

AGENDA

**SCHOOL DISTRICT OF NEW GLARUS
REGULAR SCHOOL BOARD MEETING**

MONDAY, FEBRUARY 10, 2025

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/86533156292?PWD=DKTODR0RRBENG2VBEBD
BBJ9ILEGMDT.1 BY PHONE USING 1-646-568-7788 MEETING ID 865 3315 6292 &**

PASSWORD 376038

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

7:15 PM

- I. **CALL TO ORDER**
 - A. Agenda Published
 - B. Roll Call
 - C. Approval of Agenda and Revisions
- II. **INTRODUCTIONS-PRESENTATIONS**
 - A. Staff, Parent and Student Survey Results

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This report shows the district's/schools' percentile ranking compared to similar-sized districts/schools and flags data in the bottom quartile (below 25%) in red and the top quartile (above 75%) in green for easy analysis. The majority of the averages in this report were calculated based on the following weighting: Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1) Respondents choosing don't know/does not apply are not included in the average calculation.

2024 Staff Survey Results

		All Staff				
Category	Question	Agree Percent	Average	Comparison	Difference	Percentile
Workday	The amount of work I am asked to do is reasonable/manageable.	84%	3.88	3.61	0.27	81
Workday	I feel comfortable sharing input and concerns with my supervisor/administrator.	87%	4.21	3.94	0.27	86
Workday	Most days, I look forward to going to work.	99%	4.49	3.99	0.5	99
Workday	I feel safe at work.	99%	4.64	4.2	0.44	99
Workday	I have healthy working relationships with my coworkers.	99%	4.51	4.31	0.2	95
Workday	I have the materials and supplies I need to do my job well.	93%	4.44	3.97	0.47	97
Workday	I have the technology I need to do my job well.	98%	4.58	4.09	0.49	98
Workday	I have access to the technology support I need.	100%	4.65	4.12	0.53	98
Environment	Our staff does a good job of educating our students.	99%	4.64	4.23	0.41	97
Environment	Our staff handles student discipline in a consistent manner.	89%	4.1	3.01	1.09	98
Environment	Our school's student discipline practices and policies are effective.	93%	4.22	2.96	1.26	99
Environment	Staff input is valued.	97%	4.34	3.55	0.79	99
Environment	In the last year, I received useful feedback to help improve my work.	86%	4.07	3.62	0.45	95
Environment	I have opportunities for training/professional development to improve my work.	86%	4.17	3.83	0.34	92
Environment	All students in our school are respected for their values and beliefs.	99%	4.46	3.85	0.61	98
Environment	Information important to my work is shared with me in a timely and effective manner.	84%	4	3.57	0.43	95
Support	There is good communication between administrators and staff.	93%	4.28	N/A	N/A	N/A
Support	The District seeks input from a broad group of staff members.	88%	4.1	3.29	0.81	97
Support	I am recognized when I do a good job.	87%	4.07	3.54	0.53	96
Support	The District's pay practices are fair.	92%	4.24	3.06	1.18	99
Support	I believe the District has been working on improving pay and benefits.	93%	4.25	N/A	N/A	N/A
Support	Our parents and community support the school district.	98%	4.41	3.72	0.69	96
Support	All students in our school are given equal opportunities to learn and experience success.	96%	4.38	3.83	0.55	98
Support	Our school supports students from diverse backgrounds.	88%	4.12	3.93	0.19	82
Support	The social and emotional needs of all students are being met.	84%	3.96	3.19	0.77	97
Support	I have training and support to work with students from different backgrounds.	74%	3.76	3.56	0.2	82
Support	I feel supported by my supervisor/administrator when I make a decision.	94%	4.33	4	0.33	90
Support	Our school operates as a team.	97%	4.4	3.8	0.6	99
Support	The District is heading in the right direction.	98%	4.56	3.56	1	99
Support	I am proud of our district.	100%	4.74	4.14	0.6	99
Recommendations	On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?	N/A	9.22	7.08	2.14	99

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2024 Parent Survey Results

Category	New Glarus School District	All Grades	Agree Percent	Average	Comparison	Difference	Percentile
School Experience- Districtwide	I feel welcome in my child's school.	96%	4.45	4.17	0.28	97	
School Experience- Districtwide	My child feels safe at school.	94%	4.38	4.11	0.27	88	
School Experience- Districtwide	School facilities are clean and well-kept.	96%	4.45	4.27	0.18	89	
School Experience- Districtwide	The school has high expectations for my child.	92%	4.29	3.91	0.38	95	
School Experience- Districtwide	School staff treat my child with dignity and respect.	93%	4.39	4.14	0.25	94	
School Experience- Districtwide	If my child breaks a rule at school, they are treated fairly.	96%	4.41	4.01	0.4	99	
School Experience- Districtwide	Most days, my child enjoys going to school.	84%	4.03	3.95	0.08	65	
School Experience- Districtwide	Overall, my child is able to handle the emotional challenges of school.	92%	4.25	3.99	0.26	98	
School Experience- Districtwide	I am satisfied with our school's efforts to address bullying.	83%	3.91	3.42	0.49	94	
School Experience- Districtwide	There is a healthy culture at our school.	87%	4.07	3.73	0.34	89	
School Experience- Districtwide	My child gets help when they need it.	91%	4.19	3.95	0.24	92	
School Experience- Districtwide	I know how to support my child's learning.	93%	4.25	4.03	0.22	97	
School Experience- Districtwide	I have at least one school staff member I feel comfortable contacting when I have an idea or concern.	92%	4.34	4.1	0.24	92	
School Experience- Districtwide	I am updated on how my child is doing at school.	89%	4.12	3.86	0.26	96	
School Experience- Districtwide	School communication is both timely and transparent.	88%	4.04	3.8	0.24	87	
School Experience- Districtwide	I have opportunities to provide feedback to the school/teachers.	89%	4.11	3.79	0.32	98	
School Experience- Districtwide	I am satisfied with this school.	93%	4.31	N/A	N/A	N/A	
School Experience- Districtwide	Does your child currently participate or plan to participate in any school-sponsored sports and/or extracurricular activities?	100%	9.31	8.35	0.96	97	
Leadership & Communication	The District is heading in the right direction.	93%	4.26	3.61	0.65	99	
Leadership & Communication	I am satisfied with the education students receive.	86%	4.12	N/A	N/A	N/A	
Leadership & Communication	I am satisfied with how the District manages finances.	90%	4.19	N/A	N/A	N/A	
Leadership & Communication	I am satisfied with communications I receive from the District.	89%	4.07	N/A	N/A	N/A	
Recommendation	On a scale of 0 - 10, how likely would you be to recommend our school(s) to a friend or family member?	N/A	8.65	7.61	1.04	92	

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2024 Student Survey Results

Category	Question	All Grades					
		Agree Percent	Average	Comparison	Difference	Percentile	
Classes and Teachers	My teachers make their classes fun and interesting.	93%	4.34	3.83	0.51	99	
Classes and Teachers	My teachers explain things in a way that I get.	96%	4.38	3.97	0.41	98	
Classes and Teachers	I can get help on my schoolwork when I need it.	95%	4.58	N/A	N/A	N/A	
Classes and Teachers	I can relate to what I'm learning at school.	81%	3.96	3.58	0.38	92	
Classes and Teachers	I can go online or use a device at school when I need it.	88%	4.31	4.19	0.12	63	
Classes and Teachers	I try my best at school.	98%	4.72	4.48	0.24	96	
Life at School	I feel safe at school.	95%	4.61	4.20	0.41	96	
Life at School	I feel safe answering questions in class even when I'm not sure I have the right answer.	80%	3.93	3.58	0.35	93	
Life at School	I like to learn new things.	92%	4.42	4.17	0.25	99	
Life at School	Most kids at school follow the rules.	78%	3.77	3.18	0.59	98	
Life at School	Teachers treat me with respect.	98%	4.76	4.41	0.35	99	
Life at School	Students treat me with respect.	83%	3.98	3.77	0.21	88	
Life at School	If I were bullied, I would feel comfortable talking to someone about it.	79%	4.00	3.64	0.36	97	
Life at School	I know my teachers care about me.	95%	4.62	4.18	0.44	96	
Life at School	I can be myself at school.	89%	4.33	3.91	0.42	95	
People Around Me	I have friends who help me when I need help.	97%	4.72	4.51	0.21	98	
People Around Me	I have friends to sit with at lunch or hang out with at school.	98%	4.83	4.70	0.13	88	
People Around Me	If I have a big problem, there is an adult at school I can talk to about it.	91%	4.47	4.12	0.35	98	
People Around Me	My parents/guardians help me with school as much as they can if I ask.	94%	4.66	4.46	0.20	92	
People Around Me	I like helping other people when I can.	95%	4.58	4.41	0.17	91	
People Around Me	I like working in groups with my classmates.	81%	4.04	3.93	0.11	74	
People Around Me	I talk to people outside of school about what I'm learning.	64%	3.51	3.24	0.27	90	
My Learning (Grades 9-12)	The homework and projects I'm assigned help me learn and are more than just busywork.	62%	3.25	3.09	0.16	71	
Our School	Most days, I like my school.	N/A	7.03	6.41	0.62	92	

Staff, Parent and Student Survey Results



Board Report 2/10/25

Overview

Surveys conducted across three key stakeholder groups: Staff, Parents, and Students

Overwhelmingly positive results across multiple categories

Consistently ranked in top percentiles compared to similar-sized districts

Staff Survey Highlights

Workplace Satisfaction

- 99% feel safe at work
- 99% look forward to going to work
- 100% proud of the district
- 99th percentile in most categories

Key Strengths

- Exceptional technology support (100% access)
- Strong staff collaboration
- Consistent student discipline
- Fair pay practices (99th percentile)

Parent Survey Highlights

School Experience

- 96% feel welcome in their child's school
- 94% believe their child feels safe
- 92% satisfied with school expectations
- Recommendation score: 8.65/10 (92nd percentile)

Communication and Leadership

- 93% believe the district is heading in the right direction
- 89% satisfied with school communication
- 92% have a staff member they can contact with concerns

Student Survey Highlights

Learning Environment

- 98% try their best at school
- 95% feel safe at school
- 98% believe teachers treat them with respect
- 95% know their teachers care about them

Social and Academic Experiences

- 97% have friends who help them
- 98% have friends to sit with at lunch
- 91% feel they can talk to an adult about big problems
- 93% find classes fun and interesting

Key Takeaways

High engagement and satisfaction levels

Strong positive culture across the district

High levels of safety and support

Effective communication

Recommendations

Maintain focus on student support and development

Continue professional development for staff

Enhance opportunities for student engagement

Q & A

III. **PUBLIC COMMENT PERIOD**

IV. **APPROVAL OF CONSENT AGENDA**

A. Item(s) To Be Removed From Consent Agenda

1. Board Minutes

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SCHOOL DISTRICT OF NEW GLARUS DISCUSSION AND REGULAR SCHOOL BOARD MEETING

Monday, January 27, 2025

CALL TO ORDER

The meeting was called to order at 7:15 p.m. by Board President, Bill Oemichen. The agenda was posted at the New Glarus Elementary School, New Glarus Middle School, New Glarus High School, Bank of New Glarus, New Glarus Post Office, Lake Ridge Bank – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

ROLL CALL

Present: Bill Oemichen, Ron Roesslein, Travis Zimmerman, Cari Ann Muggenburg, Cassie Ballweg, Casey McCoy, and Heather Thornton

APPROVAL OF AGENDA AND REVISIONS

Motion by Travis Zimmerman to approve the agenda as presented. Second by Heather Thornton.
Motion carried 7-0.

INTRODUCTIONS –PRESENTATIONS

Students in Mr. Turner’s 8th Grade English Class shared poetry they wrote as part of their 8th grade poetry unit with the Board.

PUBLIC COMMENT PERIOD

~None

APPROVAL CONSENT AGENDA

ITEM(S) TO BE REMOVED FROM CONSENT AGENDA

1. BOARD MINUTES & CLOSED SESSION MINUTES
2. APPROVAL OF BILLS
3. TREASURERS REPORT
4. STAFFING REPORT
5. DONATIONS

Motion by Ron Roesslein to approve the Consent Agenda as presented. Second by Travis Zimmerman. Motion carried 7-0.

COMMITTEE UPDATES

POLICY, COMMUNICATION & ADVOCACY; Met. The Committee reviewed the changes to policies PO2264 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, and PO2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities.

HANDBOOK AND PERSONNEL; Did not meet.

BUDGET: Did not meet. .

CURRICULUM, SPORTS & CO-CURRICULAR: Did not meet.

FACILITIES, TRANSPORTATION, AND TECHNOLOGY: Did not meet.

DISCUSSION AND POSSIBLE ACTION ITEMS

A. 2025-26 DISTRICT CALENDAR

The Board reviewed the 2025-26 District Calendar.

Motion by Cassie Ballweg to approve the 2025-26 District Calendar as presented. Second by Ron Roesslein. Motion carried 7-0.

B. 2025-26 BOARD CALENDAR

The Board reviewed the 2025-26 Board Calendar.

Motion by Travis Zimmerman to approve the 2025-26 Board Calendar as presented. Second by Heather Thornton. Motion carried 7-0.

