

UNITY SCHOOL DISTRICT BOARD OF EDUCATION

Regular Meeting

Agenda

Tuesday, February 13, 2024 6:00 PM

Unity School Board Room, 1908 150th St., Balsam Lake, WI 54810

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation, for items germane to the agenda, during the meeting as indicated on the agenda.

Patricia C. Kastens, Clerk

1. **6:00 PM** Call to Order/Notice of Meeting/Roll Call
2. Approval of the Agenda
3. Consideration to Suspend Regular Session and Convene Closed Session for the Purpose of WI § 19.85 (1)(c) in considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
 - a. Roll Call
 - b. Approval of Closed Minutes, November 14, 2023 - Regular Board Meeting
 - c. Approval of Closed Minutes, January 11, 2024 - Special Board Meeting
 - d. Personnel §19.85(1)(c)
 - 1) Superintendent Mid-Year Evaluation
 - e. Adjourn Closed Session
 - f. Convene Regular Session
4. Board of Education Member Update
5. **Information**
 - a. Submitted Reports
 - 1) Administrative Reports
 - a. Elementary Principal Report - *Dr. William DeWitt* 3
 - b. Middle School Principal Report - *Mr. Shaun Fisher* 4
 - c. High School Principal Report - *Mr. Nicholas Been* 5
 - d. Special Education Director Report - *Ms. Elizabeth Jorgensen* 6
 - e. Finance Director Report - *Ms. Kara Holden*
 - b. District Administrator's Report - *Mr. Zachary Fugate* 7
6. **Consent Agenda**
 - a. Approval of Board of Education Meeting Minutes, January 9, 2024 - Regular Board Meeting 15
 - b. Approval of Board of Education Meeting Minutes, February 5, 2024 - Budget and Finance Committee Meeting 17
 - c. Approval of Elementary/Middle School/High School Activity Accounts 18
 - d. Approval of Vouchers 19
 - e. Acceptance of Bank Balances - *Ms. Kara Holden* 25
 - f. Personnel
 - 1) Consideration and Approval of Various Hires, Retirements, and Resignations, including but not limited to:
 - a. Resignation, Megan Carlson - High School Language Arts Teacher
 - b. Resignation, Cory Nelson - Head High School Football Coach
 - c. Spring Season Extra Duty Contracts
7. **Action Agenda**
 - a. Consideration and Approval of LEAP Handbook Updates - *Ms. Amanda Warner*
 - b. Consideration and Approval for a New Employee Health Insurance Benefits Broker - *Ms. Kara Holden*
 - c. Consideration and Approval of the 2024-2025 District Calendar - *Mr. Zachary Fugate*
 - d. Consideration and Approval of the following Administrative Rules and Board Policies: - *Mr. Zachary Fugate* 26
 - Board Policy 113 - Nondiscrimination in District Programs, Activities, and Operations

- Board Policy 341.61 - Four-Year-Old Kindergarten
 - Board Policy 343.7 - Parent and Guardian Requests, Four-Year-Old Kindergarten - Kindergarten
8. Adjourn



Where Little Learners Expect Great Things!



UNITY ELEMENTARY EARLY LEARNING DAYS

WEDNESDAY, MARCH 13 AND THURSDAY, MARCH 14
TIME: 3:30PM-7:00PM
LOCATION: UNITY ELEMENTARY SCHOOL
FREE DINNER!

SIGN UP!



Call For Registration
715-825-3515 X3500

Visit Our Website
unity.k12.wi.us

Spread the Word!

Unity Elementary hosts 'Early Learning Days' annually, and the event is coming up soon! This year, on March 13th and 14th we have planned an evening of friends, food, and fun as the newest class of learners learns about Unity. Registration for next year, orientation, parent information and presentations, tours, and resources for our young students will be offered. We also are providing screenings for 4K, and students that may want to access our Early Childhood Special Education services.

Learning Increasing

Unity Elementary teachers recently finished analysis of student growth and achievement in mathematics

and reading. They applied the results to our Educator Effectiveness (EE) goals, and also created additional plans for how to challenge students, and help students still needing a little more assistance. The results are encouraging and it shows an increase in learning across the board.

Thank You

We would like to extend a heartfelt 'Thank You' this month to our special services team at the Elementary School. Mr. Brown School Counselor, Mrs. Chell Reading Specialist, Kate DeLessio and Lori Nevin our Reading Corps Tutors, all of our Special Education staff who work with Mrs. Jorgensen - Mrs. Anderson, Ms. Peterson, Mrs. Mattson, Ms. Juliot, and Mrs. Crawford, ovr OT and PT contracted crew, Bianca, Molli

and BethAnn, and our new virtual Speech Services and Psychology services. Their support is instrumental in helping all students achieve success!

Don't Forget!

P/T Conf - Mon Feb. 12 with...
'Flipped Book Fair' !

K Q&U Stuck like glue-FR/ Feb 16

Read Across America Week -
Mon Feb 26 - Fri Mar 1

Dads Make a Difference

So much research supports increased student achievement and development when Dads are involved with their kids. Unity's kids enjoyed feeling this support as they saw their Dads turn out in big numbers to support their recent Dads and Donuts event.





Middle School Board Report

February 2024

Annual Spelling Bee

16 middle school students in grades 5 through 8 participated in the annual spelling bee. All students go through five rounds of written words and then proceed to do three rounds of verbal. This year's overall winner was eighth grade student, Evelyn Fugate! This is Evelyn's third trip to the Regional Spelling Bee. The Regional Spelling Bee will be held at CESA 11 in Turtle Lake on Thursday, February 8th.



Grade Level Finalists

L to R

8th Grade: Evelyn F
7th Grade: Gabe M
6th Grade: Brooke J
5th Grade: Chloe W



Evelyn Fugate
Unity Middle School
Spelling Bee
Champion



Gabe Magnuson
Unity Middle School
Spelling Bee
Runner-Up

Winter Reward Trip

Students that qualified both academically and behaviorally were able to participate in the Winter Reward Trip on Friday, February 2nd. Students were able to choose from going to Trollhaugen, Skate City or staying at school for movies and swimming!

Several students ventured out and enjoyed the unseasonably warm weather by hitting the slopes at Trollhaugen! There were many first time skiers and snowboarders!



Many students chose to go to Skate City in Rice Lake. Students were able to skate, play games and win tickets at the arcade!



5TH GRADE READING BUDDIES

The 5th grade students have recently had the opportunity to read to a Busy Bug "buddy". The students are paired with a young friend and read a short story to them.



STUDENTS OF THE WEEK

	5TH	6TH	7TH	8TH	E TEAM
Jan. 12					
Jan. 26					

ROWAN FISK
SOREN HAROLDSON
YASMIN RAMIREZ
BOE CARLSON
VIVIAN CARLSON

JAVIER TALMADGE
KINLEY FILIP
SAMMI DAVENPORT
ABIGAIL DEWITT
LYZEL EICHMAN

Unity High School

Principal's Report - February 2024



Current Events: *Success*

- FAFSA Event - over 30 parents attended
- CDL Course - 7 dedicated young men
- School Counselor Week - recognizing their critical roles
- FBLA Regionals: 13 going to state! 5th highest in region
- National FFA Week - fun, celebrate, informative
- Mental Health Screening / Support
- Volleyball GPA Honor
 - Academic All-State for 2023 Varsity
- Sports Highlights
 - Powerlifting - state qualifiers, records
 - WIAA Tournament soon; Conference Champs
 - Wrestling, Basketball, Hockey

Fun to Share!

Snowball Week

Dress up days, games during HOM, hallway decorating, club & winter sports recognitions, Snow Day activities and a dance.

Skills USA Week

Students showcased skills in Welding, Woodworking and Cosmetology competitions during HOM and lunch.

