

Chisholm School District School Board Meeting Agenda

Tuesday, November 12, 2024 at 5:00 PM
Regular Meeting
Chisholm School Board Room

I. Determination of Quorum and Call to Order

II. Public Comment:

Description: Welcome to this meeting of the Board of Education Independent School District #695, Chisholm School District. We are extremely pleased that you have shown an interest in school district affairs by attending this meeting. The Board of Education allows public participation at its meeting, but at the same time has the responsibility for conducting its business in an orderly fashion. We will provide the audience with an opportunity to request to speak. We request that before you speak to announce your name. Each speaker will be allowed five minutes unless the time limit is waived by a majority of the board members present. At a public meeting of the board, no person shall orally initiate charges or complaints against individual employees of the district or challenge instructional materials used in the district. All such charges, if presented to the board directly, shall be referred to the Superintendent for investigation and report. We would also like to remind the public that the school board is not allowed to comment on your concerns. If there are no questions, we will open the public comment section of the board meeting.

III. Recognition of Guests and Visitors

IV. Reports

V. Consent Agenda

- A. Minutes of the October 28, 2024 Regular Meeting. 4
- Payrolls for the month of October 2024 in the amount of \$735,730.60.
- Accounts Payable for the month of October 2024 in the amount of \$2,681,356.34.

Attachments:

- October 28, 2024 Regular Meeting Minutes 4
- Oct. 2024 Payrolls 6
- Oct. 2024 AP 7

VI. Approve Agenda

VII. Action Agenda

- A. Motion to approve the hiring of Shaun Howard as a Volunteer Girls' Basketball Coach for the 2024-2025 season.
- B. Motion to approve the hiring of Tony Antonutti as a Volunteer Girls' Basketball Coach for the 2024-2025 season.

C. Motion to approve the hiring of Jennie Varda as a Volunteer Girls' Basketball Coach for the 2024-2025 season.	
D. Motion to approve the hiring of Katie Pearson as a Volunteer Girls' Basketball Coach for the 2024-2025 season.	
E. Adopt a Resolution Canvassing the Return of votes for the November 5th, 2024 School District Election.	17
Attachments:	
Resolution Canvas Returns 2024 (1)	17
F. Adopt a Resolution Authorizing Issuance of Certificates of Election and directing the School District Election Clerk to perform other election-related duties.	18
Attachments:	
Abstract ISD 695	18
G. Motion to adopt the resolution supporting District Application to MSHSL Foundation for the HS Activities Department to use the MSHSL Form A Grant Funding to offset financial reductions that are provided for the Free & Reduced Lunch Students at Chisholm High School.	23
Attachments:	
Form A Resolution_2024-2025	23
H. Motion to adopt the resolution supporting District Application to MSHSL Foundation for the HS Activities Department to use the MSHSL Form B Grant Funding to offset cost in three specific areas, including leadership initiatives, safety, and transportation that reduce barriers to participation.	24
Attachments:	
Form B2 Resolution MSHSL Foundation (1)	24
I. Motion to approve the dental rates of \$39.70 for single and \$93.10 for family with Northern Minnesota Dental, effective January 1, 2025, to December 31, 2025	25
Attachments:	
Northern MN Dental 2025 rates	25
J. Motion to approve Policy #522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process	26
Attachments:	
Policy 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process	26
K. Approve the resolution to accept donations.	51

Attachments:	
NOV 24 MTG DONATIONS	51
VIII. Discussion	
IX. Information	
A. November enrollment numbers	52
Attachments:	
Nov. 2024 Enrollment	52
X. Adjourn	

October 28, 2024

The Regular Meeting of the School Board, Independent School District No. 695, was called to order at 5:00 P.M. on October 28, 2024, in the Elementary Board Room. Members present: Directors Randa Sauter, Rice, Corradi Simon, Rahja and Casey.

Absent: Director Lappi

Public Comment: None

Recognition of Guests and Visitors: None

Reports: Principal Winter addressed the board regarding the following: Attendance has improved, Someone Special lunch, Book fair and conferences are coming next week, Positive Mindset performance on November 4th, Students are creating great habits in leadership, Fastbridge is having great results, Wednesday is the Fall festival.

Principal Hake addressed the board regarding the following: Attendance is up and Mrs. Bennett is doing a great job, Ms. Worlie is doing very well with early intervention strategies, Open House Conference is 8-6:30 on Thursday, November 7th. Olivia Pascuzzi and Destiny Schmitz moved on to State Cross Country this week.

APPROVE AGENDA

Moved by Director Rahja supported by Director Randa Sauter to approve the agenda. Motion carried unanimously.

APPROVE CONSENT AGENDA

Moved by Director Rice supported by Director Randa Sauter to approve the Consent Agenda which consists of the Minutes from the September 28, 2024, Regular meeting. Motion carried unanimously.

Personnel:

ACCEPT RESIGNATION OF ROBERT TIMPANE

Moved by Director Rahja, supported by Director Corradi Simon to accept the resignation of Robert Timpane, Custodian/Bus Driver, High School, effective October 14, 2024. Motion carried unanimously.

Administrative Business:

SECOND READING OF POLICY 522 TITLE IX SEX NONDISCRIMINATION POLICY, GRIEVANCE PROCEDURE AND PROCESS

Chair Casey presented the second reading of Policy 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

Discussion:

Reminder of the upcoming Working Session meeting on November 13, 2024, at 4:30 PM.

Auditors left

Cheerleaders are performing at an upcoming Timberwolves game

Information: School Enrollment Numbers

ADJOURN

Moved by Director Rahja supported by Director Randa Sauter to adjourn the meeting at 5:11 p.m.
Motion carried unanimously.

DANIELLE RANDA SAUTER, CLERK

DRS/lea



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Mark C. Morrison
 Superintendent

Brian Hake
 7-12 Principal

Karla Winter
 Pre K-6 Principal

Jennifer Crotteau
 Counselor

Travis Vake
 Activities Director

Noah Kaczor
 Business Manager

November 13, 2024

To: Mark Morrison
 Superintendent

The following is a summary of payrolls for the month of October 2024.

September Payrolls

October	15	payroll	\$	346,585.98
October	31	payroll	\$	389,144.62
Total Payrolls			\$	735,730.60

Noah Kaczor
 Business Manager

NK:ma



Summary of Payments Issued:

October Accounts Payable Checks	\$2,681,356.34
October Accounts Payable Wires	<u>\$0.00</u>
Total Accounts Payable	\$2,681,356.34

ISD 695-Chisholm Check Register by Bank and Check

Batch Co	Bank	Pynt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10	39308	81575	Check	1	00010		A-1 REFRIGERATION SERVICE	Yes	No	No	USD	10/15/2024	102.00
		39371	81613	Check	1	3045		AARON DONAIS	Yes	No	No	USD	10/24/2024	115.00
		39269	81496	Check	1	4163		AHO, DREW	Yes	No	No	USD	10/03/2024	115.00
		39357	81614	Check	1	1041	REMIT	ALLDATA	Yes	No	No	USD	10/24/2024	1,200.00
		39246	81497	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	10/03/2024	1,449.26
		39291	81544	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	10/11/2024	1,754.10
		39320	81576	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	10/15/2024	1,254.64
		39366	81615	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	10/24/2024	1,331.79
		39394	81648	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	10/30/2024	36.76
		39284	81545	Check	1	1775		ANDERSON PLUMBING & HEATING	Yes	No	No	USD	10/11/2024	1,187.50
		39266	81498	Check	1	4075		ASCENDANCE TRUCKS, LLC	Yes	No	No	USD	10/03/2024	123.77
		39290	81546	Check	1	2354		ATT MOBILITY	Yes	No	No	USD	10/11/2024	1,399.49
		39319	81577	Check	1	2354		ATT MOBILITY	Yes	No	No	USD	10/15/2024	94.36
		39244	81499	Check	1	1944		AVIBEN	Yes	No	No	USD	10/03/2024	138.40
		39282	81547	Check	1	1514		BISS LOCK INC	Yes	No	No	USD	10/11/2024	86.00
		39247	81500	Check	1	2653		BLICKART MATERIALS	Yes	No	No	USD	10/03/2024	72.25
		39292	81548	Check	1	2653		BLICKART MATERIALS	Yes	No	No	USD	10/11/2024	48.87
		39396	81649	Check	1	2653		BLICKART MATERIALS	Yes	No	No	USD	10/30/2024	19.10
		39299	81549	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN BL	Yes	No	No	USD	10/11/2024	419.05
		39300	81550	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN BL	Yes	No	No	USD	10/11/2024	3,087.50
		39401	81650	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN BL	Yes	No	No	USD	10/30/2024	11,120.00
		39288	81551	Check	1	2296		BLUE CROSS/BLUE SHIELD OF MN	Yes	No	No	USD	10/11/2024	81,542.78
		39334	81579	Check	1	3542	R1	BRAUN INTERTEC CORPORATION	Yes	No	No	USD	10/15/2024	9,233.75
		39248	81501	Check	1	2774		BUHL WATER CO INC	Yes	No	No	USD	10/03/2024	82.50
		39368	81616	Check	1	2774		BUHL WATER CO INC	Yes	No	No	USD	10/24/2024	137.50
		39339	81580	Check	1	3989		CASEY DRUG	Yes	No	No	USD	10/15/2024	36.40
		39337	81581	Check	1	3750		CASEY, JERRY SCOTT	Yes	No	No	USD	10/15/2024	110.00
		39347	81617	Check	1	01600		CHISHOLM CITY OF	Yes	No	No	USD	10/24/2024	7,189.34
		39408	81651	Check	1	4170		CLARE A GARGANO	Yes	No	No	USD	10/30/2024	250.00
		39327	81582	Check	1	2668		CONSOLIDATED COMMUNICATIONS	Yes	No	No	USD	10/15/2024	14,855.43
		39258	81502	Check	1	3841		CREATIVE LEARNING SYSTEMS	Yes	No	No	USD	10/03/2024	1,875.00
		39375	81618	Check	1	3841		CREATIVE LEARNING SYSTEMS	Yes	No	No	USD	10/24/2024	4,500.00
		39377	81619	Check	1	3933		CREATIVE LEARNING SYSTEMS	Yes	No	No	USD	10/24/2024	2,571.82
		39325	81583	Check	1	2599	REMIT	DALCO ENTERPRISE	Yes	No	No	USD	10/15/2024	473.09
		39316	81586	Check	1	1939		DELL FINANCIAL SERVICES	Yes	No	No	USD	10/15/2024	872.64
		39227	81503	Check	1	02569		ECOLAB PEST ELIMINATION DIV	Yes	No	No	USD	10/03/2024	582.96
		39348	81620	Check	1	02569		ECOLAB PEST ELIMINATION DIV	Yes	No	No	USD	10/24/2024	179.20
		39374	81621	Check	1	3805	R1	ELITE SPORTSWEAR L.P.	Yes	No	No	USD	10/24/2024	159.72
		39309	81587	Check	1	03018		EXCEL BUSINESS SYSTEM	Yes	No	No	USD	10/15/2024	4,540.75
		39338	81588	Check	1	3766		FIRST	Yes	No	No	USD	10/15/2024	5,700.00
		39268	81504	Check	1	4145		GEARGRID, LLC	Yes	No	No	USD	10/03/2024	1,742.00