C. NEW HS COURSE PROPOSAL – HS ORAL/INTERPERSONAL COMMUNICATIONS

Dr. Eichelkraut reviewed the new high school course proposal, HS Oral/Interpersonal Communications with the Board.

Motion by Curriculum, Sports & Co-Curricular Committee Chair, Cari Ann Muggenburg to approve the new high school course proposal, HS Oral/Interpersonal Communications as presented. Motion carried 7-0.

D. WYALUSING TRIP

The Board reviewed the annual 6th Grade Wyalusing trip proposal.

Motion by Cari Ann Muggenburg to approve the annual 6th Grade Wyalusing trip proposal as presented. Second by Ron Roesslein. Motion carried 7-0.

E. RESIGNATIONS

The Board reviewed the resignation/retirement of Jerald Tordoff, HS Social Studies teacher.

Motion by Travis Zimmerman to accept the resignation/retirement of Jerald Tordoff, HS Social Studies teacher as presented. Second by Ron Roesslein. Motion carried 7-0.

F. NEW HIRES

~None.

DISCUSSION ITEMS

A. WASB CONVENTION REPORT

Director, Cassie Ballweg provided the Board with a report of her attendance at the WASB State Convention.

B. GREATER DANE COUNTY SCHOOL DISTRICT GOVERNANCE CONSORTIUM REPORT

Bill Oemichen, Ron Roesslien, Heather Thornton, and Dr. Thayer provided the Board with a report on their attendance at the recent Greater Dane County School District Governance Consortium meeting held in Mt. Horeb.

C. PRIMARY SCHOOL AND ELEMENTARY SCHOOL CAFETERIA RENOVATION

Dr. Thayer provided the Board with an update on the renovations in the former elementary cafeteria. This space will house the new elementary school library.

D. REFERENDUM PLANNING

The Administration and the Board discussed plans for informing the public about the referendum that will be on the spring election ballot.

ANNOUNCEMENTS

Board President, Bill Oemichen is working with State Representative Jenna Jacobson's office to schedule her to attend a board meeting in February. He also reported that Dr. Thayer's evaluation has been completed.

FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS.

- February 10, 2025 - Discussion and Regular Board Meeting – 7:15 p.m.
- February 24, 2025 - Discussion and Regular Board Meeting – 7:15 p.m.

ADJOURN

Motion by Ron Roesslein to adjourn the meeting at 8:36p.m. Second by Cari Ann Muggenburg. Motion carried 7-0.

Respectfully submitted by Cari Ann Muggenburg, Clerk, Kris Anderson, District Executive Assistant

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66695	CERNEK, SCOTT	01/27/2025	01/28 gbb	ATHL OFFL	85.00
				Totals for 66695	85.00
66697	HARDYMAN, LOGAN	01/27/2025	01/28 gbb	ATHL OFFL	85.00
				Totals for 66697	85.00
66698	KAUTZA, JEREMY	01/27/2025	01/31 GBB	ATHL OFFL	85.00
				Totals for 66698	85.00
66699	KRENTZ, GEOFFREY	01/27/2025	01/27 bbb	ATHL OFFL	85.00
				Totals for 66699	85.00
66700	LETZRING, CALEB	01/27/2025	01/28 gbb	ATHL OFFL	85.00
				Totals for 66700	85.00
66701	LEUZINGER, RICHARD	01/27/2025	01/27 bbb	ATHL OFFL	60.00
				Totals for 66701	60.00
66702	LYONS, THOMAS	01/27/2025	01/31 GBB	ATHL OFFL	85.00
				Totals for 66702	85.00
66703	MARTENS, ANDREW	01/27/2025	01/27 bbb	ATHL OFFL	85.00
				Totals for 66703	85.00
66705	NEDS, NICHOLAS	01/27/2025	01/27 bbb	ATHL OFFL	85.00
				Totals for 66705	85.00
66706	POLCYN, TIM	01/27/2025	01/31 GBB	ATHL OFFL	85.00
				Totals for 66706	85.00
66707	PYNNONEN, MATT	01/27/2025	01/27 bbb	ATHL OFFL	60.00
				Totals for 66707	60.00
66708	PYNNONEN, MATT	01/27/2025	01/30 BBB	ATHL OFFL	60.00
				Totals for 66708	60.00
66709	ROTH, MARK	01/27/2025	01/30 BBB	ATHL OFFL	62.50
				Totals for 66709	62.50
66710	RYAN, MARK	01/27/2025	01/27 bbb	ATHL OFFL	60.00
				Totals for 66710	60.00
66711	SCHULTING, JASON	01/27/2025	01/27 bbb	ATHL OFFL	65.00
				Totals for 66711	65.00
66712	SCHULTING, JASON	01/27/2025	01/30 BBB	ATHL OFFL	65.00
				Totals for 66712	65.00
66713	TORDOFF, MITCHELL	01/27/2025	01/30 BBB	ATHL OFFL	60.00
				Totals for 66713	60.00
66714	TORDOFF, MITCHELL	01/27/2025	01/31 GBB	ATHL OFFL	60.00
				Totals for 66714	60.00
66715	VITANYE, ALEX	01/27/2025	01/30 BBB	ATHL OFFL	85.00
				Totals for 66715	85.00

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66716	WEBER, STEPHEN	01/27/2025	01/31 GBB	ATHL OFFL	60.00
				Totals for 66716	60.00
66717	AUER, JOHN	01/30/2025	02/01 BBB	ATHL OFFL	60.00
				Totals for 66717	60.00
66718	GREIBER, BENJAMIN	01/30/2025	02/01 BBB	ATHL OFFL	85.00
				Totals for 66718	85.00
66719	HENDERSON, ALVIN	01/30/2025	02/01 BBB	ATHL OFFL	65.00
				Totals for 66719	65.00
66720	JOHNSON, RYAN	01/30/2025	02/01 BBB	ATHL OFFL	85.00
				Totals for 66720	85.00
66721	KRANTZ, BLAINE	01/30/2025	01/31 GBB	ATHL OFFL	85.00
				Totals for 66721	85.00
66722	LEUZINGER, RICHARD	01/30/2025	02/01 BBB	ATHL OFFL	60.00
				Totals for 66722	60.00
66723	SCHULTING, JASON	01/30/2025	01/30 BBBV	ATHL OFFL	85.00
				Totals for 66723	85.00
66724	SCHULTING, JASON	01/30/2025	02/01 BBB	ATHL OFFL	65.00
				Totals for 66724	65.00
66725	WILD, JONATHON	01/30/2025	02/01 BBB	ATHL OFFL	85.00
				Totals for 66725	85.00
66726	WILSON, KIP	01/30/2025	01/30 BBBV	ATHL OFFL	85.00
				Totals for 66726	85.00
66727	CRUBAUGH, TORI	01/31/2025	02/01 GBB	ATHL OFFL	85.00
				Totals for 66727	85.00
66728	DOLAN, PAUL	01/31/2025	02/01 GBB	ATHL OFFL	62.50
				Totals for 66728	62.50
66729	MCINTYRE, PATRICK	01/31/2025	02/01 GBB	ATHL OFFL	85.00
				Totals for 66729	85.00
66730	PETERSON, KEVIN	01/31/2025	02/01 GBB	ATHL OFFL	57.50
				Totals for 66730	57.50
66731	VANDERVELDE, PAUL	01/31/2025	02/01 GBB	ATHL OFFL	85.00
				Totals for 66731	85.00
66732	CRUBAUGH, TORI	02/03/2025	02/01 BBB	ATHL OFFL	65.00
				Totals for 66732	65.00
66733	GUY, RON	02/03/2025	02/03 MS G	ATHL OFFL	85.00
				Totals for 66733	85.00
66734	MCINTYRE, PATRICK	02/03/2025	02/01 BBB	ATHL OFFL	65.00

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
				Totals for 66734	65.00
66735	MICHLIG, KEVIN	02/03/2025	02/03 MS G	ATHL OFFL	82.50
				Totals for 66735	82.50
66736	WEBER, STEPHEN	02/03/2025	02/03 MS G	ATHL OFFL	80.00
				Totals for 66736	80.00
66737	HAGERTY, MARK	02/06/2025	02/06/	GBB ATHL OFFL	85.00
				Totals for 66737	85.00
66738	HODGSON, CRAIG	02/06/2025	02/06/	GBB ATHL OFFL	85.00
				Totals for 66738	85.00
66739	LEUZINGER, RICHARD	02/06/2025	02/06/	GBB ATHL OFFL	85.00
				Totals for 66739	85.00
66740	AMAZON CAPITAL SERVI	02/07/2025	1K76-3NFH-	4K SENSORY TOYS/COOKIE CUTTERS	42.60
				Totals for 66740	42.60
66741	AUTO VALUE NEW GLARU	02/07/2025	709074939	BUS SUPPLIES	77.94
		02/07/2025	709075350	BB HOOP REPAIR	12.51
				Totals for 66741	90.45
66742	BADGER STATE PROPANE	02/07/2025	78214	propane	215.37
				Totals for 66742	215.37
66743	BAUHS, MICHAEL	02/07/2025	02/07 BBB	ATHL OFFL	85.00
				Totals for 66743	85.00
66744	BLUUM OF MINNESOTA,	02/07/2025	1019429	See Quote#349837 - Smart Notebook renewal	2,240.00
				Totals for 66744	2,240.00
66745	Bobcat of Janesville	02/07/2025	02-293697	HARNESS	233.59
				Totals for 66745	233.59
66746	CESA #9	02/07/2025	19786	WVS ENROLLMENTS	1,740.00
				Totals for 66746	1,740.00
66747	CESA 2	02/07/2025	2500575	Spelling bee	70.00
		02/07/2025	2500516	ELP program	514.85
		02/07/2025	2500645	DHH services	640.00
				Totals for 66747	1,224.85
66748	CURRICULUM ASSOCIATE	02/07/2025	90847116	I-Ready classroom work books	500.00
				Totals for 66748	500.00
66749	DARRYL JOHNSON II	02/07/2025	1410	COMPOSER COMMISSION - EIE GRANT	4,800.00
				Totals for 66749	4,800.00
66750	Delaney Quality Cons	02/07/2025	0010334	EIE GRANT - interpretation devices	3,325.16
				Totals for 66750	3,325.16

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66751	DISCOVERY EDUCATION	02/07/2025	165236	DREAMBOX READING PLUS	1,500.00
				Totals for 66751	1,500.00
66752	DUERST, NITA	02/07/2025	01/27/2025	mileage	77.00
				Totals for 66752	77.00
66753	ITSAVVY LLC	02/07/2025	07045094	CHROMEBOOK REPAIR	100.00
				Totals for 66753	100.00
66754	JOSTENS INC	02/07/2025	35556506	COVERS	1,164.70
				Totals for 66754	1,164.70
66755	LAWINGER, THEODORE	02/07/2025	02/07 BBB	ATHL OFFL	65.00
				Totals for 66755	65.00
66756	LIFELINE AUDIO VIDEO	02/07/2025	67101	WIRELESS MICROPHONES	5,926.00
		02/07/2025	67102	MICROPHONE CHARGER	159.00
				Totals for 66756	6,085.00
66757	MASTERS BUILDING SOL	02/07/2025	J023668	PK2 - IT WORK	840.00
				Totals for 66757	840.00
66758	MCGOWAN, ROBERT	02/07/2025	02/07 BBB	ATHL OFFL	60.00
				Totals for 66758	60.00
66759	MENEHAN & SON REFRIG	02/07/2025	1027	EVAPORATOR/DEFROST TIMER RPR	150.00
				Totals for 66759	150.00
66760	MOHAWK USA	02/07/2025	13739	See quote #16593 - Chromebook sleeves (qty 80)	1,343.13
				Totals for 66760	1,343.13
66761	DUBUQUE FIRE EQUIPME	02/07/2025	179976	FIRE SUPPRESSION REVIEW	185.50
				Totals for 66761	185.50
66762	MONROE ENGRAVING	02/07/2025	42995	AWARD PLAQUES	57.45
				Totals for 66762	57.45
66763	NATIONAL SCHOOL FORM	02/07/2025	51722360	NURSE REFERRAL FORMS	187.61
				Totals for 66763	187.61
66764	O'CONNELL, DAVID	02/07/2025	02/07 BBB	ATHL OFFL	85.00
				Totals for 66764	85.00
66765	ORION FAMILY SERVICE	02/07/2025	27914	December services	2,251.92
				Totals for 66765	2,251.92
66766	PYNNONEN, MATT	02/07/2025	02/07 BBB	ATHL OFFL	60.00
				Totals for 66766	60.00
66767	SAM'S CLUB	02/07/2025	01/06	concessions	234.96
				Totals for 66767	234.96
66768	SKYWARD	02/07/2025	235985	SUPPORT HOURS	287.81
				Totals for 66768	287.81

