HS Track
Jack Everett	Assistant HS Baseball	Brody Welchert	Assistant JRH/HS Boys Wrestling

Ben Gossman	Assistant JRH/HS Girls Wrestling	Drew Welchert	Head HS Boys Wrestling, JRH Boys Wrestling
Lilly Gossman	Head HS Girls Wrestling, JRH Girls Wrestling	Jake Welchert	Assistant HS Boys Wrestling
Cole Halford	Assistant HS Football	Bob Woodworth	Assistant HS Softball
Tyler Jorgensen	Assistant HS Football		
Tatum Kuti	Assistant HS Volleyball		
Jen Lienemann	Co-Cheer Sponsor		

Transportation Special Education

Ken Lancaster	Driver	Michelle Vonknorring	Van Assistant
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Transportation Staff

Leslie Bryan	Driver	Steve Emert	Driver	Michael Maxon	Driver
Steve Bryan	Driver	Randy Johnson	Driver	Kathy Preister	Driver
Chris Eastman	Transportation Director	TBA	Driver	Fred Schutz	Driver

TO THE STUDENTS OF FORT CALHOUN JUNIOR-SENIOR HIGH:

This handbook has been prepared in order that you may become better acquainted with the regulations, policies, and practices which will help you obtain a successful school year. Policies are put in place to provide all our students with a positive school experience.

All people are capable of learning. There is not a greater challenge or gift than that of literacy. The ability to read is the fundamental principle of education. It allows us to comprehend different materials and communicate effectively. Literacy is the discipline that crosses over all curriculums. If knowledge is power, then all power must reign from reading.

Involvement in activities is another stage for students to perform. I hope that you will take the opportunity to involve yourself with the wide variety of activities offered at Fort Calhoun.

Discipline is needed in schools in order to educate students and teach them responsibility. Schools must be a safe, non-threatening learning environment in order for the students and staff to reach their potential.

I wish you a tremendous year.

Dr. Nicholas Wemhoff, Principal

VISITORS

- All visitors must report to the office upon entering the building.
- Arrangements to contact students must be made through the office.
- Students are not allowed to bring other students, relatives, and/or friends to the high school to spend part or all of the day.
- Students who wish to enroll must be accompanied by parents/guardians.
- Students should contact a staff member or office personnel immediately if they see anyone who is not authorized to be in the building.

PARENT VISITATIONS TO THE CLASSROOM

- Parents must make arrangements for classroom visits ahead of time with the building's principal.
- Parents may observe but may not interfere with the teaching or the learning environment.
- Visits should be kept to a minimum to alleviate disruptions to the learning environment.

ABSENCES - TO REPORT ABSENCES, PLEASE CALL:

Fort Calhoun Junior-Senior High School Absentee Line (402)-468-5591

Parents should stress the importance of schoolwork and the value of daily attendance. Attendance is an important part of your school record. Please call the school office at (402) 468-5591 before 9:00am if your student is absent. If the school is not notified, the office staff will attempt to contact a parent/guardian. It is very important that your child does not abuse our attendance policy.

ABSENCES - PREARRANGED

Students scheduled to miss school for family vacations or extended preplanned medical should coordinate those absences and homework with the principal ahead of time. Pre-approved absences are still subject to the school attendance policy (see page 7). Call the office at (402) 468-5591 if you have questions.

ACADEMIC ELIGIBILITY FOR ACTIVITIES

Eligibility List: The eligibility list comes out every week. This list of students indicates class work that is failing.

Any student becomes ineligible for all extracurricular activities upon receiving a failing mark in one subject until the grade becomes passing. Any student may appeal their eligibility status to the building's principal.

An academically ineligible student may still participate in athletic practices, regular club meetings, and class field trips during the period in which that class meets.

Ineligible students are excluded from:

- All athletic competition
- All meetings, conventions outside the local school system
- All field trips, which cause students to miss other classes
- All evenings or after-school activities (social or support) of school-sponsored clubs, organizations, or groups
- The following music performances: NSAA contests, field contests, solos, ensembles, honor choir, honor band, pep-band, or performances during regular school hours that would require a student to be absent from classes other than music.

Further, the ineligible student will not be allowed to be in uniform for games or contests.

An exception to the Academic Eligibility Rule may be made for students that have qualified for a State contest or who hold a District or State office while being eligible. The principal or athletic director may make any exceptions.

ACCIDENTS

In the event of an accident that injures a student either at school, on the school bus, or while engaged in any school-authorized activity for which medical treatment other than normal first aid is required, parents will be notified. It is important that accurate information be provided by the parents on the "Student Profile form" that is filled out at the beginning of the school term. **SHOULD CHANGES IN STATUS (address, phone, job, etc.) OCCUR, IT IS VITAL TO FORWARD THAT INFORMATION TO THE SCHOOL OFFICE.**

ACTIVITIES/CLASS ORGANIZATION MEETINGS

There may be time for meetings during Friday homerooms. A class/organization sponsor may request to have a meeting during Friday's homeroom and must be present at all meetings.

1. There shall be accurate minutes kept of all organized meetings. The minutes shall include a record of all motions and important actions of the organization. Minutes for each meeting must be signed and approved by the sponsor.
2. The treasurers of all organizations shall keep an accurate account of all financial transactions. The record shall have the source, date, and amount of all expenditures. These records will be balanced with the school treasurer's record and filed at the close of each year.
3. No student shall hold office in the high school unless he or she has been enrolled in the Fort Calhoun High School for at least one semester. He or she must have passed in all of their subjects to be eligible. For ninth grade, one semester of attendance at Fort Calhoun Junior High School is required.
4. Classes/organizations shall not hold unauthorized fundraising projects. All monies collected by any fundraising project shall be deposited in the common class fund.

5. Only one person in each class/organization is to be permitted to purchase items for the class. He or she must have the approval of the sponsor before purchasing any item.
6. Any money collected by class treasurers or any other student must be handed in to the central office the same day it's collected.

Class Officers:

1. One semester prior attendance at Fort Calhoun High School is necessary for eligibility for office in tenth, eleventh, or twelfth grade. For ninth grade, one semester of attendance at Fort Calhoun Junior High School is required.
2. Elections are held at the end of each school year for the next school year.
3. Elections follow this procedure:
 - A. Past president or temporary chairman takes charge and past secretary or temporary secretary keeps minutes.
 - B. Nomination ballot first to select two nominees from those nominated from the floor. If a tie for second place, three nominees may be listed.
 - C. Final ballot requires a majority vote.

ADMISSION TO CLASSES

Students who have been absent from school must bring a note to school upon returning from an absence, signed by a parent or guardian, stating the exact reason for the student's absence. These notes are to be turned in to the main office prior to the student going to their first-period class. Students who do not turn in a note will be considered truant. The responsibility for turning in notes rests with the student. Forged or fraudulent notes will be considered as truancy from school and discipline administered in a like manner. Questions concerning class absences should be directed to the principal/assistant principal.

ALCOHOL/DRUG/TOBACCO/ E-CIGARETTES (Also refer to Board Policy 3016)

Possession, distribution, use, or dispensing of alcoholic beverages, tobacco, narcotics, drugs, controlled substances, imitation controlled substances, inhalants, or being under the influence of any of the above on school grounds or at school-sponsored or school-related activities or in a vehicle owned, leased, or contracted by a school, or in a vehicle being driven for a school purpose by a school employee or his or her designee are prohibited and shall be considered an act of student misconduct which shall be subject to disciplinary action. Such activities may be violations of Nebraska Law, and, if so, will be reported to appropriate authorities.

Smoking cigarettes, e-cigarettes, including the use of vapor products, alternative nicotine products, and the use of tobacco products are prohibited in all school buildings, school-owned vehicles, and the bleacher area of the football/track bleacher area. This policy applies to students, staff, patrons, and visitors.

ALTERNATIVE EDUCATION

It shall be the policy of the Fort Calhoun Junior-Senior High Public Schools to provide an alternative school, class, or educational program for expelled students as provided by applicable law. It shall be the policy of the Fort Calhoun Junior-Senior High School District to review this policy and make such amendments at the time of the adoption of this policy as promulgated by the appropriate authorities when any existing rule is amended.

Notwithstanding provisions of alternative school, class, or educational program, it shall be the policy of the Fort Calhoun Junior-Senior High Public School District to authorize the administration to make judgments on a case-by-case basis as to whether providing an alternative school, class, or

educational program for a student who is at risk of being expelled to determine whether such alternative settings are appropriate given the best interest of the student, the best interest of other students, and the best interest of the Fort Calhoun Junior-Senior High Public School district. In the event the administration determines that an alternative school, class, or educational program will not be made available to a student who is at risk of being expelled, then the following procedures shall be used in a case involving expulsion in addition to all other procedures set forth in board policy referring to expulsions.

1. Prior to the expulsion taking place, a conference shall be held by such school administrator as the superintendent may designate and the parent or legal guardian, the student, or such other school representative as the superintendent may designate; and a representative of a community organization, if any, which has a mission of assisting young people, or a representative of the county sheriff's office, municipal police office, probation office, or other representative agency involved with juvenile justice. The purpose of the conference shall be to develop a plan which shall be in writing and which shall be adopted by the school administrator of the District and presented to the student and the parent or legal guardian.
2. The plan shall identify educational objectives that the student must achieve in order to receive credit toward graduation. The plan shall also specify financial resources and community programs, if any, which are, or may be available to meet the educational and behavioral objectives of the student identified in the plan. Nothing in this policy shall be construed to prevent the suspension of a student pending an expulsion, provided that such suspension shall be in accordance with applicable policies of the District pertaining to suspensions. Nothing in this policy shall be construed to prevent expulsion from being carried out so long as the Fort Calhoun Junior-Senior High School District has made reasonable efforts to convene a conference as described in this policy.
3. It shall be the policy of the Fort Calhoun Junior-Senior High School District to require the school administrator, when calling a conference as described in this policy, to make reasonable efforts to accommodate the schedules of all participants in the conference, provided however, that any scheduling conflicts, unavailability of certain participants, or refusal of certain participants to participate in the conference shall not prohibit the Fort Calhoun Junior-Senior High School District from expelling students in a manner otherwise consistent with Board policy.
4. It shall be the duty of the superintendent or his/her designee to schedule monthly reviews for any student who is expelled in order to assess the student's progress toward meeting the specified goals and objectives of the plan. It shall be the duty of any student who is expelled to attend monthly reviews at the time and place determined by the administration during the course of the expulsion.

APPEARANCE STUDENT – (Also refer to Board Policy 5031) -update

The Fort Calhoun Junior-Senior High School Student Council believes that students are mature enough to make decisions about appropriate appearance. After considering student input, these guidelines have been established:

- Shoes will be worn at all times
- Printed wording or pictures on clothing that advertises or promotes drugs, alcohol, or tobacco, or can be vulgar in interpretation will not be permitted to be worn.
- Tattoos promoting or advertising drugs, alcohol or tobacco or is vulgar in interpretation will be required to be covered.
- Headwear is not to be worn in the school building during the students' school day.
- To improve personal appearance, the following dress code should be adhered to:
 1. Shorts, skirts, or dresses, which are shorter than the middle knuckle of your fingers, when the arms are held straight to your side, are not appropriate.
 2. No biker, or boxer shorts are to be worn.
 3. No front cleavage should be showing.

4. No midriff skin (standing or sitting) should be showing.
5. Backless halter-tops, tops with a shoulder strap of less than three inches, are not permitted.
6. No sleeveless or cut-off shirts that expose armpits (Boys).
7. No see-through clothing.
8. No baggy pants.
9. No undergarments showing.
10. No trench coats should be worn in classrooms.
11. No caps, hats, hoods, bandanas, or sun glasses in the school building
12. Clothing with Big Johnson, the Co-Ed Naked series, or similar wording, slogans, or pictures will not be allowed.
13. Any “gang-type” attire or styles will not be allowed.
14. Gang insignias on clothing, book covers, notebooks, etc. are not allowed.
15. No billfold chains or chains attached to clothing will be allowed.
16. No open-toed shoes should be worn in an industrial arts class.
17. Students are not allowed to carry tools or pocket knives.
18. No pajamas.
19. Backpacks are not allowed in classrooms.

Violation of the dress code will result in the following procedure:

Students will be referred to the principal’s office.

The administration will have a final determination concerning the appropriateness of student dress.

ATTENDANCE POLICY - (Also refer to Board Policy 5001) Copy and paste in new KSB policy

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 dis-enroll 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 designated form. 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 dis-enrolled 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 designated form. The district will follow the procedures outlined on the form in considering requests to dis-enroll.

Only children dis-enrolling 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.

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 5 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow procedures for addressing barriers to the student's attendance.

When a student is absent for more than 140 hours and any portion of the absences is unexcused, the Attendance Officer may file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 140 hours of excused absences due to documented illness and is tardy one time, the Attendance Officer may file a report with the appropriate county attorney.

ATTENDANCE PROCEDURES

A. Many students take pride in their attendance and punctuality record. This is a commendable characteristic, and it is our desire to motivate more students to think positively and seriously about this aspect of their school record. Statistical evidence supports the hypothesis that regular attendance and high grades are directly correlated. There is no substitute for regular attendance, and most classroom experiences cannot be made up. The Nebraska school laws require regular school attendance for all students of school age for the entire time that school is in session. In addition, business, industry, and institutions of higher education are viewing these records more closely, seeking individuals who are more stable and dependable.

B. Regular attendance at school is the primary responsibility of each student and his/her parents/guardians.

C. During the school year, it is expected that students will have routine dental and medical appointments. Whenever possible, these appointments should be scheduled outside of school hours, on weekends, or during school vacation periods. If appointments can only be made during school hours, parents must notify the school office prior to the student leaving for the appointment. In cases of emergency, the Principal may waive this procedure. If a number of appointments must be made during school hours, these should be scheduled during different periods throughout the school day. All students must report to the office after they have been absent. Each absence must be covered by a signed note or telephone call from a parent or guardian, stating the date and reason for the absence.

