

Education Committee - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, July 19, 2011

UnitedHealth Group Building

4316 Rice Lake Road

Suite 108

Duluth, MN 55811

6:30 PM

1. Presentations - None

2. Informational Items

The following items are for informational purposes only and do not require School Board approval.

A. Grant Applications

1) No Child Left Behind (NCLB) Consolidated Programs

An application was submitted by MaryAnn Rotondi, outgoing LEA, on June 30, 2011 to the Minnesota Department of Education requesting allocations for Title I, Part A for students who are one or more years behind in Math and/or Reading, Title I, Part D for neglected and delinquent students, and Title II for professional development. The amounts are as follows:

Title I, Part A - \$2,958,708.80

Title I, Part D - \$265,818.62

Title II - \$596,904.41

Recommendation: It is recommended that the Duluth School Board receive this item as informational.

3. Action Items

A. Presentation Items Requiring Approval

1) Lake Superior Swim Club Formal Proposal and Presentation

4

Members of the Lake Superior Swim Club submitted a formal proposal to partner with the Duluth Public Schools in becoming the facilitators for the new middle school aquatic facilities. Their vision goes beyond competitive swimming. It is their desire to bring the community together and give equal access to aquatics to all.

Recommendation: It is recommended that the Duluth School Board accept and approve this item.

B. Resolution E-7-11-2912 - Acceptance of Grant Awards to Duluth Public Schools

24

Attached is Resolution E-7-11-2912 - Acceptance of Grant Awards to Duluth Public Schools, to accept and approve grant awards for the following organization:

Ordean Foundation

Recommendation: It is recommended that the Duluth School Board accept and approve Resolution E-7-11-2912 - Acceptance of Grant Awards to Duluth Public Schools.

C. Access to Internet Student Data - Non-District Employees 29

It is requested that the following organizations be granted access to the Student Information System to support District functions from July 1, 2011 to June 30, 2012:

College of St. Scholastica, Education Talent Search
University of Wisconsin-Superior, Student Teaching
Upward Bound
Human Development Center
Lakewood Foundation
Duluth Area YMCA
United Way of Greater Duluth
Woodland Hills Academy

Recommendation: It is recommended that the Duluth School Board accept and approve the item.

D. New Policy 5093 Restrictive Procedures Plan 37

Bill Gronseth and Laura Fredrickson presented the recommended new Policy 5093 Restrictive Procedures Plan for the first reading.

Recommendation: It is recommended that the Duluth School Board accept and approve new Policy 5093 Restrictive Procedures Plan for the first reading.

E. Policy 6140.10 Co-Curricular Activities Participation Fees 50

Bill Gronseth presented recommended revisions to Policy 6140.10 Co-Curricular Activities Participation Fees, which reflect an increase in participation fees, effective August 1, 2011 for the first reading.

Recommendation: It is recommended that the Duluth School Board accept and approve revisions to Policy 6140.10 Co-Curricular Activities Participation Fees for the first reading.

F. Policy 5085 - Student Discipline Policy 51

Bill Gronseth presented recommended revisions to Policy 5085 - Student Discipline Policy for the second reading.

Recommendation: It is recommended that the Duluth School Board accept and approve Policy 5085 - Student Discipline Policy for the second reading.

G. New Policy 5090 - Use of Cell Phones, Digital Imaging Devices, and Other Personal Electronic Devices 66

Bill Gronseth presented the recommended new Policy 5090 - Use of Cell Phones, Digital Imaging Devices, and Other Personal Electronic Devices for the second reading.

Recommendation: It is recommended that the Duluth School Board accept and approve new Policy 5090 - Use of Cell Phones, Digital Imaging Devices, and Other Personal Electronic Devices for the second reading.

H. Diplomas 68

The following students have completed all high school requirements and should be awarded a diploma:

Deantrez Johnson - June 7, 2011
Don Rankin - June 7, 2011
Megan N. RedStar - June 7, 2011
Sarah J. Flynn - June 7, 2011
Shane T. Sullivan - June 7, 2011

Recommendation: It is recommended that the Duluth School Board accept and approve this item.

I. Certificate of Attendance 72

A Certificate of Attendance will be awarded to the following student in lieu of a high school diploma:

Keith M. Graham - June 7, 2011

Recommendation - It is recommended that the Duluth School Board accept and approve this item.

J. 2011 Graduates 73

It is recommended by administration that the official minutes include a certified list of June 2011 graduates as submitted by the respective high schools.

Recommendation: It is recommended that the Duluth School Board accept and approve this item.

MEMORANDUM

TO: District # 709 Education Committee
FROM: Lake Superior Swim Club (LSSC)
SUBJECT: Club Vision and Partnership
DATE: 7/6/11
CC: Bill Gronseth

LAKE SUPERIOR SWIM CLUB VISION AND PARTNERSHIP

- Lake Superior Swim Club (LSSC) is an aquatic program that fosters a desire in developing individuals to their fullest potential, encouraging steady improvement in physical and mental health, and instilling self discipline and an attitude of respect for oneself and for others. The proposed involvement of the Lake Superior Swim Club in ISD 709's new aquatic facilities is simple and is seen as a win-win situation for the district and organization. This program is modeled after other successful programs that have shown to be beneficial to the communities that they serve (i.e. the Heritage Sports Center). LSSC has a common vision for the district aquatic facilities that goes beyond competitive swimming, brings the community together and gives equal access to aquatics to all. The LSSC vision is simple:
- Give every child that lives within the community the opportunity to learn to swim
- Provide community members with access to facilities that they can use for a variety of activities including:
 - Recreational swimming, family swimming, aquatic awareness programs, water safety instruction, swimming lessons, adult learn to swim lessons, competitive swim teams, triathlon teams, adult lap swim, masters swim teams, outdoor recreation activities, and general facility use
- Employ and engage students and community members as part of the program (i.e. lifeguards, waters safety instructors, coaches, mentors, etc)
- Provide the opportunity for children in the community to become life- long swimmers outside of the high school season

- Be proactive and involved in the planning and implementation stages of facility use and scheduling
- Provide budget relieving support for the district that will maximize the benefit of aquatics to the community by overseeing the community based programs from one unified and streamlined operation.

Proposal:

LSSC manage the aquatic programming for ISD 709 community education. This involves coordinating programs and staff for community activities listed above.

To accomplish this goal, LSSC suggests a transition period of one school year (2012). This collaborative transition period will allow a smooth transfer of responsibilities from Community Education to LSSC and allow current district personnel to share their vision of the new facilities and take part in the program evaluation process. In addition, this transition period will allow integration of current resources and programming.

Needs:

LSSC is progressing in the establishment of a USA Swimming sanctioned club, however, before the next steps can be taken, USA Swimming requires that new clubs have a General Facility Use agreement in place. LSSC will require a General Facility Use Agreement from ISD 709 to implement the proposed plan.

Establish a five year commitment from the ISD 709 to allow LSSC to successfully establish operations and effectively manage aquatic programming.

Ensure full cooperation and disclosure from Community Education programming staff and management during the proposed transition period.

Full disclosure regarding the status of any existing agreements with outside community groups that may be utilizing the current facilities.

Please see the attached exhibits for State of Minnesota Certificate of Incorporation, articles of incorporation, bylaws, conflict of interest policy, letter from IRS confirming our assigned EIN number, and anticipated programming schedule.

LSSC Pool Utilization Schedule: Fall/ Winter

Pool #1

	6-7:30 am	7:30am-2:45pm	2:45pm -5:30pm	5:30-7:30	7:30-9:00
Mon	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC national team	Community programming
Tues	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC age group 5:30-6:30 Open Swim 6:30-7:30	Water Aerobics/ Adult lap swim
Wed	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC national team	Community programming
Thur	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC age group 5:30-6:30 Open Swim 6:30-7:30	Water Aerobics/ Adult lap swim
Fri	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC national team	Community programming
Sat		Swim lessons and lifeguard training 9a-12p	Community programming	Community programming	

Pool Utilization Schedule: Fall/ Winter

Pool #2

	6-7:30 am	7:30am-2:45pm	2:45pm -5:30pm	5:30-7:30pm	7:30-9:00pm
Mon	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC age group 5:30-6:30 Swimnastics 6:30-7:30	Community programming
Tues	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC national team	Adult lap/ SCUBA
Wed	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC age group 5:30-6:30 Swimnastics 6:30-7:30	Community programming
Thur	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	LSSC national team	Adult lap/ SCUBA
Fri	Masters/ Tri-team	School programming	Mid school Swim team 2:45-4pm HS swim team 3:30-5:30pm	Swim Lessons	Community programming
Sat		Community programming	Swim lessons and lifeguard training 1p-3p	Community programming	

LSSC Aquatics Programs

The following programs will be available to the community members through LSSC and the use of ISD 709 aquatic facilities.

Swimming Programs:

- Community recreational swimming
 - o Provides members of the community with supervised access to the aquatics facilities for general use and family recreation.
- Infant aquatics classes
 - o Infant learn-to-swim classes are intended for parents and their young children, providing aquatic adjustment techniques and an introduction to water safety practices (ages 6 months to 5 years).
- Youth swimming lessons
 - o Youth swimming lessons are intended for young individuals or groups, establishing a comfort with aquatics and teaching fundamental swimming techniques. (Age 4 – 12 years)
- Adult swimming lessons
 - o Adult learn-to-swim lessons are tailored for adults interested in learning basic and advanced swimming techniques at any age.
- Competitive swim team
 - o LSSC will establish a premier competitive swimming program, with opportunities for a broad spectrum of talents, experiences and competitive desires.
- Triathlon team
 - o Through the triathlon team, LSSC will provide an opportunity for community members interested in triathlon competitions to train and prepare as a team, with a focus on developing open-water swimming techniques and maintaining a healthy endurance for triathlon races.
- Adult lap swim
 - o Aquatic facility time will be reserved for adult recreational swimming.
- Masters swim team
 - o Through the masters swim team, LSSC will provide an opportunity for adults interested in competitive swimming to participate and race as a team in a wide range of masters swimming competitions.
- Aquatic Health & Fitness Programs
 - o Promote a healthy lifestyle and enjoyment of lifelong aquatic activities.

Outdoor Aquatics Programs:

- Water Safety Instruction
 - o General water safety classes and lifeguard certification programs will be available to members of the community.
- Scuba Diving Lessons & Certification
 - o LSSC will provide general scuba diving lessons, as well as PADI certification programs.
- Open-Water Kayak Instruction
 - o Lessons will be provided that focus on open-water kayak technique and general kayaking safety awareness.

**Lake Superior Swim Club
739 Mellwood Ave
Duluth, MN 55804**

EIN#27-3051302

Schedule of Exhibits

- Exhibit A State of Minnesota Certificate of Incorporation
- Exhibit B Articles of Incorporation
- Exhibit C Bylaws
- Exhibit D Conflict of Interest Policy
- Exhibit E Employer Identification Number Letter

State of Minnesota

SECRETARY OF STATE

CERTIFICATE OF INCORPORATION

I, Mark Ritchie, Secretary of State of Minnesota, do certify that: Articles of Incorporation, duly signed and acknowledged under oath, have been filed on this date in the Office of the Secretary of State, for the incorporation of the following corporation, under and in accordance with the provisions of the chapter of Minnesota Statutes listed below.

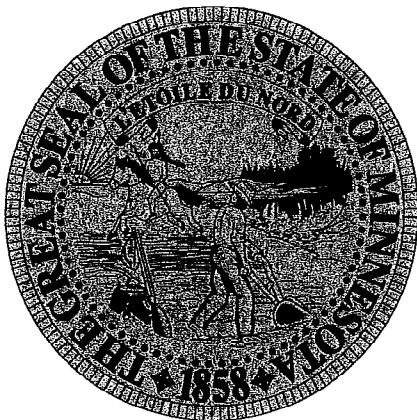
This corporation is now legally organized under the laws of Minnesota.

Corporate Name: The Lake Superior Swim Club

Corporate Charter Number: 4137667-2

Chapter Formed Under: 317A

This certificate has been issued on 01/19/2011.



Mark Ritchie
Secretary of State₁₁



NP-072

ARTICLES OF INCORPORATION OF The Lake Superior Swim Club

The undersigned incorporators are individuals 18 years of age or older and adopt the following articles of incorporation to form a nonprofit corporation (Chapter 317A).

ARTICLE I — NAME

The name of this corporation shall be **The Lake Superior Swim Club.** ✓

ARTICLE II — REGISTERED OFFICE ADDRESS

The address in Minnesota where the principal office of the corporation is to be located at **739 Mellwood Ave. Duluth, MN 55804.** ✓

ARTICLE III — PURPOSE

This corporation is organized exclusively for charitable, religious, educational, and scientific purposes as specified in Section 501(c)(3) of the Internal Revenue Code, including for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

The purpose of this corporation is:

- to support, promote and conduct community education programs that teach lifelong learning in swimming and other water related activities to Duluth and our surrounding communities
- to provide a learning environment where individuals of any age group, social, and/or ethnic background may learn from each other

ARTICLE IV — EXEMPTION REQUIREMENTS

At all times the following shall operate as conditions restricting the operations and activities of the corporation:

1. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in the purpose clause hereof.
2. No substantial part of the activities of the corporation shall constitute the carrying on of propaganda or otherwise attempting to influence legislation, or any initiative or referendum before the public, and the corporation shall not participate in, or intervene in (including by publication or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.
3. Notwithstanding any other provisions of this document, the organization shall not carry on any other activities not permitted to be carried on by an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code or corresponding section of any future tax code, or by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future tax code.

ARTICLE V — MEMBERSHIP/BOARD OF DIRECTORS

This corporation shall have members. The eligibility, rights and obligations of the members will be determined by the organization's bylaws. The management of the affairs of the corporation shall be vested in a board of directors, as defined by the corporation's bylaws. No director shall have any right, title, or interest in or to any property of the corporation. The number of directors constituting the initial board of directors is seven (7); their names and addresses are as follows:

Amy Kaiser, 5172 Larson Lane, Duluth, MN 55803
William Punyko, 1125 N. 40th Ave. E, Duluth, MN 55804
Kenji Sudoh, 1833 Norton Road, Duluth, MN 55803
Peter Weidman 3345 Riley Road, Duluth, MN 55803
Anthony Yung, 739 Mellwood Ave, Duluth, MN 55804
Dan Zelen, 3706 North Ridge Road, Duluth, MN 55804
Matthew Zelen, 711 Jill St, Duluth, MN 55804

Members of the initial board of directors shall serve until the first annual meeting, at which their successors will be duly elected and qualified, or removed as provided in the bylaws.

ARTICLE VI — PERSONAL LIABILITY

No member, officer, or director of this corporation shall be personally liable for the debts or obligations of this corporation of any nature whatsoever, nor shall any of the property of the members, officers, or directors be subject to the payment of the debts or obligations of this corporation.

ARTICLE VII - DURATION/DISSOLUTION

The duration of the corporate existence shall be perpetual until dissolution. Upon the dissolution of the organization, assets of the corporation shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

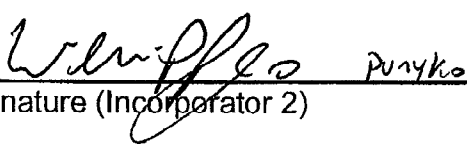
ARTICLE VIII - INCORPORATORS

In witness whereof, we the undersigned, have hereunto subscribed our names for the purpose of forming the corporation under the laws of the State of Minnesota and certify we executed these Articles of Incorporation this **January 1, 2011**. ✓



Signature (Incorporator 1)

739 Mellwood Ave, Duluth, MN 55804
Address, City, State, ZIP



Signature (Incorporator 2) ✓

1125 N. 40th AVE EAST DULUTH MN 55804
Address, City, State, ZIP

Angie Lewis

Signature (Incorporator 3)

5172 Larson Lane Duluth, MN 55803 ✓

Address, City, State, ZIP

Pete Weiden

Signature (Incorporator 4)

3345 RILEY ROAD, DULUTH, MN 55803 ✓

Address, City, State, ZIP

John

Signature (Incorporator 5)

1833 MORTON Rd. Duluth, MN 55803 ✓

Address, City, State, ZIP

Maureen J. Z...

Signature (Incorporator 6)

711 Jill St. Duluth, MN 55803 ✓

Address, City, State, ZIP

D...

Signature (Incorporator 7)

3706 N. Ridge Rd Duluth, MN 55804

Address, City, State, ZIP

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED 15

JAN 19 2011 CK

LAKE SUPERIOR SWIM CLUB BY-LAWS

January 1, 2011

Philosophy

The Lake Superior Swim Club is an aquatic program that will (a) foster a desire in competitive swimmers to develop themselves to their fullest potential; (b) encourage steady improvement in physical and mental health; and (c) instill self-discipline and an attitude of respect for oneself and for others.

ARTICLE I

Name of Organization:

The official name of the organization operating under these bylaws is the Lake Superior Swim Club and is an incorporated, non-profit, tax-exempt organization. The Lake Superior Swim Club is a member of USA Swimming, United States Masters Swimming, Minnesota Swimming, and Minnesota Masters Swimming.

ARTICLE II

Object

Provide life long learning to the community that promotes swimming and fosters personal growth for area youth and adults by focusing on integrity, sportsmanship and excellence

ARTICLE III

Members:

Any person shall be eligible for membership in the Lake Superior Swim Club regardless of race, sex, age, religion or place of residence.

Membership in the Lake Superior Swim Club shall be voluntary and will be classified as follows:

- Student and /or Competitive Members: Consisting of those persons engaged in aquatic training, in preparing for, or in participation in

organized aquatic events under the auspices of the Lake Superior Swim Club, and who are current in their membership dues and fees.