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66769	SCHAEFER, DEREK	02/07/2025	02/07 BBB	ATHL OFFL	85.00
				Totals for 66769	85.00
66770	SCHOOL SPECIALTY	02/07/2025	2081353080	stand up student desk	623.65
		02/07/2025	2081352926	STORAGE BINS	241.85
				Totals for 66770	865.50
66771	SKYWARD, INC.	02/07/2025	236016	See Proposal #11456tk - Defender renewal	6,000.00
				Totals for 66771	6,000.00
66772	TDS TELECOM	02/07/2025	JAN 2025	PHONE SERV	144.74
				Totals for 66772	144.74
66773	TORDOFF, MITCHELL	02/07/2025	02/07 BBB	ATHL OFFL	60.00
				Totals for 66773	60.00
66774	UNITED LABORATORIES	02/07/2025	427369	CUSTODIAL SUPPLIES	395.26
				Totals for 66774	395.26
66775	US CELLULAR	02/07/2025	0703734310	INTERNET	32.67
				Totals for 66775	32.67
66776	VIKING HARDWARE - TR	02/07/2025	January 20	TECH ED SUPPLIES	136.92
				Totals for 66776	136.92
66777	VILLAGE OF NEW GLARU	02/07/2025	02/04/2025	ANNUAL PARK FEE	1,000.00
				Totals for 66777	1,000.00
66778	WE ENERGIES	02/07/2025	DEC/JAN GS	DEC/JAN SERV SERV	17,459.11
		02/07/2025	DEC/JAN MS	DEC/JAN SERV SERV	10,965.81
				Totals for 66778	28,424.92
66779	WI HEIGHTS SCHOOL DI	02/07/2025	09/21 JV V	TOURNAMENT FEE	125.00
				Totals for 66779	125.00
66780	WISCONSIN ASSOC OF S	02/07/2025	S125948	CONFERENCE FEES	650.00
				Totals for 66780	650.00
66781	WISCONSIN HOSA	02/07/2025	841	REGISTRATION FEES - HOSA REGIONAL	195.00
				Totals for 66781	195.00
66782	ZIMMERMAN, TRAVIS	02/07/2025	01/08/25	TEXTBOOK REIMBURSEMENT	59.70
				Totals for 66782	59.70
				Totals for checks	70,636.81

CHECK		CHECK	INVOICE	INVOICE	INVOICE/CHECK
NUMBER	VENDOR	DATE	NUMBER	DESCRIPTION	AMOUNT
242500028	KRAEMER BROTHERS, LLC	01/30/2025	14324	Pay app 14 - PK2	521,891.48
				Totals for 242500028	521,891.48
242500029	KRAEMER BROTHERS, LLC	01/30/2025	14333	Pay app 13 - final payment Glarner Community Complex	13,062.50
				Totals for 242500029	13,062.50
242500030	TAHER, INC.	02/07/2025	0071700	JANUARY EXP	68,973.23
				Totals for 242500030	68,973.23
				Totals for checks	603,927.21

3. Treasurer's Report
4. Staffing Report

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**STAFFING REPORT
FEBRUARY 10, 2025**

HIRES / CHANGES	Employee Leaving Position	New Employee in Position	hours per day / % of empl	Term of Employment	Position
	Chris Rear coaching resignation	Eric Spanton	varies	2025 Spring Season	HS Baseball Head Coach
	Eric Spanton to Head Coach	Robert Schmitz	varies	2025 Spring Season	HS Assistant Baseball Coach

OPEN POSITIONS	Position	Term of Employment	hours per day / % of empl	Reason for opening
Teacher	HS History Teacher	2025-26 School year	100%	Jerald Tordoff retirement
Teacher	Elementary School Teacher	2025-26 School year	100%	Diane Roska retirement
Support Staff	Special Education Asst	2024-25 School year	5 hours/day	Kristen Funk resignation
Coach	HS Football Asst Coach	2025 Fall Season	varies	Chris Rear coaching resignation
Coach	MS Asst Cross Country Coach	2025 Fall Season	varies	Richard Bailey coaching resignation

- 5. Donations
- B. Discuss Item(s) Removed From Consent Agenda
- V. **COMMITTEE UPDATES**
 - A. Policy, Communication & Advocacy
 - B. Handbook and Personnel
 - C. Budget
 - D. Curriculum, Sports & Co-Curricular
 - E. Facilities, Transportation & Technology
- VI. **DISCUSSION AND POSSIBLE ACTION ITEMS**
 - A. Petition to Alter School District Boundaries

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PETITION TO ALTER SCHOOL DISTRICT BOUNDARIES

Small Territory Transfer - see section 117.12, Wisconsin Statutes

The petitioner must complete Section 1, then take the form to the municipal clerk to complete Section 2, and then submit the petition to the school district where the property is located. See <https://dpi.wi.gov/sfs/support/reorganization/detachment/small-territory-owner> on the DPI website for more information. The petition must be submitted to the school district **BEFORE FEBRUARY 1**.

SECTION 1 – TO BE COMPLETED BY THE PERSON SUBMITTING THIS PETITION (please print or type)

Petitioner Name(s) Cullen and Kari Steck

Address (street, city, zip) 905 Ann Ct. Belleville, WI 53508

Phone Number 6084459477

E-mail karijsteck@gmail.com

Legal Description of Territory Proposed for Detachment INCLUDING PARCEL NUMBERS:

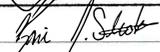
Parcel No: Lot 1 CSM 12580 Primrose Center Road

Belleville, WI 53508 Dane County

Actual Address: 664 Primrose Center Rd, Belleville, WI 53508

(If more space is needed to describe the property, attach additional pages)

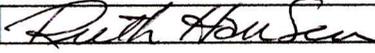
I/we, the undersigned, representing 50% of the owners or a majority of electors owning or residing on the above described territory, file this petition to detach the above described territory FROM the New Glarus School District and to attach it TO the Belleville School District.

(Use page 2 for additional signatures if there are multiple petitioners)		(For each signature check one)			
SIGNATURE(S)		DATE	Property Owner	Elector	Both Owner and Elector
1.		10/25/24			x
2.		10/25/24			x

SECTION 2 – TO BE COMPLETED BY THE CLERK OF THE MUNICIPALITY IN WHICH THE TERRITORY IS LOCATED - (please print or type)

The legal description of the territory proposed for detachment is sufficient to identify its location and value. (If no, return the form to the petitioner.)		YES x	NO
School District where territory is located	<u>New Glarus School District</u>	Value of Property	<u>5900.00</u>
Municipality where territory is located	<u>Town of Primrose</u>	Year Value was Determined	<u>2023</u>
County where territory is located	<u>Dane County</u>	Assessment Ratio	<u>N/A</u>

I, the undersigned, certify that the property description in Section 1 is sufficient to determine its location and value and that the information entered above in Section 2 is correct.

SIGNATURE OF MUNICIPAL CLERK 		Date: <u>10-25-2024</u>
Name of Clerk (please print)	<u>Ruth Hansen</u>	
Mailing Address	<u>8468 County Road A, Verona, WI 53593</u>	
Phone Number	<u>608-576-6821</u>	E-mail Address <u>clerk@townofprimrose.com</u>

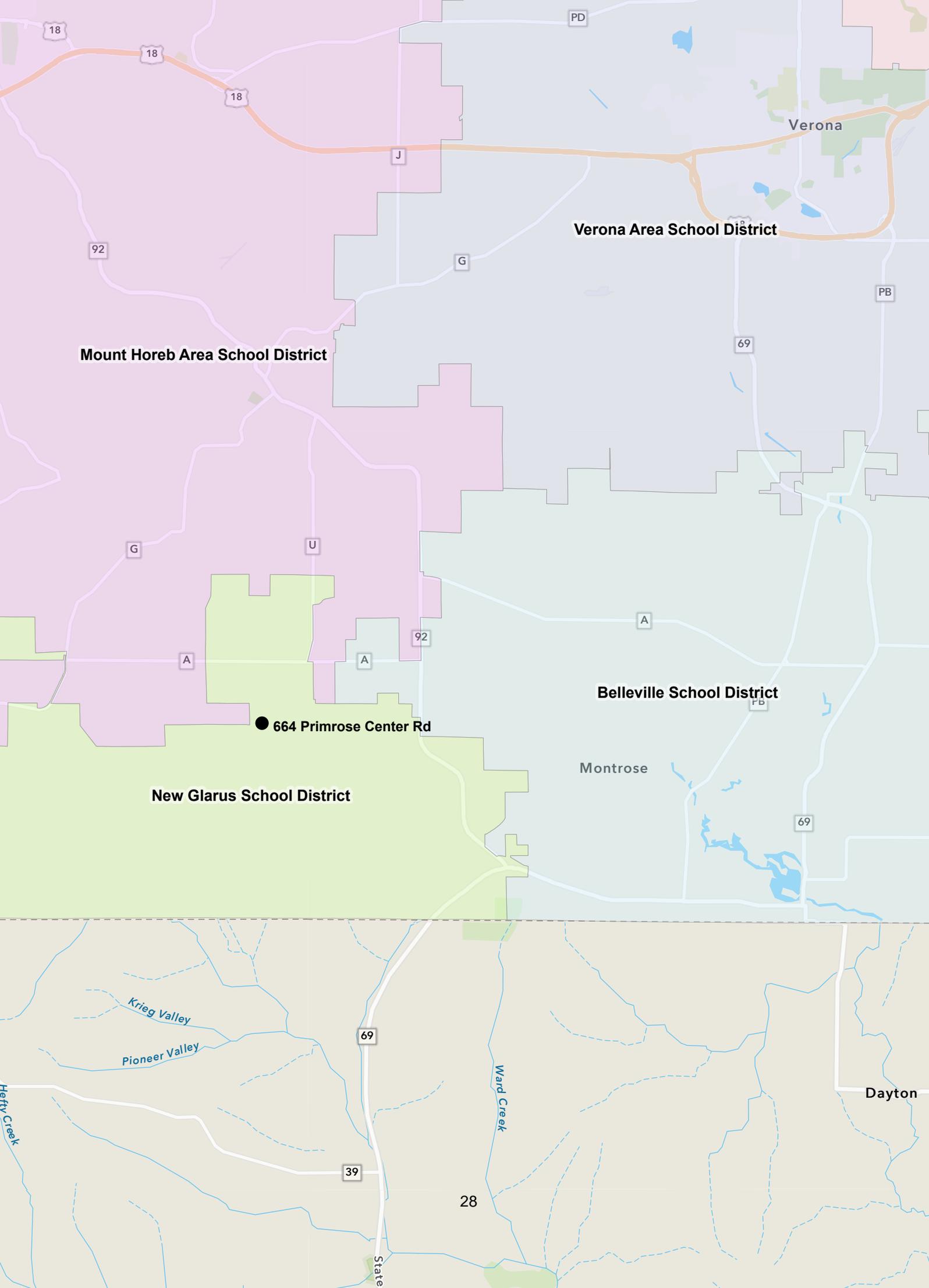
SECTION 3 – TO BE COMPLETED BY THE CLERK OF THE SCHOOL DISTRICT IN WHICH THE TERRITORY IS LOCATED - (please print or type)

District receiving petition		Date received	
Number of pupils <u>residing in the territory described in Section 1</u> who were reported as of the most recent 3 rd Friday in September or 2 nd Friday in January (see s.121.05 (1) (a), Wisconsin statutes, for categories of students to include).			
Name of School District Clerk (please print)		Phone	
SIGNATURE OF SCHOOL DISTRICT CLERK			

After completing Section 3 the clerk of the detaching school district must send a certified copy (a document with original signatures or a photocopy accompanied by a Certificate of True Copy) of this petition to the school board of the school district to which the property is proposed to be attached and also to :

Secretary, School District Boundary Appeal Board
 Department of Public Instruction
 PO Box 7841 27
 Madison, WI 53707-7841

(For more information contact Kathy Fry, (608) 224-5343, Kathleen.Fry@dpi.wi.gov. Both districts must act on this petition by March 1.)



Verona

Verona Area School District

Mount Horeb Area School District

Belleville School District

● 664 Primrose Center Rd

New Glarus School District

Montrose

Dayton

Krieg Valley

Pioneer Valley

Ward Creek

Hefty Creek

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State

**SCHOOL DISTRICT OF NEW GLARUS
RESOLUTION AUTHORIZING ISSUANCE OF AN ORDER**

WHEREAS a meeting of the school board of the New Glarus School District was held on February 10, 2025, and

WHEREAS, the property owners, Cullen and Kari Steck of the following-described property have requested to detach:

Parcel No: Lot 1 CSM 12580 Primrose Center Road, Belleville, Wi. 53508 – Dane County
Actual Address: 664 Primrose Center Road, Belleville, Wi. 53508

from the New Glarus School District and **attach said property to** the Belleville School District, and

WHEREAS, the description of the property has been certified as accurate by Ruth Hanson, Municipal Clerk of the Town of Primrose, Dane County, Wisconsin, and

WHEREAS the value of the property as of the most recent assessment was \$5900.00 and

WHEREAS the number of pupils residing on the territory as of the last count date was 0, and

WHEREAS, the above-identified property owners were properly noticed, by a communication dated February 5, 2025, and the item appeared in the school board agenda for the meeting dated February 10, 2025.

NOW, THEREFORE, BE IT RESOLVED that an order be issued and filed **approving** or **denying** the detachment.

Introduced by: _____

Seconded by: _____

Vote:

Yes _____ No _____

Dated this 10th Day of February 2025

Cari Ann Muggenburg

Clerk, New Glarus School District

B. Overnight Golf Trip - April 11-12, 2025

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Varsity Golf Trip Request (Jonathan Goodness)

Dates: Friday, April 11th - Saturday, April 12th

Attendees:

- 5 varsity participants (TBD)
- 1 Coach (Jonathan Goodness)

Itinerary:

We plan to depart from school at 9:30 a.m. on Friday, April 11th. On the way to Hartford Golf Course ([2 hour trip](#)) , we will stop along the way for fast food at a location TBD. We will arrive at the golf course at approximately 12:15 to warm-up on the range and putting green prior to our tee time at 1:30 p.m.