ISD 695-Chisholm Check Register by Bank and Check

Batch Co	Bank	Pymt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10	39271	81539	Check	2471		GLUMACK, CHARLES	Yes	No	No	USD	10/07/2024	130.00
		39274	81542	Check	2471		GLUMACK, CHARLES	Yes	No	No	USD	10/10/2024	205.00
		39395	81652	Check	2471		GLUMACK, CHARLES	Yes	No	No	USD	10/30/2024	40.00
		39311	81589	Check	03570		GRAINGER	Yes	No	No	USD	10/15/2024	1,312.15
		39318	81590	Check	2341	REMIT	GREGORY SKALKO	Yes	No	No	USD	10/15/2024	200.00
		39336	81591	Check	3718		H21 GROUP	Yes	No	No	USD	10/15/2024	14,972.95
		39307	99981495	Check	4162		HALCON INC	Yes	No	No	USD	10/02/2024	271.16
		39298	81552	Check	3255	R1	HUDL	Yes	No	No	USD	10/11/2024	13,000.00
		39230	81505	Check	04212		INAC, INC	Yes	No	No	USD	10/03/2024	10,455.32
		39350	81622	Check	04212		INAC, INC	Yes	No	No	USD	10/24/2024	38,905.36
		39383	81653	Check	04212		INAC, INC	Yes	No	No	USD	10/30/2024	8,839.64
		39333	81592	Check	3457		INGENSA INC.	Yes	No	No	USD	10/11/2024	91,554.56
		39302	81553	Check	3785	R1	INNOVATIVE OFFICE SOLUTIONS LLC	Yes	No	No	USD	10/11/2024	457.07
		39402	81654	Check	3785	R1	INNOVATIVE OFFICE SOLUTIONS LLC	Yes	No	No	USD	10/30/2024	38.82
		39351	81623	Check	04300		ISD #0701 HIBBING	Yes	No	No	USD	10/24/2024	5,713.52
		39231	81506	Check	04375		ISD #0709 DULUTH	Yes	No	No	USD	10/03/2024	3,245.00
		39276	81554	Check	04377		ISD #0712 MT IRON-BUHL	Yes	No	No	USD	10/11/2024	179.00
		39232	81507	Check	04395		ISD #2711 MESABI EAST SCHOOL	Yes	No	No	USD	10/03/2024	175.00
		39233	81508	Check	04395		ISD #2711 MESABI EAST SCHOOL	Yes	No	No	USD	10/03/2024	100.00
		39303	81555	Check	3820		JEFFERY DAVIN ANDERSON	Yes	No	No	USD	10/11/2024	1,750.00
		39304	81556	Check	3969		JIMS SPORTS BAR & GRILL	Yes	No	No	USD	10/11/2024	48.02
		39330	81594	Check	3099		JK MECHANICAL CONTRACTORS INC	Yes	No	No	USD	10/15/2024	613,664.85
		39256	81509	Check	3477		JORDAN PARENTEAU	Yes	No	No	USD	10/03/2024	115.00
		39229	81510	Check	03553		JUBILEE FOODS	Yes	No	No	USD	10/03/2024	1,102.87
		39310	81595	Check	03553		JUBILEE FOODS	Yes	No	No	USD	10/15/2024	224.17
		39349	81625	Check	03553		JUBILEE FOODS	Yes	No	No	USD	10/24/2024	285.67
		39382	81655	Check	03553		JUBILEE FOODS	Yes	No	No	USD	10/30/2024	136.39
		39372	81626	Check	3175	1099	JULIE SCHELDE	Yes	No	No	USD	10/24/2024	1,270.00
		39367	81627	Check	2711		JW PEPPER	Yes	No	No	USD	10/24/2024	206.47
		39262	81511	Check	3859		KOSKI, DAWN	Yes	No	No	USD	10/03/2024	17.16
		39252	81512	Check	3041	1099	KYLE D LAMPPA	Yes	No	No	USD	10/03/2024	115.00
		39312	81596	Check	05206	R1	L & M FLEET SUPPLY	Yes	No	No	USD	10/15/2024	62.34
		39243	81513	Check	1863		LAKE SUPERIOR COLLSCHOLARSHIP	Yes	No	No	USD	10/03/2024	2,250.00
		39388	81656	Check	1794		LAKE SUPERIOR ZOO	Yes	No	No	USD	10/30/2024	326.40
		39234	81514	Check	05178		LAKES COUNTRY SERVICE CO-OP	Yes	No	No	USD	10/03/2024	140.00
		39323	81585	Check	2485		LAMPPA, DAVIS	Yes	No	No	USD	10/15/2024	115.00
		39342	81597	Check	4132		LANDWEHR CONSTRUCTION	Yes	No	No	USD	10/15/2024	38,513.00
		39242	81515	Check	1416		LIFE SECURITY AND CONTROL	Yes	No	No	USD	10/03/2024	666.00
		39286	81557	Check	2232		LOWES	Yes	No	No	USD	10/11/2024	301.55
		39399	81657	Check	3324		MACMIH	Yes	No	No	USD	10/30/2024	410.00
		39277	81558	Check	05731		MADISON NATIONAL LIFE INS CO	Yes	No	No	USD	10/11/2024	2,588.74