E. Vacations are discouraged but under certain circumstances will be allowed when accompanied by parents/guardians. Vacation days will count against the student's attendance record. **Students and parents/guardians should not schedule vacations within one week of the start or the end of each semester.**

F. Students will be allowed to accumulate 10 absences per class per semester for reasons other than co-curricular activities. An absence is defined as missing more than 15 minutes of any class. Upon the accumulation of more than 10 absences during a semester class, the student will either forfeit credit for class(es) or they will need to make up time. Absentee make-up sessions are 45 minutes and are made up before or after school or as designated by the principal. The office will try to mail letters on time to the parents/guardians of the students when they reach 5 and 7 respectively. When the student reaches the 10th absence, the principal(s) will notify the parent and the student.

G. The following attendance codes define what will count towards allowable or loss of credit absences:

<u>Loss of Credit</u>	<u>Allowable</u>	<u>Allowable</u>
AU (Absent Unexcused)	INJ (Injury)	C Rep (College Rep)
T (Tardy)	E Exc (Emergency Exclusion)	Adm Abs (Administrative Absence)
N (Nurse)	LT Sus (Long Term Suspension)	W (Weather)
Ill (Illness)	SUS (Suspension)	FM (Family Medical)
P (Personal)	A (Activity)	C (Counseling)
H (Home)	D (Doctor if accompanied by a doctor's note)	
APPT (Appointment)	ISS (In School Suspension)	
G (Guidance)	OVSL (Overslept)	
V (Vacation)	O (Office)	
Trans (Transportation)	CV (College Visit)	
TRU (Truant)	B (Bereavement)	
	Med (Medical)	
	Testing	
	L (Legal)	

***Any absence not listed will be subject to principal approval.**

H. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)

I. When a student is absent for 140 hours, excused or unexcused, a letter may be sent to the county attorney.

BELL SCHEDULE GENERAL SCHOOL DAY

The regular school day hours are from 8:00am to 3:10pm. On Fridays, 1:30pm will be the dismissal time. The building will be opened at 7:00am. The following is the bell schedule.

<u>Monday–Thursday</u>		<u>Friday</u>	
7:00	Office opens	7:00	Office opens
7:45	Teachers arrive	7:45	Teachers arrive
8:00- 8:47	First Period	8:00-8:32	First Period
8:50- 9:37	Second Period	8:35-9:07	Second Period
9:40- 10:26	Third Period	9:10-9:42	Third Period
10:29-11:15	Fourth Period	9:44-10:05	Homeroom
11:18-12:43	Fifth Period	10:08-10:40	Fourth Period
Lunch Period	Fifth Period	10:43-11:49	Fifth Period
5A 11:18-11:43am	9th & 10th	5A 10:40-11:03	(Tardy Bell 11:06)
5B 11:48-12:13pm	JRH Lunch	5B 11:03-11:26	(Tardy Bell 11:29)
5C 12:18-12:43pm	11th & 12th	5C 11:26-11:49	
12:46-1:32	Sixth Period	11:51-12:23	Sixth Period
1:35-2:12	Seventh Period	12:25-12:57	Seventh Period
2:24 - 3:10	Eighth Period	12:59-1:30	Eighth Period
3:30	Teachers Dismissed		

BIRTH CERTIFICATE REQUIREMENTS

State law requires that a certified copy of a student's birth certificate be used when enrolling a new student in school. If your child is registering with Fort Calhoun Junior-Senior High School for the first time, you may obtain this document from the Bureau of Vital Statistics in the state in which your child was born. Assistance in obtaining birth certificates may be obtained from Health Records Management, P.O. Box 95065, Lincoln, NE 68509-5065. There is a fee per certificate. Please note: The document parents receive from the hospital looks like a birth certificate, but it is not a certified copy. A certified copy has the raised seal of the state of Nebraska on it and is signed by the director of vital statistics. If a birth certificate is unavailable, other reliable proof of a student's identity may be used. These documents could include naturalization or immigration documents showing date of birth or official hospital birth records. A passport, or a translation of a birth certificate from another country. The documents must be accompanied by an affidavit explaining the inability to produce a copy of the birth certificate.

BULLYING

Students are prohibited from engaging in any form 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 will consider these definitions when determining whether any specific situation constitutes bullying. Both of these definitions include both in-person and cyberbullying behaviors.

The disciplinary consequences for bullying will depend on the severity, frequency, duration, and effect of the behavior and may result in sanctions up to and including suspension or expulsion. Students who believe they are being bullied should immediately inform a teacher or the building principal.

REPORTING BULLYING

Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

BULLYING INVESTIGATIONS

School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

BUS/VAN RIDER RULES – Refer to Board Policy 5044

On regular morning and afternoon bus trips to and from school, the bus driver is the supervisor. Regular school conduct is required of all students. Students who violate the Rules for Conduct will be referred to the transportation director and their building principal for discipline. Disciplinary consequences may include but are not limited to:

- FIRST OFFENSE:** Notice is sent home as a reminder to student and parent. Disciplinary action is taken as needed.
- SECOND OFFENSE:** The student is suspended from riding the school bus for a minimum of three days.
- THIRD OFFENSE:** The student is suspended from riding the school bus for a minimum of ten days.
- FOURTH OFFENSE:** The student is expelled from school bus privileges for the remainder of the semester.

Rules of Conduct on School Vehicles:

1. Students must obey the driver promptly.
2. Students must wait in a safe place for the bus to arrive, clear of traffic and away from where the vehicle stops.
3. Students are prohibited from fighting, engaging in bullying, harassment, or horseplay.
4. Students must enter the bus without crowding or disturbing others and go directly to their assigned seats.
5. Students must remain seated and keep aisles and exits clear while the vehicle is moving.
6. Students are prohibited from throwing or passing objects on, from, or into vehicles.
7. Students may not use profane language, obscene gestures, tobacco, alcohol, drugs, or any other controlled substance on the vehicles.
8. Students may not carry weapons, look-a-like weapons, hazardous materials, nuisance items, or animals onto the vehicle.
9. Students may carry on conversations in ordinary tones, but may not be loud or boisterous and should avoid talking to the driver while the vehicle is in motion. Students must be absolutely quiet when the vehicle approaches a railroad crossing and any time the driver calls for quiet.
10. Students may not open windows without permission from the driver. Students may not dangle any item (e.g. legs, arms, backpacks) out of the windows.
11. Student must secure any item or items that could break or produce injury if tossed about the inside of the vehicle if the vehicle were involved in an accident.

12. Students must respect the rights and safety of others at all times.
13. Students must help keep the vehicle clean, sanitary, and orderly. Students must remove all personal items and trash upon exiting.
14. Students may not leave or board the vehicle at locations other than the assigned stops at home or school unless approved prior to departure by the superintendent or designee.

CELL PHONES/ ELECTRONIC/ENTERTAINMENT DEVICES

Fort Calhoun Community Schools Personal Electronic Devices (PEDs) Expectations

The Fort Calhoun Board of Education approves updates to the student handbooks regarding PEDs at all levels to protect the safety and well-being of all students and to protect the instructional time by reducing the number of outside distractions. This aligns with Fort Calhoun Community Schools effort to promote the mental health and overall well-being of students and staff.

Personal Electronic Devices Expectations:

- On campus, during *regular school hours, PEDs including cell phones, smart watches, etc., will be turned off. They can be stored in lockers or out of sight. It is highly encouraged that elementary students leave their PEDs at home. *Regular school hours, 8-3:10 M-Th, 8-1:30 Friday.
- Students may use cell phones or other electronic devices when given permission by administration or their designee.
- Headphones and earbuds will only be connected to a school issued device and at the discretion of the teacher or supervising staff member.
- Students who need electronic devices to monitor health conditions will continue to follow their individualized plans.
- Staff may use PEDs during the school day for safety concerns, staff communication, parent communication.

Violation of PEDs Expectations will result in the following:

- First Offense: Cell phones will be taken and returned at the end of the day.
- Second Offense: Cell phones are taken, and parents/guardians must come to retrieve their child's phone.
- Third and subsequent Offenses: Cell phone taken, Friday school assigned, and parents must meet with administration and discuss the problem prior to getting the phone back.

Respect for Privacy Rights:

- Students shall not photograph or videotape other individuals at school or at school-sponsored activities without their knowledge and consent, except for activities considered to be in the public arena such as sporting events or public performances.
- Students shall not email, post to the internet, or otherwise electronically transmit images of other individuals taken at school without their expressed written consent.
- Use of cellular phones or other electronic devices are strictly prohibited in locker rooms and restrooms.
- Students found violating privacy rights using cell phone cameras or recording devices will be subject to disciplinary sanctions, including, but not limited to referral to law enforcement.

Rationale:

It is a priority that Fort Calhoun Community Schools maintain a safe learning environment conducive to all students. A PED free school will help provide a more engaging learning classroom and help build positive personal relationships with students and staff.

CHAIN OF COMMAND

Chain of Command for Parents Questions					
<i>Who should I contact?</i>					
On occasion, a parent may have a concern, complaint, suggestion, or request related to a school decision or policy. Many parental questions are easily and completely answered by communicating directly with the educator in charge of the class or program. Each situation should first be addressed at whatever level the initial action was taken, with appeals moving on to the next level on the chain of command.					
PARENT AND COMMUNITY COMMUNICATION PROCESS FLOW CHART					
<u>Area of Concern</u>	<u>First Level</u>	<u>Second Level</u>	<u>Third Level</u>	<u>Fourth Level</u>	<u>Fifth Level</u>
Athletics	Coach	Athletic Director	Principal	Superintendent	
Athletics Facilities	Athletic Director	Maintenance	Principal	Superintendent	
Athletic Injuries	Coach	Trainer	Athletic Director	Principal	Superintendent
Business Office	Principal	Business Director	Superintendent		
Curriculum	Teacher	Instructional Leader	Principal	Superintendent	
Instruction	Teacher	Principal	Superintendent		
Facilities	Building Custodian	Head Custodian	Maintenance Supervisor	Principal	Superintendent
Guidance	Counselor	Psychologist	Principal	Superintendent	
Special Education	Case Manager	Teacher	SPED Director	Principal	Superintendent
Student Affairs	Teacher	Assistant Principal	Principal	Superintendent	
Computer/Hardware Problem	Teacher	Tech Aid	Technology Director	Principal	Superintendent
Computer/Software Program	Teacher	Tech Aid	Technology Director	Principal	Superintendent

Cheating, Plagiarism, and Academic Dishonesty

Students who are academically dishonest (cheating / plagiarism) must meet with their teacher and/or administrator. Parents will be notified as soon as it is appropriate to do so by the teacher or administrator. Consequences for academic dishonesty may include both academic and behavioral consequences. Students may be allowed to resubmit work or retake a test for a reduced grade to demonstrate knowledge. A progressive sequence of consequences will be used for repeated violations of this policy within an academic school year. The teacher and/or administrator will communicate with the student whether the work can be completed on their own time or must be completed under the supervision of staff and/or administration.

Artificial Intelligence (AI) may be used in support of student education when permitted by the teacher via School Policy 6038. Students who utilize or substitute AI in place of their own scholastic work are in violation of the Cheating, Plagiarism, and Academic Dishonesty Policy.

CHILD ABUSE AND NEGLECT

School employees will report suspected abuse or neglect of a child as required by state law and school policy. Nebraska law defines abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child or an incompetent or disabled person to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; (6) placed in a situation to be sexually exploited through sex trafficking of a minor as defined in state law or by allowing, encouraging, or forcing such person to engage in debauchery, public indecency, or obscene or pornographic photography, films, or depictions; or (7) placed in a situation to be a trafficking victim as defined in state law.

CHROMEBOOK 1:1 PROGRAM INFORMATION

For students and parents/guardians, the following information is provided to help everyone understand the expectations and the responsibility of care and use related to receiving a Chromebook:

1. Students will receive instruction from school district staff on the proper use of the Chromebook.
2. Students are expected to treat the Chromebook as a valuable piece of equipment.
3. Students are to use the Chromebook in accordance with the Fort Calhoun Community Schools Acceptable Use Regulations and to maintain the Chromebook in accordance with the procedures and information provided.
4. Chromebooks are the property of Fort Calhoun Community Schools and must be returned at the end of the academic year, upon withdrawal from Fort Calhoun Community Schools, or at the request of a teacher or administrator. Willful failure to return the Chromebook in accordance with the stated conditions will result in criminal prosecution.
5. Since the Chromebooks are the property of Fort Calhoun Community Schools, officials of the school have the right to review all material stored on or accessed by any Chromebook. School officials may revoke a student's Chromebook use privileges for misuse or violation of policies.
6. Student Chromebooks will be labeled in the manner specified by the school. Under no circumstances are students allowed to modify, remove, or destroy these labels.

***Each student is offered an optional computer damage/loss liability fee.** The cost is \$20.00 per the first chromebook each year. If a student's chromebook is damaged and needs repairs, the \$20 liability fee is used to cover the cost and the loaner, new, or repaired chromebook is **NO LONGER COVERED** by the liability fee. Student's may purchase new optional computer damage/loss liability for the second or additional chromebook(s). The cost for additional fees are as follows: \$40 for second device. \$100 for third device. \$200 for forth device.

***Each student does not need to purchase the optional computer damage/loss liability fee, however, students will be responsible for repairing any damage to the device.** Replacement cost for lost, stolen, or

destroyed Chromebook and charger: \$400.00; \$370.00 for full replacement if charger returned; \$155.00 full screen and hinge replacement; \$100.00 screen replacement with no broken hinges; \$55 keyboard replacement; \$30.00 charger replacement; \$5 stylus replacement.

7. **Don't decorate/modify/personalize the Chromebook.**

CLOSED CAMPUS

Fort Calhoun Junior-Senior High operates under a closed-campus policy. Students are not allowed to leave the building during the school day, 8:00am until 3:10pm without permission from a student's parent or legal guardian and the principal. Students in the OJT program, Senior Release and/or MCC Academy will be excused for part of the school day.