Students of the Week in January



Looking Ahead: *Nice to Know*

“Grease Day” / Talent Show

SkillsUSA Regionals

No Donkey Basketball this year...next year instead

February = CTE Month = Women's Shelter Project



FEBRUARY 2024

SPECIAL EDUCATION BOARD REPORT

UNITY SCHOOL DISTRICT

Mid-Year

Planning!



NEARLY 60 TEACHERS, INCLUDING MOST SPECIAL EDUCATION STAFF, ATTENDED AN OPTIONAL AFTER-SCHOOL WORK SESSION ON WEDNESDAY, JANUARY 31, TO WORK ON MID-YEAR EDUCATOR EFFECTIVENESS REQUIREMENTS. STAFF REVIEWED STUDENT DATA, LEARNING OBJECTIVES, AND PROFESSIONAL PRACTICE GOALS. THEY COLLECTED PERTINENT ARTIFACTS AND NETWORKED WITH OTHER TEACHERS THROUGHOUT THE DISTRICT. ADMINISTRATORS WERE AVAILABLE TO ASSIST TEACHERS.

FASTBRIDGE - NEW PROGRESS MONITORING TOOL



Students at the middle level and special education students receiving interventions will soon be able to use Fastbridge Progress monitoring. FastBridge is a web-based progress monitoring tool that helps educators track students' academic progress and identify areas where they may need additional support. It allows teachers to administer quick assessments in reading, math, and social-emotional learning to monitor student progress throughout the school year. This new assessment is much quicker than the ones used previously. By regularly collecting data and analyzing results, teachers can make informed decisions about adjusting instruction and providing targeted interventions to help students succeed. FastBridge progress monitoring is a valuable tool that can help educators support student learning and achievement. The program also provides teachers with possible interventions to utilize with students. Teachers will be trained on how to administer the new tool on the upcoming February Inservice Day.

UNITY SCHOOL DISTRICT



On Saturday, February 3rd, Unity High School's FBLA Chapter competed at the Regional Competition in Chippewa Falls. Twenty-two high school students competed in numerous categories ranging from presenting potential business plans to taking finance and business mathematics exams. Overall, it was an outstanding showing and the Unity Chapter was a top 5 finisher!



Unity School District strives to offer unique opportunities for students, staff, and community members to engage in wellness activities that promote healthy living styles! These elementary students are doing a wonderful job demonstrating the fun exercise of rock climbing!



22

Student Competitors

11

State Qualifiers

1

Outstanding FBLA Chapter

ON WEDNESDAY, JANUARY 17TH, UNITY SCHOOL BOARD MEMBERS AND ADMINISTRATION SHARED IN THE EXCITING MOMENT WHEN MR. BRIAN COLLINS WAS RECOGNIZED BY THE STATE SUPERINTENDENT AS THE WISCONSIN NATIONAL TEACHER OF THE YEAR DURING THE WISCONSIN EDUCATION CONFERENCE IN MILWAUKEE!





**THANK YOU,
SCHOOL COUNSELORS,
FOR HELPING ALL STUDENTS SUCCEED**

HONORING UNITY COUNSELING STAFF MEMBERS

- Combined 38 years of counseling support at Unity
- Supportive Practices
- Focus on Mental Health and Wellness
- Provide Students and Families with Quality Resources
- Academic Support and Post-Secondary Planning
- Student-centered Scheduling
- Innovative Student and Family Support Services in Partnership with County and Community Services

Unity School District is excited to highlight Ms. Sam Rivers. Ms. Rivers has been a part of Unity School District for 19 years. While the majority of her time here at Unity has been spent serving as the Title VI Native American Coordinator, Ms. Rivers has also taught Cultural Studies, Social Studies, Choir, and AP Psychology. One item Ms. Rivers is most excited about is the curricular introduction of the Birchbark House series by Ojibwe author, Louise Erdrich. Ms. Rivers is a passionate educator committed to supporting the unique needs of all students, while also promoting awareness and understanding of Ojibwe and other Indigenous cultures.



UNITY COMMUNITY EDUCATION AQUA FITNESS

Mondays: February 5, 12, 19, and 26

Time: 5:00PM-5:45PM

Location: Unity Aquatic Center



**ENROLL
NOW**



Call For Registration
715-825-3515 X5010



Visit Our Website
unity.k12.wi.us

SCHOOL CLOSING INFORMATION

Infinite Campus serves as our primary communication tool for Unity staff and families. Unity parents and guardians are encouraged to make sure Infinite Campus is updated with phone numbers and emails, as well as selecting their preferred type of contact. School closure announcements will fall under the “Emergency” header.

Messenger Preferences Contact Reasons

Delivery Device	Behavior				Food			
	Emergency	Attendance	Messenger	Staff	General	Service	Priority	Teacher
Email	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Email	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Text	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional places to find school closing information:

Unity School District Website, www.unity.k12.wi.us

WCCO Channel 4, www.wcco.com

KSTP Channel 5, www.kstp.com

KMSP Channel 9, www.myfox9.com

KARE Channel 11, www.kare11.com



**NEW THIS YEAR
FREE SUPPER!**



UNITY SCHOOL DISTRICT'S **EARLY LEARNING DAYS 2024**

MARCH 13TH & 14TH FROM 3:30-7:00PM

**FOR AREA FAMILIES WITH CHILDREN WHO
WILL BE 4 YRS OLD AS OF SEPT. 1ST 2024**

**PRE-K REGISTRATION AND OPEN ENROLLMENT
AVAILABLE FOR THE 24-25 SCHOOL YEAR!**

.....
**SIGN UP AT WWW.UNITY.K12.WI.US FOR AN EXCITING EVENING
WITH YOUR CHILD TO GET READY FOR 4K!**
.....

**DISTRICT 3 YR OLD EARLY CHILDHOOD PROGRAM SCREENING
APPOINTMENTS AVAILABLE DURING THE DAY**

FOR MORE INFORMATION PLEASE CALL THE ELEMENTARY
OFFICE AT: **(715) 825-2101 EXT. 3500**



**EARLY
LEARNING
DAYS
REGISTRATION**

**BIRTH - 3
SIGN UP**



**REGISTER ON-SITE!
APPLY FOR
OPEN ENROLLMENT
SAME DAY!**



.....
SPECIAL EDUCATION SERVICES FOR BIRTH TO 3 YEAR OLDS TOO! CALL TO SET UP **FREE SCREENINGS:
SPEECH THERAPY, OCCUPATIONAL THERAPY, PHYSICAL THERAPY AND MORE!**



2023 - 2024 UNITY SCHOOL DISTRICT GOALS

- 1. PREPARE STUDENTS FOR THEIR FUTURE BY INCREASING CAREER READINESS THROUGH THE EXPANSION OF YOUTH APPRENTICESHIP, ADVANCED PLACEMENT, EARLY COLLEGE CREDIT PROGRAM, START COLLEGE NOW, AND NEW PROGRAMS.**
- 2. IMPROVE READING ACHIEVEMENT AND LITERACY THROUGH IMPLEMENTATION OF A RIGOROUS CURRICULUM WITH FLEXIBLE AND PERSONALIZED LEARNING OPPORTUNITIES FOR STUDENTS.**
- 3. CONTINUE TO IMPLEMENT SUPPORTIVE MENTAL HEALTH PROGRAMMING FOR STUDENTS.**
- 4. PROMOTE LEADERSHIP DEVELOPMENT AND CHARACTER-BUILDING OPPORTUNITIES FOR ALL STUDENTS.**