ISD 695-Chisholm Check Register by Bank and Check

Batch Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10	39384	81658	Check	1	05731		MADISON NATIONAL LIFE INS CO	Yes	No	No	USD	10/30/2024	2,364.63
		39321	81605	Check	1	2438		MCDONALD, THOMAS J	Yes	No	No	USD	10/15/2024	195.00
		39289	81559	Check	1	2320		MEDICARE BLUE RX	Yes	No	No	USD	10/11/2024	16,875.00
		39392	81659	Check	1	2320		MEDICARE BLUE RX	Yes	No	No	USD	10/30/2024	16,875.00
		39249	81516	Check	1	2860		MENARDS - VIRGINIA	Yes	No	No	USD	10/03/2024	85.76
		39369	81628	Check	1	2860		MENARDS - VIRGINIA	Yes	No	No	USD	10/24/2024	172.52
		39324	81598	Check	1	2558		MESABI GLASS WINDOW DOORS INC	Yes	No	No	USD	10/15/2024	9,343.25
		39352	81629	Check	1	06183		MESPA	Yes	No	No	USD	10/24/2024	500.00
		39389	81660	Check	1	1895	R1	MIDWEST BUS PARTS INC	Yes	No	No	USD	10/30/2024	359.88
		39297	81561	Check	1	2971		MINNESOTA LIFE INSURANCE	Yes	No	No	USD	10/11/2024	2,011.71
		39397	81661	Check	1	2971		MINNESOTA LIFE INSURANCE	Yes	No	No	USD	10/30/2024	2,125.71
		39259	81518	Check	1	3849		MINNESOTA NORTH COLLEGE	Yes	No	No	USD	10/03/2024	100.00
		39260	81519	Check	1	3849		MINNESOTA NORTH COLLEGE	Yes	No	No	USD	10/03/2024	100.00
		39261	81520	Check	1	3849		MINNESOTA NORTH COLLEGE	Yes	No	No	USD	10/03/2024	6,050.00
		39376	81630	Check	1	3849		MINNESOTA NORTH COLLEGE	Yes	No	No	USD	10/24/2024	31,664.20
		39403	81662	Check	1	3849		MINNESOTA NORTH COLLEGE	Yes	No	No	USD	10/30/2024	3,146.00
		39306	81562	Check	1	4165		MINNESOTA TIMBERWOLVES BASKETI	Yes	No	No	USD	10/11/2024	785.00
		39360	81631	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	10/24/2024	15.00
		39361	81632	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	10/24/2024	15.00
		39362	81633	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	10/24/2024	15.00
		39363	81634	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	10/24/2024	15.00
		39364	81635	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	10/24/2024	15.00
		39390	81663	Check	1	2101		MN ENERGY RESOURCES CORP	Yes	No	No	USD	10/30/2024	38.66
		39235	81521	Check	1	06375		MN POWER	Yes	No	No	USD	10/03/2024	11,671.01
		39236	81522	Check	1	06515		MN ST MOORHEAD	Yes	No	No	USD	10/03/2024	5,650.00
		39287	81563	Check	1	2278		MN TELECOMMUNICATIONS	Yes	No	No	USD	10/11/2024	751.00
		39315	81599	Check	1	1590		MOCK TRIAL PROGRAM	Yes	No	No	USD	10/15/2024	300.00
		39283	81564	Check	1	1557		MUSIC THEATRE INTERNATIONAL	Yes	No	No	USD	10/11/2024	1,985.00
		39380	81636	Check	1	4142		NATIONAL CHEERLEADERS ASSOCIATI	Yes	No	No	USD	10/24/2024	1,576.00
		39353	81637	Check	1	06850		NORTHEAST SERVICE COOPERATIVE	Yes	No	No	USD	10/24/2024	3,956.00
		39385	81664	Check	1	06850		NORTHEAST SERVICE COOPERATIVE	Yes	No	No	USD	10/30/2024	5,766.57
		39279	81565	Check	1	06979		NORTHERN MINNESOTA DENTAL, INC	Yes	No	No	USD	10/11/2024	8,509.70
		39345	81600	Check	1	4167		NOVA FIRE PROTECTION, INC	Yes	No	No	USD	10/15/2024	3,562.50
		39237	81523	Check	1	07250		OVERHEAD DOOR CO OF HIBBING	Yes	No	No	USD	10/03/2024	375.00
		39354	81638	Check	1	07250		OVERHEAD DOOR CO OF HIBBING	Yes	No	No	USD	10/24/2024	498.75
		39378	81639	Check	1	4014		OXYGEN SERVICE COMPANY	Yes	No	No	USD	10/24/2024	432.00
		39293	81566	Check	1	2795		PARK STATE BANK	Yes	No	No	USD	10/11/2024	98.98
		39294	81567	Check	1	2795		PARK STATE BANK	Yes	No	No	USD	10/11/2024	3,390.54
		39295	81568	Check	1	2795		PARK STATE BANK	Yes	No	No	USD	10/11/2024	35.00
		39265	81524	Check	1	4047		PEPSI BEVERAGES COMPANY	Yes	No	No	USD	10/03/2024	220.27
		39404	81665	Check	1	4047		PEPSI BEVERAGES COMPANY	Yes	No	No	USD	10/30/2024	355.56

ISD 695-Chisholm Check Register by Bank and Check

Batch Co	Bank	Pymt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10	39355	81640	Check	07730		PORTABLE JOHN	Yes	No	No	USD	10/24/2024	231.29
		39365	81641	Check	2252	R1	POWERSCHOOL GROUP LLC	Yes	No	No	USD	10/24/2024	8,272.50
		39238	81525	Check	08215		RADKO IRON & SUPPLY	Yes	No	No	USD	10/03/2024	1,142.20
		39407	81666	Check	4169		RAINVILLE CARLSON INC	Yes	No	No	USD	10/30/2024	12,825.00
		39305	81569	Check	3985		RAPIDS RADIO	Yes	No	No	USD	10/11/2024	34.00
		39228	81526	Check	03061	R1	REALLY GOOD STUFF, LLC	Yes	No	No	USD	10/03/2024	28.41
		39326	81601	Check	2640		REGENTS OF THE UNIV OF MN	Yes	No	No	USD	10/15/2024	2,550.00
		39254	81527	Check	3313		REGION 7A	Yes	No	No	USD	10/03/2024	760.00
		39398	81667	Check	3313		REGION 7A	Yes	No	No	USD	10/30/2024	1,145.00
		39391	81668	Check	2272		RYANS INDEPENDENT ELECTRIC	Yes	No	No	USD	10/30/2024	513.91
		39257	81528	Check	3556		SAVELA, DAWN	Yes	No	No	USD	10/03/2024	573.00
		39335	81602	Check	3556		SAVELA, DAWN	Yes	No	No	USD	10/15/2024	160.00
		39344	81603	Check	4166		SCALA, MIRABELLA	Yes	No	No	USD	10/15/2024	135.00
		39273	81540	Check	4020		SCALA, TODD A.	Yes	No	No	USD	10/07/2024	150.00
		39285	81570	Check	2121	R1	SCHMITT MUSIC	Yes	No	No	USD	10/11/2024	389.42
		39359	81642	Check	2085	REMIT	SCHOLASTIC INC	Yes	No	No	USD	10/24/2024	247.23
		39239	81529	Check	09083		SCHOOL SPECIALTY SUPPLY LLC	Yes	No	No	USD	10/03/2024	1,044
		39280	81571	Check	09083		SCHOOL SPECIALTY SUPPLY LLC	Yes	No	No	USD	10/11/2024	188.30
		39251	81530	Check	2999		SECTION 7A	Yes	No	No	USD	10/03/2024	150.00
		39281	81572	Check	09350		SHUBAT TRANSPORTATION	Yes	No	No	USD	10/11/2024	1,500.00
		39267	81531	Check	4134		SISU INVESTMENTS, LLC	Yes	No	No	USD	10/03/2024	69.00
		39406	81669	Check	4134		SISU INVESTMENTS, LLC	Yes	No	No	USD	10/30/2024	69.00
		39270	81532	Check	4164		SOUTH DAKOTA SCHOOL OF MINES &	Yes	No	No	USD	10/03/2024	4,800.00
		39275	81543	Check	3860		SPEIDEL, MONTE	Yes	No	No	USD	10/10/2024	75.00
		39264	81533	Check	4001		SQUIRES, WALDSPURGER & MACE, P.	Yes	No	No	USD	10/03/2024	192.50
		39240	81534	Check	09645		SULLIVAN SUPPLY	Yes	No	No	USD	10/03/2024	1,677.89
		39313	81604	Check	09645		SULLIVAN SUPPLY	Yes	No	No	USD	10/15/2024	135.25
		39356	81643	Check	09645		SULLIVAN SUPPLY	Yes	No	No	USD	10/24/2024	284.25
		39250	81535	Check	2963	REMIT	TEACHERS ON CALL	Yes	No	No	USD	10/03/2024	6,297.25
		39296	81573	Check	2963	REMIT	TEACHERS ON CALL	Yes	No	No	USD	10/11/2024	9,853.92
		39370	81644	Check	2963	REMIT	TEACHERS ON CALL	Yes	No	No	USD	10/24/2024	6,967.79
		39301	81574	Check	3483		TEACHERS PAY TEACHERS	Yes	No	No	USD	10/11/2024	464.98
		39386	81670	Check	10255		THRYV	Yes	No	No	USD	10/30/2024	103.00
		39343	81606	Check	4133		TNT CONSTRUCTION GROUP LLC	Yes	No	No	USD	10/15/2024	306,489.00
		39272	81541	Check	3855		TRACY, STEVEN	Yes	No	No	USD	10/07/2024	242.00
		39328	81607	Check	2713		TWIN CITY ACOUSTICS INC	Yes	No	No	USD	10/15/2024	14,972.00
		39381	81645	Check	4161		TYLER TECHNOLOGIES, INC	Yes	No	No	USD	10/24/2024	3,364.00
		39241	81536	Check	1340		ULINE	Yes	No	No	USD	10/03/2024	1,980.39
		39314	81608	Check	1340		ULINE	Yes	No	No	USD	10/15/2024	173.34
		39358	81646	Check	1340		ULINE	Yes	No	No	USD	10/24/2024	123.84
		39387	81671	Check	1400		US BANK	Yes	No	No	USD	10/30/2024	3,000.00

ISD 695-Chisholm Check Register by Bank and Check

Batch Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10	39255	81537	Check	1	3368		VAKE, KATHLEEN M	Yes	No	No	USD	10/03/2024	150.00
		39332	81609	Check	1	3368		VAKE, KATHLEEN M	Yes	No	No	USD	10/15/2024	270.00
		39393	81672	Check	1	2416		VAKE, TRAVIS	Yes	No	No	USD	10/30/2024	340.00
		39340	81610	Check	1	4112		VESTIS GROUP, INC.	Yes	No	No	USD	10/15/2024	233.78
		39379	81647	Check	1	4112		VESTIS GROUP, INC.	Yes	No	No	USD	10/24/2024	31.76
		39405	81673	Check	1	4112		VESTIS GROUP, INC.	Yes	No	No	USD	10/30/2024	103.83
		39245	81538	Check	1	2133	R1	VIKING COCA COLA	Yes	No	No	USD	10/03/2024	442.30
		39317	81611	Check	1	2133	R1	VIKING COCA COLA	Yes	No	No	USD	10/15/2024	114.15
		39331	81584	Check	1	3265		VISSER, DARREN LEIGH	Yes	No	No	USD	10/15/2024	115.00
		39341	81612	Check	1	4131		WELLS CONCRETE PRODUCTS, CO.	Yes	No	No	USD	10/15/2024	1,128,769.37
		39322	81593	Check	1	2439		WETZEL, JAY	Yes	No	No	USD	10/15/2024	115.00
		39400	81674	Check	1	3329		ZBACNIK MARTIN, JENNIFER	Yes	No	No	USD	10/30/2024	326.95
		39329	81578	Check	1	3037		ZUMBAUM, BRAD	Yes	No	No	USD	10/15/2024	115.00