All students leaving the building (for any reason) other than OJT/Senior Release/MCC Academy students must receive permission from the building's principal to do so. Students leaving without permission will be considered truant and dealt with accordingly. All students are required to sign out in the high school office before leaving the building. If you become ill, go immediately to the nurse's office.

DANCE RULES

1. All students who come to the dance are to stay inside; once you leave the dance, you may not re-enter.
2. If any student leaves they will stay outside and if any undue confusion results, law enforcement officials are to be summoned.
3. All outside dates must be registered through the principal's office. No outside guests will be allowed if they are 21 years of age or older. Registration slips will be turned over to the activity sponsor to check as they come in at the door. You must enter with the guest you have registered.
4. Non-registered visiting students will not be permitted in the building.
5. Maximum length of any dance will be 3 hours.
(No dance will be allowed during the week, Monday through Thursday)
6. No student will be admitted to the dance later than one hour after it starts.
7. All school rules apply to dances since this is a school-sponsored activity.
8. Junior high students will be allowed one school-sponsored dance per semester. Junior-high students are not allowed to attend high school dances. High school students are not allowed to attend Junior-High dances.
9. High school dances will be limited to no more than 2 per semester.
10. A semi-formal dress code at prom will be enforced. No shorts or T-shirts.
11. Only face-to-face dancing, no dirty dancing or grinding.

DISCIPLINE NOTICES

Fort Calhoun Junior-Senior High School will follow the practice of communicating to parents any major discipline infraction on the part of students. A discipline notice will describe the offense and explain the action taken by the administration.

DISCIPLINE-STUDENT CONDUCT 5035

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, referral to

restorative justice practices or services; 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. law. District administrators may develop building-specific protocols for the imposition of student discipline.

Any disciplinary action taken by staff must be consistent with the requirements of other applicable laws, including but not limited to the IDEA, Section 504, and Title IX.

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.

In-School Suspension

The building administrator may require a student to serve in-school suspension. There will be zero tolerance for behavior problems from students placed in in-school suspension. Students not completing their In-School Suspension will face further disciplinary action.

Emergency Exclusion

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

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. 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.

Firearms and Weapons for non-students - Refer to Board Policy 3060.

No student may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm. The term “firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms.

The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or
2. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

Consequences - Firearm.

Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

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.

Discipline Grounds for Short/Long-Term Suspension, Expulsion or Mandatory

Reassignment:

The following conduct constitutes grounds for discipline, short/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
(also refer to Board Policy 5054);
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, or a single violation if the conduct is forbidden by Nebraska law, 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 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 of 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/newcomers; being forced to wear embarrassing or humiliating attire in public; beatings; binge drinking and drinking games; sexual simulation and sexual assault;
- i. Bullying, which shall include cyberbullying, 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; and
- 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
- m. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false Statement in bad faith in the course of a Title IX grievance proceeding or any other school Investigation; and
- n. 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 consequences 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 REQUIREMENTS 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 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.

DISCIPLINE PROCEDURES (Classroom)

In order to maintain a safe learning environment for all students, the Fort Calhoun High School has adopted the Assertive Discipline Program. This program provides a clear sequence of discipline steps so that all teachers are consistent in their efforts to discipline their students. Each classroom will have their small set of rules to follow. These rules will be posted in the classroom.

The classroom discipline sequence of consequences will be as follows:

- | | |
|-------------------------|---|
| First Violation | Verbal Warning |
| Second Violation | 45-minute after-school detention |
| Third Violation | Student sent to the office (office notified via intercom); parent contacted; assigned two 45-minute detentions. |

A no-show to a 45-minute detention will result in an automatic office referral the following day until 4:00pm. No show for the office referral will be an automatic in-school suspension. **SEVERE CLAUSE:** If a student violates a rule under the Code of Conduct, the student can be subject to immediate in-school suspension, out of school suspension, or expulsion. Any school suspension or suspension that exceeds 1 full day will result in a two-calendar-week extra-curricular activity suspension from all privileges or participation in extracurricular activities for two calendar weeks, beginning on the date from which the violation has been substantiated, or the duration of any suspension or expulsion under the Code of Conduct, whichever is longer. The student must continue to attend and participate in all practices during the suspension.

Once a detention period has been assigned, there will be no excuses except in cases of emergency. Only the Principal may excuse a student from a detention period. Any staff person or administrator may assign detentions. School officials do not need probable cause or a warrant to search students and their possessions. School officials are allowed to search students and their possessions based upon reasonable suspicion.

DISCIPLINE (Activity Suspension for Violating the Code of Conduct)

An activity suspension shall be enforced for any student grade 7-12 who is suspended either in-school, out-of-school, or any combination thereof, for two or more days for violating the code of conduct 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.

An activity suspension shall be enforced for any student grade 7-12 for violating the code of conduct when such activity occurs off school grounds and the student has been issued a citation from law enforcement and when such activity occurs between the first day of school and the last day of school for which the suspension is enforced OR if the student is participating in a sport/activity which is considered "in-season" as defined by the NSAA.

First Offense = Suspension from all privileges or participation in extracurricular activities for two calendar weeks or the next 2 activities, beginning on the date from which the violation has been substantiated, or the duration of any suspension or expulsion under the Code of Conduct, whichever is longer. The student must continue to attend and participate in all practices during the suspension and after the SCHOOL suspension has ended.

For violation of the code of conduct off school grounds that has resulted in a legal citation issued by law enforcement, the activity suspension may be reduced to 1 game/contest if the student self-reports

their violation to either the administration or head coach/sponsor of their activity; and the self-report occurs within 72 hours of the citation or prior to the next contest, whichever occurs first. The student must continue to attend and participate in all practices during the activity suspension.

Second Offense = Suspension from all privileges or participation in extracurricular activities for two calendar weeks or the next 2 activities, beginning on the date from which the violation has been substantiated, or the duration of any suspension or expulsion under the Code of Conduct, whichever is longer. The student must continue to attend and participate in all practices and after the SCHOOL suspension has ended. A second offense includes both a second violation of the same provision of the Code of Conduct and violations of two separate (different) provisions of the Code of Conduct.

For violation of the code of conduct off school grounds that has resulted in a legal citation issued by law enforcement shall result in suspension from all privileges or participation in extracurricular activities for two calendar weeks or the next 2 activities, beginning on the date from which the violation has been substantiated, or the duration of any suspension or expulsion under the Code of Conduct, whichever is longer. The student must continue to attend and participate in all practices and after the SCHOOL suspension has ended.

Third Accumulated Offense = Students violating the code of conduct 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 or violation of the code of conduct when such activity occurs off school grounds and the student has been issued a citation from law enforcement shall result in expulsion of all privileges or participation in all extra-curricular activities for the remainder of the school year.

* For any violation that occurs off school grounds which resulted in a citation, the administration shall use the statute of limitations of thirty (30) days for administering activity suspensions. Therefore, the administration shall not suspend any student issued a citation thirty-one (31) days prior to their knowledge of the citation. The statute of limitations does not apply to any violation of the code of conduct 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. Furthermore, the administration reserves the right to suspend students from activities at any time, for any length of time, irregardless of date of offense, if the violation presents a safety concern for any such person at school.

** The Head Coach or Sponsor of each activity/sport reserves the right to discipline students for any conduct the coach or sponsor deems to be inappropriate as outlined in the activity handbook under "Coaches' and Sponsors' Discipline".

EMERGENCY CLOSING OF SCHOOL

DO NOT CALL THE SCHOOL.

Information regarding closing of schools and cancellation/postponement of activities will be announced over the following TV & radio stations and the automated phone alert system will be used:

TV: Local Channel KETV 7, KMTV 3, FOX 42, WOWT

SCHOOL WEBSITE: fortcalhouschools.org

EVACUATION PLAN

Police or administration will conduct evacuation via instruction. In an emergency, schools must establish a safe area for parents to go to pick up their children. This area has been designated as follows: Fort Calhoun Junior-Senior High school will report to the Abiding Faith Baptist Church and the Fort Calhoun Elementary will report to Schwertley Hall. In a typical release, the following steps will be followed.

1. Parents will report to the assigned area and give the name of their child/children.
2. Picture I.D. will normally be required by the person in charge to insure the person requesting the child/children is a match to the student.
3. A runner will go to the student assembly area and get the child/children requested by the parent or adult. The runner will escort the student back to the pick-up area.
4. Parents will be asked to sign a form indicating they picked up the child/children. The date and time will also be indicated on the pick-up form.
5. If the child is in the first aid area, the parent will be escorted to that area for reunification with their child/children.
6. Counselors, when available, will be located close to the first aid area in the event they are needed.

FIRE DRILLS

Fire drills are held throughout the year without advance notice. The sounding of an electric buzzer is the signal to vacate the building for practice or because of a fire. Students must leave their respective classrooms, walking rapidly, but not running. Teachers will provide specific instructions for fire drills. Students must clear the building by at least fifty feet, and must not return to the building until the drill is completed.

FOOD AND DRINK REGULATIONS

Food and/or drink will be allowed in classrooms upon teacher approval. All drinks must have a sealable lid. If food and drink become a distraction at any time during the school, the teacher or administration may ban them from the classroom.

FOOD SERVICE (Refer to Board Policy 3012)

Fort Calhoun Junior-Senior High School operates under a closed lunch period, which means that all students must eat their lunches in the school cafeteria.

The district's policy on charged meals is: It is recommended that students purchase their lunches on a weekly or monthly basis, preferably before school, in the school library or the office.

1. If a student has no funds available to pay for a meal, the student will be permitted to charge up to five meals. Thereafter, if a student has no funds available to pay for a meal, no food will be provided.
2. Hot lunches are provided daily. Breakfast may be served occasionally as needed.
3. Students may bring their own lunches and purchase milk at the cafeteria if they so desire.
4. Eating and drinking shall be confined to the cafeteria or areas approved by the lunchroom monitor in charge.
5. No misuse of food or beverages.
6. Normal table manners are expected.
7. The return of trays, plates, and silverware to the proper area is expected.
8. Violation of these rules will result in a penalty including the cleaning of the facility and suspension from the use of the cafeteria.
9. Lunchroom monitors do have the right to assign tables if necessary.
10. No outside visitor(s) during lunch(es).

11. Due to State Laws - students are not allowed to purchase lunches for other students or share their lunch.
12. Due to State Laws - catered/delivered lunch(es) are not allowed.

Nondiscrimination (USDA Nondiscrimination)- 3053

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964, as amended — prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin

Title IX of the Education Amendments of 1972 – prohibits discrimination on the basis of gender

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963, as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska — prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act — prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

FUNDRAISING PROJECTS

The administration discourages the use of fundraising for money. If desired by a club or organization, the building principal must approve fundraisers. Fundraising activities will be coordinated for the entire year by the development of a timeline built from requests at the beginning of each year.

GRADING

Grades are one evaluation of what has been learned. They become part of a student's permanent record. Institutions of higher learning, potential employers, and the military services are all interested in high school records. School officials only keep grades on record--STUDENTS EARN THE GRADES!!

Report cards are issued after each semester, two times during the regular year. In general, grades are determined by the student's ability to do the work, by the amount of work done, by the quality of work, its neatness, completeness, promptness, and by class participation.

The following grading system will be used:

A	100 to 94	4
B+	93 to 90	3.33
B	89 to 86	3
C+	85 to 82	2.33
C	81 to 78	2
D+	77 to 74	1.33
D	73 to 70	1
F	Below 70	0

All "incompletes" must be made up within 5 school days by the end of the semester. If the incomplete work has not been made up within that time period, the grade will be converted to a failing grade. Exceptions to this policy will be made in circumstances of a student(s) health or when an unpreventable situation has resulted in the student receiving an incomplete. In such cases, the principal shall determine the length of time the student shall have in which to remove the incomplete grade.

GRADUATION REQUIREMENTS

The following are course areas required for graduation:

English	40 credits	PE/Health	15 credits	Computer Applications	5 credits
Math	30 credits	History	30 credits	General Business	5 credits
Science	30 credits	Fine Arts	10 credits	Speech	5 credits

Total minimum credits of 250 for graduation are required at the high school.
All required class work must receive a passing mark at each grading period.

GUIDANCE SERVICES

The guidance program at Fort Calhoun High School is designed to help each student achieve his/her maximum potential during his/her high school program. To achieve this goal, a program of guidance, counseling, and testing is available for every student and supported by supplemental library and resource material. These services have been set up by the guidance department to assist the student in making wise, realistic decisions about her/her high school years and beyond.

A. Counseling Service

Guidance Services are available for every student in the school. These services include assistance for educational planning, interpretation of test scores, occupational information, career information, study helps, help with home, school and/or social concerns, or questions that the student may feel they would like to discuss.

B. Test and Inventories

The hope is to assess a student's abilities, aptitudes, and interests so the best possible selection of courses and activities can be made. In addition to the wide use of time and effort during the high school years, the student can be better prepared to enter his/her future chosen occupation. The following testing program is carried on for all students.

•Grade 7: NSCAS • Grade 8: NSCAS, PreACT • Grade 10: ASVAB, PreACT • Grade 11: ASVAB, ACT • Grade 12: ASVAB, ACT/SAT, or Asset.

C. Cumulative Records

Section 79-4, 158. SCHOOL BOARD; BOARD OF EDUCATION; OFFICIAL POLICY RESPECTING PERSONNEL FILES AND STUDENT RECORDS; RULES AND REGULATIONS; ADOPT; PUBLISH; RESTRICTIONS -- The School Board or Board of Education of each school district shall adopt and publish an official policy respecting personnel files and student records, which policy shall not conflict in any manner with the rules and regulations of the State Records Administrator adopted pursuant to section 84-1201 to 84-1220, Reissue Revised Statutes of Nebraska, 1943. (Laws 1973)

A cumulative record will be kept for each student in Fort Calhoun High School, which will include such information as: test scores, school marks, health, work experience, high school activities, and any other information that will be meaningful.

This information will be available to the counselor and to the teachers so that each may better understand the student. NO employers or institutions of higher learning may have access to any records unless the parent, or a student 18 years old, has signed a release form.