UNITY IS

HIRING

CERTIFIED STAFF OPEN POSITIONS

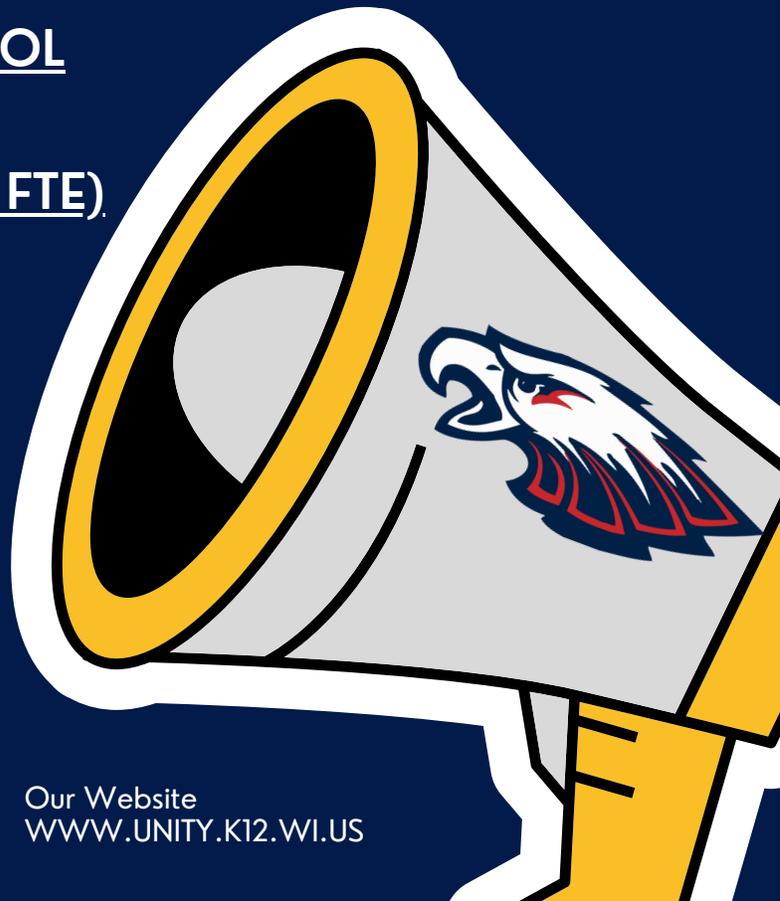
- SPEECH-LANGUAGE PATHOLOGIST (1.0 FTE)
- HIGH SCHOOL/MIDDLE SCHOOL CHOIR DIRECTOR (1.0 FTE)
- SCHOOL PSYCHOLOGIST (1.0 FTE)

Don't miss the opportunity to join our team and gain experience and benefits by working with great leadership!

Apply Now!



JOIN OUR TEAM



UNITY IS

HIRING

SUPPORT STAFF OPEN POSITIONS

- PART TIME KITCHEN STAFF
- LEAP CHILD CARE ASSISTANT
TEACHER
- LEAP CHILD CARE LEAD TEACHER
- PART TIME EDUCATIONAL
ASSISTANTS

Get the opportunity to join our team and gain experience and benefits by working with a great leadership team!

Apply Now!



JOIN OUR TEAM



CALENDAR OF EVENTS

DATE	MEETING	PLACE	TIME
Tuesday, February 13	Board Meeting	Board Room	6:00 PM
Wednesday, February 14	Kindergarten Valentine Concert	Performing Arts Center	1:00 PM - 2:00 PM
Saturday, February 24	UHS Drama Club Presents "Grease"	Performing Arts Center	7:00 PM
Sunday, February 25	UHS Drama Club Presents "Grease"	Performing Arts Center	2:00 PM
Thursday, February 29	UHS Drama Club Presents "Grease"	Performing Arts Center	7:00 PM
Friday, March 1	End of Trimester		
Sunday, March 3	UHS Drama Club Presents "Grease"	Performing Arts Center	2:00 PM
Thursday, March 7	Band-O-Rama (MS & HS Bands)	Performing Arts Center	7:00 PM
Wednesday, March 14- Thursday, March 15	Early Learning Days	Elementary	
Thursday, March 14	2nd Grade Musical	Performing Arts Center	1:00 PM
Monday, March 18 - Friday, March 22	Spring Break - No School		
Friday, March 29	Holiday Break - No School		

Minutes of Regular Meeting

January 9, 2024

The Board of Education

Unity School District

A Regular Meeting of the Board of Education of Unity School District was held Tuesday, January 9, 2024 beginning at 6:00 PM in the Unity School District Board Room.

1. **6:00 PM** Call to Order/Notice of Meeting/Roll Call
 - Members Present:** Debbie Ince-Peterson, Ryan Peterson, Pat Kastens, Victoria Studtmann, Andrea Jerrick, Jeromy Cox
 - Admin. Team Present:** Supt. Zachary Fugate
 - Members Absent:**
2. Approval of the Agenda
 - Motion by Ryan Peterson to approve the agenda.
 - Second by Pat Kastens.
 - Motion carries by unanimous voice vote.
3. Residents' Requests to Speak/Address the Board (Max. of 3 min. Items must be germane to the agenda. Any written comment must be submitted by email to zfugate@unity.k12.wi.us by NOON on Tuesday, January 9, 2024. Such comments will be provided to the Board of Education for consideration and review.) (Board Policy 187 - Public Participation at Board Meetings)
 - No comments were received.
4. Board of Education Member Update
5. **Information**
 - a. Proposed WASB Resolutions
 - b. Submitted Reports
 - 1) Curriculum Reports
 - a. Fine Arts Board Report
 - 2) Administrative Reports
 - a. Elementary Principal Report - *Dr. William DeWitt*
 - b. Middle School Principal Report - *Mr. Shaun Fisher*
 1. Science Olympiad Presentation
 - c. High School Principal Report - *Mr. Nicolas Been*
 - d. Special Education Director Report - *Ms. Elizabeth Jorgensen*
 - e. Finance Director Report - *Ms. Kara Holden*
 - c. District Administrator's Report - *Mr. Zachary Fugate*
 6. **Consent Agenda**
 - a. Approval of Board of Education Meeting Minutes, December 12, 2023 - Regular Board Meeting
 - Motion to approve of Board of Education Meeting Minutes, December 12, 2023 by Victoria Studtmann.
 - Second by Ryan Peterson.
 - Motion carries by unanimous voice vote.
 - b. Approval of Elementary/Middle School/High School Activity Accounts.
 - Motion to approve the December 2023 Activity Accounts by Pat Kastens.
 - Second by Michael Haroldson.
 - Motion carries by unanimous voice vote.
 - c. Approval of Vouchers
 - Motion to approve the December 2023 Vouchers by Ryan Peterson.
 - Second by Pat Kastens.
 - Motion carries by unanimous voice vote.

- d. Acceptance of Bank Balances
 Motion to accept the December 2023 Bank Balances by Ryan Peterson.
 Second by Michael Haroldson.
 Motion carries by unanimous voice vote.
- e. Personnel
 - 1) Consideration and Approval of Various Hires, Retirements, and Resignations, including but not limited to:
 - a. Nicholas Freer, New Hire - Middle School Wrestling Coach
 Motion to approve the hire of Nicholas Freer, Middle School Wrestling Coach, by Ryan Peterson.
 Second by Jeromy Cox.
 Motion carries by unanimous voice vote.