- Parent Members: Consisting of all parents, guardians or sponsors of competitive and student members.
- Associate Members: Consisting of those persons who have been appointed by the Lake Superior Swim Club Executive Board upon recommendation of the school district, city commission, Chamber of Commerce, civic organizations or other organized group to represent that group in Lake Superior Swim Club activities.

Dues:

Dues shall be established by the Executive Board and shall be determined by the current budget.

ARTICLE IV

Officers:

The officers of this club – shall be – President, Vice-President, Secretary, and Treasurer – each shall be elected by ballot by a majority vote at the election meeting or annual meeting of the club. A Swim Director shall be appointed by the Executive Board.

President may order meetings of the Executive Board when and where he or she shall deem it necessary. The President shall preside at all meetings of the club and generally shall perform such other duties as pertain to the office of the President.

Vice-President shall act as aide to the president and shall perform the duties of the president in the absence or disability of that officer to act. The Vice-President shall be in charge of fund raising projects selected by the membership.

Secretary shall record the minutes of all meetings of the club and of the Executive Board and shall perform such other duties as may be delegated to the position. The Secretary shall also handle all correspondence and newsletters for the club.

Treasurer shall have custody of all of the funds of the club; shall keep a full and accurate account of receipts and expenditures; and shall make

disbursements in accordance with the approved budget, or as authorized by the Executive Board. The treasurer shall present a financial report at every Executive Board meeting and at other times as requested by the Executive Board. The Treasurer shall make a full report at the annual meeting. The Treasurer's accounts shall be examined annually by an auditor or an auditing committee of not less than three members, who, if satisfied that the Treasurer's annual report is correct, shall sign a statement of that fact at the end of the report. The auditing committee shall be appointed by the Executive Board within one month following the annual meeting.

Swim Director shall be responsible for the aquatic programs and their administration. He/she will be responsible for the development of a complete age group swim program for swimmers wishing to participate in local, state, regional, and national swimming meets. He/she will recommend assistant coaches to the Board to be hired by the Board for the swim program.

Assistant Coaches shall assist the Swim Director in conducting the aquatic programs. They shall receive all directions and duties from the Swim Director and report to him/her in all matters.

Election of Officers

Prior to the annual meeting, the Executive Board will appoint a committee to prepare a slate of officers for nomination. Nominations may be made from the floor with approval of the nominee. These officers shall come from parent members.

Election of officers shall occur at the annual meeting, to be held in April of each year. Term of office shall be for two years. Election of officers shall be by a majority vote of the members present at the annual meeting. A delinquency in dues of 30 days or more shall be taken as a resignation. A resignation during a term of office shall be filled by Executive Board appointment.

Article V

Meetings

The annual meeting of the parent and associate members shall be called

each April at which time there shall be an election of officers to fill vacancies. All parents and associate members shall be notified by mail not less than seven days prior to this meeting or any special meeting.

The budget shall be approved by the membership at an announced meeting between the April meeting and June 1. The Executive Board shall meet monthly to carry out the management of the club. Roberts Rules of Order shall be followed but overridden by past board directions.

Article VI

Executive Board

The management of the Lake Superior Swim Club shall be delegated to an Executive Board consisting of the President, Vice-President, Secretary, Treasurer, Swim Director and the Past President. The Executive Board may request the assistance of any member of the Lake Superior Swim Club in carrying out the management of the organization.

Article VII

Committees:

The Swim Director and three members of the club appointed by the Executive Board shall compose the coaching committee. This committee shall be the liaison between the members and the Swim Director. Any action of the committee shall be subject to the approval of the Executive Board.



Signature (President of the Board)

739 Mellwood Ave, Duluth, MN 55804
Address, City, State, ZIP



Signature (Vice-President of the Board)

3245 Riley Road, Duluth, MN 55803
Address, City, State, ZIP

The Lake Superior Swim Club

CONFLICT OF INTEREST STATEMENT STANDARD OF INTEGRITY AND GUIDELINES

A conflict of interest exists when the interests or concerns of any Board, Nominating Committee, or Board standing committee member (which hereinafter includes members of special committees and advisory groups appointed by the Chair), or any member of her/his family, or any party, group, or organization in which said Board or committee member is actively involved may be seen as competing with the interests or concerns of the Lake Superior Swim Club

1. **A Board, Nominating Committee, or Board standing committee member, or any member of her/his family shall not accept any gift, entertainment, services, loans, or promises of future benefits from any person who, either personally or whose company, organization, or employees, might benefit, or appear to benefit, because of such Board or committee member's connection with the Lake Superior Swim Club unless the facts of such gifts, entertainment, service, loan, or benefit are disclosed in writing to the Chair. This does not apply to gifts and/or similar entertainment of nominal value.**
2. **A Board, Nominating Committee, or Board standing committee member shall not perform, for personal gain, services to any Lake Superior Swim Club supplier of goods or services, as employee, consultant, or in any other capacity that promises compensation of any kind, unless the facts of such transaction or contracts are disclosed in writing to the Chair. Similar association by a member of the immediate family of the Board or committee member should be disclosed.**
3. **A Board, Nominating Committee, or Board standing committee member, or any member of her/his family shall not have any beneficial interest in, or substantial obligation to, Lake Superior Swim Club supplier or any other organization that is engaged in doing business with or serving Lake Superior Swim Club unless it has been determined, on the basis of full disclosure of facts, that such interest does not give rise to conflict of interest.**
4. **A Board, Nominating Committee, or Board standing committee member, or any member of her/his immediate family, acting individually on behalf of any group, organization, or business to which she/he has allegiance, shall not utilize her/his position on the Board of personal, professional, political, or monetary gain.**

(continued)

DISCLOSURE

5. Any possible potential conflict of interest, no matter how insignificant, shall be disclosed in writing to the Chair by the person concerned prior to engaging in a conflict of interest action.
6. When any such conflict of interest is relevant to a matter requiring action by the Board, the interested person shall call it to the attention of the Chair or -- when it arises during a committee meeting -- to the chair of the committee and such person shall not vote on the matter. Moreover, the person having the conflict shall retire from the room in which the Board (or committee) is meeting and shall not participate in the final deliberations or decision regarding the matter under consideration.
7. The minutes of the meeting of the Board or committee shall reflect that conflict of interest was disclosed and that the interested person was not present during the final discussion or vote and did not vote. When there is a doubt as to whether a conflict of interest exists, the matter shall be resolved by vote of the Board or committee, excluding the person concerning whose situation the doubt has arisen.
8. In the event that a potential conflict of interest is not disclosed, the matter shall be referred to the Board (or its Executive Committee) for determination of continued membership of the individual concerned on the Board of Directors or a Board standing committee.
9. I (_____) understand the concept of a conflict of interest and represent that I have not knowingly been party to a conflict of interest action that has not previously been disclosed to the Chair. I also agree to report any potential future conflicts of interest to the Chair prior to engaging in any conflict of interest action.

Signed

Dated

Date of this notice: 07-16-2010

Employer Identification Number:
27-3051302

Form: SS-4

Number of this notice: CP 575 E

LAKE SUPERIOR SWIM CLUB
739 MELLWOOD AVE
DULUTH, MN 55804

For assistance you may call us at:
1-800-829-4933

IF YOU WRITE, ATTACH THE
STUB AT THE END OF THIS NOTICE.

WE ASSIGNED YOU AN EMPLOYER IDENTIFICATION NUMBER

Thank you for applying for an Employer Identification Number (EIN). We assigned you EIN 27-3051302. This EIN will identify you, your business accounts, tax returns, and documents, even if you have no employees. Please keep this notice in your permanent records.

When filing tax documents, payments, and related correspondence, it is very important that you use your EIN and complete name and address exactly as shown above. Any variation may cause a delay in processing, result in incorrect information in your account, or even cause you to be assigned more than one EIN. If the information is not correct as shown above, please make the correction using the attached tear off stub and return it to us.

Assigning an EIN does not grant tax-exempt status to non-profit organizations. Publication 557, *Tax Exempt Status for Your Organization*, has details on the application process, as well as information on returns you may need to file. To apply for formal recognition of tax-exempt status, most organizations will need to complete either Form 1023, *Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code*, or Form 1024, *Application for Recognition of Exemption Under Section 501(a)*. Submit the completed form, all applicable attachments, and the required user fee to:

Internal Revenue Service
PO Box 192
Covington, KY 41012-0192

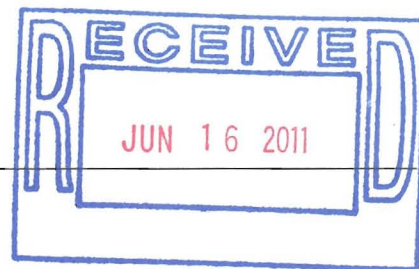
The Pension Protection Act of 2006 contains numerous changes to the tax law provisions affecting tax-exempt organizations, including an annual electronic notification requirement (Form 990-N) for organizations not required to file an annual information return (Form 990 or Form 990-EZ). Additionally, if you are required to file an annual information return, you may be required to file it electronically. Please refer to the Charities & Non-Profits page at www.irs.gov for the most current information on your filing requirements and on provisions of the Pension Protection Act of 2006 that may affect you.

To obtain tax forms and publications, including those referenced in this notice, visit our Web site at www.irs.gov. If you do not have access to the Internet, call 1-800-829-3676 (TTY/TDD 1-800-829-4059) or visit your local IRS office.



ORDEAN
FOUNDATION

June 14, 2011



Keith Dixon, Ph.D., Superintendent
Duluth Public Schools, ISD 709
215 North First Avenue East
Duluth, MN 55802

Dear Dr. Dixon:

I am pleased to inform you that the Ordean Foundation Board of Directors has acted favorably on your request. The Board agreed to provide a \$40,000 grant for Habitat Infant/Toddler Childcare Center for a period not to exceed one year, contingent upon the following: (1) the Duluth School Board accepting the grant offer from Ordean; (2) the Duluth School District operating the Habitat program as presented in the District's May 20, 2011 application to Ordean; and (3) Habitat relocating to its new site at Denfeld High School for the 2011-12 school year.

Enclosed are three copies of the Grant Agreement for your signature.

Please return the three signed copies and Board resolution to this office as soon as they are completed so we may sign and return an executed contract copy to you. Please be advised of the following information:

- (1) The Agreement requires the adoption and submission of a resolution of your Board of Directors accepting the grant offer and its terms;
- (2) If Ordean's payment is due upon execution of this agreement, a letter of request for payment should accompany the signed contracts;
- (3) Ordean processes payment requests every other week.

Please note that we require grant recipients to use the Minnesota Common Report Form for all progress and final reports. I have enclosed three copies in the copy of the letter sent to Ms. Deidre Quinlan for her to use. Thank you for your cooperation.

Sincerely,

Joe Everett
Program Director

Enc.

Cc: Deidre Quinlan, Habitat Director

**GRANT AGREEMENT
CONTRACT #11-633**

THIS AGREEMENT made this 14th day of June 2011 by and between INDEPENDENT SCHOOL DISTRICT #709, a Minnesota Corporation, hereinafter called Grantee, and ORDEAN FOUNDATION, a Minnesota Corporation, hereinafter called Ordean;

WITNESSETH

WHEREAS Grantee has applied to Ordean Foundation for a grant of Forty Thousand and no/100 Dollars (\$40,000) and Ordean has agreed to make a grant to Grantee not to exceed Forty Thousand and no/100 Dollars (\$40,000) to provide funds for Habitat Infant/Toddler Childcare Center at Central High School for a period not to exceed one year, contingent upon the following: (1) the Duluth School Board accepting the grant offer from Ordean; (2) the Duluth School District operating the Habitat program as presented in the District's May 20, 2011 application to Ordean; and (3) Habitat relocating to its new site at Denfeld High School for the 2011-12 school year.

NOW THEREFORE, in consideration of said grant and the agreements herein contained, Ordean and Grantee hereby agree as follows:

1. Grantee shall use said grant solely for the respective purposes above set forth as described in the grant application dated May 20, 2011 as supplemented which is in the files of Ordean.
2. Said grant will be paid to Grantee on the following dates and in the following amounts:

PAYMENT 1

Thirteen Thousand Three Hundred Thirty Three and 33/100 Dollars (\$13,333.33) on or about September 1, 2011 upon execution of this agreement and presentation of an invoice requesting payment;

PAYMENT 2

Thirteen Thousand Three Hundred Thirty Three and 33/100 Dollars (\$13,333.33) on or about January 1, 2012 upon presentation of a Minnesota Common Report Form progress report for the September 1, 2011 to December 31, 2011 grant period and an invoice requesting payment;

PAYMENT 3

Thirteen Thousand Three Hundred Thirty Three and 34/100 Dollars (\$13,333.34) on or about April 1, 2012 upon presentation of a Minnesota Common Report Form progress report for the January 1, 2012 to March 31, 2012 grant period and an invoice requesting payment.

NO GRANT PAYMENTS WILL BE MADE UNTIL EACH REQUIRED PROGRESS REPORT HAS BEEN PRESENTED TO ORDEAN. A MINNESOTA COMMON REPORT FORM SHALL BE SUBMITTED FOR THE FINAL GRANT PERIOD WITHIN THIRTY (30) DAYS OF THE END OF THE GRANT PERIOD.

Any part of said grant which has been paid to Grantee and which has not been used by Grantee for the purposes aforesaid on or before August 31, 2012 shall be repaid by Grantee to Ordean on or before September 30, 2012.

3. Grantee shall furnish evidence satisfactory to Ordean that Grantee has firm commitments for cash contributions for the purposes hereinabove set forth from the grantee or other funding sources of not

less than the additional amount required to fund the complete program of work described in the said application to Ordean. Further, that upon completion of the program year the Grantee shall furnish Ordean an accounting of application of funds demonstrating that the Grantee has applied said funds to the program. During or immediately following the close of the program year, Ordean will evaluate progress in achieving stated goals and accomplishments of the program. It will be the responsibility of the Grantee to provide such records and data as is necessary to complete such evaluation. This Agreement shall not be construed to make Ordean liable to any person for the payment of salary wages or other benefits nor make Ordean the employer for any purpose, and Grantee agrees to indemnify Ordean against any claim of any participant and any claim of any other person, firm, corporation or government entity, arising out of said Program.

4. Grantee shall furnish Ordean a resolution duly adopted by the governing body of Grantee and certified by its Corporate Secretary or Assistant Secretary accepting the grant hereinabove described, evidencing the agreement of said governing body to all of the provisions in this grant agreement contained, and authorizing the execution of the grant agreement by Officers of Grantee.

5. Grantee shall furnish Ordean a letter from the Internal Revenue Service evidencing its determination that Grantee is an exempt organization under Section 501(c)(3) of the Internal Revenue Code and is not a private foundation which is not an operating foundation. Should the tax exempt status of the Grantee be revoked or changed at any time during the term of this contract, it is the responsibility of the Grantee to inform Ordean of said change or revocation within thirty (30) days of receipt of such notice from Internal Revenue Service or prior to the disbursement of any further funds, whichever shall occur first.

6. Grantee shall file in the Office of the Attorney General of Minnesota, and shall submit to Ordean in duplicate, a full and complete annual report on the manner in which said grant has been expended, Grantee's compliance with the terms of this agreement and the progress made toward achieving the purposes for which said grant was made within sixty (60) days following the end of each calendar year in which any part of said grant is received by Grantee, and all subsequent years, if any, in which such reports are required to comply with Treasury Regulations ss 53.4945-5, or any other law or regulation which may be applicable from time to time. If Grantee's taxable year is not a calendar year, such reports may be so filed and submitted within sixty (60) days following the end of Grantee's corresponding taxable years.

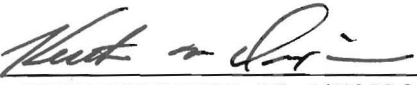
7. Grantee shall maintain complete records of its expenditures of said grant, and make the same available to Ordean at any reasonable time.

8. Grantee shall not use any part of said grant:

- (a) To carry on propaganda, or otherwise to attempt, to influence legislation (within the meaning of Section 4945 (d) (1) of the Internal Revenue Code),
- (b) To influence the outcome of any specific public election, or to carry on, directly or indirectly, any voter registration drive (within the meaning of Section 4945 (d) (2) of the Internal Revenue Code),
- (c) To make any grant which does not comply with the requirements of Section 4945 (d) (3) or (4) of the Internal Revenue Code, or
- (d) To undertake any activity for any purpose other than one specified in Section 170 (c) (2) (B) of the Internal Revenue Code.

IN TESTIMONY WHEREOF, said parties have caused this agreement to be executed by their Officers thereunto duly authorized the day and year first above written.

INDEPENDENT SCHOOL DISTRICT #709

BY 
ITS SUPERINTENDENT OF SCHOOLS

BY 
ITS SCHOOL BOARD CHAIR

ORDEAN FOUNDATION

BY _____
ITS President

BY _____
ITS Secretary

RESOLUTION

Acceptance of Grant Awards to Duluth Public Schools

WHEREAS, Minnesota Statute 465.03 requires a school district to accept grants by resolution expressed in the terms prescribed by the donor in full; and,

WHEREAS, acceptance of the grant in accordance with the donor's terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described grants from said organizations in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to these various organizations.

	Organization	Author/Contact	Project Title	Award Amount	Terms
1.	Ordean Foundation	Deidre Quinlan, Habitat Director	Habitat Infant/Toddler Childcare Center	\$40,000	Funds from this grant award will be used to support the Habitat Infant/Toddler Childcare Center

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **College of St. Scholastica, Education Talent Search.**

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH** is for the sole purpose of grading, schedules, and attendance.