D. School Files

Section 79-4, 157. STUDENT, PARENTS, GUARDIAN, TEACHER, COUNSELOR, SCHOOL ADMINISTRATOR; SCHOOL FILMS; ACCESS; DISCIPLINARY MATERIAL REMOVED AND DESTROYED UPON STUDENTS GRADUATION--any student in any public school, his parents, guardians, teachers, counselors, or school administrators shall have access to the school's files or records maintained concerning that student. No other person shall have access there to nor shall the contents thereof be divulged in any manner to any unauthorized person. All such files or records shall be so maintained as to separate academic and disciplinary matters and all disciplinary material shall be removed and destroyed upon the student's graduation or after his continuous absence from the school for a period of three years, and after authorization is given by the State Records Board pursuant to section 84-1201 to 84-1220, Reissue Revised Statutes of Nebraska. 1943 (Laws 1973)

E. Information Service

An occupational library with career resources has been created to assist students in obtaining information dealing with the training requirements, working conditions, and outlook of various occupations. Information regarding the various colleges, universities, technical schools, and apprenticeship programs are available to all students in the guidance center.

F. Financial Aid

After selecting a college or technical school, students should visit with the counselor regarding various financial aid opportunities for that specific institution. All scholarship and financial aid information that the counselor receives will be published in the quarterly senior newsletter. Juniors and seniors are encouraged to utilize Fast Web, a free Internet scholarship service.

Any student planning to attend a college, university, or technical school is required to complete the Free Application for Federal Student Aid (FAFSA) during the early spring of the student's senior year. Students and parents are encouraged to visit Education Quest Foundation, the educational planning center in Omaha, located in Rock Brook Village or online at www.educationquest.org.

G. Withdrawal from School - Transferring

If it becomes necessary for a student to withdraw from school prior to the end of the normal school year, they should follow the procedure below.

1. See the guidance counselor.
2. Report to the principal's office and receive a "Withdrawal" form to take to their classroom teachers.
3. Return the "Withdrawal" form to the principal's office with the signatures of the librarian, teachers, and counselor indicating that all books and supplies have been returned to them and that all fines have been paid.

HEALTH SERVICES

Student Illnesses

School personnel will notify parents when a student needs to be sent home from school due to illness. If it is determined that the child should go home, the student should leave school as soon as arrangements can be made. Your child should return to school only when well. **Student should be fever-free and experience no vomiting or diarrhea for 24 hours.** Conditions requiring a student to be sent home include: temperature greater than 100°F, vomiting, diarrhea, unexplained rashes, live head lice, or on determination by the school nurse that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted unless the condition resolves. Please include emergency daytime phone numbers on your child's enrollment information so that you can be reached if your child becomes ill or injured while at school. Please also inform your school health office staff of health-related information you feel is important for your student's success in the classroom and/or safety at school.

Guidelines for Administering Medication

Whenever possible, students should be provided medication outside school hours. In the event it is necessary that a student take medication at school, parents/guardians must complete information and consent forms available from the school nurse. Medication will be administered only with written authorization signed and dated by the parent. Medication must be in the original container labeled by the pharmacy or the manufacturer with: 1) Name of the student 2) Name of the medication 3) Time of day medication is to be given 4) Dosage 5) Duration.

Student Self-carry/Self-administration/School-administration of Medication

School Policy 5053 allows students to self-administer prescribed asthma/anaphylaxis and diabetic medications. Approval to self-administer medications must be authorized by a prescribing physician. Information and authorization forms are available from the school nurse.

School Policy 5048: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (ANAPHYLAXIS) - School employees will comply with the requirements of "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)". The district shall procure and maintain the equipment and medication necessary to implement the protocol.

School Health Screening

During the first quarter of each school year, the district will provide for inspections of all students for defective sight and hearing, dental defects and any other conditions as specified by the Department of Health and Human Services. Parents will be promptly notified of any condition requiring professional attention. Any student showing symptoms of any contagious or infectious disease shall be sent home as soon as practicable and the principal notified of the circumstances.

Concussion Awareness

Refer to School Policy 6034 and also the Fort Calhoun Activity Handbook, page 4.

Guidelines for Head Lice

The following guidelines are in place to: Better control a nuisance condition; reduce absenteeism due to head lice; and involve parents as partners with the school in control efforts:

1. Children will be sent home from school for live head lice. In the event the child has TWO cases of live lice in a semester, the student will be sent home until free of both live lice and nits (eggs).
2. Health office staff will provide written treatment information and instructions, including how to check and identify head lice*.
3. A child who is sent home from school for head lice should miss no more than two school days.
4. A child who has been sent from school due to head lice must come to the health office for an inspection before returning to class.
5. A child who returns to class with nits (eggs) will be checked again in 7-10 days.
6. Families are encouraged to report head lice to the school health office.
7. Individual buildings will perform classroom-wide or school-wide head checks as needed in order to control the condition at school.

*Nit removal will be emphasized for effective management of the condition.
For more information, call the nurse at your child's school.

HOMEWORK – Late Assessment Policy

-Once an assignment is late a student may receive a reduction of 10% of the final grade they earned for that late assessment.

-Students may continue to receive a 10% reduction per day if an assignment is turned in within 5 school-days of the due date.

-After the 5 school days, students may then receive 50% of the credit they earned on the late assignment up until the assessment piece (test, project, or paper) is completed. After the summative assessment piece is given, students may receive a 0 for the incomplete assignment.

*Junior high students may receive 50% credit up to the end of the quarter because of the "Reward-Recovery" system.

HOMEWORK REQUEST

Students who are ill and will miss school are to contact teachers via email to get homework and missing assignments. Students are also advised to check their Canvas account for makeup work.

HONOR ROLL

In order to make the honor roll, a student must meet the following requirements:

- A. A grade point average between 3.500 and 4.00 - "A" honor roll
 - B. A grade point average between 3.000 and 3.499 - "B" honor roll
- The honor roll will be published after each semester.

IMMUNIZATIONS

Nebraska Law requires that students shall be protected against poliomyelitis, Diphtheria, Pertussis, Tetanus (DPT), Measles, Mumps, Rubella (MMR), Hepatitis B, and Varicella (chicken pox). Any student

who does not comply with immunization requirements shall not be permitted to continue in school until he or she shall comply. A student may be provisionally enrolled if he or she has begun the immunizations required under Nebraska Law. For more information, please contact the school nurse in your student's building of enrollment. All students enrolling at the beginner grade (kindergarten or first grade) through twelfth grade, including out of state transfers to any grade, are required to show record of: Three doses of DtaP, DTP, DT, or Td vaccine with at least one dose given no earlier than four (4) days before the fourth birthday; three doses of Polio vaccine; 2 doses of MMR vaccine with the first dose given no earlier than four (4) days before the first birthday and the two doses separated by at least 28 days; two doses of Varicella, with the first dose given no earlier than 4 days before the first birthday and each dose given at least 28 days apart OR provide a signed parent/guardian statement of past history of chickenpox disease, including year of illness; three doses of pediatric Hepatitis B vaccine, or if the alternate Hepatitis B schedule is used, two doses of adult Hepatitis B vaccine specified for adolescents 11-15 years of age. The alternate two-dose schedule must be administered with at least 112 days between #1 and #2, and must be completed before the 16th birthday.

Students must show proof of immunization upon enrollment in Fort Calhoun Junior-Senior High School. Any student who does not comply with the immunization requirements will not be permitted to continue in school. Students with medical conditions or sincerely held religious beliefs which do not allow immunizations may complete a waiver statement, which is available in the school health offices. Students with a signed waiver statement may be excluded from school in the event of a disease outbreak.

Physical Examination

Physical examinations for kindergarten (beginning grade) and seventh-grade students, and proof of immunizations, are legal requirements. Districts offering a preschool program must also add a requirement for vaccination against influenza type B for children of ages 2 through 5. If the earliest enrollment grade is kindergarten, this is not required.

Students enrolling in kindergarten (or the beginning grade) and students entering the seventh grade in the school district shall have a physical examination by a licensed physician and provide proof of such an examination to the school district. A physical examination and proof of such an examination shall be required by the administration for students in other grades transferring to the school district from out of state. A certificate of health stating the results of a physical examination and signed by the physician, assistant physician, or registered nurse shall be on file.

Students enrolling in the school district shall also submit proof of immunization against measles, mumps, rubella, poliomyelitis, diphtheria, pertussis, tetanus, hepatitis B, and chicken pox (varicella) as required by law. The student may be admitted conditionally if the student has not completed the immunization process but is in the process of doing so. Failure to meet the immunization requirement will be grounds for suspension, expulsion, or denial of admission.

Exemptions or temporary waivers from the immunization requirement in this policy will be allowed only for medical, military or religious reasons recognized under the law.

LOCKERS

Each student is assigned a locker for the storage of books and equipment. Do not trade lockers with another student. You're responsible for the locker that you have been assigned. It is the student's responsibility to see that their locker is kept locked and in order at all times. If you choose not to lock your locker, it is an open invitation for someone to get into it.

Since lockers are a permanent part of the building, students are expected to keep them in good, usable condition.

Periodic locker checks will be conducted throughout the year by the staff in order to see that lockers are clean and neat and in good repair. Lockers are the property of the school and are in the building for the use of the students.

Although a student may have control of their school locker as against fellow students, their possession is not exclusive against the school and its officials. A school does not supply its students with lockers for illicit use in harboring pilfered property or harmful substances. It is the proper function of

school authorities to inspect the lockers under their control and to prevent their use in an illicit way or for illegal purposes.

LOST AND FOUND

A lost and found box will be kept. Check with the janitorial staff for lost items. Unclaimed items are donated.

MEDIA CENTER RULES AND REGULATIONS

The library/media center serves both students and staff. The collection consists of print (books & periodicals), audio/visual materials, and computer workstations. The library is open from 8:00am until 3:30pm Monday through Thursday and 8:00am until 1:30pm on Friday.

Policies governing the checking out of library materials, use of library, fines, etc., will be posted in the library and are listed here.

1. Students using the library should be there for research or reading only. Any visitation or disruptive behavior will result in being sent out of the library. Repeated offenses will result in a complete loss of library privileges.
2. Students are to remain seated until the bell rings at the end of the period.
3. All students entering or leaving the library during class periods must have a pass.
4. Any student who has lost library privileges is not to come to the library during the school day. They may use the library before or after school.
5. All materials and A-V equipment leaving the library must be checked out.
6. No books or other materials can be checked out if the student owes a library fine, so be sure to return books on time and pay fines promptly.
7. All other school rules must be observed.

Computer Workstations: Computer workstations are located in the media center.

MULTI-TIERED SYSTEMS OF SUPPORT (MTSS)

Fort Calhoun Junior-Senior High School uses the MTSS model to provide specified supports for students based upon their need. The tiered approach gives the school administration, or their designee, the ability to increase supports for students with the intention to improve a student's chance to pass every class. In addition, supports are in place for students both academically as well as behavior/social-emotional supports. MTSS Tiers include but are not limited to:

Tier 1 - Regular classroom instruction, academic/social-emotional counseling, access to teachers upon students' request, Ineligible list pull-out support.

Tier 2 - Foundations class, 504 accommodations, Tier 2 counseling services.

Tier 3 - Individual Education Plan (IEP) accommodations, Tier 3 counseling services, Pioneer Learning Center (PLC).

*Ineligible list pull-out support - students may be pulled from their regular class by a teacher to receive one-on-one or small group support. Students who are consistently failing a class may be identified as qualifying for Foundations Class.

**Foundations Class - students may be assigned to attend foundations class if they have previously failed a core academic course, are continuously on the ineligible list, OR are identified by the administration, or their designee, as below "grade-level" as identified on standardized tests (NSCAS, NWEA, ACT/PreACT).

NATIONAL HONOR SOCIETY

The National Honor Society chapter of Fort Calhoun Junior-Senior High School is a duly chartered and affiliated chapter of this prestigious national organization

Admission to the National Honor Society

Membership is open to those students who meet the required standards in four areas of evaluation: scholarship, leadership, service, and character. Standards for selection are established by the national office of NHS and have been revised to meet our local chapter's needs. Students are selected to be members by a five-member Faculty Council, appointed by the principal, which bestows this honor upon qualified students on behalf of the faculty of our school each year.

Students in the 11th or 12th grades are eligible for membership. For the scholarship criterion, a student must have a cumulative grade point average of 3.5 or better on a 4.0 scale. Those students who meet this criterion are invited to complete a Student Activity Information Form that provides the Faculty Council with information regarding the candidate's leadership and service. A history of leadership experiences and participation in school or community service is required.

To evaluate a candidate's character, the faculty council uses two forms of input: First, school disciplinary records are reviewed; second, members of the faculty are solicited for input regarding their professional reflections on a candidate's service activities, character, and leadership. These forms and the Student Activity Information Forms are carefully reviewed by the Faculty Council to determine membership. A majority vote of the council is necessary for selection. Candidates are notified regarding selection or non-selection according to a predetermined schedule.

Following notification, a formal induction ceremony is held at the school to recognize all the newly selected members. Once inducted, new members are required to maintain the same level of performance in all four criteria (or better) that led to their selection. This obligation includes regular attendance at chapter meetings held every third Wednesday, during the school year, and participation in the chapter's service projects(s). Students or parents who have questions regarding the selection process or membership obligations can contact the chapter adviser, Mr. Zach Byrd.

Removal from National Honor Society

A student may be removed from the NHS by action of the Principal upon a determination by the Principal that the student:

1. Prior Conduct. Engaged in conduct prior to induction, which was not known at the time of induction and which, if known, would have caused denial of induction;
2. Post-Induction Conduct. Engaged in conduct after induction, which is grounds for a student to be long-term suspended or expelled from school under the student code of conduct contained in this handbook; which is grounds for suspension or removal from any extracurricular activity of the school, or which would cause denial of induction if such conduct had taken place prior to the time of induction.

The student may appeal the Principal's decision to the Superintendent by giving written notice of appeal to the Superintendent within ten calendar days of receipt of the Principal's removal decision. The appeal procedures shall be established in the discretion of the Superintendent, such as to allow a fair opportunity for the student's views and information to be considered. The decision of the Superintendent on the appeal shall be final.