Bank Total: 10 \$2,681,356.34
 Report Total: \$2,681,356.34

ISD 695-Chisholm Void Payment Listing with Detail

Batch Co	Pmt No	Bank	Check No	Pmt Dt	Type	Grp Code	Rcd	Vendor	Curr	Print	Recon	Void	You No	Period	Void Dt	Amount
0695	39226	10	81560	10/02/2024	Check 1	4162		HAILCON INC	USD	Yes	No	Yes	66068	202504	10/02/2024	(271.16)
													66068	202504	10/02/2024	271.16
																0.00
																(271.16)
																271.16
																0.00
																(115.00)
																115.00
																0.00
																(115.00)
																115.00
																0.00
																(87.00)
																87.00
																0.00
																(115.00)
																115.00
																0.00
																(87.00)
																87.00
																0.00
																(925.00)
																925.00
																0.00
																(410.00)
																410.00
																0.00
																(410.00)
																410.00
																0.00
																(410.00)
																410.00
																0.00

Payment Total:

0.00

Payment Total:

0.00

Payment Total:

0.00

Payment Total:

0.00

RESOLUTION CANVASSING RETURNS
OF VOTES OF SCHOOL DISTRICT GENERAL ELECTION

BE IT RESOLVED by the School Board of Independent School District No. 695 as follows:

1. It is hereby found, determined and declared that the general election of the voters of the district held on November 5, 2024, was in all respects duly and legally called and held.
2. As specified in the attached Abstract and Return of Votes Cast, voters of the district voted at said election on the election of three school board members for four-year term vacancy on the board caused by expiration of terms on the first Monday in January next following the general election as follows:

A.	Danielle Randa Sauter	1,710 Votes
B.	Bob Rahja	1,669 Votes
C.	Mark Casey	2,016 Votes
3. Danielle Randa Sauter, Bob Rahja and Mark Casey having received the highest number of votes, are elected to a four-year term beginning the first Monday in January 2025.
4. The school district clerk is hereby authorized to certify the results of the election to the county auditor of each county in which the school district is located in whole or in part.

Where upon said resolution was declared duly passed and adopted on this 12th day of November 2024.

Clerk

(Attach Abstract and Return Cast of Votes)

Abstract of Votes Cast
Independent School District No. 695 (CHISHOLM)
State of Minnesota
at the State General Election
Held Tuesday, November 5, 2024

Compiled from the Official Returns.

Summary of Totals
Independent School District No. 695 (CHISHOLM)
Tuesday, November 5, 2024 State General Election

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

School Board Member (ISD #695) (Elect 3)

NP
Danielle Randa-Sauter
1710

NP
Bob Rahja
1669

NP
Mark Casey
2016

WI
WRITE-IN
64

Detail of Election Results
 Independent School District No. 695 (CHISHOLM)
 Tuesday, November 5, 2024 State General Election

Office Title: School Board Member (ISD #695) (Elect 3)

Precinct	NP Danielle Randa-Sauter	NP Bob Rahja	NP Mark Casey	WI WRITE-IN
69 0040 : BALKAN TWP.	297	298	363	21
69 0100 : CHISHOLM	1413	1371	1653	43
Total:	1710	1669	2016	64

We, the school board members of Independent School District No. 695 (CHISHOLM), certify that we have canvassed the returns of the State General Election held on Tuesday, November 5, 2024 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 695 (CHISHOLM).

Witness our official signature at _____ in _____ County this _____ day of _____, 2024.

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

State of Minnesota
Independent School District No. 695 (CHISHOLM)

I, _____, Clerk of the Independent School District No. 695 (CHISHOLM) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 695 (CHISHOLM) State General Election held on Tuesday, November 5, 2024.

Witness my hand and official seal of office this _____ day of _____, 2024.

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota’s high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) supports the school’s application to the Minnesota State High School League Foundation for a **FORM A** grant to offset student activity fees.

[Click or tap here to enter text.](#)

Date

Board Chair/Head of School

[Click or tap here to enter text.](#)

Date

Board Clerk – Treasurer/ Finance Director

FORM B2

RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING FORM B2 APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Chisholm Public Schools. recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Chisholm Public Schools supports the school's application to the Minnesota State High School League Foundation for a **FORM B2** grant to offset costs in three specific areas including leadership initiatives, safety and transportation that reduces barriers to participation.

Mark Casey

Date

Board Chair

Danielle Randa-Sauter

Date

Board Clerk - Treasurer

A RESOLUTION submitted by an Activity Conference or Region Committee must adhere to the same form and context of the School Board Resolution above.



Northern Minnesota Dental, Inc.

November 1, 2024

Ms. Morgan Anderson
ISD #695 – Chisholm
300 SW 3rd Avenue
Chisholm, Minnesota 55719

Re: Contract Renewal *January 1, 2025*

Dear Ms. Anderson:

This letter is to advise you that the Board of Directors of Northern Minnesota Dental, Inc. has reviewed the experience for ISD #695 – Chisholm for the period of January through October of 2024 and wish to advise the following.

It will be necessary to institute a small increase in the present contributions required on behalf of the employees for their dental benefits.

The rates to be effective January 1, 2025, are as follows:

		New Rates	Present Rates
		<i>01/01/25 through 12/31/25</i>	
• Family Rate	<i>Minimum Contribution Required:</i>	\$93.10	\$92.20
	<i>Maximum:</i>	\$100.30	\$99.30
• Single Rate	<i>Minimum Contribution Required:</i>	\$39.70	\$39.30
	<i>Maximum:</i>	\$41.75	\$41.35

We will let you know in the early part of January 2025 if additional contributions are required for the 2024 calendar year. If you have any questions please feel free to contact this office.

Sincerely,

Sarah Merry
For the Board of Directors
of Northern Minnesota Dental, Inc.

- | | |
|----------------------------|----------------------------|
| cc: Dr. Jason O. Berg, DDS | Dr. Hannah Hudelson, DDS |
| Dr. Spencer Buchert, DDS | Dr. Brekke Johnsrud, DDS |
| Dr. Jennifer Enich, DDS | Dr. Peter Miskovich, DDS |
| Dr. Mike Enich, DDS | Dr. Carl M. Schneider, DDS |
| Dr. Colton Hudelson, DDS | Dr. Jacob Smestad, DDS |

522 TITLE IX SEX NONDISCRIMINATION POLICY, GRIEVANCE PROCEDURE AND PROCESS

Chisholm Public Schools Independent School District No. 695

Board Policy 522

Series: 500-Students

Subject: 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

Adopted/Revised: November 12, 2024

I. GENERAL STATEMENT OF POLICY

- A. The school district does not discriminate on the basis of sex, including discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, in any education program or activity that it operates, including in admission and employment. The school district does not discriminate in such a manner in its implementing regulations. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.
- B. Except as provided elsewhere under Title IX or its regulations, no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by the school district.
- C. The school district prohibits sex-based discrimination or sexual harassment that occurs within its education programs and activities. The school district shall promptly respond in a manner that is prompt and effective.
- D. Except as provided therein, Title IX and its regulations apply to all sex discrimination occurring under a school district's education program or activity in the United States. For the purpose of this paragraph, conduct that occurs under the school district's education program or activity includes but is not limited to conduct that is subject to the school district's disciplinary authority. The school district has an obligation to address a sex-based hostile environment under its education program or activity, even when some conduct alleged to be contributing to the hostile environment occurred outside the school district's education program or activity or outside the United States.
- E. The school district has adopted, published, and implemented grievance procedures consistent with the requirements of 34 Code of Federal Regulations, section 106.45, and if applicable section 106.46, that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in the school district's education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or its regulations.
- F. The school district's obligation to comply with Title IX and its regulations is not obviated or alleviated by the Federal Educational Rights and Privacy Act (FERPA), 20 United States Code, section 1232g, or its implementing regulations, 34 Code of Federal Regulations, part 99, or any state law or local law. The obligation to comply is not obviated or alleviated by any rule or regulation of any organization, club, athletic or other league, or association which would render any applicant or student ineligible to participate or limit the eligibility or participation of any applicant or student, on the basis of sex, in any education program or activity operated by the school district and

which receives Federal financial assistance.

- G. The school district has an obligation to address a sex-based hostile environment under its education program or activity, even when some conduct alleged to be contributing to the hostile environment occurred outside the school district's education program or activity or outside the United States.
- H. Nothing in Title IX or its regulations may be read in derogation of any legal right of a parent, guardian, or other authorized legal representative to act on behalf of a complainant, respondent, or other person, subject to Paragraph F of this section, including but not limited to making a complaint through the school district's grievance procedures for complaints of sex discrimination.
- I. In the limited circumstances in which Title IX or its regulations permits different treatment or separation on the basis of sex, the school district must not carry out such different treatment or separation in a manner that discriminates on the basis of sex by subjecting a person to more than de minimis harm, except as permitted by 20 United States Code, section 1681(a)(1) through (9) and the corresponding regulations sections 106.12 through 106.15, 20 United States Code, section 1686 and its corresponding regulation section 106.32(b)(1), or section 106.41(b). Adopting a policy or engaging in a practice that prevents a person from participating in an education program or activity consistent with the person's gender identity subjects a person to more than de minimis harm on the basis of sex.
- J. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator. The school district's Title IX Coordinator(s) is/are: Mark Morrison, mmorrison@chisholm.k12.mn.us 218-254-5726 ext. 2901, 300 SW 3rd Avenue, Chisholm, MN 55719

Inquiries about Title IX and its regulations may be referred to the Title IX Coordinator(s), the United States Department of Education's Office for Civil Rights, or both.
- K. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to <https://www.chisholm.k12.mn.us/page/office-of-civil-rights>.
- L. The effective date of this policy is August 1, 2024, and applies to alleged violations of this policy occurring on or after August 1, 2024.