That the **COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

COLLEGE OF ST. SCHOLASTICA, EDUCATION TALENT SEARCH will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6-13-11

By: Susan W. Kurth
**COLLEGE OF ST. SCHOLASTICA,
EDUCATION TALENT SEARCH**
Susan Kurth

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____
Duluth School Board Chair

RECEIVED
JUN 14 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **UNIVERSITY OF WISCONSIN-SUPERIOR** (hereinafter "**UWS (Student Teaching)**").

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **UWS (STUDENT TEACHING)** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **UWS (STUDENT TEACHING)** is for the sole purpose of grading, schedules, and attendance.

That the **UWS (STUDENT TEACHING)** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

UWS (STUDENT TEACHING) will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **UWS (STUDENT TEACHING)** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

UWS (STUDENT TEACHING) will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/10/11

By: Janet Hanson
UWS (STUDENT TEACHING)
Janet Hanson, Vice Chancellor

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____
Duluth School Board Chair

RECEIVED
JUN 14 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **UPWARD BOUND**.

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **UPWARD BOUND** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **UPWARD BOUND** is for the sole purpose of grading, schedules, and attendance.

That the **UPWARD BOUND** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

UPWARD BOUND will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **UPWARD BOUND** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

UPWARD BOUND will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/14/11

By: 
UPWARD BOUND

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____
Duluth School Board Chair

RECEIVED
JUN 16 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **HUMAN DEVELOPMENT CENTER**.

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **HUMAN DEVELOPMENT CENTER** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **HUMAN DEVELOPMENT CENTER** is for the sole purpose of grading, schedules, and attendance.

That the **HUMAN DEVELOPMENT CENTER** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

HUMAN DEVELOPMENT CENTER will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **HUMAN DEVELOPMENT CENTER** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

HUMAN DEVELOPMENT CENTER will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/14/11

By: 

HUMAN DEVELOPMENT CENTER

~~Jim Gruba~~, CEO

Jeff Herman

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____

Duluth School Board Chair

RECEIVED
JUN 16 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **LAKWOOD FOUNDATION**.

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **LAKWOOD FOUNDATION** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **LAKWOOD FOUNDATION** is for the sole purpose of grading, schedules, and attendance.

That the **LAKWOOD FOUNDATION** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

LAKWOOD FOUNDATION will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **LAKWOOD FOUNDATION** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

LAKWOOD FOUNDATION will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/20/11

By: Kristen Teberg
LAKWOOD FOUNDATION
Kristen Teberg

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____
Duluth School Board Chair

RECEIVED
JUN 27 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **Duluth Area Family YMCA** (hereinafter "YMCA").

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **YMCA** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **YMCA** is for the sole purpose of grading, schedules, and attendance.

That the **YMCA** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

YMCA will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **YMCA** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

YMCA will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/12/11

By: Chris Francis ; CEO
YMCA

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____
Duluth School Board Chair

RECEIVED
JUN 24 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **UNITED WAY OF GREATER DULUTH**.

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **UNITED WAY OF GREATER DULUTH** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **UNITED WAY OF GREATER DULUTH** is for the sole purpose of grading, schedules, and attendance.

That the **UNITED WAY OF GREATER DULUTH** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

UNITED WAY OF GREATER DULUTH will submit to ISD 709 site principals a list of employee names that will have access to student data.

The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **UNITED WAY OF GREATER DULUTH** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

UNITED WAY OF GREATER DULUTH will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: 6/20/11

By:


UNITED WAY OF GREATER DULUTH

~~Therese Scherrer~~, Director of Community Impact

Emily Serrano Rivera

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By: _____

Duluth School Board Chair

RECEIVED
JUN 22 2011
TECHNOLOGY

ANNUAL DATA SHARING AGREEMENT

July 1, 2011 to June 30, 2012

THIS AGREEMENT, by and between INDEPENDENT SCHOOL DISTRICT 709 (hereinafter "ISD 709") and **WOOLDAND HILLS ACADEMY**.

WITNESSETH

NOW, THEREFORE, the Duluth Public Schools and **WOOLDAND HILLS ACADEMY** in consideration of mutual promises, covenants and agreements contained herein, hereby agree as follows:

That any ISD 709 educational data shared with any employee, agent, or public official of the **WOOLDAND HILLS ACADEMY** is for the sole purpose of grading, schedules, and attendance.

That the **WOOLDAND HILLS ACADEMY** recognizes and agrees that educational data is protected by law and may not be disclosed except as otherwise provided by law.

WOOLDAND HILLS ACADEMY will submit to ISD 709 site principals a list of employee names that will have access to student data.

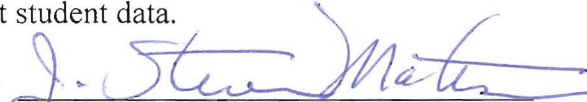
The parties mutually agree to comply in all respects with the Minnesota Government Data Practices Act. The **WOOLDAND HILLS ACADEMY** further agrees to comply with any requests of ISD 709 that are necessitated by the obligations under said act.

INWITNESS WHEREOF, the parties hereby have executed this agreement on the dates indicated below. This agreement is valid from July 1, 2011 to June 30, 2012. It must be renewed by the July 2011 School Board Meeting or when directed by the ISD709 program director. This contract is not automatically renewable.

WOOLDAND HILLS ACADEMY will instruct all their employees that are approved access to ISD 709 student data about the requirement to protect student data.

Date: _____

By:



WOOLDAND HILLS ACADEMY

Steve Mattson, Chief Operations Officer

INDEPENDENT SCHOOL DISTRICT 709

Date: _____

By:

_____ Duluth School Board Chair



5093 - Duluth Public Schools ISD 709 Restrictive Procedures Plan

In accordance with Minnesota Statute 125A.0942, Subd. 1, every school district is required to develop and make public a plan that discloses its use of restrictive procedures. The plan specifically outlines the list of restrictive procedures the school intends to use; how the school will monitor and review the use of restrictive procedures, including post use debriefings and convening an oversight committee; and a written description and documentation of the training and staff that have completed the training.

Duluth Public Schools ISD 709 uses restrictive procedures only in response to behavior(s) that constitutes an emergency, even if written into a child's Individual Education Plan (IEP) or Behavior Intervention Plan (BIP).

A. Definitions

The following terms are defined as:

1. "Emergency" means a situation where immediate intervention is needed to protect a child or other individual from physical injury to prevent serious property damage.
2. "Physical holding" means physical intervention intended to hold a child immobile or limit a child's movement and where body contact is the only source of physical restraint. The term physical holding does not mean physical contact that:
 - a. helps a child respond or complete a task;
 - b. assists a child without restricting the child's movement;
 - c. is needed to administer an authorized health-related service or procedure; or
 - d. is needed to physically escort a child when the child does not resist or the child's resistance is minimal.
3. "Positive behavioral interventions and supports" means interventions and strategies to improve the school environment and teach children the skills to behave appropriately.
4. "Restrictive procedures" means the use of physical holding or seclusion in an emergency.
5. "Seclusion" means confining a child alone in a room from which egress is barred. Removing a child from an activity to a location where the child cannot participate in or observe the activity is not seclusion.

B. Staff Training - Requirements and Activities

Requirements

Staff who design and use behavioral interventions will complete training in the use of positive approaches as well as restrictive procedures. Training records will identify the content of the training, attendees and training dates. Duluth Department of Special Services #709 will compile a list of all Nonviolent Crisis Intervention (NCI) trainings from the Crisis Prevention Institute (CPI) and retain attendance records in the district office. The district will maintain records of additional trainings provided within the district. Records of all trainings will be maintained at each building site. See Attendance Form (Appendix A) and Professional Development Form (Appendix B).

The following employee job classifications are authorized and certified to use restrictive procedures:

- Licensed special education teacher
- School social worker
- School psychologist
- Behavior analyst certified by the National Behavior Analyst Certification Board
- A person with a master's degree in behavior analysis
- Other licensed education professional
- Highly qualified education paraprofessional
- Mental health professional

Activities

Personnel development activities will be provided to district staff and contracted personnel who have routine contact with students and who may use restrictive procedures in the following areas:

1. Positive behavioral interventions;
2. Communicative intent of behaviors;
3. Relationship building;
4. Alternatives to restrictive procedures, including techniques to identify events and environmental factors that may escalate behavior;
5. De-escalation methods;
6. Standards for using restrictive procedures;
7. Obtaining emergency medical assistance;
8. Physiological and psychological impact of physical holding and seclusion;
9. Monitoring and responding to a child's physical signs of distress when physical holding is being used; and
10. Recognizing the symptoms of and interventions that may cause positional asphyxia when physical holding is used.

C. Restrictive Procedures and Seclusion

Restrictive procedures that may be used in emergency situations include physical holding and seclusion. Physical holding and seclusion will end when the threat of harm has ended and staff has determined that the student can safely return to the requested activity. Building nurse or health assistant will monitor and assess the student's physical condition during the restrictive procedure.

Physical Holdings

Duluth Public Schools intend to use the following types of physical holding: Children's Control, Team Control, Transport, and Interim Control.

Seclusion

Duluth Public Schools do not use any rooms for seclusion.

D. Prohibited Procedures

Duluth Public Schools will never use the following prohibited procedures on a child:

1. Corporal Punishment which includes conduct involving: (a) hitting or spanking a person with or without an object; or (2) unreasonable physical force that causes bodily harm or substantial emotional harm.
2. Requiring the student to assume and maintain specified physical position, activity, or posture that induces physical pain.
3. Presenting an intense sound, light or other sensory stimuli using smell, taste, substance, or spray as punishment.
4. Denying or restricting the students access to equipment and devices such as wheelchairs, hearing aids or communication boards that facilitate the student's functioning except when temporarily removing the equipment or device is needed to prevent injury to the student others or serious damage to the equipment or device, in which case the equipment or device shall be returned to the student as soon as possible.
5. Interacting with a student in a manner that constitutes sexual abuse, neglect, or physical abuse.
6. Totally or partially restricting a student's senses as punishment.
7. Withholding regularly scheduled meals or water.
8. Denying the student access to bathroom facilities.
9. Physical holding that restricts or impairs a student's ability to breathe.

E. Documentation of Physical Holding

Each time physical holding is used, the staff person who implements or oversees the physical holding shall document, as soon as possible after the incident concludes, the following information:

- A description of the incident that led to the physical holding;
- Why a least restrictive intervention failed or was determined by staff to be inappropriate or impractical;
- The time the physical holding began and the time the child was released; and
- A brief record of the child's behavioral and physical status.

The use of restrictive procedures in emergency situations will be documented through the use of the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) for general education students and Use of Restrictive Procedure-Physical Holding (SpEd Forms).

F. Documentation of Post-use Staff Debriefing Meeting

Each time physical holding is used, the staff person who implemented or oversaw the physical holding shall conduct a post-use debriefing with involved staff within two school days of the incident after the restrictive procedure concludes. There will be at least one staff member attending the debriefing meeting who was not involved in the incident and has knowledge of behaviors. A copy of the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) or Use of Restrictive Procedure-Physical Holding (SpEd Forms) and the Staff Debriefing Meeting Form Utilized with General Education Students (Form 5093.1) or the Staff Debriefing Meeting Form (SpEd Forms) will be sent to: child's case manager, the building principal, the district's special services director, and the assistant superintendent. A copy will also be placed in the student's due process file in the school building. The administrative assistant to the director of special services will keep a comprehensive file of all restrictive procedure forms used within the school district.

If the post-use debriefing meeting reveals that the use of physical holding was not used appropriately, the Building Oversight Committee will convene immediately to ensure corrective action is taken. The Building Oversight Committee will review and evaluate the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) or the Use of Restrictive Procedure-Physical Holding (SpEd Forms) and the Staff Debriefing Meeting Form Utilized with General Education Students (Form 5093.1) or the Staff Debriefing Meeting Form (SpEd Forms) to determine and recommend training needs.

G. Documentation for an IEP

The use of restrictive procedures will be documented on the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) or the Use of Restrictive Procedure-Physical Holding (SpEd Forms). Reviews will be conducted in accordance with MN Statute 125A.0942 Subd. 2(c) which requires when restrictive procedures are used twice in 30 days or when a pattern emerges and restrictive procedures are not included in a child's IEP or BIP, the district will hold a meeting of the IEP team, conduct or review a functional behavioral analysis, review data, consider developing additional or revised positive behavioral interventions and supports, consider actions to reduce the use of restrictive procedures, and modify the IEP or BIP as appropriate. At the meeting the team will review any known medical or psychological limitations that contraindicate the use of a restrictive procedure, consider whether to prohibit that restrictive procedure, and document any prohibition in the IEP or BIP.

Record retention will be in accordance with district policies on student records.

H. Building Oversight Committees

At the start of the school year, a team will convene to identify members and the purpose of the Building Oversight Committee. The Building Oversight Committee will meet at the end of each semester to review collected data provided in the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) or the Use of Restrictive Procedure-Physical Holding (SpEd Forms) and the Staff Debriefing Meeting Form Utilized with General Education Students (Form 5093.1) or the Staff Debriefing Meeting Form (SpEd Forms). The Committee will complete the Building Oversight Committee Review Form each semester (Form 5093.2). At the end of the school year, the Building Oversight Committee will complete the Annual Summary of Use of Restrictive Procedures form (Form 5093.3).

The Building Oversight Committee will make recommendations in regards to the District's Restrictive Procedures Plan, indicate training needs, and establish a plan for addressing Committee recommendations.

If a post-use debriefing meeting reveals that the use of physical holding was not used appropriately, the Building Oversight Committee will convene immediately to ensure corrective action is taken. The Building Oversight Committee will review and evaluate the Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students (Form 5093) or the Use of Restrictive Procedure-Physical Holding (SpEd Forms) and the Staff Debriefing Meeting Form Utilized with General Education Students (Form 5093.1) or the Staff Debriefing Meeting Form (SpEd Forms) to determine and recommend training needs.

The District Oversight Committee composed of the Special Services Leadership team will review the Annual Summary of Use of Restrictive Procedures form (Form 5093.3) from each school building within the school district and assist with future trainings.

I. Emergency Situations – Use of Restrictive Procedures

The Duluth Public Schools shall make reasonable efforts to notify the parent by phone on the same day when restrictive procedures are used in an emergency. If the school is unable to provide same-day notice, notice will be sent by written or electronic means or as otherwise indicated by the parent.

Building administrators will receive written notification when restrictive procedures are used in emergency situations. Records will be reviewed and summarized annually.

J. Positive Behavior Interventions and Supports

Duluth School District #709 is committed to the three aims of: safe and welcoming environment; high achievement for all; and effective and efficient systems. The district is committed to using positive behavioral interventions and supports to ensure a safe and welcoming environment throughout the school district which will allow for the high achievement for all students. Positive behavior interventions and supports improve the school environment and teach children the skills to behave appropriately.

References: MS 125.0942, Subd. 1
MS 125.0942, Subd. 2(c)

Adopted: 8-17-11 ISD 709

Duluth Public Schools #709
Critical Incident Data Sheet for Restrictive Procedures Utilized with General Education Students

Student Name: _____ **DOB:** _____

Building: _____ **Date of Incident:** _____

Directions: Complete this form whenever a physical hold is used. All students must be monitored by an adult at all times. End the intervention when the threat of harm ends and staff determine that the student can safely return to the classroom or activity.

***A debriefing meeting must be held within 2 school days and a Staff Debriefing Meeting form completed.**

Involved Staff: _____

Signature of person completing this form: _____

Description of incident that led to restrictive procedure:

Intervention Time Start	Intervention Time End	Location	Type of Physical Hold Used (options below)				Other (see below)	Denied (Y/N)	
			Water	Restroom	CC	TC		TE	IC
			<input type="checkbox"/> CC	<input type="checkbox"/> TC	<input type="checkbox"/> TE	<input type="checkbox"/> IC			
			<input type="checkbox"/> CC	<input type="checkbox"/> TC	<input type="checkbox"/> TE	<input type="checkbox"/> IC			
			<input type="checkbox"/> CC	<input type="checkbox"/> TC	<input type="checkbox"/> TE	<input type="checkbox"/> IC			
			<input type="checkbox"/> CC	<input type="checkbox"/> TC	<input type="checkbox"/> TE	<input type="checkbox"/> IC			

Description of child's behavior and physical status during intervention:

Any Clothing Removed? Shoes _____ Belt _____ Pocket Contents _____ Other _____

Was Meal Delayed? Yes _____ No _____ Explanation: _____

Describe emergency situation:

Intervention was used to protect child or others from physical injury? Yes _____ No _____

Intervention was used to prevent serious property damage? Yes _____ No _____

Positive and least restrictive interventions tried before use of restrictive procedure:

- Redirection, Correction, Verbal or Non-verbal Feedback
- Brief supervised removal – (another location for purposes of engaging in activities or discussion related to behavior, thoughts or feelings.)
- Safe place to relax/regroup (voluntary)
- Other: _____
- Description of why a less restrictive intervention failed or was determined by staff to be inappropriate or impractical: _____

Parent(s) Notification: Parents must be notified the same day the procedure is used. A written or electronic notice sent within 2 days if unable to notify on same day.

Date: _____ Time: _____

Parent Name: _____ By Whom: _____

Parent Comments: _____

Was law enforcement contacted? Yes _____ No _____ By Whom: _____

Outcome of call: _____

Physical Hold Options: Children's Control=CC, Team Control=TC, Team Escort=TE, Interim Control=IC

**Duluth Public Schools #709
Building Oversight Committee Members
(2011-12 School Year)**

The Building Oversight Committee will meet three times a year: organizational meeting at the start of the school year, review of use of restrictive procedures at the end of the first semester, and review of use of restrictive procedures at the end of the second semester. The Building Oversight Committee will summarize data reviewed at each meeting (Appendix E).