After completion of Friday's match, we will travel to the hotel for check-in at the Cobblestone Hotel and Suites in Hartford. We will have 3 rooms booked with 2 queens and a double sofa bed in one (3 players) and 2 queen beds in the other players rooms (2 players) with the coach's room nearby on the same floor. After check-in and wash-up, we will travel to a restaurant for dinner (location TBD) and spend time together as a team. We will be back to the hotel by 8:00 p.m. to swim in the pool and settle in for the night with lights out at 10:00 p.m. and room checks performed by the coach.

On Saturday we will have the team dressed and ready 2 hours before our first tee time. We will have breakfast at the hotel, then travel to Hartford Golf Course with at least 1 hour to warm-up on the range and putting green. During the match, players will be expected to have lunch and snacks to eat on the move or at the turn. Following the match, we will stay for awards and dinner if provided, otherwise we will stop along our way for fast food travelling back to New Glarus High School. Estimated time of arrival 6:00 p.m. with pick up and travel arranged from the high school.

Cost of Trip:

Meals	~\$30 per person	The families of the players will be responsible for their own dinner on Friday evening and lunch during the match on Saturday. Saturday breakfast should be included in the cost of the hotel. All coach's meals will be paid for using the coach's personal money.
Hotel	~\$600 (3x\$200)	The rooms will be paid for by the golf team budget
Transportation	TBD	
Entry Fee	\$420	Most golf events are \$125 - \$150 per event. The WIAA allows schools to participate in 15 regular season golf meets. In 2024, NG participated in 12 events. Adding this event would still keep NG under the maximum number of allowed events.

The Golf program is working multiple concession stands this winter to help raise money for the program, to help offset expenses for the trip and the cost of participating in the event.

Additional Details:

The 2-day Hartford event is a renown trip, with a massive attendance from programs across the state, including Monroe and Cambridge. Below is the list of participating programs:

Varsity Golf Trip Request (Jonathan Goodness)

Adams/Friendship
Appleton North
Beaver Dam
Berlin
Brookfield Central
Cambridge
Cedarburg High School
De Pere
Germantown
Grafton
Hamilton
Holmen
Homestead
Kettle Moraine Lutheran.
Kewaskum
Lake Country Lutheran
Living Word Lutheran
Lourdes Academy
Madison Memorial
Marquette
Marshfield
Menomonee Falls
Monroe
Neenah
***New Glarus (potentially)**
Nicolet
Notre Dame Academy
Oak Creek
Oconomowoc
Plymouth
Port Washington
Pulaski
River Falls School District
Sheboygan Falls
Sheboygan North
Slinger
St Croix Central
University School of Milwaukee
Waterford
Watertown
Wauwatosa East
West Bend East
West Bend West
Whitefish Bay
Winneconne
Wisconsin Lutheran

C. Rescind Policy 2264 - Nondiscrimination on the Basis of Sex in
Education Programs or Activities

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Book	Policy Manual
Section	Ready for Policy Committee
Title	Rescind - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
Code	Rescind - po2264
Status	Policy Committee Review
Last Revised	July 15, 2024

~~2264—NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES~~

~~This policy pertains to sex discrimination, including sex-based harassment, which occurs on or after August 1, 2024. Allegations of sex-based harassment that occur on or before July 31, 2024, shall be addressed pursuant to Policy 2266. Throughout this policy, unless expressly stated otherwise, reference to "Title IX" includes and incorporates the 2024 Title IX regulations (also known as the "2024 Final Rule"). The Title IX regulations are found at 34 C.F.R. Part 106. References solely to Title IX (20 U.S.C. §§ 1681—1688) are denoted as "Title IX (Statute)." In this policy, unless the context otherwise requires, words importing the singular include the plural and vice versa.~~

~~For purposes of this policy, both Policy 2264—Nondiscrimination on the Basis of Sex in Education Programs or Activities and Policy 2266—Nondiscrimination on the Basis of Sex in Education Programs or Activities are frequently referenced herein and shall only be referred to by the policy number. As identified in Policy 2266, that policy shall be used for allegations of sex discrimination, including Sexual Harassment, that is based on conduct alleged to have occurred prior to August 1, 2024.~~

NONDISCRIMINATION

Overview:

~~The Board of the New Glarus School District (hereinafter referred to as "the Board" or "the District") does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.~~

~~Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.~~

~~The Board is committed to maintaining an education and work environment that is free from sex discrimination (including sex-based harassment), responding promptly and effectively when it has knowledge of conduct that reasonably may constitute sex discrimination, and addressing sex discrimination in its education program or activity. Persons who commit sex-based harassment are subject to the full range of disciplinary sanctions set forth in this policy. The Board will provide persons who have experienced sex-based harassment ongoing remedies as reasonably necessary to restore or preserve access to the District's education program or activity.~~

KEY DEFINITIONS

~~Words used in this policy shall have those meanings specified herein; words not defined herein shall be construed according to their plain and ordinary meanings.~~

Complainant means:

- A. a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination

under Title IX; or

- B. a person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX and who was participating or attempting to participate in the District's education program or activity at the time of the alleged sex discrimination.

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

Day(s): Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the Board office is open for normal operating hours, Monday—Friday, excluding State-recognized holidays).

Disciplinary sanctions means: consequences imposed on a respondent following a determination under Title IX that the respondent violated the Board's prohibition on sex discrimination.

Education program or activity refers to: all the District's operations including, but not limited to, in-person and online/remote educational instruction, employment, extra-curricular activities, athletics, performances, and community engagement and outreach programs. The term applies to all activity that occurs on school grounds or on other property owned or occupied by the Board. It also includes events and circumstances that take place off school property/grounds but over which the District asserts disciplinary authority.

Eligible Student means: a student who has reached eighteen (18) years of age or is attending an institution of postsecondary education.

Exculpatory evidence means: evidence that is favorable to a respondent because it helps excuse, justify, or absolve a respondent of alleged wrongdoing and tends to establish a respondent did not engage in sex discrimination.

Inculpatory evidence means: evidence that links a respondent to alleged wrongdoing and tends to establish a respondent engaged in sex discrimination (i.e., has culpability).

Parental status means: the status of a person who, with respect to another person who is under the age of eighteen (18) or who is eighteen (18) or older but is incapable of self-care because of a physical or mental disability, is:

- A. a biological parent;
- B. an adoptive parent;
- C. a foster parent;
- D. a stepparent;
- E. a legal custodian or guardian;
- F. in loco parentis with respect to such a person; or
- G. actively seeking legal custody, guardianship, visitation, or adoption of such a person.

Party means: a complainant or respondent.

Peer retaliation means: retaliation by a student against another student.

Pregnancy or related conditions means:

- A. pregnancy, childbirth, termination of pregnancy, or lactation;
- B. medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- C. recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Relevant means: related to the allegations of sex discrimination under investigation as part of the Board's grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decision-maker in determining whether the alleged sex discrimination occurred.

Remedies means: measures provided, as appropriate, to a complainant or any other person the District identifies as

having had their equal access to the District's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the District's education program or activity after the District determines that sex discrimination occurred.

Respondent means: a person who is alleged to have violated the Board's prohibition on sex discrimination.

Retaliation means: intimidation, threats, coercion, or discrimination against any person by the District, a student, a Board employee, or any other person authorized by the Board to provide aid, benefit, or service under the District's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the 2024 Title IX regulations.

Sex-based harassment prohibited under this policy and the 2024 Title IX regulations is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex — including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity — that is:

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

OR

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

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

OR

- C. **Specific offenses:**

1. **Sexual assault** meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
2. **Dating violence** meaning violence committed by a person:
 - a. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 1. the length of the relationship;
 2. the type of relationship; and
 3. the frequency of interaction between the persons involved in the relationship.
3. **Domestic violence** meaning felony or misdemeanor crimes committed by a person who:
 - a. is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction in which the District is located, or a person similarly situated to a spouse of the victim;

- b. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - c. shares a child in common with the victim; or
 - d. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the applicable jurisdiction.
4. Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
- a. fear for the person's safety or the safety of others; or
 - b. suffer substantial emotional distress.

Student means: a person eligible to enroll in, attend, or participate in an elementary (including preschool) or secondary school in the District and who is enrolled in, attending, or participating in, or is seeking/attempting to enroll in, attend, or participate, in the District's education program or activity.

Student with a disability means: a student who is an individual with a disability as defined under Section 504 of the Rehabilitation Act of 1973, as amended ("Section 504"), or a child with a disability as defined under the Individuals with Disabilities Education Improvement Act ("IDEA").

Supportive measures means: individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- A. restore or preserve that party's access to the District's education program or activity, including measures that are designed to protect the safety of the parties or the District's educational environment; or
- B. provide support during the Board's grievance procedures or an informal resolution process.

Parental, Family, or Marital Status

The Board will not adopt or apply any policy, practice, or procedure concerning a student's current, potential, or past parental, family, or marital status that treats such student differently on the basis of sex.

Pregnancy or Related Conditions

Students:

The Board prohibits discrimination in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. The Board will permit a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of the District's education program or activity provided the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions. A student who is pregnant or experiencing related conditions shall receive comparable treatment to those with temporary medical conditions.

The District will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the District's class, program, or extra-curricular activity unless:

- A. the certified level of physical ability or health is necessary for participation in the class, program, or extra-curricular activity;
- B. the District requires such certification of all students participating in the class, program, or extra-curricular activity; and
- C. the information obtained is not used as a basis for discrimination prohibited by Title IX or this Policy.

District's Responsibilities with Respect to a Student's Pregnancy or Related Conditions

When a Board employee is informed of a student's pregnancy or related conditions by the student or a person who has a legal right to act on behalf of the student, the employee shall promptly provide that person with the Title IX Coordinator's contact information and inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex

discrimination and ensure the student's equal access to the District's education program or activity, unless the employee reasonably believes the Title IX Coordinator has already been notified.

Once a student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions, the Title IX Coordinator shall promptly take the following specific actions to effectively prevent sex discrimination and ensure equal access to the District's education program or activity:

- A. Inform the student and, if applicable, the person who notified the Title IX Coordinator of the District's obligations to:
 1. prohibit sex discrimination under this policy, including sex-based harassment;
 2. provide the student with the option of reasonable modifications to the Board's policies, practices, or procedures because of pregnancy or related conditions;
 3. allow access, on a voluntary basis, to any separate and comparable portion of the District's education program or activity;
 4. allow a voluntary leave of absence;
 5. provide lactation space; and
 6. maintain grievance procedures that provide for the prompt and equitable resolution of complaints of sex discrimination, including sex-based harassment.
- B. Provide the student with voluntary reasonable modifications to the Board's policies, practices, or procedures because of pregnancy or related conditions.
- C. Allow the student to take a voluntary leave of absence from the District's education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a Board maintains a leave policy for students that allows a greater period of time than the medically necessary period, the Board shall permit the student to take leave under that policy instead if the student so chooses. When the student returns to the District's education program or activity, the student will be reinstated to the academic status and, as practicable, to the extra-curricular status that the student held when the leave began.
- D. Provide lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

See Policy 5751 — School Age Parents and Married Status of Students

Employees:

The Board will not adopt or implement any policy, practice, or procedure, or take any employment action, on the basis of sex:

- A. concerning the current, potential, or past parental, family, or marital status of an employee or applicant for employment, which treats persons differently; or
- B. that is based upon whether an employee or applicant for employment is the head of household or principal wage earner in such employee's or applicant's family unit.

The Board also will not make a pre-employment inquiry as to the marital status of an applicant for employment, including whether such applicant is a "Miss or Mrs."

Similarly, the Board will treat pregnancy or related conditions as any other temporary medical conditions for all job-related purposes, including commencement, duration, and extensions of leave; payment of disability income; accrual of seniority and any other benefit or service; and reinstatement; and under any fringe benefit offered to employees by virtue of employment.

If an employee has insufficient leave or accrued employment time to qualify for leave under the Board's leave policy, the Board will treat pregnancy or related conditions as a justification for a voluntary leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

The Board will provide reasonable break time for an employee to express breast milk or breastfeed as needed and will

provide the employee with access to a lactation space, which must be a space other than a bathroom that is clean, shielded from view, free from intrusion from others, and may be used by an employee for expressing breast milk or breastfeeding as needed. See Board Policy 6700—Fair Labor Standards Act.

TITLE IX COORDINATOR(S)

The Board designates and authorizes the following individual(s) to coordinate its efforts to comply with the Board's responsibilities under Title IX:

Jen Talarczyk
 Director of Student Services
 1701 2nd Street
 New Glarus, WI 53574
 (608)527-2410

Nita Duerst
 Director of Human Resources
 1701 2nd Street
 New Glarus, WI 53574
 (608)527-2410

Jeff Eichelkraut
 Middle School Principal & Curriculum Director
 1701 2nd Street
 New Glarus, WI 53574
 (608)527-2410

The Board designates the Director of Student Services as the coordinator who is ultimately responsible for oversight over the Board's compliance with its responsibilities under Title IX.