NON-DISCRIMINATION NOTICE – (Also refer to Board Policy 3053)

Fort Calhoun Community Schools does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all. Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited. Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures. Inquiries regarding compliance with any of the

laws referred to in this policy may be directed to: Jerry Green, who may be contacted in writing at 5876 County Road P43, PO Box 430, Fort Calhoun, NE 68023. At jjgreen@ftcpioneers.org by email or by telephone at (402) 468-5591 or to the district's Title IX and/or Section 504/ADA Coordinator.

ORGANIZATIONS AND ACTIVITIES

It is the policy of the Fort Calhoun School District to comply with the regulations implementing Title IX of the Education Amendments of 1972 (Resolution of the Board of Education, November 5, 1975)

Scheduling of Activities

A building principal must approve all activities, including organizational meetings.

School Assembly Programs

School assembly programs, organization convocations, and pep assemblies are scheduled throughout the school year. All students and faculty members are to attend unless excused by the principal.

School Activity Money

School activity money shall be spent by activity groups only for school functions sponsored and approved by sponsors and the principal of the school. Any balance of group money shall remain in the activity fund to be used for school purposes as designated by the group.

QUESTIONING OF STUDENTS BY POLICE – (also refer to Board Policy 5022)

The school will cooperate with law enforcement agencies so that the rights of the school, the home, civil authorities, and individuals are understood and protected. The following regulations will be followed.

1. If a student, as a result of court action, is either a ward of the court or has been assigned a probation officer, the school shall permit the assigned probation officer or social worker to interview the student at school, without the presence of other students or school personnel, or to take the student into custody.
2. Law enforcement officers will not be permitted to remove a student from school while the student is properly in attendance, without permission of the student's parent or guardian, except when the enforcement officer has a signed warrant for the student's arrest or when the student is arrested because of the law officer's "active pursuit" resulting from commission of a specified crime.
3. Law enforcement officers will be permitted to question students within the school and without parental consent when a crime has been committed on school premises or in case of abuse.
4. Every effort shall be made to notify parents or guardians prior to the release of a student from school or the questioning of a student within school hours.
5. In the event of a student's parent not being available, a school official will sit in on the questioning.
6. Law enforcement officials will be contacted in the event that a school discipline offense is also known or suspected to be a violation of the Nebraska Criminal Code.

REGISTRATION FOR COURSES

During the second semester each year, registration is held for the purpose of having students plan their course of study for both semesters of the next year. Registration is done on a group and individual basis through meetings with the homeroom advisor and/or the guidance counselor.

Students will complete their schedule request form and update their IEP (Individualized Education Plan). Before a student completes their final registration, it is very important that the following items be carefully considered:

-KNOW the number of credits that will be earned by the end of the current year.

- KNOW the grade in which you will be classified next year.
- NOTE which subjects are required and which are electives.
- BE AWARE of the number of credits required for graduation.
- STUDY CAREFULLY the course offerings, which are available at the next grade level.

Determine if there are any prerequisites for courses you wish to take.

- REALIZE that the minimum load to be taken consists of 40 credit hours each semester.
- FAILED required courses must be repeated.

During the spring parent-teachers' conference, parents will be asked to review their student's schedule requests and sign off on them.

RESIDENCY (Also refer to Board Policy 5002)

School attendance at Fort Calhoun School District #3 shall be free to all children between the ages of five and twenty-one years, whose parents/guardians are legal residents of the school district. The burden of proof as to legal residency shall rest with the person claiming legal residence in this district and in case of a dispute, shall be determined by the Board of Education. Questions regarding student residency should be directed to the building principal and shall be in compliance with State Law Rule #19. The child of divorced parents who wants to live with a parent who is a legal resident of Fort Calhoun School District #3 but does not have legal custody of the student may be granted permission by the Board of Education to attend school free of tuition.

SCHOOL COLORS/MASCOT

Orange and Black/Pioneer.

SCHOOL PURCHASES

All supplies for an organization, club, or activity must be made on a school purchase order. The purchase order must be approved by the sponsors, then by the administration and the order picked up by the sponsor of the organization. Failure to follow this procedure may cause the individual to be responsible for payment.

SCHOOL SONG

We're loyal to you Calhoun High; We're faithful and true Calhoun High;
 We'll back you to stand, we're the best in the land and we're proud of our colors too.
 RAH! RAH!
 So, stand up and cheer Calhoun High; You've nothing to fear Calhoun High;
 Our school is the best: We can stand to the test; Ever onward to vic-try Calhoun High.

SPECIAL EDUCATION IDENTIFICATION AND PLACEMENT

What Does Special Education Mean?

Special education means educational experiences, curriculum and services, including transportation, through the use of staff, facilities, equipment and classrooms that have been adapted to provide special instruction for students with disabilities. In addition, special education provides the support services necessary for evaluation, placement and instruction for students with disabilities. These services are free to parents, unless they elect to place their child in a program other than one approved by the school district.

How are Students with Disabilities Identified?

The first step is for parents to provide written permission to have their child evaluated. The request for permission will include a description of the action to be taken and a description of each evaluation procedure. Written statements showing the results of the evaluation and the reasons for placement in a

special education program must be kept on file. Within 30 days after a student has been verified as having a disability, a conference will be held with parents. Advance notice will be given. At the conference, an Individual Education Program (IEP) will be developed.

Students Who May Benefit

A student verified as having autism, behavior disorder, hearing impairment, mental handicap, orthopedic impairment, other health impairment, specific learning disability, speech language impairment, traumatic brain injury, or visual handicap may be placed in regular education with support services or may benefit from a special education classroom or service.

Reevaluation

Students identified for special education will be reevaluated at least every three years. The IEP team will review existing evaluation data on the student and will identify what additional data, if any, are needed. The school district shall obtain parental consent prior to conducting any reevaluation of a student with a disability.

Individual Education Program (IEP)

Each student with a disability must have a written IEP prepared by the staff in cooperation with parents specifying programs and provided services. If necessary, the district will arrange for interpreters or other assistants to help parents in preparing and understanding the IEP. Once in place, the program is reviewed on a regular basis with the parent.

An IEP is developed in a conference setting. Parents will be notified of the persons who will be in attendance. The IEP conference shall include at least the following:

1. A representative of the school district;
2. An individual who can interpret the instructional implications of evaluation results;
3. One or both parents;
4. The child (when appropriate);
5. At least one regular education teacher if the child is, or may be participating in the regular education environment;
6. At least one special education teacher;
7. A representative of the nonpublic school if the child is attending a nonpublic school.
8. A representative of a service agency if the child is receiving services from an approved service agency.
9. Other individuals, at the discretion of the parent or school district.

Special Education Placement

The student's placement in a special education program is dependent on the student's educational needs as outlined in the Individual Education Program (IEP). The school district must assure that students with disabilities are educated with students who do not have disabilities, to the maximum extent possible. Students are entitled to have supplementary aids and services to help them in a regular educational setting. Students with disabilities may be placed in special classes, separate schools, or other situations outside the regular educational environment when the nature of the child's needs require specialized educational techniques which are not available in current settings.

A team that knows the student and understands the tests and procedures that assess the student's learning abilities will make a determination of a student's educational placement. Team members know the available programs and services that may help the student.

Parents are asked for written consent to determine whether or not they approve the educational placement recommended for their child. If the parent does not speak English or is hearing impaired, an interpreter may be requested. Written notice shall be given to parents a reasonable time before the school district: 1. Proposes to initiate or change the identification, evaluation, verification, or educational placement of a child or the provision of a free, appropriate public education or 2. Refuses to initiate or

change the identification, evaluation, or educational placement of the child or the provision of a free, appropriate public education to the child.

Alternative Programs

Parents have a right to know about available private and public programs, other than those offered by the schools. The school district staff will provide information about those programs on request. If parents place the student in one of those programs, however, the school district is not required to pay for the student's education.

Transportation of Students Receiving Special Education

The district's special education staff will make arrangements for transportation for eligible students to the extent such is required by the student's IEP. Students assigned to special education programs requiring attendance at schools outside their regular attendance area will be transported. Special conditions may warrant that special education students receive transportation to their assigned schools. If parents are dissatisfied with a transportation decision, they may contact the Superintendent for a review.

This is a summary of the Fort Calhoun Community Schools' district plan for special education students. Anyone interested in obtaining a copy of the complete district policy or a copy of the Nebraska Department of Education Rule 51 (complaint procedures) or Rule 55 (appeal procedures) may contact the Superintendent at the Fort Calhoun Community Schools' District Offices.

STUDY HALL REGULATIONS – JUNIOR HIGH

A student's non-classroom hours during the day are spent in study hall. Books and other materials needed for study are to be taken there at the beginning of the period. Each student is assigned a regular seat.

Anyone not in their assigned place when the bell rings will be reported as tardy. Talking will not be permitted in study halls without the permission of the study hall teacher. Students may check out of the study hall to use the library. Study hall teachers will explain all study hall rules to students. Remember, this time is set aside for study. A few general study hall rules are listed.

1. Be on time getting into the study hall. No passes will be signed until they are called for.
2. Pass usage will be limited to 3 passes per student, per class, per week. Students will only be allowed to go to the restroom and the library.
3. The student will be required to sign out and in on a class record sheet when leaving class for the rest room or library. People going to the library should go for research or periodical reading only. There is to be no visitation in the library. Students sent back to study hall will lose library privileges for one week; a second offense will result in permanent loss of library privileges.
4. You will bring homework and books — no one will be allowed to sleep and/or sit idle.

TARDINESS

Students are expected to be in their scheduled classroom before the passing bell rings. If students are not in attendance after **fifteen** minutes of the start of the class period, the entire class period will be considered an absence. Students are to plan their time so they can move from one class to the next during the three-minute passing time. Teachers will record all tardies. One class absence will be counted for every third tardy accumulated during that particular class period. These days absent will count against the ten-day absence policy.

TARDY DISCIPLINE

1. If a student is tardy between 8:00 am to 8:15 am, they will serve a 15-minute detention after school the day tardiness occurs.
2. If a student is tardy between 8:15 am to 8:55 am, they will serve a 45-minute detention after school the day tardiness occurs.

*If the student **NO-SHOWS** for tardiness detention, the student will receive an office referral.

THREAT ASSESSMENT & RESPONSE (also refer to Board Policy 3039)

The Board of Education is committed to providing a safe environment for members of the school community. Students, staff, and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

TELEPHONE USE FOR STUDENTS

The school's phones are business phones and are not to be used by students unless permission is granted by school staff.

TORNADO DRILLS

The alarm for a tornado drill will be a steady sounding of the electric buzzer.

At the alarm, students will follow instructions which pertain to the area of the building in which they are located at that time. Students will move to the designated shelter areas within the building. ***There should be no talking or noise.*** Quiet must be maintained to enable school officials to give instructions to students and teachers. Remember to keep the center of all hallways open to allow messengers to move freely throughout the building.

All teachers will provide instructions to be followed in the event of tornado drills and during an actual tornado. The all-clear signal will be an intercom announcement or a series of long single blasts on a whistle.

TRANSPORTATION TO ACTIVITIES

Students who participate in activities shall ride to and from the activity on school-sponsored transportation. Written requests, **submitted to the coach and or sponsor of the activity**, may be made by parents asking that their student be allowed to go or return from the activity with the parents or with other parents. Such requests may be honored. At no time will students be allowed to ride home with other students or younger adults. While at the activity, students are to remain with the group at the site of the activity or other assigned site or staging area unless excused by the school's sponsor. This policy has been created for the safety of students and for the convenience of the parents, instructors, and sponsors. *First violation will result in a one-week activity suspension.

USE OF DRUG SNIFFING DOGS (also refer to Board Policy 3045)

1. Lockers may be sniffed by sniffing dogs at any time.
2. Vehicles parked on school property may be sniffed by sniffing dogs at any time.
3. Classrooms and other common areas may be sniffed by sniffing dogs at any time students and staff are not present.
4. If contraband of any kind is found, the student or staff member shall be subject to appropriate disciplinary action.

VEHICLE PARKING – Board Policy 5033

Students who drive to school are required to park their vehicles and leave them unoccupied until it is time to drive home. The speed limit on school property is 10 miles per hour. Students may not drive or have access to their vehicles during the school day without the express permission of their building principal or the superintendent of schools.

Students are to park appropriately and in the assigned areas on school property. Student parking shall not be permitted in bus loading zones. When the buses are loading or unloading, all vehicles must stop and wait for the loading or unloading process to be completed.

By driving a vehicle to school and parking on school grounds, students consent to having that vehicle searched by school officials if school officials have reasonable suspicion that such a search will reveal a violation of school rules.

WORK RELEASE/SENIOR RELEASE

Students who have reached senior grade classification may request late arrival/early dismissal through work release (OJT) or Senior Release (SR). A student may request OJT or SR for no more than three (3) consecutive periods. Periods designated for OJT or SR are periods 1-2 OR Periods 6-7-8. A student must meet graduation requirements, maintain acceptable academic standing, and follow established student guidelines for attendance and behavior. Not meeting the standards of work release or senior release may cause revocation.

Application for work release must be made through the guidance office with approval of the OJT coordinator on a school-provided form before the beginning of the semester or upon enrollment. A completed application form will include the student's signature, parent/guardian signature, and employer's signature verifying that the student will be on the job during the time of work release.

YEARLY NOTIFICATION (Non-discrimination Policy and Grievance Policy)

Students, parents, and employees will be notified by publication in newspapers, student and employee handbooks, and posting on bulletin boards, and other areas appropriate for communication purposes.