7. **Action Agenda**

- a. Consideration and Approval of the 2022-2023 Audit Results - *Dan Carlson and Sarah Kobs (CliftonLarsonAllen)*
 Motion by Jeromy Cox to Approve the 2022-2023 Audit Results as presented
 Second by Ryan Peterson.
 Motion carries by unanimous voice vote.
- b. Federal Grant Required Consideration and Approval of the Unity COVID Return to School Plan - *Mr. Zachary Fugate*
 Motion by Ryan Peterson to Reauthorize and Approve the Unity COVID Return to School Plan, with permission for Administration to make changes as needed.
 Second by Michael Haroldson.
 Motion carries by unanimous voice vote.
- c. Consideration and Approval of the 2024-2025 Educational Options - *Mr. Zachary Fugate*
 Motion to Approve the 2024-2025 Educational Options by Pat Kastens.
 Second by Ryan Peterson.
 Motion carries by unanimous voice vote.
- d. Consideration and Approval of Open Enrollment Space Availability for the 2024-2025 School Year - *Ms. Elizabeth Jorgensen*
 Motion to approve the Open Enrollment Space Availability for the 2024-2025 School Year as presented by Victoria Studtmann.
 Second by Ryan Peterson.
 Motion carries by unanimous voice vote.
- e. Consideration and Approval of the 2024-2025 Unity High School Course Catalog - *Mr. Nicolas Been*
 Motion to Approve the 2024-2025 Unity High School Course Catalog by Victoria Studtmann, with the ability to make changes as needed.
 Second by Michael Haroldson.
 Motion carries by unanimous voice vote.
- f. Consideration and Approval of the following Administrative Rules and Board Policies: - *Mr. Zachary Fugate*
 - 1) Annual Review and Approval of Board Policy 341.8 - Native American Policies and Procedures and 2024 IPP (Indian Policies and Procedures) for the Unity School District
 Motion by Victoria Studtmann to Approve the Board Policy 341.8 – Native American Policies and Procedures and 2024 with changes as requested.
 Second by Ryan Peterson.
 Motion carries by unanimous voice vote.

8. Adjourn

- Motion to adjourn by Victoria Studtmann.
 Second by Pat Kastens.
 Motion carries by unanimous voice vote by 7:23 p.m.

Minutes of Budget and Finance Committee Meeting

February 5, 2024

The Board of Education

Unity School District

A Budget and Finance Committee Meeting of the Board of Education of Unity School District was held Monday, February 5, 2024 beginning at 2:00 PM in the Unity School District Board Room.

1. **2:00 PM** Call to Order/Notice of Meeting/Roll Call
Members Present: Debbie Ince-Peterson, Victoria Studtmann
Admin. Team Present: Supt. Zachary Fugate, Finance Director-Kara Holden
Motion by Debbie Ince-Peterson to call meeting to order.
Second by Victoria Studtmann.
Motion carries by unanimous voice vote.
2. Interviews with Employee Benefit Insurance Brokers
3. Consideration and Possible Recommendation of Employee Benefit Insurance Broker Proposals
Committee will bring a recommendation to the full Board at the February Regular Board Meeting.
4. Adjourn
Motion to adjourn by Victoria Studtmann.
Second by Debbie Ince-Peterson.
Motion carries by unanimous voice vote by 6:22 p.m.

UNITY SCHOOL DISTRICT

ACTIVITY ACCOUNT SUMMARY AS OF JANUARY 31, 2024

HIGH SCHOOL				
ACCOUNT	BEG BALANCE	INCOME	EXPENSES	END BALANCE
164400-General Account	\$11,613.69	\$329.89	\$120.70	\$11,822.88
164401-Basketball - Boys	\$3,889.81		\$1,886.50	\$2,003.31
164402-Baseball - HS	\$3,783.09			\$3,783.09
164403-FFA	\$14,183.92	\$40.00	\$2,777.00	\$11,446.92
164404-FBLA	\$2,603.32	\$302.25	\$802.00	\$2,103.57
164405-Skills USA	\$3,290.65	\$75.00	\$13.00	\$3,352.65
164406-Athletics	\$556.54			\$556.54
164407-Football	\$3,633.16			\$3,633.16
164408-Volleyball	\$1,957.99			\$1,957.99
164410-Softball	\$2,088.52			\$2,088.52
164411-Soccer Club	\$0.00			\$0.00
164413-Migizi Club	\$641.97			\$641.97
164414-Music Club	\$5,776.51			\$5,776.51
164415-Natnl Honor Society	\$658.65			\$658.65
164416-Student Council	\$1,200.74			\$1,200.74
164417-Theatre Arts	\$4.83			\$4.83
164418-Library	\$1,827.64			\$1,827.64
16419-Farm2School	\$758.00			\$758.00
164420-Tennis	\$2,411.28			\$2,411.28
164422 - Science Olympiad	\$465.24	\$2,774.50	\$465.24	\$2,774.50
164423 - Class of 2023	\$0.00			\$0.00
164424 - Class of 2024	\$1,980.00			\$1,980.00
164425 - Class of 2025	\$1,468.20			\$1,468.20
164426 - Class of 2026	\$0.00			\$0.00
Class of 2027	\$0.00			\$0.00
TOTALS	\$64,793.75	\$3,521.64	\$6,064.44	\$62,250.95
	\$0.00			
MIDDLE SCHOOL				
ACCOUNT	BEG BALANCE	INCOME	EXPENSES	END BALANCE
General	\$8,084.61	\$2,330.10	\$53.71	\$10,361.00
Student Council	\$2,952.01		\$9.75	\$2,942.26
Drama	\$551.17			\$551.17
Sopko	\$424.43			\$424.43
PE Program	\$623.50			\$623.50
MS Athletics	\$537.52			\$537.52
Girls Traveling Bball	\$6,725.51	\$1,678.00	\$884.28	\$7,519.23
Wrestling	\$1,069.56			\$1,069.56
TOTALS	\$20,968.31	\$4,008.10	\$947.74	\$24,028.67
ELEMENTARY SCHOOL				
ACCOUNT	BEG BALANCE	INCOME	EXPENSE	END BALANCE
General	\$5,778.73	\$38.80		\$5,817.53
Yearbook	\$2,094.78			\$2,094.78
TOTALS	\$7,873.51	\$38.80	\$0.00	\$7,912.31

CHECK #	VENDOR	CHECK DATE	AMOUNT
19650	CREDIT SERVICE INTERNATIONAL CORP	1/22/24	\$ (376.85)
19660	CASH	1/4/24	\$ 100.00
19665	KIRKWOOD COMMUNITY COLLEGE	1/5/24	\$ 500.00
19667	ALLEVA, WILLIAM	1/5/24	\$ 660.00
19668	BALSAM LAKE ACE HARDWARE	1/5/24	\$ 700.15
19669	BERNDT, TROY	1/5/24	\$ 210.00
19670	CESA #11	1/5/24	\$ 1,954.00
19671	COSTCO	1/5/24	\$ 240.00
19672	CVTC	1/5/24	\$ 947.58
19673	CWS SECURITY WATCH	1/5/24	\$ 504.66
19674	DELTA DENTAL	1/5/24	\$ 10,987.80
19675	ECKARDT, CASEY	1/5/24	\$ 210.00
19676	EDUCATIONAL - ADVANTAGE	1/5/24	\$ 488.75
19677	EDUCERE	1/5/24	\$ 798.00
19678	FAMILY FRIENDLY WORKPLACES, INC.	1/5/24	\$ 500.00
19679	JOHNSON, DALE	1/5/24	\$ 210.00
19680	KEY BENEFITS CONCEPTS, LLC	1/5/24	\$ 4,745.13
19681	KITTEL, MAX	1/5/24	\$ 210.00
19682	KLEIN, DON	1/5/24	\$ 210.00
19683	KLIMEK, JOSH	1/5/24	\$ 210.00
19684	LAKELAND COMMUNICATIONS	1/5/24	\$ 2,275.69
19685	MEDFORD AREA SENIOR HIGH	1/5/24	\$ 300.00
19686	MEDICA	1/5/24	\$ 404.00
19687	NFCA	1/5/24	\$ 447.00
19688	NORTHWOOD TECH COLLEGE, NR	1/5/24	\$ 750.00
19689	OGILVIE HIGH SCHOOL	1/5/24	\$ 300.00
19690	POLK COUNTY CLERK	1/5/24	\$ 59.23
19691	POLK BURNETT ELECTRIC COOP.	1/5/24	\$ 5,847.14
19692	PROFESSIONAL SPEECH THERAPISTS, LLC	1/5/24	\$ 9,000.00
19693	RUCK, JACOB	1/5/24	\$ 640.00
19694	SAFE-WAY WISCONSIN, INC	1/5/24	\$ 77,627.26
19695	SAUVE, BRAD	1/5/24	\$ 210.00
19696	TAPPE, COLE	1/5/24	\$ 420.00
19697	UNIVERSITY OF WI RIVER FALLS	1/5/24	\$ 150.00
19698	UNIVERSITY OF WISCONSIN - SUPERIOR	1/5/24	\$ 631.62
19699	UNIVERSITY OF MN DULUTH	1/5/24	\$ 2,000.00
19700	USCVMA	1/5/24	\$ 79.00
19701	USCVMA	1/5/24	\$ 94.90
19702	UWS MUSIC DEPT	1/5/24	\$ 225.00
19703	VALLEY ATHLETICS	1/5/24	\$ 250.00
19704	VERIZON WIRELESS	1/5/24	\$ 437.06
19705	WASBO FOUNDATION	1/5/24	\$ 790.00