The Building Oversight Committee will complete the Annual Summary of Use of Restrictive Procedures form (Appendix F) based on data provided in the Critical Incident Data Sheet for Restrictive Procedures (Appendix C) and the Staff Debriefing Meeting (Appendix D) forms.

The Building Oversight Committee may be called together at other times to address the inappropriate use of physical holding and to determine and recommend training needs.

(Insert Building Name) Organizational Meeting

Date:

Oversight Committee Members:

(Insert Building Name) Semester 1

Date:

Members:

Summary:

(Insert Building Name) Semester 2

Date:

Members:

Summary:

Staff Debriefing Meeting

Student Name: _____ DOB: _____ Grade: _____
Date of School: _____ Incident: _____ Date of Debriefing: _____

Student was on an IEP: Yes No Was IEP implemented correctly? Yes No
Was a BIP in place: Yes No Was BIP implemented correctly? Yes No

Identify the antecedents, triggers and proactive interventions used prior to escalation:
[Expanding Text Box](#)

Briefly describe the impact of these less restrictive interventions:
[Expanding Text Box](#)

What behavior necessitated the use of a restrictive procedure?
[Expanding Text Box](#)

Describe student and staff behavior during the incident:
[Expanding Text Box](#)

What actions helped or didn't help?
[Expanding Text Box](#)

Describe the procedure used to return the student to his/her routine activity:
[Expanding Text Box](#)

Was the hold/seclusion the in response to an emergency situation: Yes No
Was the hold/seclusion the least restrictive intervention? Yes No
Did the hold/seclusion end when the threat of harm ended? Yes No
Is corrective action needed? Yes No
Is the behavior likely to reoccur? Yes No

Follow-up action to prevent the need for future use of restrictive procedures:
[Expanding Text Box](#)

Behavior History:

Other restrictive procedures used in a the last 4 weeks: Yes No
Restrictive procedures used twice in a month: Yes No
Does the team see this as a pattern: Yes No
Does the child's IEP team need to meet? Yes No

Staff Attending Debriefing (should include one individual not involved in the incident) **Circle Facilitator's Name**

Use of Restrictive Procedure – Physical Holding

Student

Name: _____ DOB: _____ Grade: _____

School: _____ Date of Incident: _____

Directions: Complete this form whenever a physical hold used. All students must be monitored by an adult at all times. End the intervention when the threat of harm ends and staff determine that the student can safely return to the classroom or activity. A debriefing meeting must be held within two (2) days and a Staff Debriefing Meeting form completed.

Staff involved: _____

Signature of person completing this form: _____

Description of incident that led to physical holding:

[Expanding Text Box](#)

Time physical hold began: _____ Ended: _____ Total time: _____

Description of physical holding and the student's behavior and physical status:

[Expanding Text Box](#)

- Intervention was to protect student or others from physical injury: Yes No
- Intervention was used to prevent serious property damage: Yes No
- Did staff directly observe the child during the physical hold: Yes No
- Did the physical holding end when the threat of harm ended and staff determined that the student could safely return to the classroom or activity: Yes No
- Positive and least restrictive interventions tried before use of restrictive procedure:
 - Redirection Verbal or non-verbal feedback
 - Correction Safe place to relax/regroup (voluntary)
 - Brief supervised removal to another location for purposes of engaging in activities and discussion related to behavior
 - Other: [Text box](#)
- Description why a less restrictive intervention failed or was determined to be inappropriate or impractical:

[Expanding Text Box](#)

Parent Notification: Parents must be notified the same day a restrictive procedure is used. A written or electronic notice must be sent home within two (2) days if unable to notify on the same day.

Parent: _____ Date: _____ Time: _____

Notified by: _____

Parent Comments:

[Expanding Text Box](#)



Duluth Public Schools Professional Development

This Certifies That

Participated In

**Nonviolent Crisis Intervention Training
Held On - Held At - Time**

DATE OF THE CLASS - PLACE OF CLASS - TIME

For A Total Of

CLOCK HOURS OF PARTICIPATION

Renewal Hours In

THIS ACTIVITY ADDRESS CATEGORY B, C, D, E, F, G or H

Relicensure Category B - Workshop

LIST ONLY COMPONENT(S) FULFILLED BY ATTENDING THE CLASS. REMOVE THE REST.

To ensure adequate progress toward the state's academic standards and to appropriately meet the needs of individual students, these activities included the following elements:

- Using Positive Behavioral Interventions
- Accommodating, Modifying and Adapting Curricula, Materials and Instruction
- Evidence of Further Reading Preparation
- Understanding The Key Warning Signs of Early-onset Mental Illness in Children and Adolescents
- Integrate Technology With Student Learning

For
Relicensure
Purpose Only

Signature Here

TYPE THE WORKSHOP SPONSOR NAME - TITLE - PHONE NUMBER HERE *Signature Above*

Peggy Ehlert - Instructor - HOCHS 218.336.8740

"Warning: any alteration to this certificate by the person issuing the certificate, or by the participant for renewal could result in the denial of the licensure application." - MDE

6140.10 - Co-Curricular Activities Participation Fees

Participation fees are charged to students who participate in the following co-/extra-curricular activities. Activities have been placed within categories depending upon the amount of money paid for coaching/advisor stipends, the number of games or contests held during a season, transportation costs associated with the activity, lease and rental costs, and the amount of money paid to officials and judges. The fee structure to be implemented as of August 1, 2009~~11~~ is as follows:

Category One	Category Two	Category Three	Category Four
\$450 <u>500</u>	\$225 <u>235</u>	\$175 <u>185</u>	\$50 <u>60</u>
Hockey	Baseball	Cross Country Running	Math Team
	Basketball	Swimming	Knowledge Bowl
	Speech	Tennis	Drama
	Football	Track	
	Soccer	Cheerleading (Per Year)	
	Softball	Danceline (Per Year)	
	Volleyball	Golf	
		Skiing-Alpine	
		Skiing-Nordic	

The participation fee is reduced for students who qualify for reduced lunch to \$25.00 for all activities. The participation fee is waived for students who qualify for free lunch. The family maximum fee will be ~~\$850~~1,000.

All participation fees must be paid prior to the first scheduled event.

Participation Fee Refunds

Students who choose to participate in athletics must realize there are no guarantees regarding playing time or injuries. No participation fees will be refunded after the day prior to the first scheduled event.

- Adopted: 6-18-96 ISD 709
- Revised: 9-19-00
- 1-15-2002
- 11-21-2006
- 8-19-2008
- 6-16-2009
- 8-16-2011

SCHOOL DISCIPLINE POLICY

FOR

ELEMENTARY AND SECONDARY SCHOOLS

2011-2012



Independent School District 709, 215 North First Avenue East, Duluth, Minnesota 55802

SCHOOL DISCIPLINE POLICY FOR ELEMENTARY AND SECONDARY SCHOOLS

FOREWORD

The School Discipline Policy has been prepared to define clearly the rights and responsibilities of persons in the Duluth Public Schools, ISD 709. WE URGE EACH PARENT OR GUARDIAN AND STUDENT TO REVIEW THIS MATERIAL CAREFULLY AND REFER ANY QUESTIONS TO SCHOOL ADMINISTRATION.

The Duluth School Board and administrative team believe that a self-disciplined, respect-filled, restorative culture attaining the aims of high student achievement, a safe and welcoming environment, and efficient and effective systems is essential.

The rights of individual students shall be protected and each student shall be expected to respect the person and rights of all other students, teachers, and other school personnel as well as school property.

SCHOOL/COMMUNITY RESPONSIBILITIES

THE DULUTH SCHOOL BOARD shall carry out the educational requirements as expressed in law and formulate and adopt policies for the organization, management, and control of the school system, including policies applicable to its operation. The board, acting through the superintendent of schools, is responsible for the supervision of the behavior of students while legally under the supervision of the school.

THE SUPERINTENDENT OF SCHOOLS shall establish all necessary procedures, rules, and regulations to make effective the school board policies relating to the standards of student behavior and shall be responsible to the board for discipline in the ISD 709 public schools.

THE ASSISTANT SUPERINTENDENT OF SCHOOLS shall be responsible to the superintendent and shall implement all necessary procedures, rules, and regulations to make effective the school board policies relating to standards of student behavior in the schools and data collection regarding student behavior in the schools.

THE SCHOOL PRINCIPAL includes both the principal and assistant principal(s) and shall be responsible to the assistant superintendent of schools in implementing all necessary procedures, rules, and regulations to make effective the school board policies relating to the standards of student behavior.

The principal:

- a. Shall have the responsibility and the authority to formulate school expectations and regulations not in conflict with school board policies relating to standards of student behavior and data collection regarding student behavior in the schools.
- b. Shall be responsible for disseminating the expectations and regulations currently in effect for the school to all faculty, students, parents/guardians, and all interested community groups at the beginning of each school year, and to each new student upon registration.
- c. Has the authority to impose suspensions and/or recommend to the superintendent of schools the exclusion or expulsion of a student consistent with the guidelines of M.S. 121A.41, The Pupil Fair Dismissal Act, for violation of law or failure to comply with school regulations.

THE SCHOOL RESOURCE OFFICER (SRO) is a police officer employed by the Duluth Police Department, not an employee of ISD 709. The officer is a resource to the school principal, staff, parent(s) or guardian(s), and students, and is available to talk to students about personal matters.

When assisting the school in investigations initiated and conducted by the school district, the resource officer may speak⁵² with students who are victims, witnesses, and suspects. In such cases, questioning should take place in the presence of

the school principal or designee, and the school will attempt to notify the student's parent(s) or guardian(s) if the student's actions could result in criminal charges.

When the resource officer or other law enforcement official must conduct non-school related law enforcement business on school grounds, school officials, unless prohibited by law, will attempt to contact parent(s) or guardian(s) before the student is questioned.

TRANSPORTATION is a service and a privilege provided to eligible students in the Duluth school system. All district and building discipline policies apply to student behavior during transportation to and from school and all school-sponsored activities. Transportation personnel will forward all bus conduct reports to the Transportation Office and to the building principal. If the student's transportation privileges are suspended, it is the responsibility of the parent(s) or guardian(s) to provide transportation to and from school.

THE STAFF shall be responsible to the principal for implementing all necessary procedures, rules, and regulations to make effective the school board policies relating to the standards of student behavior.

When a staff member's efforts to solve a behavior problem are unsuccessful, the student shall be referred to the principal, who has the responsibility and authority to use such measures as may be necessary to maintain control within the classroom, school building, and on school property.

All employees are expected to participate directly in the supervision and guidance of the behavior of all students within their scope of authority and responsibility.

Principals will notify all personnel (including custodians, para-professionals, cafeteria personnel, and clerical staff) of their authority and responsibilities relating to student behavior.

All staff are expected to deal with students in a fair, firm, and consistent fashion. It shall be the responsibility of the principal to assist all concerned with this task.

THE TEACHING STAFF has the responsibility/authority to:

- a. Make clear what standards of student behavior are required by the teacher. A copy of the teacher's expectations of acceptable behavior shall be posted in the teacher's classroom. These rules shall be consistent with district policy.
- b. Report any violations of the district and/or building discipline policy to the principal.
- c. Manage classroom privileges.
- d. Assign school classroom learning activities.
- e. Request a parent(s) or guardian(s) conference.
- f. Refer learning challenges to the building principal or for students with disabilities, to the Individual Education Plan (IEP) manager.
- g. Use reasonable measures as may be necessary to ensure an appropriate learning culture in the classroom, school, and on school grounds.
- h. Confront inappropriate behavior and respond pursuant to the ISD 709 Student Discipline Policy.

PARENT(S) OR GUARDIAN(S) have the legal responsibility for the behavior of their children as determined by law and community practice. Parent(s) or guardian(s) are expected to exercise the required controls so that the student's behavior will be conducive to the development of self-discipline and will not be disruptive to the school's education program. Parent(s) or guardian(s) shall provide the school with information on how they may be contacted.

Partnership between parent(s) or guardian(s) and school is essential in assisting students to work to the best of their ability and achieve a good school experience. Parent(s) or guardian(s) have a responsibility to help maintain communication with the school by participating in school community activities such as Parent-Teacher-Student Association (PTSA) meetings, attending scheduled individual conferences, and bringing matters of concern to the attention of the principal or faculty.

Parent(s) or guardian(s) should report to school staff any information they have concerning illegal activities or any violations of school rules that threaten the health, safety, or property of others.

STUDENTS' RIGHTS AND RESPONSIBILITIES

RIGHTS – The rights of an individual are preserved only by the protection and preservation of the rights of others. A student is responsible for the manner in which his/her individual rights are exercised and must accept the consequences of any actions that are committed outside the boundaries of those rights. Cooperative relationships between staff, students, and parent(s) or guardian(s) is the foundation for quality support and service. Rights bring responsibilities. The rights and responsibilities listed here are not all inclusive, for students have other rights guaranteed by the Constitution and by state and local laws. This statement of rights and responsibilities is a general guide and is not proposed to cover every situation that may arise.

THE RIGHT TO LEARN – Each student has the right to attend school in a safe environment, free from fear, and gain an education as provided by law. The right to learn also includes the right of classes to meet and carry on studies without interruptions, disruptions, or distractions, whether from inside or outside the classroom. Behavior that disrupts the normal functioning of classes is an infringement on the rights of others.

THE RIGHT TO FREE SPEECH AND EXPRESSION – Students in the Duluth Public Schools represent a wide range and diversity of opinion and background. Students have the right to express opinions, take stands, and support causes, either publicly or privately, provided such expressions are not libelous or obscene according to current legal definition and do not interfere with the rights of others or disrupt or distract from the atmosphere for learning in the school. The right to free expression of religion under the U.S. Constitution and the American Indian Religious Freedom Act is protected.

THE RIGHT TO BE INFORMED OF RULES – Students have the right to be informed of all policies, rules, and regulations they are expected to follow. Copies of these rules governing the code of conduct shall be available in each school office, and the basic rules shall be published and distributed to all students, parent(s) or guardian(s), and other interested persons.

THE RIGHT TO PRIVACY – Students' rights to privacy regarding school records will be protected and any disclosure of information from student permanent records shall be consistent with legal requirements.

THE RIGHT TO PERSONAL PROPERTY – Students have the right to be secure in their persons, papers, and effects; however, they must refrain from bringing onto school property or to school-sponsored events any material or item that would cause, or tend to cause, a disruptive activity or endanger the health and safety of students or other persons. When reasonable cause exists for a school principal to believe that such items are present, general or individual searches may be conducted under the authorization of the principal or representative designated by the principal.

School lockers are the property of the school district. At no time does the school district relinquish its exclusive control of lockers provided for the convenience of students. Inspection of the interior of lockers may be conducted by school authorities for any reason at any time, without notice, without student consent, and without a search warrant. The personal possessions of students within a school locker may be searched only when school authorities have a reasonable suspicion that the search will uncover evidence of a violation of law or school rules. As soon as practicable after the search of a student's personal possessions, the school authorities must provide notice of the search to students whose lockers were searched unless disclosure would impede an ongoing investigation by the police or school officials. If practical and reasonable, search of an area assigned to a student will be made in the presence of an adult witness and in the presence of the student. Illegal items may be seized by school authorities, and items which disrupt, distract from, or interfere with the educational process may be removed from student possession.

When school officials deem it appropriate, the Duluth Police Department may perform random safety sweeps of the buildings including parking lots, and lockers as appropriate. 54

RESPONSIBILITIES – Students are responsible for the consequences of their behavior. Each student is responsible for knowing and obeying all school rules and regulations. Principals shall be responsible for informing the parent(s) or guardian(s) of any student whose behavior is in serious conflict with established rules, public laws, and procedures. Notwithstanding the provisions of any law to the contrary, the conduct of all students twenty-one years of age and under attending a public elementary or secondary school shall be governed by a single set of reasonable rules and regulations promulgated by the local school board (M.S. 120A.20).

Students are responsible for reporting any illegal activities or serious violations that threaten their health, safety, or property of themselves or others.

Students are responsible for following all necessary procedures, rules, and regulations to make effective the school board policies relating to the standards of student behavior. All acts or conduct prohibited by state, federal, or local law are also considered a violation of the School Discipline Policy.

RESPONSIBILITY FOR ACADEMIC WORK – Duluth Public Schools faculty and staff are responsible to provide learning opportunities that are relevant and of high quality. Students are responsible to engage these opportunities through:

- Completing class assignments on time as instructed by the teacher.
- Properly caring for the instructional materials furnished to them by the school district.
- Bringing to class all materials required for daily classroom use.
- Actively participating in the learning activities.

RESPONSIBILITY REGARDING ATTENDANCE AND TARDINESS – Students are responsible for being in attendance each school day. Students shall be familiar with and responsible for following all school district attendance and tardiness policies, rules, and regulations.

RESPONSIBILITY FOR DISCIPLINE – Students have the right to a free public education and they are responsible for:

- Complying with the expectations and regulations of the school district and the instructions of all school district personnel.
- Respecting the authority of the faculty and school district officials on school property, on district-provided transportation, and at school-sponsored, off-campus events.

Failure to meet these responsibilities may be cause of disciplinary action.

~~Principal discretion to the enforcement of policy will be used when age and development/ability are factors to behavioral issues.~~

~~Principals who have been endorsed by Restorative Learning, Inc. may choose to use the Restorative Learning processes and procedures when dealing with adult referrals of students to the principal. The application, and use, and dissemination of the Restorative Learning processes is at the discretion of the superintendent. The principals will report back to the superintendent about the effectiveness of using the alternative Restorative Learning process.~~

DEFINITIONS OF DISCIPLINARY ACTIONS

SCHOOL ZONE – Students are subject to all school disciplinary actions or violations while in a school zone. A school zone is defined as an area that begins at the boundaries of the school property and extends three hundred feet from that point, or one city block, whichever is greater. This zone also includes the area within a school bus being used to transport one or more elementary or secondary school students.