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ASBESTOS – Presence Within District Buildings

The Institute for Environmental Assessment was requested by Fort Calhoun Community School District #3 to review and prepare an asbestos management plan identifying the presence of asbestos within District school buildings. The Institute's federally certified inspectors, planners, public health and engineering consultants worked in conjunction with school administrative personnel to identify asbestos-containing building products. In addition, the Institute for Environmental Assessment has

performed a re-inspection in February 2004 as required by the AHERA regulations. Asbestos is a mineral fiber associated with increased levels of disease when inhaled. The risk rating procedures which the Institute used in commenting on the asbestos were developed in conjunction with national experts in the area of industrial medicine, toxicology, industrial hygiene and engineering. After reviewing the characteristics of District buildings during the re-inspection, we prepared an updated management plan for each building, a copy of which is maintained along with the initial plan at the central district office and also in the administrative office for each major building describing the asbestos plan and the intended response.

Asbestos is dangerous only when it is broken loose from building material into fine, dust-like fibers and inhaled.

The District implemented its management plan as of July 9, 1989, and has been conducting a six-month periodic surveillance of all asbestos-containing building materials. This periodic surveillance and the re-inspection are conducted to provide a continuous assessment to assure safety conscious management of asbestos-containing materials.

The detailed plan and updated information for each building, or for the entire district, is open to public review. If you have any questions, please contact the District's Asbestos Program Manager Mr. Green at 402-468-5591.

Artificial Intelligence-6038

As used in this policy, artificial intelligence tools (“AI Tools”) mean machinebased resources that use computer science, algorithms, large language models, and/or machine learning to perform tasks, answer questions, collect information, and respond to human-directed tasks, queries, and objectives. AI Tools include, but are not necessarily limited to, commercially-available resources like ChaptGPT, Google Bard, and other chatbots.

The board recognizes that among other resources, when properly used, AI Tools may provide valuable source information to students and teachers in relation to the district’s academic curriculum and assignments. Student use of AI Tools should focus on using such tools as a resource and for background material, rather than using the AI Tools to complete the assignment. Therefore, AI Tools may only be used by students in accordance with the following requirements:

1. Unless an individual teacher affirmatively communicates to students that AI Tools may be used for a specific assignment, then AI Tools may not be used. Individual teachers will decide for each individual assignment the extent to which students may use AI Tools for such assignment. Teachers are encouraged to make such a decision in advance of students being given the individual assignment in question.

2. Teachers will communicate to all students responsible for completing an assignment the extent to which such students may use AI Tools in connection with such assignment. Teachers will endeavor to include in such communications examples of permissible and impermissible uses of AI Tools.

3. If a student uses any AI Tools in connection with a school assignment, the student must comply with the following:

- a. The student must explicitly disclose to the teacher in writing that the student used an AI Tool and the specific AI Tool used.

- b. In any student work (whether hard copy, electronic, digital, or otherwise), the student shall give proper attribution to the AI Tool(s) used to the same extent that students are expected to give proper attribution to other sources of information such as books, texts, encyclopedias, secondary sources, and other traditional media. Such attribution may include, but is not Policy 6038 Page 2 of 2 Fort Calhoun Community Schools Board Policy Handbook necessarily limited to, accurate quotations, citations, footnotes, endnotes, and/or bibliography entries.

c. In no instance may the output from one or more AI Tools be copied and placed within a student's work as if the student wrote such section himself or herself. For example and not limitation, students may not outsource the organization or the writing of any written work to any AI Tool.

4. A student's failure to meet the requirements stated in this policy will constitute a violation of the district's prohibitions against cheating plagiarism and/or academic dishonesty, including but not necessarily limited to such prohibitions stated in the Student Handbook, which violation will subject the student to discipline up to and including expulsion.

5. The student requirements stated above are the minimum requirements for any student assignment. An individual teacher may impose more stringent requirements for any specific academic assignment or coursework.

ASTHMA/ANAPHYLAXIS/DIABETES SELF-MANAGEMENT - 5053

Upon receiving the written request of a student's parent or guardian and the written medical authorization described in the applicable provisions below, the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis (referred to herein as "medical condition").

A student with diabetes must obtain written authorization to self-manage from the student's physician. The plan for a student with diabetes will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, and (d) be signed by the student's parent or guardian and the physician responsible for the student's medical condition.

A student with asthma or anaphylaxis must obtain written authorization to self-manage from the student's physician or from the health care professional who prescribed the medication for treatment of the student's condition. The plan for a student with asthma or anaphylaxis will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, (d) include the name, purpose, and dosage of the prescription asthma or anaphylaxis medication prescribed for such student, (e) include procedures for storage and access to backup supplies of such prescription asthma or anaphylaxis medication, and (f) be signed by the student's parent or guardian and the physician or other health care professional responsible for the student's medical condition.

The plan will permit the students to self-manage his or her medical condition in any part of the school or on school grounds during any school-related activity, or in a private location. The parent or guardian of a student for whom such a medical management plan has been developed shall sign a statement acknowledging that (a) the school and its employees and agents are not liable for any injury or death arising from a student's self-management of his or her medical condition and (b) the parent or guardian will indemnify and hold harmless the school district and its employees and agents against any claim arising from a student's self-management of his or her medical condition. The student's parent or guardian will be personally responsible for any and all costs associated with any injury to school personnel or another student resulting from a student's misuse of necessary medical supplies.

The district may prohibit a student who is self-managing his or her diabetic condition from possessing medical supplies for self-management and may establish other necessary and appropriate restrictions or conditions when the district determines that the student has endangered himself, herself, or others through misuse or threatened misuse of such medical supplies. The district will promptly notify the parent or guardian of any such prohibition, restriction, or condition.

The district may impose disciplinary consequences on a student with asthma or anaphylaxis who uses his or her prescription asthma or anaphylaxis medication other than prescribed. These disciplinary

consequences shall not include limitations on the student's access to necessary medication. The district will promptly notify the parent or guardian of any disciplinary action imposed.

AUDIO AND VIDEO RECORDING – 5063

Students and their parents or guardians should assume that any class in which students are enrolled may be recorded by the school district or other students for legitimate educational purposes. Recordings permitted pursuant to this policy may only be used by students for personal academic purposes and may not be republished without additional, written consent from a school administrator. For purposes of this policy "recording" includes still photographs, video, audio, and other similar data captured in any medium.

Recordings Made by The District. The district may use cameras or other devices for purposes of making security, safety, or other recordings without a specific purpose or for a specific purpose when such recordings are deemed necessary or appropriate by the administration. The district will not maintain the recordings unless the recording is purposefully copied and saved, and the recordings will only be available for review for a limited time based on the district's then-current recording capacity. The district administrators estimate that this is approximately 10 days but may change at any time.

Classroom Recordings by Staff. Staff members may make audio and video recordings of classroom instruction and school activities upon authorization of the superintendent or supervising administrator.

Prohibited Recordings by Students. Unless otherwise authorized by this policy or law, students are prohibited from making audio or video recordings during the school day on school grounds; when being transported to and from school activities or programs in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event, unless the recording is made in a manner permitted by the school for members of the public. For example, students making recordings of an athletic event for their personal use similar to a parent or other patron are permitted, but students are still subject to the district's appropriate use and student discipline policies.

Permitted Classroom Recordings by Students. Students may make audio or video recordings of classroom lectures or discussions:

- (1) For their convenience after providing notice to the classroom teacher and receiving the teacher's permission;
- (2) For the benefit of another student who is absent after providing notice to the classroom teacher and receiving the teacher's permission;
- (3) If recording is necessary to accommodate the student's disability and is required by the student's Individualized Education Plan (IEP) or Section 504 Plan.

Staff may revoke permission to record if the recording distracts from or disrupts the classroom environment, unless the recording is necessary to accommodate a student's disability.

Permitted Non-Classroom Recordings. Students may make audio or video recordings otherwise prohibited by this policy outside the classroom only with the permission of a teacher or school administrator, provided that such recordings otherwise comply with any applicable state and federal laws and district policy. In no event shall photographs or video recordings be taken or made in restrooms, locker rooms, or other areas where there is a reasonable expectation of privacy.

CONCUSSION AWARENESS – RETURN TO LEARN - 6034

The Nebraska Unicameral has found that concussions are one of the "most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed."

The School District will:

- a. Require all coaches and trainers to complete a training course approved by the Chief Medical Officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.
- b. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
 - 1 The signs and symptoms of a concussion;
 - 2 The risks posed by sustaining a concussion; and
 - 3 The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school. The student will not be permitted to participate in any school supervised team athletic activities involving physical exertion, including practices or games, until the student:

- a. has been evaluated by a licensed health care professional;
- b. has received written and signed clearance to resume participation in athletic activities from the licensed health care professional; and
- c. has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the parent or guardian of the student will be notified by the school of:

- a. the date and approximate time of the injury suffered by the student,
- b. the signs and symptoms of a concussion or brain injury that were observed, and
- c. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school will not take any additional or independent steps to verify the individual's qualifications.

Students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered. The school's "return to learn protocol" shall follow the model provided by the Nebraska Department of Education. Nothing in this policy or the referenced protocol shall entitle a student who has sustained a concussion to an individualized plan under Section 504 of the Rehabilitation Act, although staff will refer students who have sustained a concussion for evaluation under Section 504 as appropriate.

DATING VIOLENCE PREVENTION – 5030

Dating violence, as that term is defined by Nebraska law, will not be tolerated by the school district. Students who engage in dating violence on school grounds, in a school vehicle or at a school activity or that otherwise violates the Nebraska Student Discipline Act will receive consequences consistent with the Act and the district's student discipline policies.

The school district shall provide dating violence training to staff deemed appropriate by the administration and in accordance with Nebraska law. A copy of this policy shall be included in the student handbook.

FEES FOR STUDENTS ATTENDING THE FORT CALHOUN COMMUNITY SCHOOLS - 5045

The school district shall provide free instruction in accordance with the Nebraska State Constitution and the Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

A. Definitions

1. "Students" means students, their parents, guardians or other legal representatives.
2. "Extracurricular activities" means student activities or organizations that
 - (1) are supervised or administered by the district;
 - (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the district.
3. "Post- secondary education costs" means tuition and other fees associated with obtaining credit from a post-secondary educational institution.

B. Listing of Fees Charged by this District

1. Guidelines for Clothing Required for Specified Courses and Activities.

Students are responsible for complying with the district's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course or activity.

2. Safety Equipment and Attire.

The district will provide students with all safety equipment and attire that is required by law. Building administrators will assure that (a) such equipment is available in the appropriate classes and areas of the school buildings; (b) teachers are directed to instruct students in the use of such devices, and (c) students use the devices as required. Students are responsible for using the devices safely and as instructed.

3. Personal or Consumable Items.

The district does not provide students with personal or consumable items for participation in courses and activities, including, but not limited to, pencils, paper, pens, erasers, and notebooks. Students who wish to supply their own personal or consumable items may do so, as long as those items comply with the requirements of the district. The district will provide students with facilities, equipment, materials, and supplies, including books. Students are responsible for the careful and appropriate use of such property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose.

4. Materials Required for Course Projects.

The district will provide students with the materials necessary to complete all basic curricular projects. In courses where students choose to produce a project that requires materials beyond the basic

materials provided by the district, the students will furnish the materials, purchase the materials from the school, or purchase the materials from an outside vendor with an order form provided by the school.

5. Extracurricular Activities.

The district may charge students a fee to participate in extracurricular activities to cover the district's reasonable costs in offering such activities. The district may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of district-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor will provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

The following list details the maximum dollar amount of all extracurricular activities' fees and the specifications for any equipment or attire required for participation in extracurricular activities:

Student activity card	\$50.00 Covers admission to all home extracurricular events; Excluding Conference, District, or State contests held in Fort Calhoun
Future Business Leaders of America	\$25.00
National Honor Society	\$15.00
Cheerleading	Students must purchase uniforms and shoes, selected by the sponsor and/or student group. The maximum dollar amount charged by the school district for these items will be \$1,400.00
Dance	Students must purchase uniforms and shoes, selected by the sponsor and/or student group. The maximum dollar amount charged by the school district for these items will be \$1,400.00
Football	Students must provide their own football, shoes & undergarments. The maximum dollar amount charged by the school district for these items will be \$400.00
Golf	Students must provide their own golf shoes, undergarments, and clubs. The maximum dollar amount charged by the school district for these items will be \$600.00
Softball and Baseball	Students must provide their own shoes, gloves, and undergarments. The maximum dollar amount charged by the school district for these items will be \$200.00
Track, Volleyball, Wrestling, Cross Country, & Basketball	Students must provide their own shoes and undergarments. The maximum dollar amount charged by the school district for these items will be \$150.00
SkillsUSA	Students must purchase their own jackets. The maximum dollar amount charged by the school district for these items will be \$25.00
Drama	\$25.00
Speech	\$50.00
Quiz Bowl	\$50.00
Spanish Club	\$30.00
POPP (Pioneers Overcoming Peer Pressure)	\$10.00

6. Post-Secondary Education Costs.

Students will be assessed a book fee not to exceed \$25.00 per course.

7. Transportation Costs.

The district will charge students reasonable fees for transportation services provided by the district to the extent permitted by federal and state statutes and regulations. Bus Service is available to option students on a first-come, first-serve basis. The charge for this service is \$350.00 per family per year.

8. Copies of Student Files or Records.

The district may charge a fee for making copies of a student's files or records for the parents or guardians of such students. The Superintendent or the Superintendent's designee shall establish a schedule of student record fees. Parents of students have the right to inspect and review the students' files or records without the payment of a fee, and the district shall not charge a fee to search for or retrieve any student's files or records. The district does not charge for reproduction of student records.

9. Pre-Kindergarten Services.

The district will charge reasonable fees for participation in before-and-after-school or pre-kindergarten services offered by the district pursuant to Statute. The maximum dollar amount charged by the district for these services shall be \$140.00 monthly.

10. Participation in Summer School or Night School.

The district will charge reasonable fees for participation in summer school or night school and may charge reasonable fees for correspondence courses. The maximum dollar amount charged by the district for summer and night school shall be \$50.00 per class.

11. Charges for Food Consumed by Students.

The district will charge for items that students purchase from the district's breakfast and lunch programs. The fees charged for these items will be set according to applicable federal and state statutes and regulations. The district will charge students for the cost of food, beverages, and the like that students purchase from the a la carte meals lines, a school store, vending machine, booster club or from similar sources. Students may be required to bring money or food for field trip lunches and similar activities.