19706 CREDIT SERVICE INTERNATIONAL CORP	1/11/24	\$	262.60
19706 CREDIT SERVICE INTERNATIONAL CORP	1/22/24	\$	(262.60)
19707 UNITY FOOD SERVICE	1/11/24	\$	235.00
19708 ELECTRONIC FEDERAL TAX PAYMENT	1/5/24	\$	74,870.31
19709 WEA TAX SHELTERED ANNUITY TRUST	1/5/24	\$	4,635.51
19710 WISCONSIN DEPARTMENT OF REV	1/5/24	\$	12,285.03
19711 STANDARD INSURANCE COMPANY	1/11/24	\$	4,061.98
19712 ANDERSON, MADISON	1/12/24	\$	7.67
19713 APPLE INC	1/12/24	\$	1,293.80
19714 CAHILL STUDIOS	1/12/24	\$	4,255.00
19715 CESA #11	1/12/24	\$	1,463.00
19716 DEPARTMENT OF ADMINISTRATION	1/12/24	\$	1,500.00
19717 DON JOHNSON'S CUMBERLAND MOTORS LLC	1/12/24	\$	181.57
19718 E.O. JOHNSON	1/12/24	\$	2,659.42
19719 ECOLAB	1/12/24	\$	1,250.70
19720 EDUCATIONAL DEVELOPMENT CORPORATION	1/12/24	\$	978.33
19721 EDUCERE	1/12/24	\$	2,768.50
19722 EL STINKO PORTABLE TOILETS LLC	1/12/24	\$	755.00
19723 EMPLOYEE BENEFITS CORPORATION	1/12/24	\$	158.10
19724 ETR ASSOCIATES	1/12/24	\$	49.98
19725 FLAG CENTER	1/12/24	\$	675.00
19726 FOLLETT SCHOOL SOLUTIONS, INC.	1/12/24	\$	1,104.62
19727 GENERAL REPAIR SERVICE	1/12/24	\$	5,225.65
19728 GRAINGER, INC	1/12/24	\$	1,441.10
19729 HOBART SERVICE	1/12/24	\$	455.00
19730 HOMEPRO VACUUM CENTER	1/12/24	\$	43.20
19731 HUDL	1/12/24	\$	11,700.00
19732 ICCPA	1/12/24	\$	299.66
19733 INDIANHEAD FOODSERVICE DIST.	1/12/24	\$	21,085.66
19734 INFINITE CAMPUS	1/12/24	\$	229.00
19735 JEFFS SMALL ENGINE REPAIR	1/12/24	\$	549.99
19736 JOHNSON CONTROLS, INC.	1/12/24	\$	2,879.00
19737 JOSTENS	1/12/24	\$	452.40
19738 LAKELAND COMMUNICATIONS	1/12/24	\$	2,289.21
19739 LOFFLER	1/12/24	\$	1,041.36
19740 LOFFLER COMPANIES, INC.	1/12/24	\$	908.16
19741 MATH LEARNING CENTER	1/12/24	\$	25.00
19742 MENARDS-SCF	1/12/24	\$	1,432.75
19743 MINNESOTA CHEMICAL CO.	1/12/24	\$	420.00
19744 NELCO	1/12/24	\$	289.30
19745 NELSON AND PADE INC	1/12/24	\$	170.38
19746 NORTHLAND REFRIGERATION INC.	1/12/24	\$	760.00
19747 NORTHWOOD TECH COLLEGE, NR	1/12/24	\$	4,029.60

19748 O'REILLY	1/12/24	\$	32.30
19749 OMS ATHLETICS	1/12/24	\$	100.00
19750 OPTIMA BENEFITS & PAYROLL	1/12/24	\$	672.00
19751 PARCHMENT INC	1/12/24	\$	908.00
19752 POLK COUNTY HWY DEPT	1/12/24	\$	361.11
19753 RAYMOND GEDDES & COMPANY	1/12/24	\$	289.54
19754 RSCHOOLTODAY (DWC)	1/12/24	\$	40.00
19755 SCHILLING SUPPLY COMPANY	1/12/24	\$	2,609.65
19756 SCHOOL SPECIALTY, INC	1/12/24	\$	148.80
19757 SCHOOL DISTRICT OF RICE LAKE	1/12/24	\$	250.00
19758 SECURITY CHECK ME	1/12/24	\$	7.00
19759 SUPREME SCHOOL SUPPLY	1/12/24	\$	169.76
19760 TWIN CITY HARDWARE	1/12/24	\$	1,452.06
19761 THE LOGO SPOT	1/12/24	\$	498.00
19762 TK ELEVATOR CORPORATION	1/12/24	\$	1,939.00
19763 UW SUPERIOR	1/12/24	\$	3,132.00
19764 UW-RIVER FALLS STUDENT BILLING	1/12/24	\$	9,144.62
19765 WATERMAN RECYCLING AND DISPOSAL LLC	1/12/24	\$	470.00
19766 WEST MUSIC COMPANY, INC.	1/12/24	\$	656.98
19767 CASH	1/15/24	\$	204.00
19768 ALLEMAN, SHAWN	1/16/24	\$	200.00
19769 ALLEVA, WILLIAM	1/19/24	\$	575.00
19770 ANTCZAK, STEVE	1/19/24	\$	190.00
19771 BERNDT, TROY	1/19/24	\$	210.00
19772 CROTTEAU, TREYE	1/19/24	\$	210.00
19773 FINSTAD, CRAIG	1/19/24	\$	105.00
19774 JOHNSON, DALE	1/19/24	\$	210.00
19775 KLEIN, DON	1/19/24	\$	210.00
19776 MATZEK, BART	1/19/24	\$	105.00
19777 MAURER, JOSHUA	1/19/24	\$	210.00
19778 RUCK, JACOB	1/19/24	\$	490.00
19779 SCHMIDT, JEFFREY	1/19/24	\$	210.00
19780 SEMPFF, ROD	1/19/24	\$	190.00
19781 SCHULTZ, STEVE	1/19/24	\$	210.00
19782 CASEY, JOSEPH	1/22/24	\$	639.45
19783 ALLEMAN, SHAWN	1/22/24	\$	160.00
19784 AFLAC-CAIC	1/25/24	\$	954.60
19785 HORACE MANN LIFE INSURANCE COM	1/25/24	\$	1,600.00
19786 THRIVENT FINANCIAL FOR LUTHERANS	1/25/24	\$	616.68
19787 UNITY EDUCATION SCHOLARSHIP	1/25/24	\$	10.00