STUDENT CONFERENCE – Depending on the violation and the seriousness of the action, a student may meet with the principal and/or a teacher to discuss the incident. Students may be asked to formulate a plan during this conference which addresses their behavior and a commitment to solutions for improvement.

PARENT(S) OR GUARDIAN(S) CONFERENCE – A parent(s) or guardian(s) conference is required if a student has committed a serious rule violation or has been suspended out of school. If a parent or guardian is unable to be present, the principal shall contact the parent(s) or guardian(s) by letter or telephone.

DETENTION – A student may be asked to remain after school by a teacher or principal for the purpose of correction of a violation, ~~including tardiness to class~~. Any student, who is instructed to report after school but is unable for any reason, must obtain permission from the teacher or principal. Reasonable attempts will be made to contact parent(s) or guardian(s) prior to implementation.

~~**SATURDAY SCHOOL** – Saturday School represents an alternative to in- or out-of-school suspension. Students may be required or requested to attend Saturday School as determined by school sites. Reasonable attempts will be made to contact parent(s) or guardian(s) prior to implementation.~~

REMOVAL FROM CLASS – All students have the right to learn and teachers the right to teach. Disruption to the learning process may result in the loss of privilege to remain in the class. This removal is limited to a reasonable time-frame to be reinstated upon an agreed solution with the instructor and principal as necessary. Students shall be allowed the privilege of making up daily work, including tests and final exams, upon return after removal from class.

DISMISSAL FOR THE DAY means an action by a principal requiring a student to leave school property for one day or less. Parent(s) or guardian(s) notification is required and a parent(s) or guardian(s) conference is required prior to re-admittance. Students shall be allowed the privilege of making up daily work, including tests and final exams, upon return after dismissal for the day.

~~Grounds for removal from class or dismissal from the building shall be:~~

- ~~a. Willful violation of a classroom or school rule or of any rule of conduct specified in the School Discipline Policy.~~
- ~~b. Willful conduct which materially and substantially disrupts the rights of others to an education.~~
- ~~c. Willful conduct which endangers school district employees, the student or other students, or the property of the school or others.~~

Removal from class or dismissal for the day of students with disabilities is also governed by the Individuals with Disabilities Education Act, M.S. 125A.03, and Minnesota Rules. See the section of this policy entitled “Students with Disabilities.”

IN-SCHOOL SUSPENSION means an action taken by the principal removing a student from class to a separate room for part or all of a school day(s). Credit will be given for all school assignments completed during the period of in-school suspension.

SUSPENSION means an action taken by school administration prohibiting a student from attending school for a period of no more than ten school days. Students will also be prohibited from all school-related activities during suspension.

If a suspension is longer than five days, the suspending administrator must provide the superintendent with a reason for the longer suspension. Additional suspensions following a five-day suspension may be imposed if the student will create an immediate and substantial danger to self or to surrounding persons or property, so long as the total suspension does not exceed fifteen school days (ten total days for students with an IEPs).

Alternative educational services shall be implemented if a suspension exceeds five days. The purpose of suspension is to remove the student from the school environment and to provide time for professional staff, parent(s) or guardian(s), and

student to discuss the matter and bring about an agreement on future conduct. A separate administrative conference is required for each period of suspension.

Suspension of students with disabilities shall be made pursuant to the Pupil Fair Dismissal Act, Minnesota Rules, the Individuals with Disabilities Education Act, and M.S. 125A.03. See the section of this policy entitled "Students with Disabilities."

A pupil may be suspended for:

- a. Willful violation of any reasonable school board regulation.
- b. Willful conduct which materially and substantially disrupts the rights of others to an education.
- c. Willful conduct which endangers school district employees, the student or other students, or the property of the school or others.

Suspension procedures are the following:

- a. The principal shall hold an informational conference with the student, except where it appears the student will create an immediate and substantial danger to self or to surrounding persons or property.
- b. A written notice of suspension shall be served upon the student at the time of suspension, if possible, and upon his/her parent(s) or guardian(s) by mail. Staff will also attempt to notify the student's parent(s) or guardian(s) by telephone at or before the suspension is to take effect.
- c. Students should have the opportunity to complete and receive credit for any assigned course work and/or tests given during their time of suspension. The work shall be completed and the tests taken in a timely manner.
- d. Days of out-of-school suspension shall not be counted as unexcused absences for purposes of attendance.

REFERRAL FOR RISK ASSESSMENT – Students deemed to be a threat to themselves and/or others may be asked to undergo a formal risk assessment by a district approved mental health professional before being readmitted to school.

REFERRAL TO STUDENT SUPPORT TEAMS (SST) – Referral to building SST is to be by school personnel, parent(s) or guardian(s), or community agencies. The parent(s) or guardian(s) shall be consulted if any special services are to be made available to a student.

ALTERNATIVE EDUCATIONAL SERVICES may include special tutoring, modified curriculum, other modifications or adaptations, instruction through electronic media, special educational services as indicated by appropriate assessment, homebound instruction, supervised homework, or enrollment in another district or alternative learning center, selected to allow the pupil to progress toward meeting graduation standards although in a different setting.

EXPULSION OR EXCLUSION – "Expulsion" means a school board action to prohibit an enrolled student from further attendance for up to twelve months from the date the student is expelled. "Exclusion" means an action taken by the school board to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school year. Expulsion and exclusion proceedings shall be in accordance with M.S. 121A.41, the Pupil Fair Dismissal Act.

A school board may expel for a period of at least one year a student who is determined to have brought a firearm to school. For the purposes of this section, firearm is as defined in United States Code, title 18, section 921.

In accordance with M.S. 121A.41, The Pupil Fair Dismissal Act, a student and his/her parent(s) or guardian(s) shall be served personally or by mail with notice of the expulsion hearing. The hearing will be held within ten days of service of the written note, unless continued pursuant to the statute. The recommendation of the hearing officer shall be made to the school board within two days of the end of the hearing. The decision of the school board shall be rendered at a special meeting within five days after receipt of the recommendation of the hearing officer. The student shall receive due process as set forth in M.S. 121A.41, The Pupil Fair Dismissal Act.

STUDENTS WITH DISABILITIES being served on an IEP are expected to follow the School Discipline Policy the same as other students. Standard disciplinary action or variance from that action must be stated in each IEP. Specific exceptions to the code of conduct related to manifestation of the student's disability will also be included in the IEP. The basic additional rules for discipline concerning students with disabilities are as follows:

- a. School Rules – “Regular” school rules apply if and only if the student discipline rules are determined at an IEP meeting to be appropriate for the student.
- b. Maximum Suspension – No student with a disability may be suspended for more than ten total days in a school year unless due process procedures have been carefully followed.
- c. Manifestation Determination – An IEP team meeting must be held to conduct a manifestation determination for student misconduct resulting in removal from school for more than five consecutive or ten cumulative school days, when subjected to a series of removals that constitute a pattern, or at parent request. That meeting must be held within ten school days of the beginning date of suspension to determine whether misconduct is a manifestation of the student's disability.

When misconduct is determined to be a manifestation of the disability, and the IEP team has not created a positive behavior intervention plan (BIP) prior to removal, both a functional behavioral determination (FBA) and BIP must be developed as soon as possible, but not more than thirty school days from the time of the manifestation determination meeting. If the student already had a BIP at the time of the misconduct, the IEP team must review it and decide whether to modify it to address the misconduct (M.R. 3525.2550).

When the misconduct is not determined to be a manifestation of the disability, school personnel may apply relevant disciplinary procedures in the same manner and for the same duration as the procedures would be applied to children without disabilities. Educational services would be provided for a removal from the educational setting, so as to enable the student to continue to participate in the general education curriculum and progress toward meeting IEP goals. The student may also receive, as appropriate, an FBA, BIP, and modification designed to address the behavior violation so that it does not recur.

- d. Positive Behavior Intervention – The district expects and encourages the planned development and use of positive behavioral interventions. The district discourages the use of punitive, aversive, or deprivational interventions.

REFERRAL TO JUVENILE AUTHORITIES – If a student's behavior may be a violation of law, the principal or designated representative may contact juvenile authorities or police. If the officer indicates that he/she is arresting the student, with or without a warrant, he/she shall have complete jurisdiction and responsibility in the matter and the principal shall not interfere with the student's removal from the building.

The student will, in all cases, be accorded the rights of due process.

INFORMATION AND REVIEW PROCESS – Students or parent(s) or guardian(s) who wish to discuss concerns or review actions taken, provided actions do not involve expulsion or suspension, may request a conference with school personnel. It is recommended that conferences occur between personnel closest to the concern and be solution-based toward district aims and vision.

POLICY REVIEW PROCESS ~~The principal and representatives of parent(s) or guardian(s), students, and staff in each school shall confer annually to review the School Discipline Policy and assess whether the policy has been enforced.~~ The school board shall conduct an annual review of the School Discipline Policy.

NOTE: Residential/Day Treatment and alternative sites will have some discretion in the application of the policy.

STANDARDS OF CONDUCT

Standards of conduct are developed to ensure the district's aim of high achievement and safe and welcoming environments. Disciplinary policies within the elementary and secondary schools shall be enforced within the general guidelines as set forth below and are designed to prevent student's inappropriate behavior from recurring. These guidelines clearly describe the various administrative actions that will be taken for violations of the law and the school district standards of behavior.

~~The MAXIMUM administrative actions are expulsion and exclusion.~~ The listing of ~~MINIMUM~~ minimum actions does not require that a "step-by-step" progression of increasing severity be employed by an administrator in dealing with a violation. However, there should be a logical relationship between the severity of the offense and the administrative action. The intent of this section is to list the mandatory ~~MINIMUM~~ minimum disciplinary actions for each violation. The following represent the majority of violations that occur in the schools, but others may occur which will warrant disciplinary action. Principal discretion to the enforcement of policy will be used when age and development/ability are factors to behavioral issues.

The assistant superintendent of schools will be consulted if any site desires to implement policy which exceeds the ~~minimum~~ disciplinary action for violations stated in this handbook.

For students with a history of violent behavior, staff will be notified per Policy 5022 – Staff Notification of Violent Students.

The following pages set forth MINIMUM consequences for any of the violations listed below. HOWEVER, MORE SEVERE CONSEQUENCES, UP TO AND INCLUDING EXPULSION AND EXCLUSION, MAY BE CONSIDERED AND IMPOSED WHERE AN INITIAL OR SUBSEQUENT VIOLATION IS SEVERE ENOUGH TO WARRANT SUCH CONSEQUENCES.



	VIOLATION	MINIMUM DISCIPLINARY ACTION
ALCOHOL*	<p>A student shall not possess, use, transmit, or be under the influence of alcoholic beverages of any kind:</p> <ul style="list-style-type: none"> ▪ On school grounds immediately before, during, or after school hours. ▪ On school grounds at any time when the school is being used by any school group. ▪ Off school grounds at a school activity, function, or event. ▪ On any district-provided transportation. ▪ In a school zone as defined by Minnesota Statutes. 	<ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police; notification of parent(s) or guardian(s); <u>1 to 3 days in- or out-of school suspension</u>; referral to building SST. - <u>Second Offense</u>: 3 days out-of-school suspension; referral to building SST. - <u>Third Offense</u>: 5 days out-of-school suspension. - <u>Fourth Offense</u>: Move for expulsion.
ARSON	<p>1. "Arson" – The intent or intentional destruction of or damage to any school building, school or personal property, injury to persons by means of fire or explosives. This includes all behaviors within the 'school zone' on school-sponsored/supervised activities.</p> <hr style="border-top: 1px dashed black;"/> <p>2. Failure to exercise ordinary caution resulting in fire within any area identified in #1 above, damage to school or personal property, or injury to person(s).</p> <hr style="border-top: 1px dashed black;"/> <p>3. False alarm or tampering with any part of a fire suppression system (including, but not limited to sprinkler, fire alarms, smoke detectors, fire extinguishers, or any other part of the fire suppression system). Giving a false alarm (police, fire, ambulance, 911) or tampering or interfering with any fire alarm system.</p> <hr style="border-top: 1px dashed black;"/> <p>4. Matches, lighters, and other fire starting materials are not allowed on school premises.</p>	<ul style="list-style-type: none"> - <u>First Offense</u> – Mandatory, timely notification of police, Fire Marshall, and F.I.R.S.T. Program; notification of parent(s) or guardian(s); refer for attendance at F.I.R.S.T. Program Saturday School; restitution if damage occurred; risk assessment and 3 days out-of-school suspension; consideration for expulsion. - <u>Second Offense</u> – 5 days out-of-school suspension; consideration for expulsion. <hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> - <u>First Offense</u> – Mandatory, timely notification of police and Fire Marshall; notification of parent(s) or guardian(s); restitution if damage occurred; suspension; consideration for expulsion. - <u>Second Offense</u> – Consideration for expulsion. <hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> - <u>First Offense</u> – Mandatory, timely notification of Fire Marshall or appropriate authorities; notification of parent(s) or guardian(s); 3 days out-of-school suspension; consideration for expulsion. - <u>Second Offense</u>: Consideration for expulsion. <hr style="border-top: 1px dashed black;"/> <p><u>First Offense</u>: Materials will be confiscated and parents may be notified.</p>
ASSAULT	<p>1. "Assault" is acting to cause fear in another of immediate bodily harm or death or intentionally inflicting or attempting to inflict bodily harm upon another.</p> <hr style="border-top: 1px dashed black;"/> <p>2. "Aggravated assault" is committing an assault upon another person with a dangerous weapon or an assault that inflicts great bodily harm upon another person. (In cases involving harassment, as defined in the Harassment Policy, a district specialist will be consulted.)</p> <hr style="border-top: 1px dashed black;"/> <p>3. "Criminal Sexual Assault" is defined by M.S. 609.341. (Refer to Sexual Harassment/Assault Response Protocol.)</p>	<ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 1 to 3 days in- or out-of school suspension. - <u>Second Offense</u>: 3 to 5 days out-of-school suspension. - <u>Third Offense</u>: 3 to 5 days out-of-school suspension; consideration for expulsion. <hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> - Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 3 to 5 days out-of-school suspension; consideration for expulsion depending on the severity of assault and past infractions. <hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police or probation officer, if applicable; 3 to 5 days out-of-school suspension. - <u>Second Offense</u>: Move for expulsion.
ATTENDANCE	<p>Truancy/tardiness</p>	<ul style="list-style-type: none"> - See Policy 5025 and Regulation 5025R Attendance.



	VIOLATION	MINIMUM-DISCIPLINARY ACTION
BOMB*	A student shall not possess or commit crimes of violence using explosive devices including, but not limited to, bombs, grenades, rockets, mines, and fireworks. This also means devices that produce a chemical reaction that produces gas producing destructive effects.	- Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 5 days out-of-school suspension; consideration for expulsion.
BOMB THREAT*	A student shall not threaten directly or indirectly, to commit any crime of violence with purpose to cause evacuation of a school building or grounds or a school-related activity.	- Mandatory, timely notification of police; notification of parent(s) or guardians(s); 3 to 5 days out-of-school suspension; consideration for expulsion. A plan for readmission must be developed, which may include a risk assessment if the student is to return to school.
BULLYING	A student shall not intentionally hurt another person, either physically or psychologically. A student may not participate in or conspire with others to engage in harassing acts that injure, degrade, or disgrace other individuals. No student may intentionally or knowingly cause physical contact with another when the student knows or should reasonably believe that the other will regard the contact as offensive or provocative.	- <u>First Offense</u> : Student conference; notification of parent(s) or guardian(s); consideration for 1 day in- or out-of-school suspension or dismissal; conference with parent(s) or guardian(s) if suspended; mandatory filing of a complaint with ISD 709 Human Resources. - <u>Second Offense</u> : 3 days out-of-school suspension. - <u>Third Offense</u> : 5 days out-of-school suspension; consideration for expulsion.
CYBER BULLYING	A student shall not use technology (e-mailing, instant messaging, text messaging, personal web pages such as MySpace or Facebook) to bully, intimidate and harass a person or group of people. This includes off-campus behavior that negatively impacts effective school operations or the rights of others to an education or instruction.	- <u>First Offense</u> : Student conference; notification of parent(s) or guardian(s); consideration for 1 day in- or out-of-school suspension or dismissal; conference with parent(s) or guardian(s) if suspended; mandatory filing of a complaint with ISD 709 Human Resources. - <u>Second Offense</u> : 3 days out-of-school suspension. <u>Third Offense</u> : 5 days out-of-school suspension; consideration for expulsion.
COMPUTER	Data tampering, unauthorized use of data, violations of Policy 3187- Use Policy for Internet Access and Regulation 3187R - Internet Use Regulations (i.e. software modification or copyright violation, any attempt to install or use software that has not been approved by the district, violation of district network security, hardware damage/vandalism, etc.) is prohibited.	- <u>First Offense</u> – Loss or restriction of technology use; notification of parent(s) or guardian(s) and police or probation officer, if applicable; required restitution by parent(s) or guardian(s) and student; student conference; consideration for 1 to 3 days in- or out-of-school suspension. - <u>Second Offense</u> : Loss or restriction of technology use; 1 to 3 days out-of-school suspension; consideration for expulsion; required restitution by parent(s) or guardian(s) and student.
CONTROLLED SUBSTANCE (Prescription)*	A student shall not possess, use, transmit or be under the influence of a controlled substance that is not prescribed to the student by a licensed health care professional: <ul style="list-style-type: none"> ▪ On school grounds immediately before, during, or after school hours. ▪ On school grounds at any time when the school is being used by any school group. ▪ Off school grounds at a school activity, function, or event. ▪ On any district-provided transportation. ▪ In a school zone as defined by Minnesota Statutes. <p>Refer to Regulation 6180R – Procedures of Administration of Medication During the School Day</p>	- <u>First Offense</u> : Mandatory, timely notification of police; notification of parent(s) or guardian(s); <u>1-3 day</u> suspension; referral to building SST. - <u>Second Offense</u> : 3 days out-of-school suspension; referral to building SST. - <u>Third Offense</u> : 5 days out-of-school suspension. - <u>Fourth Offense</u> : Move for expulsion.