II. DEFINITIONS

- A. "Admission" means selection for part-time, full-time, special, associate, transfer, exchange or any other enrollment, membership, or matriculation in or at an education program or activity operated by the school district.
- B. "Complainant" means
 - 1. a student or employee of the school district who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations; or
 - 2. a person other than a student or employee of the school district who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX and who was participating or attempting to participate in a school district education program or activity at the time of the alleged sex discrimination.

- C. "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 discrimination under Title IX or its regulations.
1. A person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with the requirements of 34 Code of Federal Regulations, section 106.44(f)(1)(v).
 2. The following individuals have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that the school district investigate and make a determination about alleged discrimination under Title IX:
 - a. a complainant;
 - b. a parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
 - c. the school district's Title IX Coordinator.
 3. With respect to complaints of sex discrimination other than sex-based harassment, in addition to the persons listed above, the following persons have a right to make a complaint:
 - a. any school district student or employee; or
 - b. any person other than a school district student or employee who was participating or attempting to participate in a school district education program or activity at the time of the alleged sex discrimination.
- D. "Confidential employee" means
1. A school district employee whose communications are privileged or confidential under Federal or Minnesota law. The employee's confidential status, for purposes of this part, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; or
 2. A school district employee whom the school district has designated as confidential under this part for the purpose of providing services to persons related to sex discrimination. If the employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about sex discrimination in connection with providing those services.
- E. "Day" or "days" means, unless expressly stated otherwise, business days (i.e. day(s) that the school district office is open for normal operating hours, Monday - Friday, excluding State-recognized holidays).
- F. "Disciplinary sanctions" means consequences imposed on a respondent following a determination under Title IX that the respondent violated the school district's prohibition on sex discrimination.
- G. "Parental status" as used in Title IX and its regulations means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is:

1. A biological parent;
 2. An adoptive parent;
 3. A foster parent;
 4. A stepparent;
 5. A legal custodian or guardian;
 6. In loco parentis with respect to such a person; or
 7. Actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- H. "Party" means a complainant or respondent.
- I. "Peer retaliation" means retaliation by a student against another student.
- J. "Pregnancy or related conditions" means:
1. Pregnancy, childbirth, termination of pregnancy, or lactation;
 2. Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
 3. Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.
- K. "Program or activity" and "program" means all of the operations of a local education agency as defined in 20 United States Code, section 8801, a special purpose district, a system of vocational education, or other school system.
- L. "Relevant" means related to the allegations of sex discrimination under investigation as part of the grievance procedures under Title IX and 34 Code of Federal Regulations, section 106.44. 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.
- M. "Remedies" means measures provided, as appropriate, to a complainant or any other person the school district identifies as having had their equal access to the school district's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the school district's education program or activity after a school district determines that sex discrimination occurred.
- N. "Respondent" means a person who is alleged to have violated the school district's prohibition on sex discrimination.
- O. "Retaliation" means intimidation, threats, coercion, or discrimination against any person by the school district, a student, or an employee or other person authorized by the school district to provide aid, benefit, or service under the school district's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.
- P. "Sex-based harassment" prohibited by Title IX and its regulations is a form of sex

discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

1. *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;

2. *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 fact-specific inquiry that includes consideration of the following:

- a. The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- b. The type, frequency, and duration of the conduct;
- c. 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;
- d. The location of the conduct and the context in which the conduct occurred; and
- e. Other sex-based harassment in the school district's education program or activity; or

3. *Specific offenses.*

- a. 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;
- b. Dating violence meaning violence committed by a person:
 - i. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - ii. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - (a) The length of the relationship;
 - (b) The type of relationship; and
 - (c) The frequency of interaction between the persons involved in the relationship;
- c. Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- i. is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the state of Minnesota, or a person similarly situated to a spouse of the victim;
 - ii. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - iii. shares a child in common with the victim; or
 - iv. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or
 - d. Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - i. Fear for the person’s safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
- Q. “Student” means a person who has gained admission.
- R. “Student with a disability” means a student who is an individual with a disability as defined in the Rehabilitation Act of 1973, as amended, or a child with a disability as defined in the Individuals with Disabilities Education Act.
- S. “Supportive measures” means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:
 - 1. Restore or preserve that party’s access to the school district’s education program or activity, including measures that are designed to protect the safety of the parties or the school district’s educational environment; or
 - 2. Provide support during the school district’s grievance procedures or during the informal resolution process.

The school district will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person’s access to the school district’s education program or activity or provide support during the school district’s Title IX grievance procedures or during the informal resolution process.
- T. “Title IX” means Title IX of the Education Amendments of 1972, as amended.

III. DESIGNATION OF TITLE IX COORDINATOR AND DESIGNEES

- A. The school district must designate and authorize at least one employee, referred to as a Title IX Coordinator, to coordinate its efforts to comply with its obligations under Title IX and its regulations. If a school district has more than one Title IX Coordinator, it must designate one of its Title IX Coordinators to retain ultimate oversight over the responsibilities and ensure the school district’s consistent compliance with its responsibilities under Title IX and its regulations.
- B. As appropriate, the school district may delegate, or permit a Title IX Coordinator to delegate, specific duties to one or more designees.

IV. PARENTAL, FAMILY, OR MARITAL STATUS; PREGNANCY OR RELATED CONDITIONS

A. Status Generally

The school district must not adopt or implement any policy, practice, or procedure concerning a student's current, potential, or past parental, family, or marital status that treats students differently on the basis of sex.

B. Pregnancy or Related Conditions

1. Nondiscrimination

The school district must not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. The school district does not engage in prohibited discrimination when it allows a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education program or activity provided the school district ensures that the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions.

2. Responsibility to Provide Title IX Coordinator Contact and Other Information

The school district must ensure that when a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the school district's education program or activity.

3. Specific Actions to Prevent Discrimination and Ensure Equal Access

The school district must take specific actions below to promptly and effectively prevent sex discrimination and ensure equal access to the school district's education program or activity once the student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions. The Title IX Coordinator must coordinate these actions.

a. Responsibility to provide information about school district obligations.

The school district must inform the student, and if applicable, the person who notified the Title IX Coordinator of the student's pregnancy or related conditions and has a legal right to act on behalf of the student, of the school district's obligations under 34 Code of Federal Regulations, section 106.31, paragraphs (b)(1) through (5) and section 106.44(j) and provide the school district's notice of nondiscrimination under section 106.8(c)(1)

b. Reasonable modifications

i. The school district must make reasonable modifications to the school district's policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the school district's education program or activity. Each reasonable modification must be based on the student's individualized needs. In determining what modifications are required under this paragraph, the school district must consult with the student. A modification that a school district can demonstrate

would fundamentally alter the nature of its education program or activity is not a reasonable modification.

- ii. The student has discretion to accept or decline each reasonable modification offered by the school district. If a student accepts the school district's offered reasonable modification, the school district must implement it.
- iii. Reasonable modifications may include, but are not limited to, breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies (for example, access to a larger desk or a footrest); elevator access; or other changes to policies, practices, or procedures.

c. Voluntary access to separate and comparable portion of program or activity

The school district must allow the student to voluntarily access any separate and comparable portion of the school district's education program or activity under Paragraph A. above.

d. Voluntary leaves of absence

The school district must allow the student to voluntarily take a leave of absence from the school district's education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a student qualifies for leave under a leave policy maintained by the school district that allows a greater period of time than the medically necessary period, the school district must permit the student to take voluntary leave under that policy instead if the student so chooses. When the student returns to the school district's education program or activity, the student must be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.

e. Lactation space

The school district must ensure that the student can access a lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

f. Limitation on supporting documentation

The school district must not require supporting documentation under Paragraph B.3, subparagraphs b. through e. unless the documentation is necessary and reasonable for the school district to determine the reasonable modifications to make or whether to take additional specific actions. Examples of situations when requiring supporting documentation is not necessary and reasonable include, but are not limited to, when the student's need for a specific action under

Paragraph C. subparagraphs 3 through 5 is obvious, such as when a student who is pregnant needs a bigger uniform; when the student has previously provided the school district with sufficient supporting documentation; when the reasonable modification because of pregnancy or related conditions at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs; or when the specific action under Paragraph C. subparagraphs 3 through 5 is available to students for reasons other than pregnancy or related conditions without submitting supporting documentation.

4. Comparable Treatment to Other Temporary Medical Conditions

To the extent consistent with Paragraph B.3 above, the school district must treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy the school district administers, operates, offers, or participates in with respect to students admitted to the school district's education program or activity.

5. Certification to Participate

The school district must not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the school district's class, program, or extracurricular activity unless:

- a. The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
- b. The school district requires such certification of all students participating in the class, program, or extracurricular activity; and
- c. The information obtained is not used as a basis for discrimination prohibited by this part.