19788 UNITY FOOD SERVICE	1/25/24	\$	235.00
19789 ELECTRONIC FEDERAL TAX PAYMENT	1/19/24	\$	70,047.51
19790 WEA TAX SHELTERED ANNUITY TRUST	1/19/24	\$	5,090.03
19791 WISCONSIN DEPARTMENT OF REV	1/19/24	\$	11,632.65
19792 WISCONSIN RETIREMENT SYSTEM	1/30/24	\$	94,556.92
19793 STANDARD INSURANCE COMPANY	1/26/24	\$	4,055.78
19794 ALLEMAN, SHAWN	1/29/24	\$	40.00
19795 NEW ERA TECHNOLOGY	1/29/24	\$	8,168.17
19796 CASH	1/31/24	\$	150.00
19911 BMO MASTERCARD	1/11/24	\$	14,050.83
19912 HUEBSCH SERVICES	1/11/24	\$	6,154.47
19913 NORTHWESTERN WIS ELECTRIC CO	1/16/24	\$	16,410.88
19914 WE ENERGIES	1/8/24	\$	6,780.74
19915 PAYROLL ACCOUNT	1/20/24	\$	519,431.78
19917 WISCONSIN DEPARTMENT OF REV	1/16/24	\$	804.69
19921 FRYBERGER LAW FIRM	1/8/24	\$	1,100.00
		\$	1,086,962.06



January, 2024 UNITY SCHOOL DISTRICT ALL FUNDS PROOF OF CASH				
BANK ACCOUNT	BALANCE December 31, 2023	DEPOSITS/ RECEIPTS	WITHDRAWALS/ DISBURSEMENTS	BALANCE January 31, 2024
Pillar Bank - 4034 General Checking	\$ -	\$ 1,065,157.32	\$1,065,157.32	\$ -
Pillar Bank - 3781 Sweep	227,299.51	2,246,586.61	1,084,589.10	1,389,297.02
Pillar Bank - 9458 Debt Service	1,163.95	5.67	0.00	1,169.62
LGIP - #1 - Debt Service	50,824.87	232.07	0.00	51,056.94
LGIP - #2 - General	1,932.64	8.82	0.00	1,941.46
Bremer Bank - 0907 Capital Improvement	435,514.06	369.89	0.00	435,883.95
BMO Trust - OPEB Fund 73	915,496.99	4,167.61	905.07	918,759.53
Pillar Bank - 3863 ES Activity	7,988.25	38.80	75.00	7,952.05
Pillar Bank - 8579 MS Activity	21,023.31	4,008.10	947.74	24,083.67
Pillar Bank - 3894 HS Activity	67,458.10	3,521.64	7,944.59	63,035.15
Pillar Bank- 7068 Scholarship Milltown CC	37,593.69	0.00	0.00	37,593.69
Pillar Bank - 1817 Scholarship Lumsden	35,040.65	0.00	0.00	35,040.65
Pillar Bank - 2643 Scholarship Amery Farmers	16,340.04	0.00	0.00	16,340.04
Pillar Bank - 7799 Scholarship Checking	73,947.31	2,629.91	0.00	76,577.22
Pillar Bank - 1217 Scholarship G Melby Am Legion	15,900.41	0.00	0.00	15,900.41
	\$ 1,907,523.78	\$ 3,326,726.44	\$2,159,618.82	\$ 3,074,631.40

Unity School District - Board of Education
Board Policy 113
Nondiscrimination in District Programs, Activities, and Operations
Last Revised 2/13/2024

The Unity School District prohibits all forms of unlawful discrimination against students, employees, and other persons in all aspects of the District’s programs, activities, and operations. The term “unlawful discrimination” encompasses any unlawful policy, practice, conduct, or other unlawful denial of rights, benefits, or privileges that is based on any legally-protected status or classification (e.g., race, national origin, sex, disability, religion, etc.). Various state and federal laws establish the actions that do (and do not) constitute unlawful discrimination with respect to each protected status or classification. Where applicable, unlawful harassment that is based on a legally-protected status is one form of unlawful discrimination.

The District requires and will enforce nondiscrimination in a manner that is consistent with applicable constitutional provisions and with the rights and obligations that are established under all applicable state and federal civil rights laws, including but not limited to the current provisions of the following federal laws, which jointly serve to identify and protect the rights of students, employees, and other persons:

- Title IX of the Education Amendments of 1972 (sex discrimination);
- Section 504 of the Rehabilitation Act (disability discrimination);
- The Americans with Disabilities Act (including both the employment-related provisions of the ADA as well as Title II of the ADA, which broadly prohibits discrimination on the basis of disability in state and local government services);
- Titles IV and VI of the Civil Rights Act of 1964 (addressing discrimination based on race, color, national origin, sex, or religion);
- The Age Discrimination Act of 1975 (age discrimination);
- The nondiscrimination provisions of the Elementary and Secondary Education Act;
- The civil rights provisions associated with the District’s participation in federal nutrition programs.

There are a significant number of additional state and federal nondiscrimination laws that are not listed above that further establish the rights of students and/or employees. In recognition of such laws, the District maintains additional nondiscrimination policies and rules that specifically and uniquely cover students under Policy 411: Pupil Non-Discrimination, 411.1: Child Abuse and Reports Investigation, and 411.2: Bullying within the Board policies and all aspects of employment and personnel administration within Board Policies 511: Non-Discrimination Policy, 511.1 Non-Discrimination Audit, and 512: Employee Harassment.

Special Statement Regarding Sex Discrimination under Title IX

As mandated by the federal Title IX statutes and the regulations set forth in Chapter 106 of Title 34 of the Code of Federal Regulations (“the federal Title IX regulations”), the District does not unlawfully discriminate on the basis of sex in any education program or activity that the District operates. Title IX’s requirement not to discriminate in any education program or activity extends to District students, certain admissions processes, and District employment. Inquiries regarding how Title IX and the federal Title IX regulations apply to the District may be referred to a District Title IX Coordinator (as designated below), to the Assistant Secretary for Civil Rights at the U.S. Department of Education, or to both.

Designation and Authorization of Nondiscrimination Coordinator(s)

Any questions concerning the District’s nondiscrimination and equal opportunities policies, general policy compliance, the application of any nondiscrimination law to the District, or the District’s reporting and complaint procedures may be directed to either of the District’s nondiscrimination and equal opportunity coordinators, each of whom also serves as a District Title IX Coordinator:

<p>The staff member holding the following position serves as the District’s designated <i><u>Student Nondiscrimination Coordinator</u></i>, with a primary focus on student matters and other non-employment-related matters:</p> <p>Carol Kline Director of Special Education and Pupil Services 1908 150th St./HWY 46 N Balsam Lake, WI 54810 (715)825-3515 ekline@unity.k12.wi.us</p>	<p>The staff member holding the following position serves as the District’s designated Equal Employment Opportunities Coordinator with a primary focus on employment-related matters:</p> <p>Kara Holden Finance Director 1908 150th St. HWY 46 N Balsam Lake, WI 54810 715-825-3515 kholden@unity.k12.wi.us</p>
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1. Although each of the nondiscrimination and equal opportunity coordinators identified above has their primary area(s) of focus, each is recognized as a deputy of the other in the event that the normal, primary coordinator for a given matter is affected by a conflict of interest or temporarily absent or otherwise unavailable.
2. Retaining their primary area of focus in either employment or non-employment matters, the nondiscrimination and equal opportunity coordinators identified above also serve as Section 504 and Americans with Disabilities Act Coordinators (i.e., for disability rights and disability-based discrimination issues) and federal Age Discrimination Act Coordinators.
3. The District’s nondiscrimination coordinator for student matters is also designated to receive any student discrimination complaints arising under section 118.13 of the state statutes and Chapter PI 9 of the Wisconsin Administrative Code.
4. In their capacity as District Title IX Coordinators, the above-identified individuals are authorized to coordinate the District’s efforts to comply with the District’s responsibilities under Title IX and under the federal Title IX regulations.