	VIOLATION	MINIMUM-DISCIPLINARY ACTION
DISRUPTIVE/DISORDERLY CONDUCT/INSUBORDINATION	<p align="center">MINOR INFRACTIONS</p> <p>A student shall not participate in actions that interfere with the rights of others to an education, instruction, and/or with the effective operations of the school. Such actions include off-campus behavior that negatively impacts effective school operations or the rights of others to an education or instruction including but not limited to: Refusal to follow school rules and regulations, refusal to follow directions given by a staff member, <u>loud/boisterous behavior</u>, inappropriate language, rude gestures, defiance, lying, throwing objects, running, <u>cell-phone usage</u>, leaving school grounds without proper authorization, and distributing unauthorized materials on school property.</p>	<ul style="list-style-type: none"> - Student conference; possible notification of parent(s) or guardian(s); possible detention or 1 to 3 days in- or out-of-school suspension.
	<p>Attire - Attire or personal grooming that presents a risk to health, safety, property, interferes with education, or violates Policy 4015 and Regulation 4015R Prohibiting Harassment and Violence is prohibited. Hats, caps, scarves, jackets, and coats are to be stored in student lockers during the school day.</p>	<ul style="list-style-type: none"> - Student conference; notification of parent(s) or guardian(s). Student will be required to modify his/her attire in such a manner that it no longer violates this policy. The student may be sent home to modify unacceptable attire. Articles may be confiscated and returned to the parent(s) or guardian(s) at their request.
	<p align="center">MAJOR INFRACTIONS</p> <p>Academic Dishonesty – A student shall not cheat in any form on school grounds or in any school-related activity. This includes plagiarizing (copying from print, the internet, or other electronic resources, purchasing or copying another person’s work, and paraphrasing without citing the source).</p>	<ul style="list-style-type: none"> - <u>First Offense</u>: Teacher conference with student; teacher discretion for consequences. - <u>Second Offense</u>: Notification of parent(s) or guardian(s) and/or conference; teacher discretion for consequences. - <u>Third Offense</u>: Administration conference; consideration for loss of credit; consideration for 1 to 3 days in- or out-of-school suspension.
	<p>Gambling – A student shall not gamble in any form on school grounds or in any school-related activity.</p>	<ul style="list-style-type: none"> - Referral to juvenile authorities or police and notification of parent(s) or guardian(s).
	<p>Motor Vehicle Infractions</p> <ol style="list-style-type: none"> 1. <u>Parking</u> - A student shall not park in an unauthorized area on school property or park on school property without a valid school permit. 2. <u>Reckless or Careless Driving</u> – A student shall not drive on or near school property in such a manner as to endanger persons or property. 	<ul style="list-style-type: none"> - Parking ticket; possible loss of parking privileges; possible towing at owner’s expense. - Suspension; notification of police and parent(s) or guardian(s); suspension of parking privileges.
	<p>Record and Identification Falsification - A student shall not falsify signatures or data, refuse to give proper identification or give false identification when requested to do so by a staff member, or give a false name or date of birth to police.</p>	<ul style="list-style-type: none"> - Student conference; notification of parent(s) or guardian(s); possible result in a court referral for giving a false name or date of birth to police.
	<p>Transportation Infractions – A student shall not participate in disruptive, distracting, or destructive conduct that interferes with the safe and orderly operation of the transporting of students.</p>	<ul style="list-style-type: none"> - <u>First Offense</u>: Student conference; notification of parent(s) or guardian(s). - <u>Second Offense</u>: Up to 1 week suspension of bus privileges. - <u>Third Offense</u>: Up to 2 week suspension of bus privileges. - <u>Fourth Offense</u>: Up to 1 month suspension or possible loss of all bus privileges for the remainder of school year. - <u>NOTE</u>: Reporting to local police of misbehavior on a school bus causing an immediate and substantial danger to self or surrounding persons or property is required by law.
	<p>Trespassing – A student shall not be physically present in a school building without permission, after being requested to leave by a school official, or after suspension or expulsion.</p>	<ul style="list-style-type: none"> - <u>First Offense</u>: Student conference; notification of parent(s) or guardian(s) and police; possible 1 day in- or out-of-school suspension. - <u>Second Offense</u>: 2 days out-of-school suspension; referral to building SST.



	VIOLATION	MINIMUM-DISCIPLINARY ACTION
EXTORTION	A student shall not obtain property from another by verbal intimidation.	<ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 1 to 3 days in- or out-of-school suspension. - <u>Second Offense</u>: 3 to 5 days out-of-school suspension. - <u>Third Offense</u>: Move for expulsion.
FIGHTING*	"Fighting" is mutual combat in which both parties have contributed to the situation by verbal and/or physical action.	<ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 1 to 3 days in- or out-of-school suspension. - <u>Second Offense</u>: 3 to 5 days out-of-school suspension. - <u>Third Offense</u>: 3 to 5 days out-of-school suspension; consideration for expulsion.
GANG ACTIVITY	Gang activity is strictly prohibited. A "gang" is herein identified as any group that participates in disruptive, intimidating, illegal, and/or violent activities as defined in this policy.	<ul style="list-style-type: none"> - <u>First Offense</u>: Student conference; Notification of parent(s) or guardian(s); police notification; <u>consideration for 1 to 3 days in- or out-of-school suspension.</u> - <u>Second Offense</u>: 1 to 3 days in- or out-of-school suspension. - <u>Third Offense</u>: 3 days out-of-school suspension. <p><u>NOTE</u>: Repeated offenses involving assault, intimidation, or other illegal activity may result in recommendation for expulsion.</p>
HARASSMENT	<ul style="list-style-type: none"> ▪ Sexual harassment ▪ Sexual orientation harassment ▪ Religious harassment ▪ Ethnic/racial harassment (racial slurs, displays, emblems, graffiti, etc.) ▪ Disability harassment as defined in Policy 4015 and Regulation 4015R Prohibiting Harassment and Violence. (These actions may also constitute harassment as defined in Policy 4015 and Regulation 4015R Prohibiting Harassment and Violence.) 	<ul style="list-style-type: none"> - <u>First Offense</u>: Student conference; notification of parent(s) or guardian(s); consideration for 1 day in-school suspension or dismissal; notification of Integration and/or harassment specialist, if appropriate; conference with parent(s) or guardian(s) if suspended; mandatory filing of a complaint with ISD 709 Human Resources. - <u>Second Offense</u>: 3 days out-of-school suspension. - <u>Third Offense</u>: 5 days out-of-school suspension.
HAZING	"Hazing" means committing an act against a student or coercing a student into committing an act that creates a substantial risk of harm to a person in order for the student to be initiated into or affiliated with a student organization. "Student organization" means a group, club, or organization having students as its primary members or participants. Hazing may be reported to any staff member or administrator. Refer to Policy 5083 Hazing Prohibition.	<ul style="list-style-type: none"> - <u>First Offense</u>: 1 to 3 days out-of-school suspension. - <u>Second Offense</u>: 3 to 5 days out-of-school suspension. - <u>Third Offense</u>: 5 days out-of-school suspension.
HOMICIDE**	A student shall not commit homicide, which means the killing of one human being by the act, procurement, or omission of another.	Mandatory, timely notification of police; move for expulsion.
ILLEGAL DRUGS**	<p>A student shall not possess, use, transmit, or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, intoxicants of any kind, look-alike drugs, or substances that may have the appearance of an illegal substance, such as catnip, oregano, flour, saccharin, or other items or paraphernalia:</p> <ul style="list-style-type: none"> ▪ On school grounds immediately before, during, or after school hours. ▪ On school grounds at any time when the school is being used by any school group. ▪ Off school grounds at a school activity, function, or event. ▪ On any district-provided transportation. ▪ In a school zone as defined by Minnesota Statutes. 	<ul style="list-style-type: none"> - <u>First Offense</u>: Mandatory, timely notification of police; notification of parent(s) or guardian(s); <u>1 to 3 days suspension</u>; referral to building SST. - <u>Second Offense</u>: 3 days out-of-school suspension; referral to building SST. - <u>Third Offense</u>: 5 days out-of-school suspension. - <u>Fourth Offense</u>: Move for expulsion. <p><u>NOTE</u>: Students who sell or deal controlled substances on school premises may be subject to expulsion on the first offense.</p>



	VIOLATION	MINIMUM-DISCIPLINARY ACTION
OVER THE COUNTER MEDICATIONS AGAINST SCHOOL POLICY	Refer to Regulation 6180R – Procedures of Administration of Medication During the School Day	<p><u>First Offense</u>: Student conference; notification of parent(s) or guardian(s); consideration for 1 to 3 days in- or out-of-school suspension.</p> <p><u>Second Offense</u>: 3 to 5 days out-of-school suspension; consideration for expulsion.</p> <p><u>NOTE</u>: The school may revoke a student's privilege to possess and use non-prescription pain relievers if the school determines that the student is abusing the privilege.</p>
PYROTECHNICS	A student shall not possess or detonate fireworks.	<p>– <u>First Offense</u>: Notification of parent(s) or guardian(s); 1 to 3 days in- or out-of-school suspension.</p> <p><u>Second Offense</u>: 3 days out-of-school suspension; consideration for expulsion.</p>
ROBBERY*	A student shall not obtain property from another by use of force or threat of force.	<p>– <u>First Offense</u>: Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 3 days out-of-school suspension.</p> <p>– <u>Second Offense</u>: 3 to 5 days out-of-school suspension.</p> <p><u>Third Offense</u>: Move for expulsion.</p>
TERRORISTIC THREATS*	A student shall not threaten to commit any crime of violence with the purpose to terrorize another person.	– Mandatory, timely notification of police; notification of parent(s) or guardians(s); 3 to 5 days out-of-school suspension; consideration for expulsion. A plan for readmission must be developed, which may include a risk assessment if the student is to return to school.
THEFT	A student shall not intentionally take, use, transfer, conceal, or retain possession of personal property of another without the other's consent and with intent to deprive the owner permanently of possession of the personal property.	<p>– <u>First Offense</u>: Notification of parent(s) or guardian(s), police, or probation officer, if applicable; required restitution by parent(s) or guardian(s) and student; student conference; 1 to 3 days in- or out-of-school suspension.</p> <p><u>Second Offense</u>: 3 days out-of-school suspension; consideration for expulsion; required restitution by parent(s) or guardian(s) and student.</p>
THREAT/INTIMIDATION	A student shall not use words or gestures to intimidate or incite fear in another person.	<p>– <u>First Offense</u>: Student conference; notification of parent(s) or guardian(s); consideration for 1 day in-school suspension or dismissal; conference with parent(s) or guardian(s) if suspended; mandatory filing of a complaint with ISD 709 Human Resources.</p> <p>– <u>Second Offense</u>: 3 days out-of-school suspension.</p> <p><u>Third Offense</u>: 5 days out-of-school suspension; consideration for expulsion.</p>
TOBACCO	A student shall not use, possess, or visibly display tobacco products/smoking materials on school grounds or in a school zone as defined by Minnesota Statutes.	<p>– <u>First Offense</u>: Mandatory, timely notification of police; student conference; notification of parent(s) or guardian(s); tobacco ticket.</p> <p>– <u>Second Offense</u>: 1 day in- or out-of-school suspension.</p> <p>– <u>Third Offense</u>: 1 to 3 days out-of-school suspension.</p>
VANDALISM/PROPERTY RELATED	<p>A student shall not willfully, cut, deface, or otherwise damage in any way any property, real or personal. This includes school busses.</p> <p>A fee will be charged for lost or destroyed textbooks, workbooks, or library books.</p>	<p>– Required restitution by parent(s) or guardian(s) and student; consideration for notification of police; 1 to 3 days in- or out-of-school suspension.</p> <p>– Parent(s) or guardian(s) and student shall be liable for fees charged by the school district.</p>
VERBAL ABUSE*	A student shall not engage in obscene or abusive language/comments.	<p>– <u>First Offense</u>: Student conference; parent(s) or guardian(s) conference; consideration for 1 day in-school suspension or dismissal; notification of diversity staff, if appropriate.</p> <p>– <u>Second Offense</u>: 2 days out-of-school suspension.</p> <p>– <u>Third Offense</u>: 3 days out-of-school suspension.</p> <p><u>NOTE</u>: Engaging in obscene or abusive language directed towards a staff member will result in automatic mandatory in- or out-of-school suspension.</p>



	VIOLATION	MINIMUM-DISCIPLINARY ACTION
WEAPON	<p>“Dangerous weapon” means any firearm, whether loaded or unloaded, knives, stun guns, martial arts instruments, mace or any device designed as a weapon, or any other device or instrument which in the manner it is used or intended to be used is calculated or likely to produce death or great bodily harm. This includes any look-alike object that may have the appearance of a weapon or dangerous instrument. A student shall not knowingly possess, store, handle, transmit, use, or encourage or aid any student to possess, store, handle, or transmit these weapons in:</p> <ul style="list-style-type: none"> ▪ Any school building. ▪ On any school premises. ▪ On any school-provided transportation. ▪ Off the school grounds at any school-related activity, event, or function. ▪ In a school zone as defined by Minnesota Statutes. 	<p>– Mandatory, timely notification of police or probation officer, if applicable; notification of parent(s) or guardian(s); 1 to 5 days out-of-school suspension; possible expulsion. Weapon will be confiscated by building administration.</p> <p><u>NOTE:</u> A school board may expel for a period of at least one school year a student who is determined to have brought a firearm to school.</p> <p>For the purpose of this section, firearm is defined in United States Code, title 18, section 921.</p>

It is always appropriate to report any incidents or violations.

****Bottom line behaviors warrant a mandatory out-of-school suspension.***

5090 - Use of Cell Phones, Digital imaging devices, and other personal electronic devices

Purpose

The purpose of this policy is to set forth expectations for appropriate use of existing and emerging technologies which students may possess, including but not limited to cell phones, digital picture/video cameras and or camera phones, personal digital assistants, iPods, MP3's, pagers and other personal electronic devices.

General Statement of Policy

The Duluth Public Schools holds high expectations for student behavior, academic integrity and responsible use of existing and emerging technologies. Students who possess devices at school or school sponsored events shall demonstrate the greatest respect for the educational environment and the rights and privacy of all individuals within the school community.

Standards for responsible use at school, on buses, or at school activities

- A. Respect for the educational environment
 1. Cellular phones and other personal electronic devices shall be turned off and kept out of sight during instructional time.
 2. Students shall not use any electronic device that in any way disrupts or detracts from the educational environment.
 3. Cellular phones or other personal electronic devices should be turned off and kept out of sight in classrooms and during the school day in Media Centers, testing centers, and during fine arts performances.
 4. Students will not be allowed to leave class in response to electronic devices.
 5. **On high school campuses only**, cellular phones and other devices may be used appropriately and respectfully before and after classes and during lunch, in common areas- such as near lockers or the cafeteria- or outside on school grounds.
 6. With prior approval of the school principal, teachers may permit the purposeful use of personal electronic devices in support of curricular objectives.
 7. In the case of medical necessity or emergency, a student shall be permitted to possess or use a cell phone or other personal electric device provided the student receives advanced authorization from the school principal or designee.
- B. Respect for Privacy Rights
 1. Students shall not photograph or videotape other individuals at school or at school activities without their knowledge and consent, except for activities considered to be in the public arena such as sporting events or public performances.
 2. Students shall not e-mail, post to the internet, or otherwise electronically transmit images of other individuals taken at school without their expressed written consent.
 3. State law strictly prohibits the use of cellular phones or other personal electronic devices in locker rooms and restrooms.

C. Assuring Academic Integrity

Students shall not use cellular phones or other electronic devices in any way that may cause a teacher or staff member to question whether the student may be cheating on tests or academic work or violating copyright policy.

D. Compliance with Other District Policies

Use of cellular phones or other personal electronic devices must not violate any other District Policy including those regarding student privacy, copyright, cheating, plagiarism, civility, student behavior, or harassment. If a violation occurs involving more than one district policy, consequences for each may apply.

Violations of this policy

A. Inappropriate use of cellular phone or other electronic device

An employee shall direct the student to turn off the device and to store it appropriately.

B. Repeated infractions

Repeated infractions will be considered disruptive, disorderly, or insubordinate behaviors. Consequences of inappropriate use of cellular phones or other electronic devices that are in violation of other district policies can be referenced in the student discipline policy.

C. Severe or illegal infractions shall result in student referral to the office. Administration may confiscate the device, notify parents and/or police when appropriate. If cellular phones or other electronic devices are suspected to be used in the violation of other district policies or used in the process of illegal activity, the contents may be considered evidence and reviewed by school administration. Confiscated devices will be returned to a parent/guardian after the school day unless legal implications require otherwise.



Vance Hopkins
Assistant Principal

Central High School
800 E. Central Entrance
Duluth, MN 55811
Phone (218) 733-2130 - Fax (218) 733-2153

Lisa Mitchell-Krocak
Principal



Nathan Glöckle
Assistant Principal

June 23, 2011

Assistant Superintendent for Teaching and Learning
ISD 709
215 North First Avenue East
Duluth, Minnesota 55802

The following student completed his high school graduation requirements at ALC and requests his diploma.