The Title X Coordinator may delegate specific duties to one (1) or more designees.

The Title IX Coordinator shall report directly to the District Administrator except when the District Administrator is a party to a complaint (i.e., either the complainant or the respondent). Under such circumstances, the Title IX Coordinator shall report directly to the Board's Legal Counsel until the matter in which the District Administrator is a party is concluded.

Questions about this policy and Policy 2266 should be directed to the Title IX Coordinator.

The Title IX Coordinator shall monitor the District's education programs and activities for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX, and take steps reasonably calculated to address such barriers

Notice of Nondiscrimination

The District Administrator shall provide a notice of nondiscrimination to students, parents, guardians, or other authorized legal representatives of elementary and secondary students; employees; and applicants for admission and employment; and all unions and professional organizations holding collective bargaining or professional agreements with the Board. Specifically, the District Administrator shall post the notice of discrimination on the District's website and in each handbook, catalog, announcement, bulletin, and application form that it makes available to the persons listed above, or which are otherwise used in connection with the recruitment of students or employees.

GRIEVANCE PROCEDURES

Overview:

The Board adopts the following grievance procedures to provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in the District's education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX.

These grievance procedures shall be used for all complaints of sex discrimination, including sex-based harassment, involving conduct alleged to have occurred on or after August 1, 2024. These grievance procedures also may be used, at the discretion of the Title IX Coordinator, to investigate, address, and remedy (as necessary) conduct alleged to have occurred before August 1, 2024, that does not involve sex-based harassment, but some other form of sex discrimination prohibited by Title IX (Statute)—e.g., claims of unequal athletic opportunities, admissions discrimination, discrimination in courses or academic programs (i.e., excluding students from certain classes or programs based on their sex), pregnancy discrimination, unequal treatment based on parental, family, or marital status, discrimination in employment (including in

hiring, promotion, and compensation), and retaliation. If the Title IX Coordinator elects not to use these grievance procedures to investigate and resolve such claims, the Title IX Coordinator will still need to implement some procedures to assess—in a prompt, effective, and equitable manner—whether Title IX (Statute) was violated, and, if it was, how best to end the sex discrimination in the District's education program or activity, prevent its recurrence, and remedy its effects.

Reports and Formal Complaints of "Sexual Harassment" (as defined in Policy 2266) involving conduct alleged to have occurred prior to August 1, 2024, are subject to the grievance procedures outlined in Policy 2266.

Under all circumstances, the Title IX Coordinator shall offer and coordinate supportive measures, as appropriate, in accordance with this policy or Policy 2266, if the Report or Formal Complaint involves "Sexual Harassment" alleged to have occurred prior to August 1, 2024.

If the conduct giving rise to a report or complaint of sex discrimination is alleged to have occurred both before **and** after August 1, 2024 (i.e., is part of a pattern of sex discrimination), the Title IX Coordinator shall determine, after consulting with the Board's Legal Counsel, whether to use the grievance procedures contained in this policy or the grievance procedures contained in Policy 2266. The Title IX Coordinator will notify, in writing, the parties of the determination and the rationale for it. Under no circumstances, however, will a party be denied the due process to which the party is entitled based on the U.S. Department of Education issued regulations in effect at the time the conduct alleged to violate Title IX (Statute) took place. Nothing herein shall prevent the Title IX Coordinator from using a hybrid grievance procedure that contains aspects of the grievance procedures contained in both this policy and Policy 2266, so that the parties receive all of the due process to which they are entitled.

Complaints:

The following people may make a complaint of sex discrimination—i.e., request that the District investigate and make a determination about whether sex discrimination as prohibited under Title IX occurred:

A. a "complainant," which includes:

1. a student or employee of the District who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or
2. a person other than a student or employee of the District who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the District's education program or activity;

B. a parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant;

C. the District's Title IX Coordinator.

A person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person who was subjected to the sex-based harassment, or if the Title IX Coordinator initiates a complaint consistent with the requirements of the 2024 Title IX regulations.

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

A. any student or employee of the District; or

B. any person other than a student or employee who was participating or attempting to participate in the District's education program or activity at the time of the alleged sex discrimination.

The District may consolidate complaints of sex discrimination against more than one (1) respondent, or by more than one (1) complainant against one (1) or more respondents, or by one (1) party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one (1) complainant or more than one (1) respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Basic Requirements:

The District will treat complainants and respondents equitably.

All persons involved with implementing the grievance procedures and any other aspects of Policy 2264, including the Title IX Coordinator, the investigator, the decision maker, and the appeal decision maker of the informal resolution process, shall be free from any conflicts of interest or bias for or against complainants or respondents generally or an individual

~~complainant or respondent.~~

~~The Title IX Coordinator may serve simultaneously as an investigator and/or a decision maker.~~

~~If the Title IX Coordinator does not intend to serve as the investigator and decision maker in a specific case, the Title IX Coordinator shall designate one (1) or more administrators who are appropriately trained to serve in the role. Likewise, the Title IX Coordinator shall appoint an appeal decision maker when an appeal is filed.~~

~~In circumstances when the Title IX Coordinator and trained administrators do not have time/capacity to serve, or are prevented due to a conflict of interest, bias, or partiality, or other reasons that impair the Title IX Coordinator and other trained administrators from serving as an investigator and/or decision maker in a specific case, the Title IX Coordinator shall, in consultation with and approval of the District Administrator secure one (1) or more independent third parties to serve as the investigator and/or decision maker. Similarly, the Title IX Coordinator has authority, in consultation with and approval of the District Administrator to secure an independent third party to serve as the appeal decision maker.~~

~~The District presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.~~

~~Under ordinary circumstances, the Board expects to complete the major stages of the grievance procedures within the timeframe specified below:~~

- ~~A. **Evaluation**—The Title IX Coordinator will determine whether to dismiss a complaint or investigate it within ten (10) days of receiving the complaint.~~
- ~~B. **Investigation**—The Title IX Coordinator, or designated investigator, shall ordinarily complete the investigation (i.e., collect relevant evidence that is not otherwise impermissible) within thirty (30) days of the Title IX Coordinator determining the charges require investigation. If, however, the Title IX Coordinator, or designated investigator, determines that the investigation is going to take longer, the Title IX Coordinator will so notify the parties and the District Administrator and will thereafter keep the parties and the District Administrator informed of the status of the matter on a regular basis. Once the Title IX Coordinator, or designated investigator, provides the parties with “access” to either the relevant and not otherwise impermissible evidence and/or an accurate description of the evidence, the parties will have five (5) days to respond to the evidence or the description of the evidence unless the Title IX Coordinator approves a party’s written request for more time. If the Title IX Coordinator approves such a request, both parties will be afforded an equal amount of time to submit their response.~~
- ~~C. **Determination**—After the parties either submit responses to the evidence/description of the evidence, or the deadline for submitting such responses expires, the Title IX Coordinator, or designated decision maker, will consider the relevant and otherwise not impermissible evidence and issue a determination as to whether sex discrimination occurred. The determination shall be issued within ten (10) days of the deadline for the parties to submit responses to the evidence/description of the evidence unless the District Administrator.~~
- ~~D. **Appeal**—A party filing an appeal of the Title IX Coordinator’s decision to dismiss a complaint, or the Determination, must do so within five (5) days of receiving the Dismissal or Determination.~~

~~The Title IX Coordinator, or the District Administrator if the Title IX Coordinator is the individual requesting an extension, may approve reasonable extensions of the preceding timeframes on a case-by-case basis for good cause with notice to the parties.~~

~~The District will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties shall not engage in retaliation, including against witnesses.~~

~~The Title IX Coordinator, or designated decision maker, shall objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence. Credibility determinations shall not be based on a person’s status as a complainant, respondent, or witness.~~

~~The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by the District to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:~~

- ~~A. evidence that is protected under a privilege recognized by Federal or State law, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;~~
- ~~B. a party’s or witness’s records that are made or maintained by a physician, psychologist, or other recognized~~

professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the District obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and

- C. evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent shall not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Notice of Allegations:-

Upon initiation of the Board's grievance procedures, the Title IX Coordinator shall notify the parties of the following:-

- A. the Board's Title IX grievance procedures and informal resolution process;
- B. sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination, and the date(s) and location(s) of the alleged incident(s);-
- C. retaliation is prohibited; and
- D. the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence. If the Title IX Coordinator, or designated investigator, provides the parties with a description of the evidence, any party may request access to the relevant and not otherwise impermissible evidence. The Title IX Coordinator will provide the requesting party with the relevant and not otherwise impermissible evidence in a timely manner.

Should the Title IX Coordinator decide, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the Title IX Coordinator will provide a supplemental written notice describing the additional allegations to be investigated.

Dismissal of a Complaint:-

The Title IX Coordinator may dismiss a complaint of sex discrimination if:

- A. the District is unable to identify the respondent after taking reasonable steps to do so;-
- B. the respondent is not participating in the District's education program or activity and is not employed by the Board;
- C. the complainant voluntarily withdraws any or all the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the District determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- D. the District determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the Title IX Coordinator will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the Title IX Coordinator will promptly notify, in writing, the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the Title IX Coordinator will also simultaneously notify, in writing, the respondent of the dismissal and the basis for the dismissal.

The Title IX Coordinator will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then the Title IX Coordinator will also notify the respondent that the dismissal may be appealed. Dismissals may be appealed on the following bases:

- A. procedural irregularity that would change the outcome;-
- B. new evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- C. the Title IX Coordinator, investigator, or decision maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, the Title IX Coordinator will:

- A. notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- B. implement appeal procedures equally for the parties;
- C. ensure that the appeal decision maker did not take part in an investigation of the allegations or dismissal of the complaint;
- D. ensure that the appeal decision maker has been trained consistent with the 2024 Title IX regulations;
- E. provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- F. notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, the Title IX Coordinator will, at a minimum:

- A. offer supportive measures to the complainant as appropriate;
- B. if the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- C. take other prompt and effective steps, as appropriate, to ensure that sex discrimination does not continue or recur within the District's education program or activity.

Informal Resolution Process:

In lieu of resolving a complaint through the Board's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process. The District will not offer informal resolution to resolve a complaint that includes allegations that an employee engaged in sex-based harassment of an elementary school or secondary school student, or when such a process would conflict with Federal, State, or local law.

Adding Allegations and/or Consolidating Complaints:

If, in the course of an investigation, the District decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the original Notice of Allegations provided or that are included in a complaint that is consolidated, the Title IX Coordinator will notify the parties of the additional allegations.

Investigation:

The District will provide for an adequate, reliable, and impartial investigation of complaints.

The burden is on the District — not on the parties — to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

The Title IX Coordinator, or the designated investigator and/or decision maker, will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

The Title IX Coordinator, or the designated investigator and/or decision maker, will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

The District will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- A. the District will provide the parties with an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence;

If the Title IX Coordinator, or designated investigator, provides a description of the evidence, the Title IX Coordinator, or designated investigator, will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.

- B. the District will provide a reasonable opportunity to the parties to respond to the evidence or the accurate description of the evidence; and
- C. the District will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Questioning the Parties and Witnesses:

If the investigator and decision maker are two (2) separate individuals, the decision maker will have an opportunity to question the parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one (1) or more allegations of sex discrimination.

If the investigator and the decision maker are the same person, the decision maker will have an opportunity to question the parties and witnesses in individual meetings as part of the investigation.

Determination of Whether Sex Discrimination Occurred:

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, the Title IX Coordinator or designated decision maker will:

- A. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. This standard of proof requires the decision maker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decision maker, applying the applicable standard, is not persuaded by the relevant and not otherwise impermissible evidence that sex discrimination occurred, regardless of the quantity of the evidence, the decision maker will not determine that sex discrimination occurred.
- B. Notify the parties, in writing, of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal.
- C. Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- D. If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 - 1. coordinate the provision and implementation of remedies to a complainant and other people the District identifies as having had equal access to the District's education program or activity limited or denied by sex discrimination;
 - 2. coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - 3. take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the District's education program or activity.
- E. Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- F. Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination of whether sex discrimination occurred.

Appeal of Determinations:

If a party disagrees with the decision maker's determination as to whether sex discrimination occurred, the party may file an appeal. Appeals must be submitted, in writing, within five (5) days of the appealing party's receipt of the Determination.

A party may appeal a Determination on the following bases:

- A. procedural irregularity that would change the outcome;
- B. new evidence that would change the outcome and that was not reasonably available when the Determination was made; and

- C. the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

The complainant may not challenge the ultimate disciplinary sanction/consequence that is imposed.

If a party appeals the decision-maker's determination, the Title IX Coordinator will:

- A. notify the parties of any appeal;
- B. implement appeal procedures equally for the parties;
- C. designate an appeal decision-maker, who will be a person who did not conduct the Investigation or render the Determination, and is appropriately trained
 1. the Title IX Coordinator will designate the District Administrator to be the appeal decision-maker, provided the District Administrator has not been otherwise involved in the grievance procedures (i.e., did not serve as the investigator, decision-maker, or informal resolution process facilitator) and is appropriately trained;
 2. provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the decision-maker's determination;
 3. provide the appeal decision-maker with the relevant and not otherwise impermissible evidence along with the accurate description of the relevant evidence (if one was prepared and shared with the parties), any responses the parties submitted to the investigator related to the evidence and/or the description of the evidence (if one was prepared), and the decision-maker's determination; and
 4. notify the parties, in writing, of the result of the appeal and the appeal decision-maker's rationale for the outcome.