The maximum dollar amount charged by the district for the breakfast and lunch programs is as follows:

ELEMENTARY K-6		SECONDARY 7-12	
Student Breakfast	\$2.10	Student Breakfast	\$2.50
Student Lunch	\$3.10	Student Lunch	\$3.50
Second Lunch	\$3.10	Second Lunch	\$3.50
Milk	\$0.50	Milk	\$0.50
Reduced Breakfast	\$0.30*	Reduced Breakfast	\$0.30*
Reduced Lunch	\$0.40*	Reduced Lunch	\$0.40*
*Required by Federal Legislation		*Required by Federal Legislation	

12. Charges for Musical Extracurricular Activities.

Students who qualify for fee waivers under this policy will be provided, at no charge, the use of a musical instrument in optional music courses that are not extracurricular activities. For musical extracurricular activities, the school district will require students to provide the following equipment and/or attire:

Band	Students must provide their own instruments and marching band shoes, which must be white, rubber-soled sneakers. The maximum dollar amount charged by the district for these materials will be \$150.00
Vocal	Students must purchase outfits and shoes selected by the sponsor and/or student group.

Music/Swing Choir	The maximum dollar amount charged by the district for these materials will be \$300.00
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13. Contributions for Junior and Senior Class Extracurricular Activities.

Students are eligible to participate in a number of unique extracurricular activities during their last two years in high school, including prom, various senior recognitions, and graduation. In order to fund these extracurricular activities, the school district will ask each student to make a contribution to their class's fund. This contribution is completely voluntary. Students who chose not to contribute to the class fund are still eligible to participate in the extra activities. The suggested donation to the class fund will be \$70.00.

C. Waiver Policy

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities; (2) materials for course projects, and (3) the use of a musical instrument in optional music courses that are not extracurricular activities. Actual participation in the free or reduced-price lunch program is not required to qualify for the waivers provided in this section. The district is not obligated to provide any particular type or quality of equipment or other material to eligible students. Students who wish to be considered for waiver of a particular fee must submit a completed fee waiver application to their building principal and a written request for each fee they wish waived.

D. Distribution of Policy

This policy will be published in the Student Handbook or its equivalent, that will be provided to students at no cost.

E. Voluntary Contributions to Defray Costs

The district will, when appropriate, request donations of money, materials, equipment, or attire from parents, guardians, and other members of the community to defray the costs of providing certain services and activities to students. These requests are not requirements and staff members of the district are directed to clearly communicate that fact to students, parents, and patrons.

F. Fund-Raising Activities

Students may be permitted or required to engage in fund-raising activities to support various curricular and extracurricular activities in which they participate. Students who decline to participate in fund-raising activities are not eligible under this policy for waiver of the costs or fees, which the fund-raising activity was meant to defray.

G. Student Fee Fund

The school board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund that will not be funded by tax revenue, and that will serve a depository for all monies collected from students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school courses. Monies in the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

GRIEVANCE PROCEDURE - 4013

The school district will provide appropriate services to all children who qualify for them under Section 504 of the Rehabilitation Act of 1973.

Complaints concerning entitlement to student services under 504 should be filed with the school district's 504 Coordinator. All complaints must be in writing and signed by the person making the complaint. The 504 Coordinator may be contacted at:

Name: Miranda Adams & Micki Hernandez
Title: Special 504 Coordinator
Physical Address: 5876 County Road P43, Fort Calhoun, NE 68023
Mailing Address: PO Box 430, Fort Calhoun, NE 68023
Phone: 402-468-5591

INTERNET SAFETY AND ACCEPTABLE USE - 5037

Students are expected to use computers and the Internet as an educational resource. The following procedures and guidelines govern the use of computers and the Internet at school. **Student**

I. Expectations in the Use of the Internet

A. Acceptable Use

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to gain access to information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for appropriate educational purposes.

B. Unacceptable Use

1. Students shall not use school computers to gain access to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use e-mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers for any unauthorized or unlawful purpose or in violation of any school policy or directive.
4. Students shall not use school computers to participate in online auctions, online gaming, or mp3/mp4 sharing systems.
5. Students shall not disclose personal information, such as their names, schools, addresses, or telephone numbers outside the school network.
6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.
7. Students shall not publish Web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator.
8. Students shall not erase, rename, or make unusable anyone else's computer files, programs, or disks.

9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover another user's password.
10. Students shall not copy, change, or transfer any software or documentation provided by the school district, teachers, or another student without permission from the system administrator.
11. Students shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, or Trojan Horse.
12. Students shall not configure or troubleshoot computers, networks, printers, or other associated equipment except as directed by a teacher or the system administrator.
13. Students shall not take home technology equipment (hardware or software) without the permission of the system administrator.
14. Students shall not forge electronic mail messages or Web pages.

II. Enforcement

A. Methods of Enforcement

1. The district monitors all Internet communications, Internet usage, and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, any electronic files on the system are subject to search and inspection at any time.
2. The school district uses a technology protection measure that blocks access to some Internet sites that are not in accordance with the policy of the school district. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum-related pages.
3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.
4. The school district's staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

B. Consequences for Violation of this Policy

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:
 - a. Loss of computer privileges;
 - b. Short-term suspension;
 - c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and

d. Other discipline as school administration and the school board deem appropriate.

2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

III. **Children's Online Privacy Protection Act (COPPA)**

A. The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.

B. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

MULTICULTURAL POLICY - 6020

The school district will provide programs, which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various groups and will emphasize the rich diversity of the population of the United States.

The programs shall be implemented within the guidelines of the State Department of Education and in accordance with and in accordance with any other applicable laws and/or regulations.

Nondiscrimination (USDA Nondiscrimination)- 3053

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964, as amended — prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin

Title IX of the Education Amendments of 1972 – prohibits discrimination on the basis of gender

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963, as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska — prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act — prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Opioid Overdose Prevention and Response - 3051

The district will maintain an opioid antagonist in its schools, specifically naloxone, otherwise known by its brand name Narcan. Pursuant to Nebraska law and the Naloxone Standing Order issued by the Nebraska DHHS, Division of Public Health, the board will permit school nurses, trained school staff, or other individuals qualified by law to administer naloxone to any person at school or a school event displaying symptoms of an opioid overdose.

This policy shall not create a duty on the part of the school district and/or its personnel to administer naloxone. School representatives will not administer naloxone under the following circumstances:

- a. Naloxone is not available during the overdose emergency;
- b. There is no individual available who is qualified to administer naloxone; or
- c. School representatives are uncertain as to whether an opioid overdose is occurring.

Nothing in this policy is intended to regulate, restrict or otherwise deter a law enforcement officer, emergency medical technician, volunteer fire fighter, licensed medical professional or other authorized individual from administering his/her own supply of naloxone when responding in good faith to a suspected drug overdose occurring on school district property or at a school-sponsored event.

Procurement and Storage. The superintendent, in consultation with the school's nursing staff, will make the necessary arrangements to obtain naloxone. The naloxone will be stored unlocked in the nurses' office(s). The superintendent, in consultation with the school's nursing staff, will reorder naloxone. Naloxone that is nearing its expiration date will be replaced. The school nurse shall maintain a log of naloxone supplies consistent with the district's practices for logging other medications.

Training. Licensed health care professionals and school resource officers employed on the high school and middle school levels shall all complete an approved naloxone training prior to carrying and/or administering naloxone. Other school staff members may be trained as determined by the administration. Once trained, staff members shall review the DHHS standing order and applicable naloxone administration protocols as needed.

Recordkeeping and Reporting. Any individual who administers naloxone on behalf of the school district will promptly notify the building principal and superintendent of the facts and circumstances surrounding the drug overdose incident. The administration of naloxone to any student will be documented in his/her cumulative health record. The administration of naloxone to any staff member will be documented in his/her personnel file.

PARENTAL RIGHTS IN REGARD TO REVIEW OF DIRECTORY INFORMATION OF STUDENTS ATTENDING THE FORT CALHOUN COMMUNITY SCHOOLS - 5017

The school district shall disclose the following as routine directory information pertaining to any past, present or future student who is, has been, or will be regularly enrolled in the district.

- Name and grade
- Name of parent and/or guardian
- Address
- Telephone number, including the student's cell phone number
- E-mail address
- Date and place of birth
- Dates of attendance
- The image or likeness of students in pictures, videotape, film or other medium
- Major field of study
- Participation in activities and sports
- Degrees and awards received
- Social media usernames or handles
- Weight and height of members of athletic teams
- Most recent previous school attended
- Certain class work which may be published onto the Internet
- Classroom assignment and/or home room teacher
- Student ID number, user ID, or other unique personal identifier used by the student for purposes of accessing or communicating in electronic systems, but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a personal identification number (PIN), password, or other factor known or possessed only the authorized user.

Directory information does not include a student's social security number.

Upon request, the district will provide military recruiters and institutions of higher education with the names, addresses, and telephone numbers of high school students unless a student's parents have notified the district in writing that they do not want this information disclosed without their prior written consent. Military recruiters will be granted the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students.

Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, the district will notify parents and guardians each year of their rights under this policy and the Family Educational Rights and Privacy Act. Parents will be given an opportunity to prevent the release of this directory information by filing a written objection with the district.

When a student reaches 18 years of age, the permission or consent required of and the rights accorded to the parents or guardians of such student under this policy shall only be required of and accorded to such student. Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following such enrollment, each school district shall notify each student who is at least 18 years of age or who will reach 18 years of age during such school year of (1) the option to make a written request to the school district that routine directory information for such student not be released in response to a request made by a military recruiter without such student's written consent and (2) that any such request made previously by a parent or guardian for such student expires upon the student reaching 18 years of age.

Protection of Pupil Rights - 5015

The Board of Education respects the rights of parents and their children, and has adopted this policy in consultation with parents to comply with the federal Protection of Pupil Rights Amendment (PPRA).

1. Surveys
 - a. Surveys Created by a Third Party
 - i. This section applies to every survey:
 - (1) that is created by a person or entity other than a district staff member or student;
 - (2) regardless of whether the student answering the questions can be identified; and
 - (3) regardless of the subject matter of the questions
 - ii. Parents have the right to inspect any survey created by a third party before that survey is distributed to their student.
 - b. Surveys Requesting Particular Sensitive Information
 - i. Sensitive information shall include:
 - (1) Political affiliations or beliefs of the student or the student's parent(s);
 - (2) Mental or psychological problems of the student or the student's family;
 - (3) Sexual behavior or attitudes;
 - (4) Illegal, anti-social, self-incriminating, or demeaning behavior;
 - (5) Critical appraisals of other individuals with whom respondents have close family relationships;
 - (6) Legally recognized privileged or analogous relationships, such as those of lawyers; physicians, and ministers;
 - (7) Religious practices, affiliations, or beliefs of the student or student's parent(s); or
 - (8) Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), without prior written consent of the parent or eligible student.
 - ii. No student shall be required to submit to a survey, analysis, or evaluation that requests sensitive information.
 - iii. If a survey requesting sensitive information is funded, in whole or in part, by a

- program administered by the U.S. Department of Education, the school district must obtain the written consent of a student's parent(s) before the student participates in the survey.
 - iv. School officials and staff members shall not request, nor disclose, the identity of any student who completes any survey (created by any person or entity, including the district) containing any sensitive information.
 - v. Parents have the right to inspect any survey which requests sensitive information before that survey is distributed to their student.
 - c. Survey Inspection Requests
 - i. School officials shall inform parents of their right to inspect surveys requesting sensitive information before the surveys are distributed to any student.
 - ii. All survey inspection requests must be in writing to the building principal and delivered to the building principal prior to the date on which the survey is scheduled to be administered to the students.
 - iii. The principal shall respond to survey inspection requests without delay.
 - d. The district will also comply with any survey requirements found in the district's policy on Parent Involvement in Education Practices.
- 2. Invasive Physical Examinations
 - a. The term "invasive physical examination" means:
 - i. any medical examination that involves the exposure of private body parts; or
 - ii. any act during such examination that includes incision, insertion, or injection into the body; and
 - iii. does not include a hearing, vision, or scoliosis screening.
 - b. Parents may refuse to allow their student to participate in any non-emergency, invasive physical examination or screening that is:
 - i. required as a condition of attendance;
 - ii. administered by the school and scheduled by the school in advance; and
 - iii. not necessary to protect the immediate health and safety of the student, or of other students.
 - c. This policy does not apply to any physical examination or screening that:
 - i. is permitted or required by an applicable state law, including physical examinations or screenings that are permitted without parental notification;
 - ii. is administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. §1400 et seq.)
 - iii. is otherwise authorized by Board policy.
- 3. Collection of Personal Information from Students for Marketing
 - a. The term "personal information" means individually identifiable information including:
 - i. student's and parent(s)' first and last name;
 - ii. home or other physical address;
 - iii. telephone number; and/or
 - iv. social security number.
 - b. No school official or staff member shall administer or distribute to students a survey or other instrument for the purpose of collecting personal information for marketing or for selling that information.
 - c. This policy does not apply to the collection, disclosure or use of personal information for the exclusive purpose of providing educational services to students, such as the following:
 - i. post-secondary education recruitment;
 - ii. military recruitment;
 - iii. tests and assessments to provide cognitive, evaluative, diagnostic or achievement information about students; and/or

- iv. student recognition programs.
- 4. Inspection of Instructional Material
 - a. Definition
 - i. The term “instructional materials” means instructional content that is provided to a student regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet).
 - ii. The term does not include academic tests or academic assessments.
 - b. Parents may inspect, upon their request, any instructional material used as part of their child’s education curriculum.
 - c. Curriculum inspection requests must be made to the building principal in writing.
 - d. Building principals shall respond to inspection requests within a reasonable amount of time.
- 5. Notification of Rights and Procedures
 - a. The superintendent shall notify parents of:
 - i. this policy and its availability upon request from the office of the district;
 - ii. how to opt their child out of participation in activities as provided for in this policy;
 - iii. the approximate dates during the school year when a survey requesting personal information is scheduled or expected to be scheduled; and
 - iv. how to request access to any survey or other material described in this policy.
 - b. This notification shall be given to parents at least annually, at the beginning of the school year and within a reasonable period after any substantive change in this policy.