V. REPORTING PROHIBITED CONDUCT

- A. Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual harassment toward a student should report the alleged acts as soon as possible to the Title IX Coordinator.
- B. The school district requires all employees who are not confidential employees to notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination under Title IX or its regulations. This requirement does not apply to an employee who has personally been subject to conduct that reasonably may constitute sex discrimination under Title IX or its regulations.
- C. Confidential Employee Requirements
 1. The school district must notify all participants in the school district's education program or activity of how to contact its confidential employees, if any.
 2. The school district must require a confidential employee to explain to any person who informs the confidential employee of conduct that reasonably may constitute sex discrimination under Title IX or its regulations:

- a. The employee's status as confidential for purposes of this part, including the circumstances in which the employee is not required to notify the Title IX Coordinator about conduct that reasonably may constitute sex discrimination;
 - b. How to contact the school district's Title IX Coordinator and how to make a complaint of sex discrimination; and
 - c. That the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the grievance procedures.
- D. Any employee of the school district who has experienced, has knowledge of, or has witnessed unlawful sex discrimination, including sexual harassment, or who otherwise becomes aware of unlawful sex discrimination, including sexual harassment, must promptly report the allegations to the Title IX Coordinator without screening or investigating the report or allegations.
- E. A report of unlawful sex discrimination or sexual harassment may be made at any time, including during nonbusiness hours, and may be made in person, by mail, by telephone, or by email using the Title IX Coordinator's contact information. A report may also be made by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- F. Sexual harassment may constitute both a violation of this policy and criminal law. To the extent the alleged conduct may constitute a crime, the school district may report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

VI. SCHOOL DISTRICT'S RESPONSE TO SEXUAL HARASSMENT

A. General

Upon knowledge of conduct that reasonably may constitute sex discrimination in its education program or activity, the school district must respond promptly and effectively. The school district must also comply with 34 Code of Federal Regulations, section 106.44 to address sex discrimination in its education program or activity.

B. Barriers to Reporting

The school district must require its Title IX Coordinator to:

- 1. Monitor the school district's education program or activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX or its regulations; and
- 2. Take steps reasonably calculated to address such barriers.

C. Title IX Coordinator Requirements

- 1. The Title IX Coordinator is responsible for coordinating the school district's compliance with its obligations under Title IX and its regulations. The school district must require its Title IX Coordinator, when notified of conduct that reasonably may constitute sex discrimination under Title IX or its regulations, to take the following actions to promptly and effectively end any sex discrimination in its education program or activity, prevent its recurrence, and remedy its effects:

- a. Treat the complainant and respondent equitably;
- b. Offer and coordinate supportive measures, as appropriate, for the complainant. In addition, if the school district has initiated grievance procedures or offered an informal resolution process to the respondent, offer and coordinate supportive measures, as appropriate, for the respondent;
- c. Notify the complainant or, if the complainant is unknown, the individual who reported the conduct, of the grievance procedures and if applicable and the informal resolution process, if available and appropriate. If a complaint is made, notify the respondent of the grievance procedures and the informal resolution process, if available and appropriate;
- d. In response to a complaint, initiate the grievance procedures or the informal resolution process, if available and appropriate and requested by all parties;
- e. In the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process, determine whether to initiate a complaint of sex discrimination that complies with the grievance procedures.
 - i. To make this fact-specific determination, the Title IX Coordinator must consider, at a minimum, the following factors:
 - [a] The complainant's request not to proceed with initiation of a complaint;
 - [b] The complainant's reasonable safety concerns regarding initiation of a complaint;
 - [c] The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
 - [d] 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;
 - [e] The age and relationship of the parties, including whether the respondent is an employee of the school district;
 - [f] The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
 - [g] The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
 - [h] Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.

- ii. If, after considering these and other relevant factors, the Title IX Coordinator determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the complainant or other person, or that the conduct as alleged prevents the school district from ensuring equal access on the basis of sex to its education program or activity, the Title IX Coordinator may initiate a complaint
 - f. If initiating a complaint under Subparagraph e. above, notify the complainant prior to doing so and appropriately address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures; and
 - g. Regardless of whether a complaint is initiated, take other appropriate prompt and effective steps, in addition to steps necessary to effectuate the remedies provided to an individual complainant, if any, to ensure that sex discrimination does not continue or recur within the school district's education program or activity.
2. The Title IX Coordinator is not required to comply with Paragraph C.1, subparagraphs a. through g. above upon being notified of conduct that may constitute sex discrimination if the Title IX Coordinator reasonably determines that the conduct as alleged could not constitute sex discrimination under Title IX or its regulations.

D. Supportive Measures

Under the *Title IX Coordinator Requirements* above, the school district must offer and coordinate supportive measures, as appropriate, as described below. For allegations of sex discrimination other than sex-based harassment or retaliation, the school district's provision of supportive measures does not require the school district, its employee, or any other person authorized to provide aid, benefit, or service on the school district's behalf to alter the alleged discriminatory conduct for the purpose of providing a supportive measure.

1. Supportive measures may vary depending on what the school district deems to be reasonably available. These measures may include but are not limited to: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class, work, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; and training and education programs related to sex-based harassment.
2. Supportive measures must not unreasonably burden either party and must be designed to protect the safety of the parties or the school district's educational environment, or to provide support during the school district's grievance procedures, or during the informal resolution process. The school district must not impose such measures for punitive or disciplinary reasons.
3. The school district may, as appropriate, modify or terminate supportive measures at the conclusion of the grievance procedures or at the conclusion of the informal resolution process, or the school district may continue them beyond that point.
4. The school district must provide a complainant or respondent with a timely opportunity to seek, from an appropriate and impartial employee, modification or reversal of the school district's decision to provide, deny, modify, or terminate supportive measures applicable to them. The impartial employee

must be someone other than the employee who made the challenged decision and must have authority to modify or reverse the decision, if the impartial employee determines that the decision to provide, deny, modify, or terminate the supportive measure was inconsistent with the definition of supportive measures. The school district must also provide a party with the opportunity to seek additional modification or termination of a supportive measure applicable to them if circumstances change materially.

5. The school district must not disclose information about any supportive measures to persons other than the person to whom they apply, including informing one party of supportive measures provided to another party, unless necessary to provide the supportive measure or restore or preserve a party's access to the education program or activity, or when an exception in 34 Code of Federal Regulations section 106.44(j)(1) through (5) applies.
6. The school district must require the Title IX Coordinator to consult with one or more members, as appropriate, of the student's Individualized Education Program (IEP) team, if any, or one or more members, as appropriate, of the group of persons responsible for the student's placement decision under 34 Code of Federal Regulations, section 104.35(c), if any, to determine how to comply with the requirements of the Individuals with Disabilities Education Act, and Section 504 of the Rehabilitation Act of 1973 in the implementation of supportive measures.

E. Students with Disabilities

If a complainant or respondent is an elementary or secondary student with a disability, the school district must require the Title IX Coordinator to consult with one or more members, as appropriate, of the student's Individualized Education Program (IEP) team, if any, or one or more members, as appropriate, of the group of persons responsible for the student's placement decision under 34 Code of Federal Regulations, section 104.35(c), if any, to determine how to comply with the requirements of the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973 throughout the school district's implementation of grievance procedures under 34 Code of Federal Regulations, section 106.45.

F. Emergency Removal

Nothing in Title IX or its regulations precludes the school district from removing 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 any students, employees, 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. This provision must not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act of 1990.

G. Administrative Leave

Nothing in Title IX or its regulations precludes the school district from placing an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures. This provision must not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990.

H. Prohibited Disclosures of Personally Identifiable Information

The school district must not disclose personally identifiable information obtained in the course of complying with this part, except in the following circumstances:

1. When the school district has obtained prior written consent from a person with the legal right to consent to the disclosure;
2. When the information is disclosed to a parent, guardian, or other authorized legal representative with the legal right to receive disclosures on behalf of the person whose personally identifiable information is at issue;
3. To carry out the purposes of 34 Code of Federal Regulations, section 106, including action taken to address conduct that reasonably may constitute sex discrimination under Title IX in the school district's education program or activity;
4. As required by federal law, federal regulations, or the terms and conditions of a Federal award, including a grant award or
5. To the extent such disclosures are not otherwise in conflict with Title IX or its regulations, when required by Minnesota or local law or when permitted under FERPA or its implementing regulations.

VII. GRIEVANCE PROCEDURES FOR THE PROMPT AND EQUITABLE RESOLUTION OF COMPLAINTS OF SEX DISCRIMINATION

A. General

The school district's grievance procedures for the prompt and equitable resolution of complaints of sex discrimination must be in writing and include provisions that incorporate the requirements of this section. The requirements related to a respondent apply only to sex discrimination complaints alleging that a person violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that a school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

B. Basic Requirements for Grievance Procedures

The school district's grievance procedures must:

1. Treat complainants and respondents equitably;
2. Require that any person designated as a Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The decisionmaker may be the same person as the Title IX Coordinator or investigator;
3. Include a presumption that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of the school district's grievance procedures for complaints of sex discrimination;
4. Establish reasonably prompt timeframes for the major stages of the grievance procedures, including a process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay. Major stages include, for example, evaluation (i.e., the school district's decision whether to dismiss or investigate a complaint of sex discrimination); investigation; determination; and appeal, if any;

[NOTE: The Title IX regulations require reasonably prompt timeframes for major stages of the grievance procedures, but do not specify any particular timeframes. School districts may establish their own district-specific timeframes. A sample set of provisions is offered below.]