After a party files an appeal, both parties will have five (5) days to submit to the appeal decision-maker a statement in support of their position that they want the appeal decision-maker to consider in rendering a decision. Once the decision-maker receives each parties' statement, or the timeline for submitting such statements expires, the appeal decision-maker will have ten (10) days to issue a decision on the appeal.

No new or additional evidence may be submitted during the appeal process.

The appeal decision-maker shall determine the outcome of the appeal based on the appeal decision-maker's independent review of the record (i.e., the relevant and not otherwise impermissible evidence, the feedback the parties provided to the investigator and/or decision-maker based on their review of the relevant evidence and any description of the relevant evidence that was prepared and shared with the parties, and the decision-maker's written determination) and the appeal decision-maker's application of the law and Board policy to the facts in the record. The appeal decision-maker must give due deference and due weight to the decision-maker's factual findings and credibility determinations and should not overturn them unless non-testimonial extrinsic evidence in the record justifies a contrary conclusion or unless the record read in its entirety compels a contrary conclusion. Generally, the appeal decision-maker is expected to uphold the decision-maker's determination unless the appeal decision-maker determines the decision-maker's determination is unlawful, unreasonable, or against the manifest weight of the evidence. Every reasonable presumption must be made in favor of the decision-maker's determination.

The appeal decision-maker shall simultaneously notify the parties, in writing, of the result of the appeal and the rationale for the outcome.

Supportive Measures:

The District will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the District's education program or activity or provide support during the Board's grievance procedures or during the informal resolution process. For allegations of sex discrimination other than sex-based harassment or retaliation, the District's provision of support measures does not require the District, Board employees, or any other person authorized to provide aid, benefit, or service on the District's behalf to alter the alleged discriminatory conduct for the purpose of providing a supportive measure.

The Title IX Coordinator shall determine appropriate supportive measures on a case-by-case basis. Supportive measures may vary depending on what the Title IX Coordinator deems to be reasonably available. Supportive measures may include, but are not limited to: counseling; extensions of deadlines or other course-related adjustments; school/campus escort services; increased security and monitoring of certain areas of the campus (including school buildings and facilities); restrictions on contact between the parties; leaves of absence; changes in class, work, or extra-curricular or any other

activity, regardless of whether there is or is not a comparable alternative; training and education programs related to sex-based harassment; referral to Employee Assistance Program; and other similar measures.

Supportive measures must not unreasonably burden either party and must be designed to protect the safety of the parties and/or the District's educational environment, or to provide support during the Board's grievance procedures or the informal resolution process.

The District will not impose such measures for punitive or disciplinary reasons.

The Title IX Coordinator may, as appropriate, modify or terminate supportive measures at the conclusion of the grievance procedures, or at the conclusion of the informal resolution process, or the District may continue them beyond that point.

The District will provide a complainant or respondent with a timely opportunity to seek, from an appropriate and impartial employee, modification or reversal of the Title IX Coordinator's decision to provide, deny, modify, or terminate supportive measures applicable to them. The impartial employee must be someone other than the employee who made the challenged decision and must have authority to modify or reverse the decision if the impartial employee determines that the decision to provide, deny, modify, or terminate the supportive measure was inconsistent with the definition of supportive measures as set forth in the Key Definitions section of this policy.

A party may seek additional modification or termination of a supportive measure applicable to them if circumstances change materially.

The District will not disclose information about any supportive measures to persons other than the person to whom they apply, including informing one party of supportive measures provided to another party, unless necessary to provide the supportive measure or restore or preserve a party's access to the District's education program or activity, or as otherwise permitted pursuant to the 2024 Title IX regulations.

If the complainant or respondent is an elementary or secondary student with a disability, the Title IX Coordinator shall consult with one (1) or more members, as appropriate, of the student's Individualized Education Program (IEP) team, if any, or one (1) or more members, as appropriate, of the student's Section 504 team, if any, to determine how to comply with the requirements of the IDEA and/or Section 504, in the implementation of supportive measures.

The District Administrator may place an employee respondent on administrative leave from employment responsibilities during the pendency of the Board's grievance procedures.

Disciplinary Sanctions and Remedies:

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

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For Students

A. Informal Discipline

1. writing assignments;
2. changing of seating or location;
3. pre-school, lunchtime, after-school detention;
4. in-school discipline;

B. Formal Discipline

1. suspension of bus riding/transportation privileges;
2. removal from co-curricular and/or extra-curricular activity(ies), including athletics;
3. emergency removal;
4. suspension for up to five (5) school days;
5. suspension for up to fifteen (15) consecutive school days if a notice of expulsion hearing has been sent;
6. suspension for up to ten (10) consecutive school days for each incident if the student is eligible for special

~~education services under Chapter 115, Wis. Stats.;~~

7. ~~expulsion;~~
8. ~~permanent exclusion from co-curricular and/or extra-curricular activity(ies), including athletics or current class enrollment; and~~
9. ~~any other sanction authorized by the Student Code of Conduct.~~

For Employees

- A. ~~oral or written warning;~~
- B. ~~written reprimands;~~
- C. ~~required training or education;~~
- D. ~~demotion;~~
- E. ~~suspension with pay;~~
- F. ~~suspension without pay;~~
- G. ~~termination and any other sanction authorized by any applicable Board Policy and/or Employee/Administrator Handbook.~~

~~The District may also provide remedies, which may include disciplinary sanctions/consequences. The Title IX Coordinator will notify the District Administrator of the recommended remedies, so an authorized administrator can consider the recommendation and implement appropriate remedies in compliance with applicable due process procedures, whether statutory or contractual.~~

~~With respect to student respondents, the Title IX Coordinator will notify the District Administrator of the recommended remedies (including disciplinary sanctions/consequences), so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 5605—Suspension/Expulsion of Students with Disabilities, Policy 5610—Suspension and Expulsion, Policy 5610.01—Alternative Expulsion Hearing Procedure, Policy 5610.02 In-School Discipline, and Policy 5611—Due Process Rights. Discipline of a student respondent must comply with the applicable provisions of the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972 ("Section 504"), and their respective implementing regulations.~~

~~Discipline of an employee will be implemented in accordance with Federal and State law, Board policy, and applicable provisions of any relevant employee handbooks.~~

Retaliation

~~Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including initiating a disciplinary process against a person for a code of conduct violation that does not involve sex discrimination but arises out of the same facts and circumstances as a complaint or information reported about possible sex discrimination, for the purpose of interfering with the exercise of any right or privilege secured by Title IX constitutes retaliation. Peer retaliation is also prohibited. Retaliation against a person for making a complaint or participating in an investigation is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.~~

~~Complaints alleging retaliation may be filed according to the grievance procedures set forth above. The District shall initiate its grievance procedures upon receiving any complaint alleging retaliation.~~

~~The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.~~

~~Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination that sex discrimination occurred, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.~~

Confidentiality

The District will keep confidential the identity of any individual who has made a complaint of sex discrimination, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. 1232g, or FERPA regulations, 34 C.F.R. part 99, or as required by law, or to carry out the purposes of 34 C.F.R. part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the complainant's and respondent's receipt of the information to which they are entitled related to the investigation and determination of whether sex discrimination occurred).

Application of the First Amendment

The Board will construe and apply this policy consistent with the First Amendment to the U.S. Constitution. In no case will a respondent be found to have committed sex discrimination based on expressive conduct that is protected by the First Amendment.

Training

All employees, investigators, decision makers, facilitators of informal resolution process, the Title IX Coordinator(s) and designees, and other persons who are responsible for implementing the Board's grievance procedures or have the authority to modify or terminate supportive measures shall receive training related to their duties under Title IX and this Policy. The training shall be provided promptly upon hiring or change of position that alters their duties under Title IX or this policy, and annually thereafter. The training shall not rely on sex stereotypes.

Training materials must be made available for inspection upon request by members of the public.

Recordkeeping

The District shall maintain for a period of seven (7) calendar years the following records:

- A. for each complaint of sex discrimination, records documenting the informal resolution process and/or the grievance procedures followed and the resulting outcome;
- B. for each notification that the Title IX Coordinator receives of information about conduct that reasonably may constitute sex discrimination under Title IX, including notifications under 34 C.F.R. § 106.44(c)(1) or (2), records documenting the actions the District took to meet its obligations under 34 C.F.R. §106.44; and
- C. all materials used to provide the required training.

Outside Appointments, Dual Appointments, and Delegations

The Board retains discretion to appoint suitably qualified persons who are not Board employees to fulfill any function of the Board under this policy including, but not limited to, Title IX Coordinator, investigator, decision maker, appeal decision maker, or facilitator of the informal resolution process.

The Board also retains discretion to appoint two (2) or more persons to jointly fulfill the role of Title IX Coordinator, investigator, decision maker, appeal decision maker, and facilitator of the informal resolution process.

The District Administrator may delegate functions assigned to a specific Board employee under this policy including, but not limited to, the functions assigned to the Title IX Coordinator, investigator, decision maker, appeal decision maker, and facilitator of the informal resolution process to any suitably qualified individual and such delegation may be rescinded by the District Administrator at any time.

Discretion in Application

The Board retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the Board's interpretation or application differs from the interpretation of any specific complainant and/or respondent.

Despite the Board's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the Board retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy are not contractual in nature, whether in their own right or as part of any other express or implied contract. Accordingly, the Board retains discretion to revise this policy at any time, and for any reason. The Board may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

T.C. 7/15/24

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Legal

19.21(6), Wis. Stats.

120.13, Wis. Stats.

948.01, Wis. Stats., et. seq.

20 U.S.C. 1092(F)(6)(A)(v)

20 U.S.C. 1400 et seq., The Individuals with Disabilities Education Improvement Act of 2004 (IDEIA)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972 (Title IX)

34 C.F.R. Part 106

34 U.S.C. 12291(a)(8)

34 U.S.C. 12291(a)(10)

34 U.S.C. 12291(a)(30)

42 U.S.C. 1983

42 U.S.C. 2000c et seq., Title IV of the Civil Rights Act of 1964

42 U.S.C. 2000d et seq.

42 U.S.C. 2000e et seq.

OCR's Revised Sexual Harassment Guidance (2001)

D. Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities

51



Book	Policy Manual
Section	Ready for Policy Committee
Title	Copy of NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
Code	po2266
Status	Policy Committee Review
Adopted	August 3, 2020
Last Revised	July 15, 2024

2266 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES ~~(The Board's Policy and Grievance Procedures for Responding to Sexual Harassment Alleged to Have Occurred Prior to 8/1/2024)~~

~~Effective August 1, 2024, this policy shall only pertain to reports or formal complaints of Sexual Harassment that are based on conduct alleged to have occurred on or before July 31, 2024.~~

Introduction

The Board does not discriminate on the basis of sex (including sexual orientation or gender identity), in its education programs or activities, and is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The Board is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.

The Board prohibits sexual harassment that occurs within its education programs and activities. When the District has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.

Pursuant to its Title IX obligations, the Board is committed to eliminating sexual harassment and will take appropriate action when an individual is determined responsible for violating this policy. Members of the School District community who commit Sexual Harassment are subject to the full range of disciplinary sanctions set forth in this policy. Third Parties who engage in sexual harassment are also subject to the disciplinary sanctions listed in this policy. The Board will provide persons who have experienced Sexual Harassment ongoing supportive measures as reasonably necessary to restore or preserve access to the District's education programs and activities.

Coverage

This policy applies to sexual harassment that occurs within the District's education programs and activities and that is committed by a Board employee, student, Third Party vendor or contractor, guest, or other members of the school community.

This policy does not apply to sexual harassment that occurs off school grounds, in a private setting, and outside the scope of the Board's education programs and activities; such sexual misconduct/sexual activity may be prohibited by the Student Code of Conduct if committed by a student, or by Board policies and administrative guidelines, applicable State and/or Federal laws and/or the Employee Handbook if committed by a Board employee.

Consistent with the U.S. Department of Education's implementing regulations for Title IX, this policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment

occurs in the District's education programs or activities. Sexual harassment that occurs outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, or by other applicable Board policies and administrative guidelines, applicable State and/or Federal laws, and/or the Employee Handbook if committed by a Board employee.

Complaints alleging sexual harassment and/or discrimination on the basis of sex are also covered by and subject to the investigation procedures in Board Policy 5517 - Student Anti-Harassment. Complaints not covered by this policy may still be governed by and subject to the procedures in Policy 5517 - Student Anti-Harassment.

Definitions

Words used in this policy shall have those meanings defined herein; words not defined herein shall be construed according to their plain and ordinary meanings.