Any Person May Submit a Complaint or Report of Discrimination to the District

The District is committed to the appropriate resolution of complaints and reports that allege (1) unlawful discrimination or a violation of a District nondiscrimination policy, including any form of prohibited harassment that is based on a legally-protected status; or (2) any type of retaliation that is prohibited by a nondiscrimination law or a District nondiscrimination policy.

Accordingly, unless otherwise specified by a state or federal law, any person (including a person who is not claiming to have been personally harmed/victimized by the alleged conduct or challenged policy) may report a concern or allegation of prohibited discrimination or prohibited retaliation as follows:

1. To either of the District’s designated nondiscrimination and equal opportunity coordinators, using the contact information designated above and any of the following methods:
 - a. By in-person delivery (whether the report is made verbally or in writing);
 - b. By U.S. mail;

- c. By telephone; or
 - d. By electronic mail.
2. By any other means that results in a designated coordinator actually receiving the person's verbal or written report. For example, a person reporting an allegation of unlawful discrimination or harassment may meet with a school principal or with the District Administrator, and the person and the administrator may mutually agree that such administrator will forward the person's verbal or written report to one of the designated coordinators.

Except as provided below regarding formal complaints of Title IX sexual harassment or as otherwise required by any law, any report or complaint received under this policy will be processed according to the discrimination complaint procedures that the District has established under its student nondiscrimination policies or under its equal employment opportunities policies, as applicable to the facts and circumstances. For reports or complaints of alleged discrimination that are neither student matters nor employment matters, the District will normally process the matter under the complaint procedures that apply to students.

Filing a Formal Complaint of Title IX Sexual Harassment

An individual who is alleged to be the victim of conduct that could constitute sexual harassment under the federal Title IX regulations (i.e., a Title IX "complainant"), or a parent or guardian who has a legal right to act on behalf of such an individual, may file a "formal complaint" of "sexual harassment," as those terms are defined in 34 C.F.R. §106.30. No Title IX complainant is obligated to file a formal complaint, but a qualifying formal complaint is necessary for the District to start an investigation of Title IX sexual harassment allegations using the District's formal Title IX grievance process. Even in the absence of a formal complaint that initiates the formal grievance process, the District still has legal obligations to respond to allegations of Title IX sexual harassment whenever the District has sufficient notice of the allegations (i.e., from any source).

All of the following apply to a formal complaint of Title IX sexual harassment:

1. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in the education program or activity of the District (including through employment).
2. The formal complaint must be in the form of a document or an electronic submission (e.g., an electronic mail message or a file attached to an email) that:
 - a. Alleges sexual harassment against a respondent (if the identity of the respondent is not known, it is not necessary to identify the respondent by name);
 - b. Requests that the District investigate the allegation(s) of sexual harassment; **and**
 - c. Contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.
3. The formal complaint must be filed with a District Title IX Coordinator by submitting the document or electronic submission in person, by mail, or by electronic mail, using the District-designated contact information for the Coordinator. If the formal complaint identifies a District Title IX Coordinator as a respondent (i.e., a person reported as a perpetrator of the alleged sexual harassment), then the other District Title IX Coordinator will take over responsibility of the investigation. When a formal complaint is not filed in person, complainants are strongly encouraged to contact the District to confirm that their complaint was actually received as intended.

If a complainant files a formal complaint of Title IX sexual harassment, or if a Title IX Coordinator signs such a formal complaint on behalf of the District, then:

1. The formal complaint must be resolved according to the federal regulations and District processes that specifically apply to such formal complaints; and

2. Unless otherwise directed by the School Board or this policy, the District Administrator or his/her administrative-level designee is expected to designate and assign qualified individuals to perform the roles that are defined for District agents within the District's grievance process for formal complaints of Title IX sexual harassment. In addition:
 - a. The District Administrator may assign one or more of the roles to a qualified individual who is not an employee of the District, including an outside attorney or other contracted service provider, with notice to the Board.
 - b. The Title IX Coordinator and the District Administrator shall ensure that the individual(s) assigned to perform such roles have completed any training required by the federal Title IX regulations.
 - c. If the District determines that a person assigned to such a role is unavailable, disqualified by a conflict of interest or bias, or otherwise unable to perform the responsibilities of the role, the administration shall assign another qualified individual to perform the role.
 - d. The Board or a person designated by the Board shall assign such roles with respect to any formal complaint in which the District Administrator is alleged to be the perpetrator of conduct that could constitute Title IX sexual harassment. The Title IX Coordinator and the District Administrator shall inform the Board of any such need to assign the roles.

Filing a formal complaint of Title IX sexual harassment is one way to report such harassment. However, if a Title IX complainant or other person is not eligible to file a qualifying formal complaint, or if they choose not to do so, the person may still submit a report of the allegations to the District as further described above within this policy (i.e., a report that is **not** a formal complaint for purposes of Title IX). Moreover, **any** report of conduct that could constitute sexual harassment under Title IX that causes the District to have actual knowledge of the relevant conduct/allegations requires an appropriate response by the District, even if the reporting procedures defined in this policy were not followed and even if no formal complaint has been or ever is filed.

Deadline for Filing an Initial Report or Complaint

There is no absolute deadline for the initial filing of a report or complaint of discrimination under this policy. The District always has an interest in being made aware of potential concerns with prohibited discrimination, harassment, or retaliation. However, any person who has a complaint or concern involving such a matter is encouraged to notify the District or pursue a complaint as soon as reasonably possible after the occurrence of the relevant events. A material gap in pursuing a complaint or concern can affect the extent to which it is practical to investigate the matter, and a delay may also limit the range of remedies and resolutions that are reasonably available.

The following apply to any report or complaint of discrimination that has been filed under this policy, except for formal complaints of Title IX sexual harassment (which are instead subject to the dismissal and appeal provisions of the grievance process that the District has adopted for such complaints):

1. At least one of the following administrators, acting in consultation as needed with District legal counsel, must authorize the dismissal or other alternative disposition of a report or complaint due to a lack of timeliness: the District Administrator, the Director of Pupil Services, the Director of Finance.
2. Any actual party in interest to the allegations raised by the report or complaint (i.e., any alleged victim or any person alleged to be responsible for the discrimination) may appeal a decision authorized under the previous paragraph to the District Administrator. Or, if the District Administrator authorized the initial decision, the party may request reconsideration.

Confidentiality of Reports and Complaints

Although absolute confidentiality cannot be assured, the District will maintain the confidentiality of discrimination reports and complaints to the extent required by any applicable law, and the District will otherwise make efforts to maintain confidentiality where non-disclosure does not interfere with the District's ability to appropriately process and respond to the report or complaint. Nonetheless, investigating a matter often involves disclosing (directly or indirectly) the identity of persons involved in the particular events/issues. Individuals who have specific concerns about confidentiality should arrange to discuss those concerns with the District as early as possible in the process.

Retaliation Prohibited

No official, employee, or agent of the District or any other person may intimidate, threaten, coerce, or unlawfully discriminate against any individual (1) for the purpose of interfering with any right or privilege secured by any nondiscrimination statute or related regulation, or (2) because the individual has made a report or complaint, or testified, assisted, participated, or exercised a legal right to refuse to participate in any manner in an investigation or proceeding conducted under the this policy or any other District nondiscrimination policy.

Prohibition on Bad Faith Conduct/Abuse of Process

To the extent permitted by law, the District prohibits and reserves authority to appropriately address and impose consequences for bad-faith conduct by individuals who make a report or complaint, testify, assist, or participate in any manner in an investigation or proceeding conducted under this policy or any other District nondiscrimination policy. For example, the District may impose lawful consequences for making a materially false statement in bad faith in the course of any proceeding that is conducted under this policy or any other District nondiscrimination policy. Examples of abuse of process include, but are not limited to, the pursuit of allegations that the complaining party knows to be wholly frivolous or the use of dilatory tactics that have the purpose or reasonably foreseeable result of unreasonably interfering with a prompt and equitable resolution of alleged discrimination or retaliation.