- a. Any informal resolution process must be completed within thirty (30) calendar days following the parties' agreement to participate in such informal process.
- b. An appeal of a determination of responsibility or of a decision dismissing a formal complaint must be received by the school district within five (5) days of the date the determination of responsibility or dismissal was provided to the parties.
- c. Any appeal of a determination of responsibility or of a dismissal will be decided within thirty (30) calendar days of the day the appeal was received by the school district.
- d. The school district will seek to conclude the grievance process, including any appeal, within 120 calendar days of the date the formal complaint was received by the school district.
- e. Although the school district strives to adhere to the timelines described above, in each case, the school district may extend the time frames for good cause. Good cause may include, without limitation: the complexity of the allegations; the severity and extent of the alleged misconduct; the number of parties, witnesses, and the types of other evidence (e.g., forensic evidence) involved; the availability of the parties, advisors, witnesses, and evidence (e.g., forensic evidence); concurrent law enforcement activity; intervening school district holidays, breaks, or other closures; the need for language assistance or accommodation of disabilities; and/or other unforeseen circumstances.
- f. The school district has established the following process for reasonable extension of timeframes on a case-by-case basis for good cause as set forth above. The process includes notice to the parties and the reason for the delay:
 5. Require the school district to take reasonable steps to protect the privacy of the parties and witnesses during the pendency of the school district's grievance procedures, provided that the steps do not restrict the ability of the parties to: obtain and present evidence, including by speaking to witnesses, subject to the prohibition against retaliation; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures;
 6. Require an objective evaluation of all evidence that is relevant, as defined in Article II, and not otherwise impermissible—including both inculpatory and exculpatory evidence—and provide that credibility determinations must not be based on a person's status as a complainant, respondent, or witness;
 7. Exclude the following types of evidence, and questions seeking that evidence, as impermissible (i.e., must not be accessed or considered, except by the school district to determine whether an exception in subparagraphs (a) through (c) applies; must not be disclosed; and must not otherwise be used), regardless

of whether they are relevant:

- a. Evidence that is protected under a privilege as recognized by federal or Minnesota law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
 - b. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional 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 the school district's grievance procedures; and
 - c. Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct 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 determination that sex-based harassment occurred; and
8. If the school district adopts grievance procedures that apply to the resolution of some, but not all, complaints articulate consistent principles for how the school district will determine which procedures apply.

C. Notice of Allegations

Upon initiation of the school district's grievance procedures, the school district must provide notice of the allegations to the parties whose identities are known.

1. The notice must include:
 - a. The school district's grievance procedures, and if applicable, any informal resolution process;
 - b. Sufficient information available at the time to allow the parties to respond to the allegations. Sufficient information includes the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination under Title IX or this part, and the date(s) and location(s) of the alleged incident(s), to the extent that information is available to the school district;
 - c. A statement that retaliation is prohibited; and
 - d. A statement that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence; and if the school district provides a description of the evidence, the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.
2. If, in the course of an investigation, the school district decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice or that are included in a complaint that is consolidated, the school district must provide notice of the

additional allegations to the parties whose identities are known.

If, in the course of an investigation, the school district decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, the school district will notify the parties of the additional allegations.

D. Consolidation

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 below to a party, complainant, or respondent include the plural, as applicable.

E. Complaint Investigation

A. The school district must provide for adequate, reliable, and impartial investigation of complaints. To do so, the school district must:

1. Ensure that the burden is on the school district – not on the parties – to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred;
2. Provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible;
3. Review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance, consistent with § 106.2 and with paragraph (b)(7) of this section; and
4. Provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible in the following manner:
 - a. The school district must provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If the school district provides a description of the evidence, it must further provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
 - b. The school district must provide a reasonable opportunity to respond to the evidence or to the accurate description of the evidence; and
 - c. The school district must 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.

F. Questioning Parties and Witnesses to Aid in Evaluating Allegations and Assessing

Credibility

The school district must provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination.

G. Determination Whether Sex Discrimination Occurred

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, the school district must:

1. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred, unless the school district uses the clear and convincing evidence standard of proof in all other comparable proceedings, including proceedings relating to other discrimination complaints, in which case the school district may elect to use that standard of proof in determining whether sex discrimination occurred. Both standards of proof require the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness; if the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker must not determine that sex discrimination occurred.
2. Notify the parties in writing of the determination whether sex discrimination occurred under Title IX or its regulations including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
3. If there is a determination that sex discrimination occurred, as appropriate, require the Title IX Coordinator to coordinate the provision and implementation of remedies to a complainant and other persons the school district identifies as having had equal access to the school district's education program or activity limited or denied by sex discrimination, 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 within the school district's education program or activity. The school district may not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the school district's grievance procedures that the respondent engaged in prohibited sex discrimination;
4. Comply with 34 Code of Federal Regulations, section 106.45, before the imposition of any disciplinary sanctions against a respondent; and
5. Not discipline a party, witness, or others participating in 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.

H. Additional Provisions

If the school district adopts additional provisions as part of its grievance procedures for handling complaints of sex discrimination, including sex-based harassment, such additional provisions must apply equally to the parties.

I. Informal Resolution

In lieu of resolving a complaint through the school district's grievance procedures, the parties may instead elect to participate in an informal resolution process under 34 Code of Federal Regulations, section 106.44(k) if provided by the school district consistent with that paragraph.

J. Provisions Limited to Sex-Based Harassment Complaints

For complaints alleging sex-based harassment, the grievance procedures must:

1. Describe the range of supportive measures available to complainants and respondents; and
2. List, or describe the range of, the possible disciplinary sanctions that the school district may impose and remedies that the school district may provide following a determination that sex-based harassment occurred.

VIII. INFORMAL RESOLUTION OF A COMPLAINT

A. At any time prior to determining whether sex discrimination occurred, the school district may offer to a complainant and respondent an informal resolution process, unless the complaint includes allegations that an employee engaged in sex-based harassment of an elementary school or secondary school student or such a process would conflict with federal, Minnesota, or local law. A school district that provides the parties an informal resolution process must, to the extent necessary, also 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.

1. Subject to the limitations in Paragraph A. above, the school district has discretion to determine whether it is appropriate to offer an informal resolution process when it receives information about conduct that reasonably may constitute sex discrimination under Title IX or its regulations or when a complaint of sex discrimination is made, and may decline to offer informal resolution despite one or more of the parties' wishes.
2. In addition to the limitations in Paragraph A. above, circumstances when the school district may decline to allow informal resolution include but are not limited to when the school district determines that the alleged conduct would present a future risk of harm to others.

B. The school district must not require or pressure the parties to participate in an informal resolution process. The school district must obtain the parties' voluntary consent to the informal resolution process and must not require waiver of the right to an investigation and determination of a complaint as a condition of enrollment or continuing enrollment, or employment or continuing employment, or exercise of any other right.

C. Before initiation of an informal resolution process, the school district must provide to the parties notice that explains:

1. The allegations;
2. The requirements of the informal resolution process;
3. That, prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and to initiate or resume the school district's grievance procedures;
4. That the parties' agreement to a resolution at the conclusion of the informal resolution process would preclude the parties from initiating or resuming grievance procedures arising from the same allegations;

5. The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and
 6. What information the school district will maintain and whether and how the school district could disclose such information for use in grievance procedures, if grievance procedures are initiated or resumed.
- D. The facilitator for the informal resolution process must not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Any person designated by the school district to facilitate an informal resolution process must not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. Any person facilitating informal resolution must receive training as provided under this policy.
- E. Potential terms that may be included in an informal resolution agreement include but are not limited to:
1. Restrictions on contact; and
 2. Restrictions on the respondent's participation in one or more of the school district's programs or activities or attendance at specific events, including restrictions the school district could have imposed as remedies or disciplinary sanctions had the school district determined at the conclusion of the school district's grievance procedures that sex discrimination occurred.

IX. DISMISSAL OF A COMPLAINT

- A. The school district may dismiss a complaint of sex discrimination made through its grievance procedures under this policy for any of the following reasons:
1. The school district is unable to identify the respondent after taking reasonable steps to do so;
 2. The respondent is not participating in a school district education program or activity and is not employed by the school district;
 3. 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 conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or,
 4. 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, the school district will make reasonable efforts to clarify the allegations with the complainant.
- B. 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 will 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.
- C. The school district must notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint on the bases set out in 34 Code of Federal Regulations, section 106.46(i)(1). If the dismissal occurs after the respondent has been notified of the allegations, then the school district will also notify the respondent that the dismissal may be appealed on

the bases set out in 34 Code of Federal Regulations, section 106.46(i)(1). If the dismissal is appealed, the school district must:

1. Notify the parties of any appeal, including notice of the allegations consistent with paragraph (c) of this section if notice was not previously provided to the respondent;
 2. Implement appeal procedures equally for the parties;
 3. Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
 4. Ensure that the decisionmaker for the appeal has been trained as set out in this policy;
 5. Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
 6. Notify the parties of the result of the appeal and the rationale for the result.
- D. When the school district dismisses a complaint, it must, at a minimum:
1. Offer supportive measures to the complainant as appropriate;
 2. For dismissals under Paragraph A. 3 and 4 above in which the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate under 34 Code of Federal Regulations, section 106.44(g); and
 3. 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.
- E. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate.