Sexual Harassment: "Sexual Harassment" means conduct on the basis of sex that satisfies one (1) or more of the following:

- A. A Board employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (often called "*quid pro quo*" harassment);
- B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)A(v), or "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).
 1. "Sexual assault" means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and the "nonforcible" sex offenses of incest and statutory rape. Sexual assault includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.
 - a. *Rape* is the carnal knowledge of a person (i.e., penetration, no matter how slight, of the genital or anal opening of a person), without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity
 - b. *Sodomy* is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - c. *Sexual Assault with an Object* is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.
 - d. *Fondling* is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - e. *Incest* is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by State law.
 - f. *Statutory Rape* is nonforcible sexual intercourse with a person who is under the statutory age of consent as defined by Wis. Stat. §§ 948.02 or 948.09, or whose status as a student prohibits such sexual contact per 948.095, Wis. Stats.
 - g. *Other Sexual Contact* includes the intentional emission of bodily fluids on the complainant, or at the direction of the Respondent, for the purposes of sexual gratification as defined in Wis. Stat. § 940.225(5)(b).
 - h. *Consent* refers to words or actions that a reasonable person would understand as agreement to engage in the sexual conduct at issue. A person may be incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. A person who is incapacitated is not capable of giving consent.

- i. *Incapacitated* refers to the state where a person does not understand and/or appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition, disability, or due to a state of unconsciousness or sleep.
2. "Domestic violence" includes felony or misdemeanor crimes of violence committed by:
 - a. A current or former spouse or intimate partner of the victim;
 - b. A person with whom the victim shares a child in common;
 - c. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - d. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred; or
 - e. Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.
3. "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
4. "Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to – 1) fear for the person's safety or the safety of others; or 2) suffer substantial emotional distress.

Complainant: "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Respondent: "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Formal Complaint: "Formal complaint" means a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation(s) of sexual harassment. At the time of filing a formal complaint with the District, a Complainant must be participating in or attempting to participate in the District's education program or activity. A "document filed by a complainant" means a document or electronic submission (such as by electronic mail or through an online portal that the Board provides for this purpose) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or a party to the formal complaint and must not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Actual Knowledge: "Actual knowledge" means notice of sexual harassment or allegations of sexual harassment to the District's Title IX Coordinator, or any District official who has authority to institute corrective measures on behalf of the Board, or any Board employee. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the District. "Notice" includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator. This standard is not met when the only District official with actual knowledge is the Respondent. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge.

Supportive Measures: "Supportive measures" means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, school/campus escort services, mutual restrictions of contact between the parties, changes in work locations), leaves of absence, increased security, and monitoring of certain areas of the campus (including school buildings and facilities), and other similar measures.

Education Program or Activity: "Education program or activity" refers to all operations of the District over which the Board exercises substantial control, including in-person and online educational instruction, employment, extra-curricular activities, athletics, performances, community engagement, and outreach programs. The term applies to all activity that

occurs on school grounds or on other property owned or occupied by the Board. It also includes events and circumstances that take place off-school property/grounds if the Board exercises substantial control over both the Respondent and the context in which the sexual harassment occurs.

School District community: "School District community" refers to students and Board employees (i.e., administrators, and professional and support staff), as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

Third Parties: "Third Parties" include, but are not limited to, guests and/or visitors on School District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with the Board, and other individuals who come in contact with members of the School District community at school-related events/activities (whether on or off District property).

Inculpatory Evidence: "Inculpatory evidence" is evidence that tends to establish a Respondent's responsibility for alleged sexual harassment.

Exculpatory Evidence: "Exculpatory evidence" is evidence that tends to clear or excuse a Respondent from allegations of sexual harassment.

Day(s): Unless expressly stated otherwise, the term "day" or "days" as used in this policy means a business day(s) (i.e., a day(s) that the Board office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays),

Eligible Student: "Eligible student" means a student who has reached eighteen (18) years of age or is attending an institution of postsecondary education.

Title IX Coordinator(s)

The Board designates and authorizes the following individual(s) to oversee and coordinate its efforts to comply with Title IX and its implementing regulations:

Jen Talarczyk
Director of Student Services
1701 2nd Street
New Glarus, WI 53574
608-527-2410

Nita Duerst
Director of Human Resources
1701 2nd Street
New Glarus, WI 53574
608-527-2410

Jeff Eichelkraut
Middle School Principal & Curriculum Director
1701 2nd Street
New Glarus, WI 53574
608-527-2410

The Title IX Coordinator shall report directly to the District Administrator. Questions about this policy should be directed to the Title IX Coordinator.

The District Administrator shall notify applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, Board employees, and all professional organizations holding professional agreements with the Board of the following information:

The Board of the New Glarus School District does not discriminate on the basis of sex in its education program or activity and is required by Title IX and its implementing regulations not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The District's Title IX Coordinator(s) is/are:

*Jen Talarczyk
Director of Student Services
1701 2nd Street
New Glarus, WI 53574
608-527-2410*

*Nita Duerst
Director of Human Resources
1701 2nd Street
New Glarus, WI 53574
608-527-2410*

*Jeff Eichelkraut
Middle School Principal & Curriculum Director
1701 2nd Street
New Glarus, WI 53574
608-527-2410*

Any inquiries about the application of Title IX and its implementing regulations to the District may be referred to the Title IX Coordinator(s), the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both.

The Board has adopted a grievance process and procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that is prohibited by Title IX and/or its implementing regulations. The grievance process and procedures are included in Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, which is available at: <https://go.boarddocs.com/wi/ngsd/Board.nsf/Public>. The grievance process and procedures specifically address how to report or file a complaint of sex discrimination, how to report or file a formal complaint of Sexual Harassment, and how the District will respond.

The District Administrator shall also prominently display the Title IX Coordinator's(s') contact information – including Name(s) and/or Title(s), Phone Number(s), Office Address(es), and Email Address(es) – and this policy on the District's website and in each handbook or catalog that the Board makes available to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, Board employees, and all professional organizations holding professional agreements.

Grievance Process

The Board is committed to promptly and equitably resolving student and employee complaints alleging Sexual Harassment. The District's response to allegations of sexual harassment will treat Complainants and Respondents equitably, including providing supportive measures to the Complainant and Respondent, as appropriate, and following this grievance process before the imposition of any disciplinary sanctions or other actions, other than supportive measures, against the Respondent.

The Title IX Coordinator(s), along with any investigator(s), decision-maker(s), or any person(s) designated to facilitate an informal resolution process, shall not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

If a determination of responsibility for sexual harassment is made against the Respondent, the Board will provide remedies to the Complainant. The remedies will be designed to restore or preserve equal access to the District's education program or activity. Potential remedies include, but are not limited to, individualized services that constitute supportive measures. Remedies may also be disciplinary or punitive in nature and may burden the Respondent.

The Process described herein relates exclusively to complaints brought under this Policy. The District will continue to handle complaints subject to the District's other nondiscrimination and anti-harassment policies, including: Policy 5517 - Student Anti-Harassment; Policy 5517.01 - Bullying; 2260 - Nondiscrimination and Access to Equal Educational Opportunity; Policy 2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability.

Report of Sexual Discrimination/Harassment

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the Title IX Coordinator's(s') contact information listed above, or by any other means that results in the Title IX Coordinator receiving the person's oral or written report. Reports may be made at any time (including during non-business hours), by using the telephone number(s) or electronic mail address(es), or by mail to the office address(es), listed for the Title IX Coordinator(s).

Board employees are required, and other members of the School District community and Third Parties are encouraged, to report allegations of sex discrimination or sexual harassment promptly to the/a Title IX Coordinator or to any Board employee, who will, in turn, notify the/a Title IX Coordinator. ~~55~~ Reports can be made orally or in writing and should be as specific as possible. The person making the report should, to the extent known, identify the alleged victim(s),

perpetrator(s), and witness(es), and describe in detail what occurred, including date(s), time(s), and location(s).

If a report involves allegations of sexual harassment by or involving the Title IX Coordinator, the person making the report should submit it to the District Administrator, or another Board employee who, in turn, will notify the District Administrator of the report. The District Administrator shall determine who will serve in place of the Title IX Coordinator for purposes of addressing that report of sexual harassment.

The Board does business with various vendors, contractors, and other Third Parties who are not students or employees of the Board. Notwithstanding any rights that a given vendor, contractor, or Third-Party Respondent may have under this policy, the Board retains the right to limit any vendor's, contractor's, or Third Party's access to school grounds for any reason. The Board further retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or Third Party irrespective of any process or outcome under this policy.

A person may file criminal charges simultaneously with filing a formal complaint. A person does not need to wait until the Title IX investigation is completed before filing a criminal complaint. Likewise, questions or complaints relating to Title IX may be filed with the U.S. Department of Education's Office for Civil Rights at any time.

Any allegations of sexual misconduct/sexual activity not involving sexual harassment will be addressed through the procedures outlined in Board policies, the applicable Student Code of Conduct, or Employee/Administrator Handbook(s).

Because the Board is considered to have actual knowledge of sexual harassment or allegations of sexual harassment if any Board employee has such knowledge, and because the Board must take specific actions when it has notice of sexual harassment or allegations of sexual harassment, a Board employee who has independent knowledge of or receives a report involving allegations of sex discrimination and/or sexual harassment must notify the/a Title IX Coordinator within two (2) days of learning the information or receiving the report. The Board employee must also comply with mandatory reporting responsibilities pursuant to Wis. Stat. 48.981 and Policy 8462 – Student Abuse and Neglect, if applicable. If the Board employee's knowledge is based on another individual bringing the information to the Board employee's attention and the reporting individual submitted a written complaint to the Board employee, the Board employee must provide the written complaint to the Title IX Coordinator.

If a Board employee fails to report an incident of sexual harassment of which the Board employee is aware, the Board employee may be subject to disciplinary action, up to and including termination.

When a report of sexual harassment is made, the Title IX Coordinator shall promptly contact the Complainant (including the parent/guardian if the Complainant is under eighteen (18) years of age or under guardianship) to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Any supportive measures provided to the Complainant or Respondent shall be maintained as confidential, to the extent that maintaining such confidentiality will not impair the ability of the District to provide the supportive measures.

Emergency Removal: Subject to limitations and/or procedures imposed by State and/or Federal law, the District may remove a student Respondent from its education program or activity on an emergency basis after conducting an individualized safety and risk analysis. The purpose of the individualized safety and risk analysis is to determine whether the student Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment that justifies removal. If the District determines the student Respondent poses such a threat, it will so notify the student Respondent (including the parent/guardian if the Respondent is under eighteen (18) years of age or under guardianship) and the student Respondent will have an opportunity to challenge the decision immediately following the removal. In determining whether to impose emergency removal measures, the Title IX Coordinator shall consult related District policies, including Policy 5120 - Assignment within District; Policy 5605 - Suspension/Expulsion of Students with Disabilities, Policy 5610 – Suspension and Expulsion, and Policy 5611 – Due Process Rights.

If the Respondent is a non-student employee, the District may place the Respondent on administrative leave during the pendency of the grievance process. Such leave will typically be paid leave unless circumstances justify unpaid leave in compliance with legal requirements.

For all other Respondents, including other members of the School District community and Third Parties, the Board retains broad discretion to prohibit such persons from entering its school grounds and other properties at any time and for any reason, whether after receiving a report of sexual harassment or otherwise.

Formal Complaint of Sexual Harassment

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact

information set forth above. If a formal complaint involves allegations of sexual harassment by or involving the Title IX Coordinator, the Complainant should submit the formal complaint to the District Administrator, who will designate another person to serve in place of the Title IX Coordinator for the limited purpose of implementing the grievance process with respect to that formal complaint.

The Complainant's wishes with respect to whether a formal complaint is filed will be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances.

When the Title IX Coordinator receives a formal complaint or signs a formal complaint, the District will follow its grievance process and procedures, as set forth herein. Specifically, the District will undertake an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations will not be based on a person's status as a Complainant, Respondent, or witness.

It is a violation of this policy for a Complainant(s), Respondent(s), and/or witness(es) to knowingly making false statements or knowingly submitting false information during the grievance process, including intentionally making a false report of sexual harassment or submitting a false formal complaint. The Board will not tolerate such conduct.

The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Timeline

The District will seek to conclude the grievance process within ninety (90) calendar days of receipt of the formal complaint, followed by the appeal process which shall be processed in a timely manner.

If the Title IX Coordinator offers informal resolution processes, the informal resolution processes may not be used by the Complainant or Respondent to unduly delay the investigation and determination of responsibility. The timeline, however, may be subject to a temporary delay of the grievance process or a limited extension for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action, except that any complaint covered by Policy 5517 - Student Anti-Harassment as well must comply with the timelines in that Policy, however, an investigation may still proceed as required under this Policy. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; and the need for language assistance or an accommodation of disabilities.

Upon receipt of a formal complaint, the Title IX Coordinator will provide written notice of the following to the parties who are known:

- A. Notice of the Board's grievance process, including any informal resolution processes;
- B. Notice of the allegations of misconduct that potentially constitutes sexual harassment as defined in this policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known. The written notice must:
 1. include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
 2. inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence.
 3. inform the parties of any provision in the Student Code of Conduct, this policy, and/or Employee Handbooks that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If during the course of the investigation, the investigator becomes aware of allegations about the Complainant or Respondent that are not included in the original notice provided to the parties, the investigator will notify the Title IX Coordinator and the Title IX Coordinator will decide whether the investigator should investigate the additional allegations; if the Title IX Coordinator decides to include the new allegations as part of the investigation, the Title IX Coordinator will provide notice of the additional allegations to the parties whose identities are known.