I would like to order a Central High School diploma for:

Name **Deantrez Johnson**
Date of Graduation **June 07, 2011**

Thank you.

Sincerely,

Lisa Mitchell-Krocak
Principal

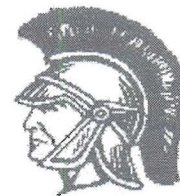
Proudly serving the Denfeld and Central Communities



Vance Hopkins
Assistant Principal

Central High School
800 E. Central Entrance
Duluth, MN 55811
Phone (218) 733-2130 - Fax (218) 733-2153

Lisa Mitchell-Krocak
Principal



Nathan Glöckle
Assistant Principal

June 23, 2011

Assistant Superintendent for Teaching and Learning
ISD 709
215 North First Avenue East
Duluth, Minnesota 55802

The following student completed his high school graduation requirements at ALC and requests his diploma.

I would like to order a Central High School diploma for:

Name **Ross Rankin**
Date of Graduation **June 07, 2011**

Thank you.

Sincerely,

Lisa Mitchell-Krocak
Principal

Proudly serving the Denfeld and Central Communities



Vance Hopkins
Assistant Principal

Central High School
800 E. Central Entrance
Duluth, MN 55811
Phone (218) 733-2130 - Fax (218) 733-2153

Lisa Mitchell-Krocak
Principal



Nathan Glöckle
Assistant Principal

June 23, 2011

Assistant Superintendent for Teaching and Learning
ISD 709
215 North First Avenue East
Duluth, Minnesota 55802

The following student completed her high school graduation requirements at ALC and requests her diploma.

I would like to order a Central High School diploma for:

Name **Megan N. RedStar**
Date of Graduation **June 07, 2011**

Thank you.

Sincerely,

Lisa Mitchell-Krocak
Principal

Proudly serving the Denfeld and Central Communities



Vance Hopkins
Assistant Principal

Central High School
800 E. Central Entrance
Duluth, MN 55811
Phone (218) 733-2130 - Fax (218) 733-2153

Lisa Mitchell-Krocak
Principal



Nathan Glöckle
Assistant Principal

June 23, 2011

Assistant Superintendent for Teaching and Learning
ISD 709
215 North First Avenue East
Duluth, Minnesota 55802

The following student completed her high school graduation requirements at ALC and requests her diploma.

I would like to order a Denfeld High School diploma for:

Name **Sarah J. Flynn**
Date of Graduation **June 07, 2011**

Thank you.

Sincerely,

Lisa Mitchell-Krocak
Principal

Proudly serving the Denfeld and Central Communities



Central High School
800 E. Central Entrance
Duluth, MN 55811
Phone (218) 733-2130 - Fax (218) 733-2153



Vance Hopkins
Assistant Principal

Lisa Mitchell-Krocak
Principal

Nathan Glöckle
Assistant Principal

May 11, 2011

William Gronseth
Ind. School District 709
215 N. 1st Ave. E.
Duluth, MN 55802

Dear Mr. Gronseth,

The student listed below is requesting two certificates of attendance from Central High School. He should receive one from our district for free and has paid \$8.00 for the second one. The check is attached.

Name of Student

Attendance End Date

Keith M. Graham

June 7, 2011

Sincerely,

Lisa Mitchell-Krocak
Principal

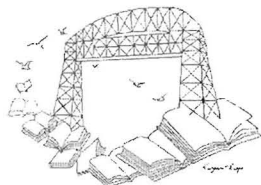
LMK:cra

Proudly serving the Denfeld and Central Communities

2011 Graduation Participants

GED Diploma

Jean M. Anderson
Samuel Anderson
*Olive G. Andrews
Daniel J. Broska
Alexander Burnett
Chad J. Erickson
Seth W. Feldman
Ashley M. Gengler
Joseph D. Hauge
Rebecca A. Lawrence
Ryan Marshall
*Rene Monreal
Nickolas P. Mulek
Shawn W. Pitt
Shandi N. Radosevich
Felicia M. Roybal
Samantha Spence
Jordan J. Spina
Kristine Thomas
Samantha L. Vaughan
George Warren
Melissa Wiberg



* Denotes Class Speaker

High School Diploma

River M. Bergara
Dylan Dwight Burton
*Julia M. Carlson
Walter T. Effinger
Ashley Marie Hey
Breanna Trenay Higgins
Mariah F. Horn
Vernette Hughes
Elizabeth A. Jeanetta
Deantrez Johnson
Carladdie L. Ledo
Aziza C. Mehdizadeh
Tyler J. Motz
Marie H. Mudek
Roxanne Caitlin Olson
Anthony Roger Prout
Yaku S. Quillakasha
Megan N. Red Star
Sabrina Ann Reimer
Albert L. Roybal
Paul J. Sanders
Sean Elliott Schock
Kelly M. Schullo
*Ashley Rose Simmons
Freedom Q. Steberg
Jeremy M. Vanosdel
Melissa Marie Wantaja

W. Schullo
6/23/11

The participating graduates represent only a portion of those students who completed their high school or GED requirements. Approximately 100 GED students and 47 diploma students graduated through the Adult Learning Center, ALC/Unity & Y.E.S.! programs in the past year.

Graduation Ceremonies

Adult Learning Center
Unity/ALC High School
Bridge & Transition 12 Programs
Y.E.S. Duluth



Tuesday, June 7, 2011
7:30 P.M.
Lake Superior Ballroom
DECC
Duluth, Minnesota

Duluth Central High School
Commencement
Class of 2011

June 7, 2011
 DECC Auditorium • 7:00 p.m.

School Board
 Judy Seliga Punyko, Chair
 Ann Wasson
 Mary Cameron
 Tim Grover
 Gary Glass
 Art Johnston
 Tom Kasper

Assistant Principals
 Vance Hopkins
 Nathan Glockle

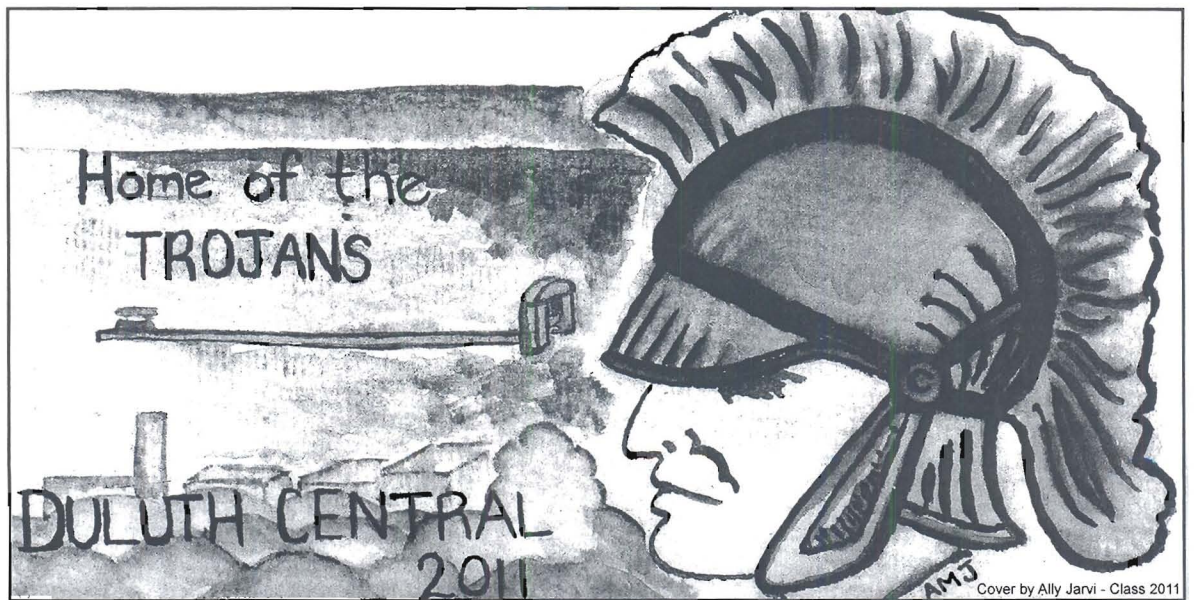
Principal
 Lisa Mitchell-Krocak

Chimes
 Almighty God
 Almighty Power
 Cherish Our School
 Throughout the Hour

-A.F.M. CUSTANCE

Alma Mater, Salve
 Alma Mater, Salve.
 Always loving, honoring thee, -
 Loyal, faithful children we,
 Alma Mater, our hearts to thee are true
 Alma Mater, fondly we bid thee adieu, -
 Alma Mater, our hearts to thee are true
 Lighten all our onward path, our footsteps guide.
 May thy merrily in our hearts abide.
 In life's battle we our part must bear.
 Now we leave thee, leave thy fostering care;
 Alma Mater, Salve.
 Always loving, honoring thee, -
 Loyal, faithful children we,
 Alma Mater, our hearts to thee are true.
 Alma Mater, fondly we bid thee adieu

"Duluth Central High School" "Alma Mater"



Cover by Ally Jarvi - Class 2011

Commencement Program

Processional – “Pomp and Circumstance” Edward Elgar
Central Orchestra – Joanna Walters, Conductor
(Audience please remain seated)

“Hurrah for the Red and White” Christine Thomas
Class Speaker

Welcome and Introduction
of Platform Guests and Staff Jacob North
Student Council Co-President

Commencement Remarks
and Presentation of Class Lisa Mitchell-Krocak, Principal

Acceptance of Class Bill Gronseth, Assistant Superintendent

“Star Spangled Banner” Key and Smith
Central Orchestra – Joanna Walters, Conductor

Awarding of Diplomas Faculty and School Board Members

Response Jacob North
Student Council Co-President

“Seasons of Love” Jonathan Larson
Concert Choir – Joanna Walters, Conductor

“Alma Mater” A.F.M. Custance

“Winning” Tricia Correia
Class Speaker

Chimes Brittney Fish, Tricia Correia, and Elizabeth Thomas

Highest Honors Lisa Mitchell-Krocak, Principal

Recessional – “War March of the Priests” from *Athalia* Mendelssohn
Concert Orchestra – Joanna Walters, Conductor

“I Won't Let Go” Rascall Flatts
Meredith Whitlock, Singer
Luke Goossens, Guitar

The dignity of this occasion can best be observed by refraining from yelling, whistling, or applauding for any one student during the awarding of diplomas.

The following students have completed requirements for graduation: *Jm Krocak*

Partners in Learning

Danielle Dierra Abang-N'Tuen
Rachel Ann Agne①
Jesse Alan Akervik
Colton Lee Allen
DeVon Thomas Anderson
Michael Steven Andrews
Mary Kathryn Battaglia②③
Zachary J. Berkelman
Katherine Louise Beron
Aaron Lee Bevington, Jr.
Joshua Andrew Biles①
Tonisha Datrese Brooks
Rachel Elizabeth Brown
Jacob Dennis Budisalovich
Hanska W. Burris
Holly Elizabeth Busker
Kyle J. Butler
Jennifer Caban
Shawn L. Carey
Adam W. Carlson
Danielle Lynne Carlson
Alicia R Carranza
Ian Timothy Chapman
Jinghan Chen①
Tiffany Jo Chesser
Nicholas John Constantini
Tricia D. Correia①③
Hannah M. Couillard②
Victor Stephen Cox
Courtney Michelle Crick
Amanda Michelle Crittenden
Lawrence Jerome Curnow, III
Dakota Sky Dahmen
Maia Nizhoni Dalager①
Anthony Giovanni DeCaro②
Jordan R. DeCaro
Shari Lee Deschampe
Thang Tan Dinh
Lawrence S. Dorman
Classie Pearl Dudley③
Joseph J. Duncan
Kyliejo M. Eikanger
Mickale L Endres①
Emily Anne Erickson②
Kali N. Erickson
Nicole Lynn Facciotto①
Brittany Samantha Fish①③
Nicholas J. Follmer
Kyle B. Foucault
Dane Allen Gagnon
Dylan James Gagnon
Alyssa Renee Gallian
Trevor Gersich, Sr.
Amber Jeen Gilbert

Joy Beverly Gilmer②
Aziza Zawadi Green
Michael D. Grewatz
Peter Michael Grunwald
Cory Eldin Hage②③
Garrett V. Hanson
Jessica D. Helgeton
Nickalus M. Hietala
Claire Elizabeth Hillmeyer①
Christopher Joseph Hipp②③
Nicholas James Holbein
Franklin Hopson
William C. Hutchinson
Ashley J Jackman
Jamal T. Jackson
Joseph Riley Janchar
Ally Marie Jarvi①
Amelia Judith Jaskari
Molly Jo Jazdzewski
Luke Andrew Johannessen①
Emily Michelle Johnson
Leah Marie Johnson
Trevor Johnson
Amber China Kako
Geordyn Leray Kirsch①
Joshua J. Kneeland
Samuel Machamer Kohlbray
Jonathan S. Kusch
Maryssa E. Lafave
Tyler P. Lane
Nicole Marie Larson①
Daniel Webster Lathrop
Raymond Michael Lauderdale
Brandon L. Lee
Chassie L. Lee
Samantha Marie Lepak②③
Kylee Jo Leseman
Racheal Jo Limoseth
Michael Jerold Lindholm
Michael W Lindorff
Alec Vincent Lofdahl
Samantha I. Loisel
Kelsey A. Loiselle
Samuel P. Ludwig①③
Emily Janet Lund
Danielle Julia Maciver①③
Jesse J. Malmstrom
Peggy Jo Mattson
Paige E. McClain
Alyssa Lynn McLaughlin
Jenna Lynn Merrill
Ethan Bryan Meyers①
Samuel Thomas Milich
Racheal M. Miller

Graduates

Quanisha Claudia Mints
Amanda Lynn Mishler
Chantal Lynn Modeen
Steven Daniel Moen②③
Daniel James Molitor②③
Sarah Ann Morgel
Derrick Joseph Morrin
Heather A. Moss
Pang N. Moua
Michelle Marie Muehlberger②
Alexis Mary Murray
Kylie Marie Murray
Emalee Jordan Neal
Brandi Mae Nelson
Tessa R. Nelson
Jesse A. Nichols
Jacob Mark North①③
Deandre D. Norwood
Julie Lynn Nyborg②
Jeffrey Ohaju
Celestine M. O'Halloran-Johnson
Lisa Marie Olson
Zachary Stephen Olson
Jonathan William Opacich①
Breanne Marie Pedersen
Mathew Allen Perry
Amelia Rae Peterson
Kelly Lynn Peterson①③
Cassandra Ann Pohl
Carson A. Powers①③
Darren Charles Preiner②③
Emily Jeanne Purcell②
Brandon Alan Purdy
Molly Lynn Pybas②③
Roy Allan Rankin
Dylan William Rappana
Caleb James Reder
Christopher L. Rennan
Joseph Rice②
Adam Ethan Riggle
Sharon Elizabeth Riley
Victoria Rose Robertson
William Roffers
Lisa Michelle Rogers②③
Russell Allen Rogers
Jace L. Romano
Sarah A Rose
Melana Zakula Rosin
Zachary Daniel Rosin
Spencer Alexander Ross
Eric C. Rotondo
Elsie Lee Rouse
Nicholas Edward Ruby
Hunter S. Rustad

Annelise Maria Salmela①③
Clara E Salveson
Andrea Lynn Samuelson①
Kris J Samuelson
Kai Owen Elwood Sandal
Andriana E. Sanders
Cassandra Hope Schick
Martin Rhyhart Schmidt
Tamisha Annetta Schmitz
Kalee Ann Schultz
Lindsey Nicole Seecley
Alexandria D Shanoff
Mika Shirato
Keely A. Shrake
Jake A. Skoglund
Luke Adam Skolasinski③
Hayley Anne Smith②④
Krista Helen Snyder
Cody Alan Soiney
Cody John Edward Sorlie
David A Stachnik
Mason Miles Stahl
Eric Robert Stebe②
Nicole Elizabeth Straub
Cienna Joy Strother
Sieraia N. Student
Christine E. Thomas①
Elizabeth Meghan Thomas②③
Richard Hadley Thomas, III②
Ellie Katherine Thompson
Jeremy Alan Thompson
Minh Duc V. Tran
Jake D Upton
Michael N. Vo
Mary Clarice VonRueden②
Dion Jerome Wehner
Michael C Wehner
Lacey Rae Welsh
Meredith Nicole Whitlock②③
Hailey Anne Wilson①
Ashley Marie Wilton
Amity Kaitlyn Wipson①③
Vanessa L. Wirta
Lindsay Nicole Wood①③
Benjamin F Wrazidlo
Blake A Wrazidlo
Kristen Rose Wutz
Xeng Xiong

Leaders for Life

① - Grad with High Honors
② - Grad with Honors
③ - National Honor Society
④ - Foreign Exchange Student

The following students have completed requirements for graduation: *GM Krocak* **GRADUATES**