XI. APPEAL OF DETERMINATION

- A. The school district offers the following process for appeals from a determination whether sex discrimination occurred. This appeal process will be, at a minimum, the same as the school district offers in all other comparable proceedings, including proceedings relating to other discrimination complaints.
- B. If notice of an appeal is timely received by the school district, the school district will notify the parties in writing of the receipt of the appeal, assign or designate the appellate decisionmaker, and give the parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.
- C. After reviewing the parties' written statements, the appellate decisionmaker must issue a written decision describing the result of the appeal and the rationale for the result.
- D. The written decision describing the result of the appeal must be provided simultaneously to the parties.
- E. The decision of the appellate decisionmaker is final. No further review beyond the appeal is permitted.

XII. SANCTIONS AND REMEDIES

Following a determination that sex-based harassment occurred, the school district may impose disciplinary sanctions, which may include:

1. **The following is the range of possible remedies that the school district may provide a complainant and disciplinary sanctions that the school district might impose upon a respondent, following determination of responsibility: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual or unilateral restrictions on contact between the parties, changes in work locations, leaves of absence, monitoring of certain areas of the school district buildings or property, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.**
2. **If the decisionmaker determines a respondent is responsible for violating this policy, the decisionmaker will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the superintendent of the recommended remedies, such that an authorized administrator can consider the recommendation(s) and implement appropriate remedies in compliance with MSBA Model Policy 506 – Student Discipline. The discipline of a student-respondent must comply with the applicable provisions of Minnesota Pupil Fair Dismissal Act, the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing regulations.]**

XIII. RETALIATION

The school district must prohibit retaliation, including peer retaliation, in its education program or activity. When the school district has information about conduct that reasonably may constitute retaliation under Title IX or its regulations, the school district is obliged to comply with 34 Code of Federal Regulations, section 106.44. Upon receiving a complaint alleging retaliation, the school district must initiate its grievance procedures or, as appropriate, an informal resolution process.

XIV. TRAINING

- A. The school district must ensure that the following persons receive training related to their duties under Title IX promptly upon hiring or change of positions that alters their duties under Title IX or its regulations, and annually thereafter. This training must not rely upon sex stereotypes.
 1. *All employees* must be trained on:
 - a. The school district's obligation to address sex discrimination in its education program or activity;
 - b. The scope of conduct that constitutes sex discrimination under Title IX and its regulations, including the definition of sex-based harassment; and
 - c. All applicable notification and information requirements under 34 Code of Federal Regulations, sections 106.40(b)(2) and 106.44.
 2. *Investigators, decisionmakers, and other persons who are responsible for implementing the school district's grievance procedures or have the authority to modify or terminate supportive measures.*

In addition to the training requirements for all employees described in

Paragraphs 1 and 2 above, all investigators, decisionmakers, and other persons who are responsible for implementing the school district's grievance procedures or have the authority to modify or terminate supportive measures under 34 Code of Federal Regulations, section 106.44(g)(4) must be trained on the following topics to the extent related to their responsibilities:

- a. The school district's obligations under 34 Code of Federal Regulations, section 106.44;
- b. The school district's grievance procedures under 34 Code of Federal Regulations, section 106.45, and if applicable section 106.46;
- c. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and
- d. The meaning and application of the term "relevant" in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance under 34 Code of Federal Regulations, section 106.45, and if applicable section 106.46.

3. *Facilitators of informal resolution process*

In addition to the training requirements for all employees described in Paragraph 1 above, all facilitators of an informal resolution process under 34 Code of Federal Regulations, section 106.44(k) must be trained on the rules and practices associated with the school district's informal resolution process and on how to serve impartially, including by avoiding conflicts of interest and bias.

4. *Title IX Coordinator and Title IX Personnel*

In addition to the training requirements in Paragraphs 1 through 3 above, the Title IX Coordinator and Title IX Personnel must be trained on their specific responsibilities under 34 Code of Federal Regulations, section 106.8(a), section 106.40(b)(3), section 106.44(f) and (g), the school district's recordkeeping system and the requirements of 34 Code of Federal Regulations, section 106.8 (f), and any other training necessary to coordinate the school district's compliance with Title IX. "Title IX Personnel" means any person who addresses, works on, or assists with the school district's response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions.

XV. DISSEMINATION OF POLICY

- A. This policy shall be made available to all students, parents/guardians of students, school district employees, and employee unions.
- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents, employees, students, unions, or applicants.
- C. Notice of Nondiscrimination
 1. The school district must provide notice of nondiscrimination to applicants for admission and employment, students, parents, guardians, or other authorized legal representatives of elementary and secondary school students, employees, and all unions holding collective bargaining agreements with the school district.

2. Contents of Notice of Nondiscrimination

The notice of nondiscrimination must include the following elements:

- a. A statement that the school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment;
 - b. A statement that inquiries about the application of Title IX and its regulations to the school district may be referred to the school district's Title IX Coordinator, the federal Office for Civil Rights, or both;
 - c. The name or title, office address, email address, and telephone number of the Title IX Coordinator;
 - d. How to locate the school district's nondiscrimination policy and the school district's grievance procedures; and
 - e. How to report information about conduct that may constitute sex discrimination under Title IX; and how to make a complaint of sex discrimination under the regulations.
3. The school district must prominently include all elements of its notice of nondiscrimination on its website and in each handbook, catalog, announcement, bulletin, and application form that it makes available to people entitled to notice, or which are otherwise used in connection with the recruitment of students or employees.
4. If necessary, due to the format or size of any publication, the school district may instead include in those publications the information covered in the following statement: **Chisholm Public Schools** prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to the Title IX Coordinator. The notice of nondiscrimination is located at <https://www.chisholm.k12.mn.us/>
5. The school district must not use or distribute a publication stating that the school district treats applicants, students, or employees differently on the basis of sex, except as such treatment is permitted by Title IX or its regulations.

XVI. RECORDKEEPING

The school district must create, and maintain for a period of seven years:

- A. For each complaint of sex discrimination, records documenting the informal resolution process under 34 Code of Federal Regulations, section 106.44(k) or the grievance procedures under section 106.45, and if applicable section 106.46, and the resulting outcome.
- B. For each notification the Title IX Coordinator receives of information about conduct that reasonably may constitute sex discrimination under Title IX or its regulations, including notifications under 34 Code of Federal Regulations, section 106.44(c)(1) or (2), records documenting the actions the school district took to meet its obligations under section 106.44
- C. All materials used to provide training under this policy. The school district must make these training materials available upon request for inspection by members of the public.

Legal References: Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)

Minn. Stat. §§ 121A.40 – 121A.575 (Minnesota Pupil Fair Dismissal Act)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments)
34 C.F.R. Part 106 (Implementing Regulations of Title IX)
20 U.S.C § 1400, *et seq.* (Individuals with Disabilities Education Act)
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act)
42 U.S.C. § 12101, *et seq.* (Americans with Disabilities Act)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)
20 U.S.C. § 1092 *et seq.* (Jeanne Clery Disclosure of Campus Security and
Campus Crime Statistics Act (“Clery Act”))

Cross References:

MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 528 (Student Parental, Family, and Marital Status
Nondiscrimination)

At the Independent School District No. 695 Board meeting held on November 12, 2024 in the Chisholm Public Schools Board Room, Director _____ offered the following Resolution and moved its adoption;

RESOLUTION NO. 24-11-12

RESOLUTION ACCEPTING DONATION OF MITTENS FROM ROSIE MARINO TO SUPPORT VAUGHAN STEFFENSRUD ELEMENTARY.

RESOLUTION ACCEPTING DONATION OF SCHOOL SUPPLIES FROM CHISHOLM LIONS TO SUPPORT CHISHOLM ELEMENTARY SCHOOL.

RESOLUTION ACCEPTING DONATION OF SNACKS AND GAMES FROM CHISHOLM LIONS TO SUPPORT THE AFTERSCHOOL CARE PROGRAM.

RESOLUTION ACCEPTING DONATION OF SNACK FROM MR. AND MRS. JERRY JORDAN TO SUPPORT VAUGHAN STEFFENSRUD ELEMENRARY AND CHISHOLM ELEMENTARY SCHOOL.

RESOLUTION ACCEPTING DONATION OF \$750.00 FROM DETROIT DIESEL REMANUFACTURING LLC TO SUPPORT THE CHISHOLM ROBOTICS TEAM..

Independent School District No. 695 must accept donations by way of a Resolution.

IT IS HEREBY RESOLVED by Independent School District No. 695 to accept the above list of donations.

The motion to adopt the foregoing Resolution was duly supported by Director _____, and upon being put to a vote, carried as follows:

FOR ADOPTION: Director
 Director
 Director
 Director
 Director
 Director

ABSTAINING:

AGAINST ADOPTION:

ABSENT:

Passed and adopted this 12TH day of November 2024.

BY ORDER OF THE SCHOOL BOARD

School District Clerk

2024-2025 School Enrollment

Grade	May-24	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
VPK	14	19	19	19						
KG	52	47	47	48						
1st	45	48	47	46						
2nd	48	43	42	43						
3rd	49	48	48	48						
4th	41	48	48	48						
5th	51	43	44	44						
6th	42	51	52	52						
7th	47	42	42	42						
8th	43	48	47	47						
9th	69	48	48	47						
10th	50	67	66	65						
11th	45	45	43	43						
12th	48	45	45	45						
Total	644	642	638	637						