Dismissal of a Formal Complaint

The District shall investigate the allegations in a formal complaint *unless* the conduct alleged in the formal complaint:

- A. would not constitute sexual harassment (as defined in this policy) even if proved;
- B. did not occur in the District's education program or activity; or
- C. did not occur against a person in the United States.

If one (1) of the preceding circumstances exist, the Title IX Coordinator *shall* dismiss the formal complaint. If the Title IX Coordinator dismisses the formal complaint due to one (1) of the preceding reasons, the District may still investigate and take action with respect to such alleged misconduct pursuant to another provision of an applicable code of conduct, Board policy, and/or Employee/Administrator Handbook.

The Title IX Coordinator *may* dismiss a formal complaint, or any allegations therein, if at any time during the investigation:

- A. a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein;
- B. the Respondent is no longer enrolled in the District or employed by the Board; or
- C. specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If the Title IX Coordinator dismisses a formal complaint or allegations therein, the Title IX Coordinator must promptly send written notice of the dismissal and the reason(s) therefore simultaneously to the parties.

Consolidation of Formal Complaints

The Title IX Coordinator may consolidate formal complaints as to allegations of sexual harassment against more than one (1) Respondent, or by more than one (1) Complainant against one (1) or more Respondents, or by one (1) party against the other party, where the allegations of sexual harassment arising out of the same facts or circumstances.

Where a grievance process involves more than one (1) Complainant or more than one (1) Respondent, references in this policy to the singular "party," "Complainant," or "Respondent" include the plural, as applicable.

Informal Resolution Process

Under no circumstances shall a Complainant be required as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, to waive any right to an investigation and adjudication of a formal complaint of sexual harassment. Similarly, no party shall be required to participate in an informal resolution process.

If a formal complaint is filed, the Title IX Coordinator may offer to the parties an informal resolution process. If the parties mutually agree to participate in the informal resolution process, the Title IX Coordinator shall designate a trained individual to facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication. The informal resolution process may be used at any time prior to the decision-maker(s) reaching a determination regarding responsibility.

If the Title IX Coordinator is going to propose an informal resolution process, the Title IX Coordinator shall provide to the parties a written notice disclosing:

- A. the allegations;
- B. the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; and
- C. any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

Any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint.

Before commencing the informal resolution process, the Title IX Coordinator shall obtain from the parties their voluntary, written consent to the informal resolution process.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise

occur are stayed and all related deadlines are suspended.

The informal resolution process is not available to resolve allegations that a Board employee or another adult member of the School District community or Third Party sexually harassed a student.

The informal resolution process is not available to resolve allegations involving a sexual assault involving a student Complainant and a student Respondent.

Investigation of a Formal Complaint of Sexual Harassment

In conducting the investigation of a formal complaint and throughout the grievance process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility is on the District, not the parties.

In making the determination of responsibility, the decision-maker(s) is (are) directed to use the preponderance of the evidence standard. The decision-maker(s) is charged with considering the totality of all available evidence, from all relevant sources.

The District is not permitted to access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the party provides the District with voluntary, written consent to do so; if a student party is not an eligible student, the District must obtain the voluntary, written consent of a parent.

Similarly, the investigator(s) and decision-maker(s) may not require, allow, rely upon or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege in writing.

As part of the investigation, the parties have the right to:

- A. present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; and
- B. have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The District may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding.

Neither party shall be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence.

The District will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate. The investigator(s) and decision-maker(s) must provide a minimum of one (1) day's notice with respect to investigative interviews and other meetings.

Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the District does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report.

At the conclusion of the investigation, the investigator shall create an investigative report that fairly summarizes relevant evidence and send the report to each party and the party's advisor, if any, for their review and written response. The investigator will send the investigative report in an electronic format or a hard copy, at least ten (10) calendar days prior to the decision-maker(s) issuing a determination regarding responsibility.

Determination of Responsibility

The Title IX Coordinator shall appoint a decision-maker(s) to issue a determination of responsibility. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator(s) or the investigator(s).

After the investigator sends the investigative report to the parties and the decision-maker(s), and before the decision-maker(s) reaches a determination regarding responsibility, the decision-maker(s) will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision-maker(s) must explain to the party proposing the question of any decision to exclude a question as not relevant.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Determination regarding responsibility: The decision-maker(s) will issue a written determination regarding responsibility. To reach this determination, the decision-maker(s) must apply the preponderance of the evidence standard.

The written determination will include the following content:

- A. Identification of the allegations potentially constituting sexual harassment pursuant to this policy;
- B. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, [and] methods used to gather other evidence.
- C. Findings of fact supporting the determination;
- D. Conclusions regarding the application of the applicable code of conduct to the facts;
- E. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the decision-maker(s) is recommending that the District impose on the Respondent(s) and whether remedies designed to restore or preserve equal access to the District's education program or activity should be provided by the District to the Complainant(s); and
- F. The procedures and permissible bases for the Complainant(s) and Respondent(s) to appeal

Informal or formal disciplinary sanctions/consequences may be imposed on a student Respondent who is determined responsible for violating this policy (i.e., engaging in sexual harassment).

If the decision-maker(s) determines the student Respondent is responsible for violating this policy (i.e., engaging in Sexual Harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the District Administrator of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 5605 – Suspension/Expulsion of Students with Disabilities, Policy 5610 – Suspension and Expulsion, Policy 5610.01 – Alternative Expulsion Hearing Procedure, Policy 5610.02 – In-School Discipline, and Policy 5611 – Due Process Rights. The discipline of a student Respondent must comply with the applicable provisions of the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing regulations.

If the decision-maker(s) determines the employee Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the District Administrator of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with applicable due process procedures, whether statutory or contractual.

The discipline of an employee will be implemented in accordance with Federal and State law, and Board policy.

If the decision-maker(s) determines a Third Party Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including the imposition of sanctions. The Title IX Coordinator will notify the District Administrator of the recommended remedies, so appropriate action can be taken.

The decision-maker(s) will provide the written determination to the Title IX Coordinator who will provide the written determination to the parties simultaneously.

In ultimately, imposing a disciplinary sanction/consequence, the District Administrator will consider the severity of the incident, previous disciplinary violations (if any), and any mitigating circumstances. If the Respondent is a member of the Board, that member of the Board shall be excluded from any determination regarding the imposition of a disciplinary sanction/consequence by the remaining Board members.

The District's resolution of a formal complaint ordinarily will not be impacted by the fact that criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

At any point in the grievance process and procedures, the District Administrator may involve local law enforcement and/or file criminal charges related to allegations of sexual harassment that involve a sexual assault.

The Title IX Coordinator is responsible for the effective implementation of any remedies.

Appeal

Both parties have the right to file an appeal from a determination regarding responsibility or from the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, on the following bases:

- A. Procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures);
- B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- C. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant(s) or Respondent(s) that affected the outcome of the matter.

Any party wishing to appeal the decision-maker(s)'s determination of responsibility, or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, must submit a written appeal to the Title IX Coordinator within five (5) days after receipt of the decision-maker(s)'s determination of responsibility or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein.

Nothing herein shall prevent the District Administrator from implementing appropriate remedies, excluding disciplinary sanctions, while the appeal is pending.

As to all appeals, the Title IX Coordinator will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties.

The decision-maker(s) for the appeal shall not be the same person(s) as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator(s). The decision-maker(s) for the appeal shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant(s) or Respondent(s) and shall receive the same training as required of other decision-makers.

Both parties shall have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The parties' written statements in support of, or challenging, the determination of responsibility must be submitted within five (5) days after the Title IX Coordinator provides notice to the non-appealing party of the appeal.

The decision-maker(s) for the appeal shall issue a written decision describing the result of the appeal and the rationale for the result. The original decision-maker's(s)' determination of responsibility will stand if the appeal request is not filed in a timely manner or the appealing party fails to show clear error and/or a compelling rationale for overturning or modifying the original determination. The written decision will be provided to the Title IX Coordinator who will provide it simultaneously to both parties. The written decision will be issued within five (5) days of when the parties' written statements were submitted.

The determination of responsibility associated with a formal complaint, including any recommendations for remedies/disciplinary sanctions, becomes final when the time for filing an appeal has passed or, if an appeal is filed, at the point when the decision-maker(s) for the appeal's decision is delivered to the Complainant and the Respondent. No further review beyond the appeal is permitted.

Retaliation

Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise

out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a formal complaint, or participating in an investigation, is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Complaints alleging retaliation may be filed according to the grievance procedures set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

The District will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA's regulations, and State law under Wis. Stat. § 118.12, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the Complainant's and Respondent's receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

Application of the First Amendment

The Board will construe and apply this policy consistent with the First Amendment to the U.S. Constitution. In no case will a Respondent be found to have committed Sexual Harassment based on expressive conduct that is protected by the First Amendment.

Training

The District's Title IX Coordinator, along with any investigator(s), decision-maker(s), or person(s) designated to facilitate an informal resolution process, must receive training on:

- A. the definition of sexual harassment (as that term is used in this policy);
- B. the scope of the District's education program or activity;
- C. how to conduct an investigation and implement the grievance process that includes appeals and informal resolution processes, as applicable; and
- D. how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interests, and bias.

All Board employees will be trained concerning their legal obligation to report sexual harassment to the Title IX Coordinator. This training will include practical information about how to identify and report sexual harassment.

Recordkeeping

As part of its response to alleged violations of this policy, the District shall create, and maintain for a period of seven (7) calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District shall document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity. If the District does not provide a Complainant with supportive measures, then the District will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the District in the future from providing additional explanations or detailing additional measures taken.

The District shall maintain for a period of seven (7) calendar years the following records pursuant to Wis. Stat. § 19.21(6):

- A. Each sexual harassment investigation includes any determination regarding responsibility, any disciplinary sanctions recommended and/or imposed on the Respondent(s), ~~and~~ any remedies provided to the Complainant(s) designed to restore or preserve equal access to the District's education program or activity;

- B. Any appeal and the result therefrom;
- C. Any informal resolution and the result therefrom; and
- D. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

The District will make its training materials publicly available on its website. If a person is unable to access the District's website, the Title IX Coordinator will make the training materials available upon request for inspection by members of the public.

Outside Appointments, Dual Appointments, and Delegations

The Board retains the discretion to appoint suitably qualified persons who are not Board employees to fulfill any function of the Board under this policy, including, but not limited to, Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The Board also retains the discretion to appoint two (2) or more persons to jointly fulfill the role of Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The District Administrator may delegate functions assigned to a specific Board employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor, to any suitably qualified individual and such delegation, may be rescinded by the District Administrator at any time.

Revised 10/11/21
 T.C. 4/11/22
 Revised 12/5/22
 T.C. 6/6/23
 T.C. 7/15/24

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Legal	20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972 (Title IX)
	20 U.S.C. 1400 et seq., The Individuals with Disabilities Education Improvement Act of 2004 (IDEIA)
	42 U.S.C. 2000c et seq., Title IV of the Civil Rights Act of 1964
	42 U.S.C. 2000d et seq.
	42 U.S.C. 2000e et seq.
	42 U.S.C. 1983
	34 C.F.R. Part 106
	19.21(6), Wis. Stats.
	120.13, Wis. Stats.
	948.01 et. seq., Wis. Stats.
	OCRs Revised Sexual Harassment Guidance (2001)
	20 U.S.C. 1092(F)(6)(A)(v)
	34 U.S.C. 12291(a)(10)
	34 U.S.C. 12291(a)(8)
	34 U.S.C. 12291(a)(30)

Laura Eicher
New Glarus Elementary School
19 14th Avenue
New Glarus, WI 53574

Diane Roska

February 5, 2025

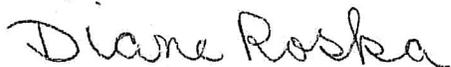
Dear Dr. Eicher,

It's with anticipation of more relaxing days ahead that I share my plans to retire on June 9, 2025. I have loved working as an educator for the last 25 years at the New Glarus Elementary School, and I'm honored to end my career here. I will miss working with students and colleagues. New Glarus Elementary staff and students are amazing!

I want to thank you, Laura, for your support during my years at New Glarus Elementary School. Your leadership has made our school a wonderful place for staff and students. I will always think back fondly on my time here as an educator.

Thank you again for your tireless support and thoughtful guidance of New Glarus Elementary School.

Sincerely,



Diane Roska

**New Hire Board Approval
02/10/2025**

Name: Eric Spanton
Position: High School Head Baseball Coach
Percentage of employment: varies
Term of employment: 2025 Spring Season
Pay rate: per schedule

**New Hire Board Approval
02/10/2025**

Name: Robert Schmitz
Position: High School Assistant Baseball Coach
Percentage of employment: varies
Term of employment: 2025 Spring Season
Pay rate: per schedule

- VII. **DISCUSSION ITEMS**
 - A. Letter to the Editor From Board of Education About Referendum
 - B. Elementary Cafeteria/LMC Renovation
 - C. Referendum Planning
- VIII. **ANNOUNCEMENTS**
- IX. **FUTURE AGENDA ITEMS**
- X. **FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS**
 - A. February 24, 2025 - Discussion & Regular Board Meeting - 7:15 p.m.
 - B. March 17, 2025 - Discussion & Regular Board Meeting - 7:15 p.m.
- XI. **ADJOURN**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.