Joshua Robert Albiston	Joseph Gerald Foxley ^① Ⓞ	Anthony J. Lintecum	Patrick James Reijo
Danielle Marie Almeida	Abigail A. Fritzinger [Ⓞ]	Alexander J. Long	Tasia Marie Ricci
Tiffany A. Andrews	Amanda S Gautsch-Anderson	Jordan J. Lowe	Alexandra Melody Richardson
Grant D. Aslyn	James A. Gellerstedt	Travis C Magdzas ^①	Haley Nicole Robinson
Jonathan M. Barry	Elisabeth Ann Glowacki	Collin S. Magnuson	Jordan T. Rock
Nicholas R. Batters	Matthew Robert Glowacki	Aurora Elizabeth Maki [Ⓞ]	River John Roybal
Alexandra Lynn Bauers	Jonathan Valentine Griesy	Alaina Jane Marshall	Tyler B. Rude
Janelle J. Berg [Ⓞ]	Alison Carmen Guerrero	Mariah Judith Marshall	Anthony John Salls [Ⓞ]
David Randolph Bergman	Joshua Carl Guldner	Kelsey Rae Ann Martindale	Dakota James Salmon
Kurt Anders Berndt ^① Ⓞ	Kristi Denise Gunderson ^①	Amanda Rae McArthur	Isaac Scott Saltzman
Cody D. Blackwood	Misty Lee Hall	Taia H. McColley ^① Ⓞ	Taylor Nicole Schuman [Ⓞ]
Chad Alan Bolen ^① Ⓞ	Cortez Thaddeus Ham, Jr.	Eric Jay Mckowski	Lydia Esther Shinkle
Tashina Jane Bolen ^① Ⓞ	Mary Kate Hannula	Kristina Marie Medved	Matthew Elliot Skurich
Anna Lorraine Bolgrien ^① Ⓞ	Emily Grace Hanson	Blaine Raymond Midthun	Michael James Smith-Nordquist
Amanda Maria Boman ^① Ⓞ	Serafin C. Hayward	Alyssa Marie Milinkovich	Hailey Marie Solberg
Laurie E. Briggs	Justine A. Hill	Eryn Christine Mlodozyniec	Jess Lee Spratley
Anthony James Brohman	Cody D. Husemoller	Jesse Daniel Moeller	Sarah Ann Stenberg
Jennie Catherine Brouse [Ⓞ] Ⓞ	John Michael Christian Jackson ^① Ⓞ	Brittany Marie Montoye	Ashley A. Stenstrom ^① Ⓞ
Ryan Russell Brown	Tanner Joseph Jazdzewski [Ⓞ]	Whitney Ann Morgan	Aaron Edward Stinson
William Laurel Buffington	Dontae Johnson	Tyler K. Morrison ^① Ⓞ	Paige M. Stratioti
Brian J. Carlberg	Gunnar L. Johnson	Joseph J. Mowry	Nicholas D. Suomala
Katelyn Kaye Caskey ^① Ⓞ	Katherine Marjorie Miranda Johnson	Michelle Mudek	Aili E. Susnik
Nicholas David Chastek	Kirsten RC Johnson	Alex Dwight Nedelea	Mitchell Jordan Svihel
Cody Joseph Chelstrom	Rebecca Jean Johnson ^① Ⓞ	Cassandra Josephine Nelson	Stephen M. Swanstrom
Ryan C. Cheslak	Skyler K. Johnson	Cassandra Elizabeth Nelson	Cailley Elisabeth Thompson-Mullen
Nicole Marie Chick	Tanner L. Johnson	Jason A. Nelson	Peter Michael Thorstad
Megan Carrin Christensen	Nicole Ann Jukich	David A. Netland	Marissa Jo Tourville [Ⓞ]
Tyler Wade Conley	Ariel F. Kainu	Karena Nicole Nieman	Jennifer K. Turner
Tyler W. Cumow	Tyler J. Kaspari	Keeley K. Norton ^① Ⓞ	Luke Earl Upton
Kayla Jean Dammann ^① Ⓞ	Lissa L. Kent ^①	Justin D. Olson	Danielle Elizabeth Urness ^① Ⓞ
David J Dixon	Darren Thomas Kerner, Jr.	Lindsey Irene Olson [Ⓞ]	Andrea M. Urrutia
Rex Allen Dopp, Jr.	Matthew Thomas Kero	Jarad L. Overby	Jordan T. Verry
Cory S. Drickhamer	Antonio D. Klaas	Zackary J. Overfors	Kyle James Vogel
Cody Allen Dueland	James D. Knight	Samuel G. Paro	Luke Thomas Walczynski
Derek Ryan Dzuck	Stacy Joy Korenchen	Alan Wiberg Peterson	James Everett Walker
Kayla Ann Dzuck	Jacob M Kucera ^① Ⓞ	Ashley Marie Peterson	Thomas Spencer Warren [Ⓞ]
David Richard Albert Elder	Joshua J. LaFlamme	Brooke Marie Peterson	Krystal LeeAnn Wicklund
Benjamin E. Ellis	Meagan Renee Lawler	Jonathan Carl Peterson	Anne Marie Winkler
Brianna Erhardt	Jessann L Lazzaro	Maggie M. Pierson	Lindsey A. Wittkop
Emily Kathryn Erickson ^① Ⓞ	Amber Rae LeDoux	Joshua E. Pikul	Antonio R. Wrazidlo
Taylor Ashley Fagan	Brody Louis LeDoux	Mathew J. Pikul	Jacob Aaron Wynn
Nicole Danielle Fairbanks ^① Ⓞ	Caitlynn Anne Leino	Samantha E. Price	Jacob R. Zabrocki
Chelsea Joy Fellbaum	Clarissa Mae Leino	Jaclyn Paige Priolo ^① Ⓞ	Stevie M Zigich
Sarah Kathryn Fleissner	Riley C. Leone ^①	Rachel Marie Pritchard	Fonta Marina Zimm ^①
Johnathan R Fontaine	Roni M. Lewandowski-Gibby	Ryan R. Puttkammer	Cailleigh J. Zylka
Christina A. Foxley ^① Ⓞ			

① Grad with High Honors Ⓞ Grad with Honors Ⓞ National Honor Society

SENIOR CLASS MOTTO

*"Knowledge is important, but much more important is the use toward which it is put.
This depends on the heart and mind of the one who uses it." - Dalai Lama*

COMMENCEMENT

Class of 2011



Duluth Denfeld Auditorium

Tuesday, June 7, 2011

7:30 PM

EAST HIGH SCHOOL ALMA MATER

We hail our Alma Mater, its glorious name we praise.
Each loyal son and daughter, too
A joyous song we'll raise.
Our birch trees white, our campus bright,
Our clear, blue northern sky
Will ever bring fond memories of our East High.

We fondly will remember, our lake of silvery blue
And near its shores, our Alma Mater, glorious to view.
We hold thee near, we hold thee dear.
We cherish every tie.
With reverence we will honor thee, our own East High

To faculty and classmates, we bid you fond farewell.
Our banners fly; our hopes are high; our thoughts will
always dwell.
Our memories dear, will bring a tear.
We'll often breathe a sigh.
We'll ne'er regret, we'll ne'er forget, our old East High.

-- Robert J. Vickers

(Audience 1st and 3rd verses, A'Cappella Choir 2nd verse)

Commencement

East High School Class of 2011



Handwritten signature and date:
Diane K. [unclear]
6/8/11

Wednesday, June 8, 2011
7:30 PM

Symphony Hall - DECC

GRADUATES

East High Scholars: * Students with a GPA of 3.6 and above (Gold Tassel)

** Students ranking in the upper 5% of the graduating class (Silver Medallion) - Member of the National Honor Society (Gold Honor Cord)

Angela Marie Aili
 Megan Ann Allen*
 Jacob Terrence Allison*
 Rachel Karen Alworth*
 Lindsey Ann Amundson
 Lars Henrik Anderson
 Lucas Vernon Anderson
 Karly Amelia Grace Ankarlo
 Mitchell Lawrence Arseneau
 Alexa Leigh Athey
 John David Babick
 Grant Joseph Bachhuber*
 Melissa Ann Baddin
 Hans Christopher Baertsch**
 Linda Marie Bagley*
 Christian Robert Barnes*
 Sonja Carlette Barr
 Joseph Robert Bauer*
 Anna Elizabeth Bauman
 Andrew James Beeman
 David Michael Bennett (*in absentia*)
 Andrew Lee Taylor Benoit*
 Samuel Isaac Benson
 Alex Jerran Bergal
 Hunter Lee Bergerson
 Joshua Paul Berini
 Amber Kathleen Bird
 Sydney Beth Blackmore**
 Jessica Lee Ann Bourgoyne
 Anthony John Brackett
 Jan James Bradshaw*
 Mitchell Robert Lyle Bradt*
 Bridget Ann Buettner
 Carly Jo Burson*
 Gary Richard Campbell, Jr.
 Cale Joseph Carlin
 Erik Benjamin Carlson
 Nicholas Andrew Carlson
 Rebecca Lynn Carlson*
 Christina Marlene Case*
 Andrew Arthur Cassidy
 Alysa Marie Cavanaugh
 Jonathan Robert Cigalio
 Trevor David Clark
 Breyen Alexander Coffin**
 Laquita Marie Coleman
 Kayla Siri Connor
 Javiera Contreras Valenzuela
 Erik Daniel Cooper
 Christian James Coughlan
 Kelly Francis Cusick
 Dylan Joseph Cyr
 Laura Marie Dalager
 Matthew William Darnberg
 Matthew Shawn Dame
 Alexander William Davis
 Angel Marie Davis
 Sterling Wesley Olson*
 Olivia Ivey Dawson-Olson*
 Estelle Genevieve deBeukelaer
 Josef Alan Decker*
 Bradley Garrett Deraas
 Stefania DiCiaccio
 Zachary William John Dickson
 Erika Ann Dietzmann

Sicili Dominique Dipola
 Johannes Dornberger
 Macie Dawn Dorow*
 Owen Hoehle Downs*
 Chloe Aleigha Dryke
 Kristin Rose Elmer*
 Carmen Rose Elwell*
 Kristian Matthew Erickson
 Elizabeth Rae Marie Esberg
 David Robert Essling
 Mary Caitlin Ethier
 Kaarin Kontio Evens**
 Kenneth Lamonte Fair
 Daniel John Farley
 Zachery Howard Anthony Farmer
 Maggie Lee Essary Ferguson*
 Andrew Thomas Florestano**
 Jaczy Marie Gaida
 Alyssa Kathi Gatin**
 Ali Gokseven
 Jeffery Gerald Graham
 Victoria Lynn Gravelle
 Jillian Michelle Gresning
 Aaron Mendel Church Grossman**
 Samantha Marie Grubb
 Lena Brigitta Haas
 Miles Remington Hagen
 Emily Caroline Hall*
 Ashley Marie Hansen*
 Tess Alexandra Hansen
 Jennifer Margaret Hanson
 Jenna Marie Hanson-Johnson
 Flynn Davis Hapy
 Delaney Elizabeth Harz**
 Cole McBride Harvey
 Jack William Healy
 Nickolas Andrew Helstrom*
 Aaron Timothy Herstad
 Michael Eric Hillman*
 Bethany Elizabeth Hogan
 Alisha Ellen Holeccek
 Cody Jon Holte
 Jasmüne Marie Holte (*in absentia*)
 Megan Laura Homick
 Haley Marjorie Hovland
 Kacey Lynn Filkins Howg
 Brenna Colleen Humphreys
 Derek Andre Hussey
 Xavier Alexander Isibue
 Cory Frederick Jacques
 Joseph Frank Jeanetta IV
 Mathew Benjamin Jeanetta
 Madeline Rowe Jefferson*
 Emily Marie Jensen
 Jacquelyn Kate Jensen*
 Cole Nathaniel Johnson
 Elizabeth Mae Johnson*
 Hilary Kathryn Johnson*
 Katie Erlene Johnson
 Madeline Rae Johnson
 Matthew Todd Johnson
 Melanie Rose Johnson
 Paige Ann Johnson
 Philip James Johnson

Maura Kelsey Johnston
 Eleanor Elizabeth Jones
 Kevin Alexander Juarez-Ayala
 Alicia Marie Juteu
 Benjamin Nikolas Kampa
 Michael Thomas Kasper
 Kelsey Therese Kehlert
 Neill Grady Kelley
 MacMillan Kenneth Keuning
 Ashley Renee Khalar
 Emily Ann Kidd*
 Maria Milena King
 Leah Rose Kjolhaug
 Hallie Anne Klein
 Kelli Lynn Klun
 Alexa Octavia Knippel
 Carsten Niklas Finnanger Knutson
 John Edward Knutson
 Nicole Alva Knutson*
 Jessica Diane Kohlhaas
 Caleisha Marie Koivistu
 Tuomas Johan Aleksi Koivu
 Catherine Margaret Kolar
 Carson Trey Kolodge
 Greta Kathleen Konkler*
 John Thomas Koskinen
 Luke Mahoney Kosmach*
 Max Robert Kotter
 Dylan Thomas Kroll
 Warisara Kunison
 Tabitha Jill Kunst
 Megan Marie Kurosky
 Jake John Laako*
 Isabelle Marie LaCosse
 Andrew Joseph Ladzinski*
 Travis Richard Lanthier
 James Javier Larson
 Jacob David Lauzon
 David Michael LeBlanc
 Kyle Richard Ledin
 Elsa Amelia Lee
 Hannah Rae Lee
 Brooke Elizabeth Lehna
 Alex Michael Robert Lemon
 Kelly Marie Lind
 Hayley Noel Lindbeck
 Britt William Lipe
 Jieming Liu**
 Amanda Jean Lloyd*
 Hannah Rose Loeffler-Kemp
 Casey Owen Lomen
 Marbrig Dayhanna Lopez
 Alyson Marie Lundberg
 Jordan Elizabeth Lundgren
 Arianna Jean Lyons
 Benjamin Webb Lyso
 James Daniel Maddy
 Marie Katrin Mader
 Elizabeth Rose Madole
 Zakayo Thaddayo Magomolla



LeighAnne Mahoney
 Megan Nicole Majerle
 Brandon Jack Maki
 Kevin Maki
 Tony Ray Marchand
 Marina Elaine Marlow*
 Paul Anthony Martinez (*in absentia*)
 Amanda Valerie Kruse Maruca
 Jack Bernard McEvoy
 William Thomas McInerney
 Andrew David McMillan*
 Anna Marie Menzel**
 Daniel Joseph St. John Moe
 Tessa Marie Morgan-Redepenning
 Jacob Thomas Morinville
 Brenna Lee Moulder
 Paul Richard Myers
 Ian William Nelson
 Grace Ann Nesgoda
 Abbey Marie Ness
 Daniel Nielsen
 Meredith Lynn Noreen
 Daniel Ray Norlander
 Weston Nicholas Norris**
 Michael Joseph O'Connor* (*in absentia*)
 Brett Matthew Odegard
 Paige Marie Odegard*
 Brody Jerome Olson
 Hayley Colette Olson*
 Joaquin Andrés Oneto (*in absentia*)
 Alana Rae Owens-Long
 Heidi Michelle Pack
 Ronny Partridge-Powell (*in absentia*)
 Alexander James Patnoe
 Brandon Keith Patterson
 Anthony Payson (*in absentia*)
 Gregory Charles Peckham**
 Joel Michael Perlinger*
 Alexander Michael Pfeiffer Peterson
 Karli Marie Peterson*
 Mackenzie Marie Pichetti
 Anne Nichole Plachta**
 Daniel Robert Plys
 Nathan Thomas Pratt
 Chelsea Mae Preston
 Joseph David Prusak
 Emily Jennifer Pynyka**
 Tessa Marie Purdy
 Zakaree Daniel Radzak
 Elizabeth Ann Reed*
 Lisa Marie Reed*
 Luke Alexander Renier
 Carsten Michael Rieger
 Corbin Kusch Ringsred
 Matthew David Rogotzke
 Karilyn Carmine Romano*
 Henry Noel Roninger*
 Dustin Jon Royseth
 Jack Edwin Sandbulte**
 Kristin Elizabeth Sande*
 Rachel Catherine Sandell*
 Marissa Margo Santana*
 Ciarra Elizabeth Santodonato
 Giovanna Sisto Santodonato

Tony Terrell Satterlund
 Daniel Jacob Sawyer*
 Nicholas John Sawyer*
 Cherail Hombrey Scarborough (*in absentia*)
 Joshua August Schaefer
 Ann Elizabeth Schaezner*
 Zachary John Schendel
 Jeremiah Guy Schroer
 Caleb Dean Schuder
 Karah Taryn Schultz
 Kayla Kristine Schwarzkopf
 Drew Aaron Selnes
 Jonathan Westin Shapiro
 Andrew John Shearer
 Beth Dorothy Shefchik
 Nevada James Shelton
 Camille Joan Shepherd
 Joshua Caleb Shirreffs (*in absentia*)
 Mitchell Steven Smerz
 Nathaniel James Snaza
 Tyler Socha**
 Michael Timothy Sorensen
 Hannah Michele Sorvik*
 Michaela Marie Starkman
 Aaron Earl Stone (*in absentia*)
 Lindsay Marie Stone
 Kari Lynn Stovern
 Carrie Lynn Strom
 Devon Michael Glen Strouss (*in absentia*)
 Heidi Kaarina Sundberg
 Kolton Richard Sundland
 Arisara Suthijindawong
 Ashley Marie Svoboda
 William Daniel Symons
 Katharine Ruth Tarnowski
 Elizabeth Louise Taylor
 Olivia Jeanine Taylor-Washek
 Zachary Carl Thompson
 Macklin Sawyer Tobin
 Corinn Elyse Tollefson
 Dylan James Treviranus
 Bradley Gene Tuominen
 Paige Marie Turner
 Brittany Lauren Tyllia
 Jordan Arling Tysdal**
 Matthew Joseph Uttermarck
 Michelle Taylor Vargason
 Anthony Paul Vecchi*
 Veronica Nguyen Vo
 Stephanie Jean Walker
 Carrie Ann Walls
 Erin Ruth Walsh
 Neal Anthony Walsh
 Kathryn Eileen Wasson
 Andrew Philip Welinski
 Mary Katherine Wheeler**
 Carly Nelson Wick
 Ian Robert Wiczorek
 Hannah Marie Wilmetts
 Peter Guy Witzig*
 Victoria Andrea Wright
 Brandon Wright-Mark
 Yi Zhou
 Erik Robert Wahman Zimmerman*
 John Arthur Zimmermann