SCHOOL WELLNESS POLICY - 5052

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.

SEXUAL HARASSMENT POLICY - 5026

Students should be provided with an environment that is free from unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct constituting sexual harassment. The board of education unequivocally prohibits sexual harassment by its students against other students even when the affected student does not complain to the faculty or the administration.

Sexual harassment is a form of misconduct that wrongfully deprives students of their dignity and the opportunity to study and be in an environment free from unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and other such verbal or physical misconduct. Sexual harassment means:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when such conduct has the purpose or effect of unreasonably interfering with an individual's educational opportunities or creates an intimidating, hostile or offensive learning environment.

A student who feels he or she has been sexually harassed by another student should directly inform the offending student that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offending student, or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, principal, or counselor with whom she or he feels comfortable.

Regardless of the means selected for resolving the problem, the good-faith initiation of a complaint of sexual harassment will not cause any reflection on the complaining student, or affect his or her status as a student.

Any student who sexually harasses another student will be subject to discipline up to and including expulsion, depending on the severity of the misconduct. A decision to take disciplinary action

under this policy may be based on the statements of a complaining student, statements, observations of educators, or any other credible evidence.

This policy pertains to sexual harassment of students by other students. The sexual harassment of students by school district employees is governed by other board policy.

Student Cell Phone and Other Electronic Devices - 6025

Students may NOT use cellular phones or other electronic devices while at school during school hours.

Any student who is found to be in possession of any cellular phone, or other electronic device (AirPods, personally owned tablet, gaming device, etc.) during school hours is in violation of this policy and the student code of conduct.

Staff who discover students in possession of a cellular phone or electronic device while at school during the school day will immediately confiscate the device and turn it into the administration.

Students who repeatedly violate this policy may, at the discretion of the school's administration, be subject to additional discipline, up to and including expulsion.

Title IX -3057

Nondiscrimination. The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates including in admission and employment. Inquiries about Title IX may be referred to the school district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The school district's Title IX Coordinator may be contacted at Title IX Coordinator, 5876 County Road P43, Fort Calhoun, NE 68023, nwemhoff@ftcpioneers.org, (402)-468-5591. The school district's nondiscrimination policy and grievance procedures are included in this policy, or can be accessed at: fortcalhounschoools.org. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator.

Publication Notice. The school district will include the following notice on its website and in each handbook, catalog, announcement, bulletin, application form, and other places as required by law:

The school district prohibits sex discrimination in any education program or activity that it operates and individuals may report concerns or questions to the Title IX Coordinator. The school district's Title IX policy, notice, and other information may be accessed at the following link: fortcalhounschoools.org, "About", "Board of Education", "Policies", and scroll down to Policy 3057.

Retaliation Prohibited. Retaliation, including peer retaliation, is prohibited in the school district's education program or activity. If the school district has information about conduct that reasonably may constitute retaliation under Title IX, it may be required to treat it as an allegation of sex discrimination. Upon receiving a complaint alleging retaliation, the school district will initiate its grievance procedures or informal resolution process.

Definitions. As used in this policy, the following terms are defined as follows:

Complainant means an employee, a student, or a parent, guardian, or other individual with the legal right to act on behalf of a complainant who is alleged to have been subjected to conduct that could constitute sex discrimination, including sexbased harassment; or any other person who may have been subjected to sex discrimination when that person was participating or attempting to

participate in the school district's education program or activity.

Complaint means an oral or written request to the school district that objectively can be understood as a request for the school district to investigate and make a determination about alleged sex discrimination under Title IX.

Consent for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. School district officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.

Respondent means a person who is alleged to have violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that the school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

Sex-based harassment prohibited by this part is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that is:

Quid pro quo harassment. An employee, agent, or other person authorized by the school district to provide an aid, benefit, or service under the school district's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school district's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a factspecific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the school district's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the school district's education program or activity.

Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

- **Rape**—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her

- temporary or permanent mental or physical incapacity.
- **Sodomy**—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Sexual Assault With An Object**—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible—(Except Prostitution Offenses) Unlawful, nonforcible sexual intercourse.

- **Incest**—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- **Statutory Rape**—Non-Forcible sexual intercourse with a person who is under the statutory age of consent

Dating violence meaning violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length and type of relationship and the frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the school district, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Response to Sex-based Harassment.

All Employees. All school district employees must notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination, including sex-based harassment under Title IX.

Title IX Coordinator. The school district will designate and authorize at least one employee as the school district's "Title IX Coordinator," to coordinate the school district's efforts to comply with its responsibilities under Title IX and this policy. The superintendent or Title IX Coordinator is authorized to delegate specific duties to one or more designees.

For conduct that could constitute sex-based harassment, the Title IX Coordinator must take the following actions:

- Offer and coordinate supportive measures for the complainant and for the respondent;
- Notify the complainant or the individual who reported the conduct of the grievance procedures and, if appropriate, the informal resolution process.
- Take other appropriate steps to avoid the recurrence of sex discrimination and restore or maintain equal access to the school district's programs and activities.

Supportive Measures. The school district will provide supportive measures, as appropriate, in cases involving sex-based harassment. These measures may include but are not limited to: counseling; extending deadlines; increased supervision; nocontact directives; leaves of absence; changes in class, work, or activities, regardless of whether there is a comparable alternative; and training and education programs related to sex-based harassment. Supportive measures may be continued, modified, or discontinued at the conclusion of any grievance process. Supportive measures will not be disclosed to anyone other than the person to whom they apply and others, including school officials, who need to know the supportive measures to implement them.

Requests to Modify Supportive Measures. A complainant or respondent may request modification or reversal of the school district's decision to provide, deny, change, or terminate supportive measures applicable to them. Requests must be made to the Title IX Coordinator in writing, and an impartial individual will review the request.

Students with Disabilities. If the complainant or respondent is a student with a disability, the Title IX Coordinator will consult with one or more members of the student's IEP or Section 504 team to determine compliance with those laws while implementing supportive measures and all other requirements of this policy and Title IX.

Emergency Removal. The school district is authorized to remove a respondent from the school district's education program or activity on an emergency basis, provided that the school district undertakes an individualized safety and risk analysis; determines that an imminent and serious threat to the health or safety of a complainant or other persons arising from the allegations of sex discrimination justifies removal; and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave. The school district is authorized to place an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures.

Informal Resolution. The school district may offer an informal resolution process unless the complaint includes allegations that an employee engaged in sex-based harassment of a student or informal resolution would be contrary to law. Prior to initiating informal resolution, the parties will be provided with notice of the allegations. Participation in informal resolution is voluntary, and any informal resolution will include

consent from the complainant and respondent, the ability to withdraw from the process, and the right to resume the grievance process.

If an agreement is reached, it precludes the parties from initiating or resuming the grievance process. The informal resolution facilitator will not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Potential terms that may be included in an informal resolution agreement include but are not limited to restrictions on contact, restrictions on participation in programs or activities, and disciplinary sanctions.

If informal resolution is offered, the school district will maintain all evidence gathered, communications about the informal resolution process, and the agreement reached. This information will be disclosed to outside individuals only as permitted by law and if required to implement the requirements of the agreement or Title IX. If no agreement is reached, only relevant and permissible evidence received during the informal resolution process will be considered during the grievance process.

Grievance Procedures to Resolve Complaints of Sex Discrimination. Any person designated as Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against any party, generally or specifically. The decisionmaker may be the same person as the Title IX Coordinator or investigator.

Complaint. Complaints of sex-based harassment may only be made by a complainant; a parent, guardian, or other individual with the legal right to act on behalf of a complainant; or the Title IX Coordinator. Complaints of sex discrimination (excluding complaints of sex-based harassment) may be made by any person who was participating or attempting to participate in the school district's education program or activity at the time of the alleged sex discrimination.

Complaint by Coordinator. In the absence of a complaint made by any other individual, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination. The Title IX Coordinator must consider, at a minimum, the following factors:

- The complainant's request not to proceed with the initiation of a complaint;
- The complainant's reasonable safety concerns regarding the initiation of a complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the school district;
- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
- Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures. If the Title IX Coordinator initiates a complaint, they will notify the complainant prior to doing so and address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures.

Consolidation of Complaints. The school district may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references in this section to a party, complainant, or respondent include the plural, as applicable.

Basic Procedures. This grievance procedure is governed by the following basic requirements:

- A respondent is presumed not responsible for the alleged sex discrimination until a determination is made at the conclusion of the grievance procedure;
- The school district will treat the complainant and respondent equitably throughout the grievance process;
- The school district will take reasonable steps to protect the privacy of individuals participating in the grievance process in a manner that does not restrict the parties from obtaining and presenting evidence, speaking to witnesses, consulting with family members or advisors, or otherwise participating in the grievance process;
- The District will use the following timelines for each complaint, but the Title IX Coordinator or designee may extend them as needed:

Major Stage	Target Duration (calendar days)
Completion of the school district's decision whether to dismiss or investigate a complaint of sex discrimination	1-15
Investigation	1-30
Determination	1-30
Appeal	1-20

Notice of Allegations. Upon initiation of the grievance procedure, the school district will provide notice of the allegations to the parties whose identities are known. The notice will include a copy of this policy; the parties involved in the incident(s); the conduct alleged to constitute sex discrimination; and the date(s) and location(s) of the alleged incident(s), if available. Retaliation is prohibited.

If the school district decides to investigate additional allegations of sex discrimination that are not included in the initial notice, the school district will provide notice of the additional allegations to the parties.

Complaint Investigation. The burden is on the school district to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The individual investigating and deciding the complaint will:

- Provide an equal opportunity for the parties to present fact witnesses and relevant and permissible evidence;
- Objectively review all evidence gathered through the investigation and determine what evidence is relevant and permissible;
- Provide each party with an accurate description of the relevant and permissible evidence, and upon request, copies of this evidence;
- Provide the parties a reasonable opportunity to respond to the evidence;
- Use a process that enables the decisionmaker to question parties and witnesses to

- adequately assess a party's or witness's credibility, but credibility will not be based upon any individual's status as a complainant, respondent, or witness; and
- Take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. For purposes of this paragraph, disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Relevant and Permissible Evidence. The school district will consider relevant and permissible evidence. Relevant evidence is evidence related to the allegations of sex discrimination under investigation as part of the grievance procedure. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Generally relevant evidence is permissible, but does not include:

- Evidence that is protected under a privilege as recognized by Federal or State law;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional in connection with the provision of treatment to the party or witness unless the school district obtains that party's or witness's voluntary, written consent for use in this grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless that evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Determining Whether Sex Discrimination Occurred. The school district will:

- Use the preponderance of the evidence standard of proof, that it is more likely than not, to determine whether sex discrimination occurred;
- Use only relevant and permissible evidence to reach a determination;
- Notify the parties in writing of the determination whether sex discrimination occurred, including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- If there is a determination that sex discrimination occurred, coordinate and provide remedies to restore equal access, coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions, and require the Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;
- Not discipline a party, witness, or others participating in a school district's grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the school district's determination whether sex discrimination occurred.

Dismissal of a Complaint. A complaint of sex discrimination made through the grievance procedure may be dismissed for any of the following reasons:

- The school district is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the school district's education program or activity and is not employed by the school district;
- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the school district determines that without the complainant's withdrawn allegations, the remaining alleged conduct would not constitute sex discrimination even if proven;
- The school district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint under this paragraph, the school district must make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the school district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

The school district will notify the complainant that a dismissal may be appealed and provide the complainant with an opportunity to appeal the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent that the dismissal may be appealed on the bases set out in this policy. Upon the dismissal of a complaint, at a minimum, the school district will:

- Offer supportive measures to the complainant, and offer supportive measures to the respondent if the respondent has been notified of the complaint;
- Require its Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the school district's education program or activity.

Appeal. The school district will provide the parties the opportunity to appeal the decisionmaker's written determination or a dismissal of a complaint, on the grounds identified below. The school district will implement appeal procedures equally for the parties, including a reasonable and equal opportunity to make a statement in support of or challenging the outcome being appealed. Appeals under Title IX, like other comparable proceedings, will be handled consistent with the school district's general complaint policy.

Time for Appeal. Appeals may only be initiated by submitting a written Notice of Appeal to the superintendent within three (3) calendar days of the party's receipt of (1) the written determination of whether sex discrimination occurred from which the appeal is taken, or (2) the written dismissal of the complaint from which the appeal is taken.

Notice of Appeal Filed By Party. The Notice of Appeal must include (a) the name of the party or parties appealing, (b) the determination, dismissal, or portion thereof being appealed, and (c) a

concise statement of the specific grounds (from the following subsection) upon which the appeal is based. A party's failure to timely submit a Notice of Appeal will be deemed a waiver of the party's right to appeal under this policy and Title IX.

Appeals of Dismissals. If a dismissal is appealed, the school district will provide notice of the allegations to the complainant and respondent if not provided previously. Appeal Decision. The decisionmaker for the appeal will be an individual who did not take part in the investigation, determination, and/or decision to dismiss the complaint. The appeal decisionmaker will notify the parties of the result of the appeal and the rationale for the result. Disciplinary Sanctions and Remedies. If it is determined that sex-based harassment occurred, the school district may impose disciplinary sanctions that may include suspension, expulsion, mandatory reassignment, adverse employment action up to and including termination, or any other actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include counseling of students, parent conferences, referral to restorative justice practices or services, 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.

Superintendent Authorized to Contract. The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the school district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

Recordkeeping. The school district will maintain the following documents for a period of at least seven years:

- For each complaint of sex discrimination, records documenting the informal resolution process or grievance procedures and the outcome.
- Records documenting the actions the school district took to meet its obligations under Title IX for any allegation of sex discrimination.
- All materials used to provide training as required by this policy. The school district will make these training materials available upon request for inspection by members of the public.