Consequences for Violations

Any person who is determined to be responsible for any form of unlawful discrimination, any act of prohibited retaliation, or other violation of this policy is subject to appropriate disciplinary action and/or other appropriate consequences that are within the District's lawful authority.

In addition, any employee or authorized agent of the District who, considering the duties, responsibilities, and expectations established for their position/role, fails to reasonably respond to complaints or reports of alleged discrimination or retaliation, or who otherwise fails to reasonably act on their knowledge of a possible violation of a nondiscrimination law or a District nondiscrimination policy, is also subject to possible disciplinary action. The District may establish specific guidelines and expectations for employees and other authorized agents of the District to take appropriate action with respect to such knowledge through rules adopted as written administrative procedures, provisions within the employee handbook, and/or through other means.

Nondiscrimination Notices; Dissemination of Policy and Complaint/Reporting Procedures

The District Administrator and the District's designated nondiscrimination and equal opportunity coordinators share joint responsibility for ensuring that the District prepares and issues, on a timely basis, all legally-required general notices of (1) the rights of students, employees, and other persons under the state and federal nondiscrimination laws; (2) the District's nondiscrimination policies; and (3) applicable reporting and complaint procedures. Beyond meeting legal requirements and any local policy requirements, the administration is encouraged to further disseminate such information using such methods as the administration deems appropriate.

Maintenance of Complaint Records; Report Preparation

The District Administrator and the District’s designated nondiscrimination and equal opportunity coordinators share joint responsibility for ensuring that the District maintains adequate records of reports and complaints of discrimination and retaliation, including records of the District’s response and disposition. Such records shall meet applicable legal requirements for documentation and records retention. The District Administrator and the applicable coordinators shall also direct and oversee the timely preparation of all annual or other reports and evaluations regarding nondiscrimination initiatives/compliance that the District is required to provide to the Department of Public Instruction or to any other oversight entity.

Legal References:

Wisconsin Statutes

Subch. III of Ch. 106	[state equal rights programs, some of which can apply to school districts in at least some circumstances]
Subch. II of Ch. 111	[the state fair employment and nondiscrimination statutes, including specific prohibited bases of discrimination (sections 111.31 to 111.395)]
Section 118.13	[student nondiscrimination; policy/procedures required]
Section 118.134	[race-based nicknames, logos, mascots]
Section 118.195	[discrimination against teachers with disabilities]
Section 118.20	[teacher/administrator discrimination prohibited]

Wisconsin Administrative Code

PI 9	[student nondiscrimination; policy, procedures, notices, and reporting required]
PI 41	[accommodating student religious beliefs; policy required]

Federal Laws

20 U.S.C. §1681 et seq.	[Title IX of the Education Amendments of 1972, as amended, prohibiting sex discrimination in federally-supported educational programs; implementing regulations at 34 C.F.R. Part 106]
20 U.S.C. §1400 et seq.	[The Individuals with Disabilities Education Act, providing for programs. Services, and rights for students with disabilities; implementing regulations at 34 C.F.R Part 300]
20 U.S.C. §6312(e)(3)(D)	[addressing nondiscrimination in admission to federally-assisted education programs on the basis of surname or language-minority status]
42 U.S.C. §2000e et seq.	[Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination based race, color, national origin, sex, pregnancy, and religion; implementing regulations at 29 C.F.R. Ch. XIV]
42 U.S.C. §2000d et seq.	[Title VI of the Civil Rights Act of 1964, as amended, prohibiting discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds; implementing regulations at 28 C.F.R. Part 42, Subpart C]
42 U.S.C. §12111 et seq.	[The Americans with Disabilities Act, Title I, as amended, prohibiting employment discrimination based on a qualifying disability; implementing regulations at 29 C.F.R. Part 1602 and Part 1630]
42 U.S.C. §12131 et seq.	[The Americans with Disabilities Act, Title II, as amended, nondiscrimination based on disability by state and local governments; implementing regulations at 28 C.F.R. Part 35]
29 U.S.C. §794 et seq.	[Section 504 of the Rehabilitation Act of 1973, as amended, prohibiting discrimination based on a qualifying disability by recipients of federal funds; implementing regulations at 34 C.F.R. Part 104 , 28 C.F.R. Part 42, Subpart G , and 29 C.F.R. Part 1640]
29 U.S.C. §621 et seq.	[Age Discrimination in Employment Act, as amended; implementing regulations at 29 C.F.R. Parts 1625 to 1627]
8 U.S.C. §1324b(a)	[prohibiting employment discrimination based on national origin and citizenship status; implementing regulations at 28 C.F.R. Part 44]

Unity School District - Board of Education

Board Policy 341.61

4 Four-Year-Old Kindergarten

Last Revised 2/13/2024

The School District of Unity operates a ~~pre-kindergarten~~ four-year-old kindergarten (4K) program in which all children of the district who are four years old on or before September 1 of the current school year may enroll.

The Unity School District will follow the certification requirements set forth by The Wisconsin Department of Public Instruction for the teachers of the four-year-old kindergarten. Physical facilities, equipment and materials shall be provided for a program which includes opportunities for students to learn social competence skills, self-confidence and basic skills in language. The curriculum of the four-year-old kindergarten will focus on active, exploratory learning.

Early Entry – Children must be four years old on or before September 1 of the current year they are enrolling. No early entries will be accepted. A waiting list will be developed until the number of students warrant administration to examine adding another classroom.

Open enrollment applies to four-year old kindergarten, ~~pre-kindergarten~~ and early childhood education *only if* the child's resident school district offers the same type of program the child wishes to attend, and *only if* the child is eligible for the program in the resident school district {(Ref: WI Stat. 118.51 (2)}. The application must be completed and filed according to the Open Enrollment requirements.

If a child is eligible for kindergarten (5 before September 1 of the current year) and parents believe the child is not ready either socially or academically for kindergarten, they may discuss this option with the elementary principal and seek permission to enroll them in the 4K Program.

Early Childhood – Each child needs will be assessed on an individual basis. Early Childhood and 4K will work closely together to determine if a child needs services provided by the Early Childhood Program.

Families ~~will not be allowed to~~ may request a teacher for their child in the 4K Program, however, the Unity School District is under NO obligation to honor parental requests.

Unity School District - Board of Education

Board Policy 343.7

Parent and Guardian Requests, ~~K-4~~ Four-Year-Old Kindergarten(4K) - Fourth Grade

Last Revised 2/13/2024

To allow input from parents or guardians in teacher classroom assignments of students in ~~Pre-Kindergarten~~ four-year-old kindergarten(4K) through fourth grade, the Board of Education directs:

1. That parents must submit written requests on the appropriate form to the respective school office by a date determined and communicated by the Elementary Principal.
2. That the Unity School District is under NO obligation to honor parental requests;
3. That student placement is the responsibility of and requires approval of the building principal.
4. Staffing changes may affect the availability of a desired teacher at a particular grade level.

Classroom assignment consideration shall provide for:

*Heterogeneous groups

*Equal opportunity for each child to learn

*Reasonable balance; This includes, but is not limited to: Academic needs, behavioral needs, familial needs, specialized services, socialization needs, etc.

*Compliance with Section 118.13 of Wisconsin Statutes, PI-9 which provides that no person may be denied admission to any public school or be denied participation in, be denied the benefits of or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability. This chapter does not intend to prohibit the provision of special programs or services based on objective standards of individual need or performance to meet the needs of pupils, including gifted and talented, special education, school age parents, bilingual bicultural, at risk and other special programs; or programs designed to overcome the effects of past discrimination.